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CIRCULAR LETTER NUMBER 16 OF 26 APRIL 2021

DISTRIBUTION

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ZIMTA SECRETARIAT
ZIMTA MEMBERS

SUBJECT: TEACHER INCAPACITATION - ZIMTA'S UPDATED NATIONAL EXECUTIVE POSITION AS AT 26 APRIL 2021

1. INTRODUCTION

- 1.1. This circular updates our position following our **Circular Letter Number 14 of 13 April 2021**.

2. UPDATE ON INCAPACITATION

- 2.1. We have noted with concern, the media reports which indicate that educators are on strike and that the Employer has adopted or will be adopting the "no work no pay" policy that will result in those educators not reporting for duty having their salaries stopped.
- 2.2. We reiterate that our members and educators in general **are not on strike** but, their monthly net salaries get finished within eight (8) days after pay day and result in them being grounded and only able to report for duty two (2) days per week. The net salary for a teacher is around ZWL \$16 915.20 including a transport allowance of ZWL \$1 164.00 per month.
- 2.3. To cater for transport from Chitungwiza to Parirenyatwa, rent for three rooms, sadza and stew at work, bread, 20kg meal mealie, 2kg meat, 2 litres cooking oil, 500g salt, 2kg rice, 2 bars washing soap, 100 grams tooth paste, 2kg sugar, lotion, school fees at a Government primary school and tuition fees for one child at Morgan ZINTEC College, a teacher requires a net salary of ZWL \$38 376.20 and where the full school and

Chief Officers: Mr. R. Gundane (National President), Mrs. E. Mahiyana (National Deputy President), Mr. T. Muzondo (National Deputy President), Mr. G. Taderera (Acting National Secretary General), Mr. J. Mulilo (National Treasurer)

Secretariat: Dr. S. Ndlovu (Chief Executive Officer), Mr. P. Mazibuko (Chief Human Resources and Operations Officer) & Mr. L. Charumbuka (Chief Financial Officer)

We Educate the Nation

tuition fees are removed the figure comes down to ZWL \$25 676.00 on average per month or ZWL \$1 167.09 on average per day and with this in mind the ZWL \$16 915.82 gets finished within **eight (8) working days** of the month leaving the teacher grounded and unable to report for work. The situation gets worse where a teacher has to include essentials like deodorants, sanitary ware, medical aid short falls, water and electricity which reduces the period that the ZWL \$16 915.82 covers to less than eight (8) working days per month.

- 2.4. It is therefore completely unreasonable to allege that a teacher will not be paid for failing to report for duty because there is no money to take the teacher through the whole month because the Employer has issued an instruction that cannot be carried out because there are no means of carrying it out and therefore it is impossible to perform. The Employer must demonstrate how an instruction requiring a teacher to report for duty for the whole month can be carried out where the salary earned cannot be apportioned to finance the less than bare minimums that a teacher requires and especially where the transport allowance is ZWL 1164.00 in place of ZWL 4435.00 per month.
- 2.5. ZIMTA would like to make it very clear that its members get grounded financially and that is why they are not able to report for duty continuously. Where the Employer insists on full attendance at school failing which the salary will be stopped and members made to face disciplinary action, ZIMTA would like to make it abundantly clear that it will take legal action to protect its members from being required to carry out an impossible instruction.

3. CONCLUSION

- 3.1. Members are therefore appropriately advised and guided to remain calm and not to be shaken as there is no Employer with a right to compel an Employee through bullying to perform an impossible instruction.
- 3.2. Educators are advised to remain resolute and join ZIMTA because our fight is based on sound legal grounds because ours is no pay no work!
- 3.3. Invite fence sitters and by-standers to join this great organisation.

Yours in service


Gundane Richard
ZIMTA PRESIDENT

