



Province of the  
**EASTERN CAPE**  
EDUCATION

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**COMMUNIQUE**

**Impact of  
loadshedding  
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**Meet Nomathamsanqa  
Belmeva , Who's  
Responsibility is to  
secure ECDOE Head  
Office**



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## Editor's Note



Another edition of the Communique, your newsletter that seeks to tell our stories and embrace the strides made by employees to contribute to the goals and objectives of the department. We hope this edition will bring more insight about what we, the employees do in our work environment. Issuing this inspiring edition coincides with the new inspiring spring season that seeks to beautify the world, as it is characterised by blooming flowers and trees. May we enjoy the season and hope its impact will also be locally felt as it's associated with beautiful colours and happiness. Lastly, as much as we prepare these stories for us (employees), we would like to hear from you, what you would enjoy being featured. This way, this will also ensure that you own this publication as it is only for employees, by employees. Happy spring season to all and hope to hear from you soon!  
Enjoy

**Massive recruitment drive in the Eastern Cape Department of Education (ECDOE)**

The Eastern Cape Department of Education has embarked on a massive recruitment drive, targeting mostly young people and a significant number of senior officials to take its service delivery mandate forward, at an accelerated pace.

Through a partnership with Walter Sisulu University, the Eastern Cape Department of Education will see 2 400 young people registered in Education Careers. These young people will be drawn from 12 districts, with each district nominating 200 people to be part of the recruitment drive. This is in line with the department's vision of attracting young people into the teaching profession. The department is targeting youth that are South African citizens, residing in the Eastern Cape and should be at the age of 20 and below. Young people who are currently in matric or have completed matric with a Bachelor's pass and enrolled for a Post Graduate Certificate in Education program will benefit from this initiative. The ECDOE is committed to attracting individuals who will add value to the education sector and contribute towards quality education outcomes.

In its endeavors to capacitate operations, the department has also embarked on another recruitment drive to improve service delivery. A total of 172 vacancies have been advertised through the media. These include 8 strategic and leadership management, 73 middle management, 64 junior management, 28 therapists and psychologists, as well as 9 administrative posts. The Department would be issuing a second set of advertisements for Deputy Chief Education Specialists, Senior Education Specialists as well as support staff to schools in the next few weeks. The Department intends to conduct rigorous appointment processes to ensure that suitably qualified individuals are appointed on or before 01 November 2023. In keeping with the Employment Equity targets of the 2022-2024 Equity Plan, the department aims to increase representation of women in senior and middle management positions, whilst also increasing the representation of people living with disabilities in the workforce to 2% as prescribed by law.

growth  
education



# Impact of loadshedding on ECDoE

By *Thando Ngcume*

The Eastern Cape Department of Education headquarters and districts has seen low to no productivity at all recently due to loadshedding. Absenteeism and loss of revenue due to the increase of fuel consumption for supporting generators are some of the noticeable factors in the Department. ECDoE Facilities, Security and Knowledge Management Acting Director, Ntandazo Matika confirms that loadshedding has grossly affected service delivery and posed challenges in providing a conducive working environment for employees to effectively execute their duties. "This has caused communication breakdown between Head Office, Districts and Schools as well as delays in the implementation of departmental plans," said Matika.

As part of addressing this challenge the Acting Head of Department, Siyosile Nuku approved procurement of services for the maintenance of generators in the department. The Infrastructure unit is also in the process of procuring 26 generators on key education sites that are in need of such.

Information Technology and Systems Infrastructure Deputy Director, Nkosinathi Notototo said that loadshedding has had a significant impact on ICT operations and internet connections for the department which directly affect the stability and availability of connectivity and internet service. "When the power supply to the network equipment is affected due to loadshedding, it usually causes unplanned downtime, data loss, corruption and communication disruptions," said Notototo. He added that the department is currently working



on a plan to have internet delivered through fibre cables to increase stability and that will assist in restoring connectivity upon activation of a generator during loadshedding.

"It is very traumatic to be working under such dangerous conditions most specially at night without having proper protection tools" said the security company supervisor, Sakhumzi Makeleni. Additionally, according to Makeleni, the power outage creates a conducive environment for criminal activities within the department because it disrupts security systems such as alarms and surveillance cameras rendering them ineffective at times.

***"It is very traumatic to be working under such dangerous conditions most specially at night without having proper protection tools"***



## A day in a life of a female security officer

By Siphosethu zimba

**N**omathamsanqa Balmeva is a 55-year-old security officer from Ndevana location. She has been serving the department as a security officer for eight years. Balmeva started her career as a cleaner and she one day, decided to change and look for a more challenging job. But because of the job scarcity in our country and considering her age at the time, finding a job was not easy for her.

For these reasons, she decided to do security grades and later applied and got the job in April 2015. To her surprise she really enjoyed working as a security officer. One of the things she enjoys most is working in shifts, meaning she gets time off work to run her errands during the day and gets to spend time with her family. She said that the security company she is working for is another reason why she loves her job. "My employer is very flexible and understanding, we as the security officers, have never had any hassles, unlike the security companies we worked under previously, we get a bonus every year around Christmas time", said Balmeva.

She also mentioned that the job does pose challenges at times. "It becomes a challenge for us as women when we must clock and make rounds in some areas at night. You'll find that the area is



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***My employer is very flexible and understanding, we as the security guards have never had any hassles***

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too dark and scary so we have to accompany each other, which is time-consuming. During summer season, you'll find snakes in some parts of Head Office and we, as females are not brave enough to handle such situations and have to rely on male counterparts", she added.

Overall Balmeva feels very happy and grateful for her job. She also added that employees of the EC Department of Education are very respectful and humble towards her. "Initially I had thought that it would be a challenge considering that I am a female and a bit older than most of my colleagues, but they are always co-operative and this makes it easy for me to come to work every day", concluded Balmeva.