



HUMAN RESOURCE DEVELOPMENT –

Steve Vukile Tshwete Complex, Zone 6 Zwelitsha, 5608, Private Bag X0032, Bisho, 5605 REPUBLIC OF SOUTH AFRICA: **Website:**
www.ecdoe.gov.za: lukhanyo.sidiya@ecdoe.gov.za: 040 608 4753 Fax: 040 608 4690/4784

Enq: L. Sidiya

MEMORANDUM

**TO : HON MEC
ACTING SUPERINTENDENT GENERAL
ALL DDGs
ALL CHIEF DIRECTORS
CLUSTER CHIEF DIRECTORS
ALL DIRECTORS
ALL DISTRICT DIRECTORS
ALL SCHOOL PRINCIPALS
ALL LABOUR UNIONS
ALL AFFECTED EAs AND GAs**

FROM : PROJECT MANAGER - EEI

**SUBJECT : APPOINTMENT AND PROCESS DETAILS FOR THE
PRESIDENTIAL EDUCATION EMPLOYMENT INITIATIVE
PROJECT FOR EASTERN CAPE DEPARTMENT OF
EDUCATION**

DATE : 31 JANUARY 2021

1. INTRODUCTION AND BACKGROUND

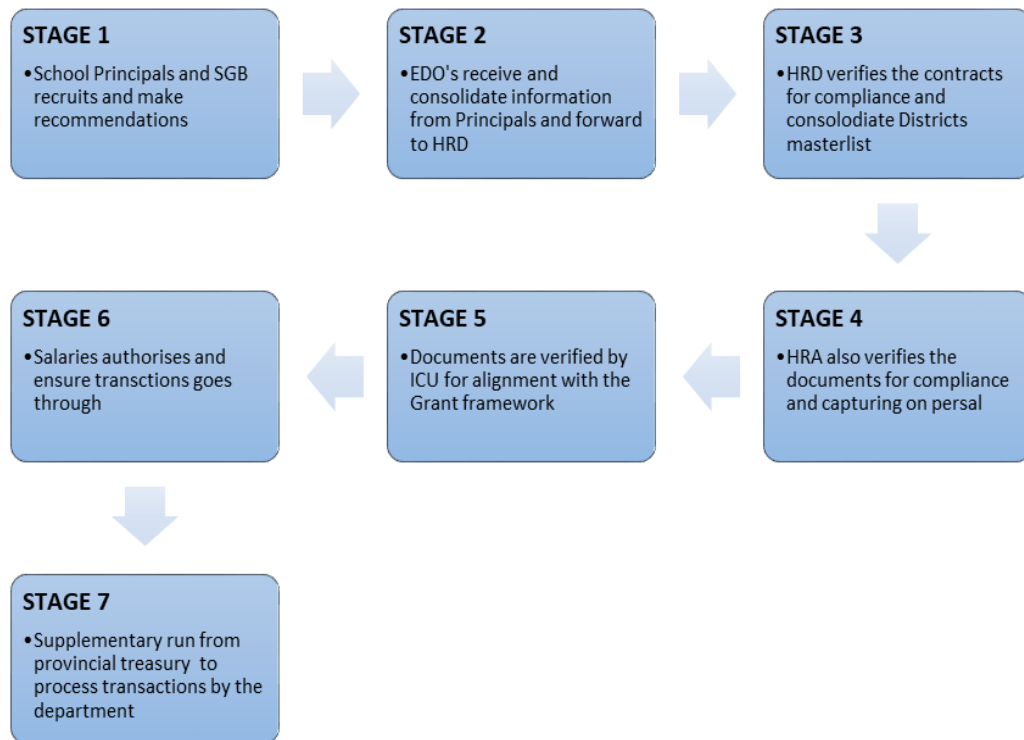
In 2020, His Excellency President Cyril Ramaphosa came up with the Presidential Employment Stimulus. The Presidential employment Stimulus is aimed at confronting the impact of Covid-19 directly as part of the government's broader economic recovery agenda. It is aimed at getting people to work right now without delay.

The employment stimulus is all about building a South Africa that works by counteracting anticipated job losses and creating new opportunities for growth and renewal.

The President came up with the stimulus to support a spectrum of work opportunities, focusing on job retention, job creation through public employment and also in some instances on direct support to livelihood strategies and market-based jobs. Through the Department of Basic Education (DBE) the President announced the Education Employment Initiative in November 2020 which was to be implemented by all Provinces across the country. Through the Education Employment Initiative (EEI) project, DBE tasked the Eastern Cape Department of Education to appoint 55 803 unemployed youth to become Education Assistants (EAs) and General Assistants (GAs). The EEI is meant to provide education assistance to schools to ensure continued learning and teaching in a safe environment and also to save SGB posts at fee paying schools and posts at government subsidized independent schools. Education Assistants primary function is to facilitate preparation of the teaching and learning processes through performance of associated administrative functions and should be in possession of an NQF level 4 and should be between the ages of 18 – 35 years. The second category is the General Assistants who include Janitors, Screeners, learner support agents no qualifications were required in this category as long the applicant falls between the ages of 18 – 35 years.

The project was confirmed in November 2020 by DBE with Provincial Educations instructed to start the implementation of the project by the 1st of December 2020. For Eastern Cape Department of Education the target is to appoint 55 803 unemployed youth to assume duty as EAs and GAs. A Provincial project team was appointed by the late Head of Department which is led by Mrs L. Sidiya as the Provincial project manager. The project is being implemented by various directorates which include Human Resource Development, Human Resource Administration, Internal Control Unit and Salaries. The implementation process for the project is as follows.

