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DISTRIBUTION

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ZIMTA SECRETARIAT
ZIMTA MEMBERS**

Dear Colleagues

RE: TEACHER INCAPACITATION AND OPENING OF SCHOOLS

1. INTRODUCTION

1.1. This circular letter updates our several nuggets in 2019 and the 2020 National Secretary General's New Year message. It further conveys the National Executive's decision of 21 December 2019 on the above captioned subject.

2. TEACHER INCAPACITATION DEEPENS AND WILL NOW AFFECT THE OPENING OF SCHOOLS

2.1. ZIMTA National Executive now rallies its members to desist from worsening their situation by over borrowing so as to facilitate their transport and subsistence back to work. This is the employer's responsibility. To that end, National Executive stands by all its members who have indicated that they will wait for the employer to capacitate them before going back to schools.

2.2. Sustaining one's living on a salary deficit of ninety three percent (93%) is impossible and can only be done miraculously, by any breadwinner.

Standing Committee: Mr. R. Gundane (National President), Mrs. E. Mahiyana (National Deputy President), Mr. T. Muzondo (National Deputy President), Mr. T.N. Sibanda (National Secretary General), Mr. J. Mulilo (National Treasurer), Mrs. E. Gunda (Women Teachers' Representative), Mr. I. Gumunyhu (Secondary Teachers' Representative), Ms. J. Chikomo (Primary Teachers' Representative) & Mr. E. Ndanga (Tertiary Educators Representative)

Secretariat: Mr. S. Ndlovu (Chief Executive Officer), Mr. L. Charumbuka (Finance Officer), Ms. A. Lunga (Training & Development Officer), Ms. D. Zambuko (Communications & International Relations Officer), Rugare Samati (Gender & Research Officer), Mr. A. Jorigi (Membership Support Officer)

We Educate the Nation

- 2.3. The employer should take full responsibility for this development and for carelessly handling our members' requests for meaningful salary adjustments in 2019 through 2020.

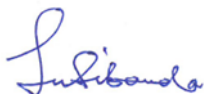
3. WAY FORWARD

- 3.1. Members are advised to take the following measures when incapacitated, so that this state of affairs is not interpreted as collective job action, but be understood to be what it is, incapacitation.
- 3.2. Advise your colleagues, superiors and those with a legal obligation to supervise or superintend over your work, about your whereabouts.
- 3.3. **Remember you are not on strike but you have been made redundant by your employer.**
- 3.4. Avoid being "cushioned" by enslaving increases that do not transform your situation or seeking refuge in institutional accommodation and getting pacified by such ineffective ways.
- 3.5. ZIMTA has cautioned the employer of this eventuality and continues to request the employer to intercede in a meaningful and impacting way.

4. CONCLUSION

- 4.1. Members are advised that the National Executive's decision to support members on this was reached after a wide consultation and analysis over a period of time.
- 4.2. You are advised to keep in touch with your Association, should you find yourselves in an invidious position on matters related to this or work.

Yours Sincerely



Sibanda Tapson N. (Mr)
NATIONAL SECRETARY GENERAL

