

ZIMTA MONTHLY POST

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How Incapacitation Works

by Daisy Zambuko

The sad situation of incapacitation that educators are in is something that is undesirable to any civil servant. The educators wish that they could get equal work for equal pay, but this has not been the case for some time.

Despite the spirited efforts put across by the first choice professional teachers union of ZIMTA, for the employer to review and revise the remuneration of the educators, it indeed remains an uphill task.

However the union will not surrender, but will continue to fight for what is rightful for the educator.

It must be equal pay for equal work.

When teachers plead incapacitation, what they are saying is that their earnings have lost value, completely.

In essence they mean that they must be paid a salary that allows them to budget comfortably for their daily needs. For the majority of the educators, they need to be able to pay for their own children's school fees. This is no longer the case. they have been reduced to beggars

Some educators are incapacitated to the point of not being able to further their own education and upskill like other civil servants. The salaries are too low to attract other vibrant young talent into the profession. The government of the day needs to prioritize its educators, or risk losing the sector's former glory status completely.

To incapacitate is the state of not having the necessary ability and qualification and strength to perform some specified act or function, says www.dictionary.com, Another site dictionary.cambridge.org, says, incapacitation is being unable to do things normally whereas according to www.definitions.net, to incapacitate is to disqualify.



President's May DAY 2021 Message

by Richard Gundane

MAY DAY, a day that we ordinarily celebrate and chronicle the achievements of the workers. We are supposed to celebrate all the way and to plan ahead as motivated workers of this country, but that phenomenon all relates to the past.

The day of 1 MAY 2021, workers who are called, educators, heads of schools and teachers are operating in distress and under duress. The work that they normally do as a calling is considered no longer fit to be classified as a noble profession.

In education, all personnel and educators are incapacitated to deliver their duties.

Public schooling systems and teachers which until recently were admired by the rest of the African continent as a good example of how to deliver quality public education are fast deteriorating into unimaginable stories and things, because the educators who normally superintend and ensure quality

learning and teaching exists are longer able to do so. They are incapacitated and struggle to represent themselves as epitome of professional educators.

The employer for educators has consistently failed to reward educators adequately.

This May Day we decry the lack of recognition and poor remuneration from our employer. It's a BLACK DAY. There is nothing to celebrate, when educators plead incapacitation year in and year out, and without recourse, we are doomed!. However we take note of the efforts made by the Parliamentary Portfolio Committee on education which has provided a listening ear and grasped the fact that educators need to have correct collective bargaining legislation in place, if they are to achieve desired results.

Educators demand strong social dialogue processes that work. We need to have our RIGHTS to collective bargaining respected.

We demand to have a restoration of salaries and a requisite road map to achieve the 2018 salary levels. Our sector specific allowances must be in place today and that way we can guarantee a balance between labour rights and children's rights to education.

It's a BLACK DAY. NO CELEBRATIONS for EDUCATORS this labour DAY.

We remain emboldened to continue the struggle.

**"Educators demand strong social dialogue processes that work, We need to have our rights to collective bargaining Respected."
- ZIMTA**



FREQUENTLY ASKED QUESTIONS ON PROVIDENT FUND

Q. Is there a maximum number of beneficiaries under the new scheme?

A. A maximum of 4 people can benefit at any given time.

Q. Can my parents who are already registered in the old scheme still benefit?

A. Yes they can benefit.



Frequently Asked Questions On Provident FUND

Q. When can I apply for a loan?

A. Apply NOW

Q. What is my maximum loan limit?

A. Depending on Availability and demand, member may get up to ZWL 20 000.00 & repayment period is a maximum of 12 months.

Frequently Asked Questions on Provident Funds

Q. Is there anything for the Retired Member?

A. Upon retirement members currently get ZWL 25 000 .

Q. What happens when a member dies ?

A. Upon death of a member, the surviving spouse currently get ZWL 25 000, and a ZIMTA vehicle for use during the funeral proceedings



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