2. IMPLEMENTATION PROCESS



The project implementation process highly relies on human resources, however when the implementation was about to commence the country started to experience the second wave of Covid-19. The Minister of Health declared Eastern Cape as the hotspot for the second wave with special mention being given to Nelson Mandela Bay, Sarah Baartman and Buffalo City Metro Districts. During that same period the department kept on losing employees to Covid-19 within a short space period of time. As the infections kept rising within the department various sections especially the ones which were considered to be core in the implementation of the Presidential Education Employment Initiative project were opening and closing due to team members being infected. This led to deviation in the management plan on the implementation of the project as the project kept on being short-staffed with the key members of the team being infected with Covid-19.

However regardless of the challenges the project team faced of being under staffed, within the 14 days from, the 1st of December 2020 to the 14th of December 2020, when the department closed we managed to process 28 000 transactions out of the targeted 55 803 appointments to be made. The project team initial plan was to come back on the 7th of January 2021, however before we could convene as a team the President declared that the country should go back to lockdown level 3. The announcement to go back to level 3 lockdown affected our implementation plan as only 30% of the workforce was allowed back to work which meant that for every 10 employees we will have only 3 employees at work. In as much as we would have loved to implement the project to its totality within the set time frame we could not compromise on the regulations which were put in place by the government.

As the Provincial project team we took a decision that all assumptions must start on the 1st of December 2020 as we could not wait to say let's only take the number we can only process. This was in order to deal with the issue of appointing and making sure that everyone who is appointed gets their salary. The decision which was taken by the project team to appoint everyone from 1st December 2020 benefited the youth as failure to appoint them could have meant that only a few unemployed youth were going to be approved. After coming to that decision, all schools now have EAs and GAs who have assumed duties.

The department has fast tacked the appointment of all EAs and GAs as the delays which were encountered are matters which were beyond the control of the project team as they were caused by Covid-19. Those who have not been paid yet are already in the system and captured and others are still waiting for authorization. The status report per district is as follows:

DISTRICT STATUS REPORT

DISTRICT	NUMBER ALLOCATED	NUMBER CAPTURED ON PERSAL	% OF APPOINTMENTS MADE ON PERSAL
ALFRED NZO EAST	3146	3146	100%
ALFRED NZO WEST	5534	5534	88.04%
AMATHOLE EAST	5518	1008	18.27%
AMATHOLE WEST	3117	2796	91.2%
BUFFALO CITY METRO	5360	4501	83.97%
CHRIS HANI EAST	3863	3519	91.00%
CHRIS HANI WEST	3847	3519	91.00%
JOE GQABI	3065	2661	86.81%
NELSON MANDELA BAY	5406	2747	62.00%
OR TAMBO COASTAL	7525	7147	95.00%
OR TAMBO INLAND	6119	5251	85.81%
SARAH BAARTMAN	2976	2449	89.00%
TOTAL	55803	40 759	73.16%

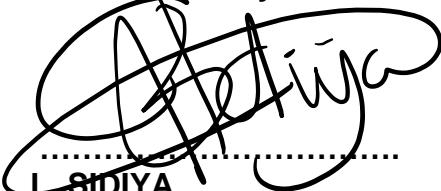
As the Provincial Project team we have made a commitment that everyone will receive their salary which is due to them. We humbly request that our EAs and GAs not to panic as the project team is at an advanced stage in making sure that they are paid their dues as long as they have assumed duties and reported back to work on 25th January 2021. Should EAs and GAs seek any clarity regarding the project they should contact their Principals, EDOs, District offices or District Project Managers. Project manager's details are as follows:

DISTRICT	PROJECT MANAGER	EMAIL ADDRESS	CONTACT DETAILS
ALFRED NZO EAST	Mrs X.P. JILI	prudence.jili@ecdoe.gov.za	0835343974
ALFRED NZO WEST	MR L. MASHOAI	loyiso.mashoai@ecdoe.gov.za	0810469892
AMATHOLE EAST	MR S. NDUNGE	siyabulela.ndunge@ecdoe.gov.za	0738391712
AMATHOLE WEST	MS T. GUNGUTHA	thembeke.gungutha@ecdoe.gov.za	0716085605
BUFFALO CITY METRO	MR T. TSHEKO	toto.tsheko@ecdoe.gov.za	0605238324
CHRIS HANI EAST	MR S.F. NGWENDU	fundile.ngwendu@ecdoe.gov.za	0739961699
CHRIS HANI WEST	MR B.M.G KWEPILE	buzani.kwepile@ecdoe.gov.za	0605233515
JOE GQABI	MS N. SIKITHI	nokulunga.sikithi@ecdoe.gov.za	0829232111
NELSON MANDELA BAY	MR MW. HLEKANI	mpakamisi.hlekani@ecdoe.gov.za	0826607396
OR TAMBO COASTAL	MR K. DALASILE	khwezi.dalasile@ecdoe.gov.za	0744224171
OR TAMBO INLAND	MR L. MATOTI	linda.matoti@ecdoe.gov.za	0721231562
SARAH BAARTMAN	MR S. MIGGELS	siphon.miggels@ecdoe.gov.za	0607647918

The project team is also composed of the following Directorates: HRA, HRD, HRP, Communications, ICU, Internal Audit, School Administration, Independent schools, School Resourcing, Salaries, Payment services and Budget services.

As the project team we apologise for any inconvenience which might have been caused however just bear in mind with us that we are operating in an unprecedented times.

Yours in Quality Education



.....
L. SIDIYA

PROJECT MANAGER

building blocks for growth



Ikama elizaambileyo!