



---

**OFFICE OF THE CHIEF DIRECTOR: HUMAN RESOURCE MANAGEMENT & DEVELOPMENT**

Steve Vukile Tshwete Complex, Zone 6 Zwelitsha, 5608, Private Bag X0032, Bhisho, 5605 REPUBLIC OF SOUTH AFRICA;  
Enquiries: MR L KOMLE Tel: 0847020878 Email: [lindumzi.komle@ecdoe.gov.za](mailto:lindumzi.komle@ecdoe.gov.za) Website: [www.ecdoe.gov.za](http://www.ecdoe.gov.za)

---

**HRM&D CIRCULAR 4 OF 2022**

**TO : DISTRICT DIRECTORS  
EDUCATOR UNIONs**

**FROM : (A) CHIEF DIRECTOR HRM &D**

**DATE : 08 MARCH 2022**

**SUBJECT : MANAGEMENT OF POST BASKET**

---

**1. INTRODUCTION**

The Eastern Cape Department of Education declared 53 605 post basket for the 2022 academic year, which was a reduction by 421 posts. The distribution of post resulted in more additional educators in primary schools although most vacancies are in secondary schools. Furthermore, most LSEN schools have lost posts, which does not make teaching easy at these schools.

**2. VACANCIES IN THE SCHOOLS**

The vacancies are more in high schools which is at 60 percent and only at 39 percent in primary schools. The remaining 1 percent is at LSEN schools. Conversely, most additional educators are in primary schools at 69 percent and 27 additional educators are in secondary schools. The remaining 4 percent of additional educators are in LSEN schools. The statistics of vacancies against the additional educators must be managed by districts, hence placement of additional educators should be finished as soon as possible. In LSEN schools, where schools have lost posts and teaching may be severely compromised, District Directors are





---

**SUBJECT: MANAGEMENT OF POST BASKET**

---

advised to utilise additional educators within the district. Districts must manage their post basket within their post allocation. Henceforth, Districts must report monthly to enable the Department to assess and monitor implementation of PPN.

**Yours in quality education**

  
\_\_\_\_\_  
**Mr Q LUTHULI**

29/03/2022

**DATE**

**ACTING CHIEF DIRECTOR: HRM&D**

