

ZIMTA BULLETIN

Monthly Newsletter for Zimbabwe Teachers' Association

NEWS & FEATURES

Teachers Incapacitated
PAGE 1

Teacher want USD Salary
PAGE 2

Teachers in Pictures
PAGE 3

Salaries re-grading
move welcome.
PAGE 4

Join ZIMTA NOW
PAGE 6



file picture

Teachers INCAPACITATED

BY DAISY ZAMBUKO

On 03 February 2022, the National Executive (NE), resolved to declare a state of incapacitation by its members and further extended this to include all public sector educators in solidarity with suffering colleagues.

The National Executive met at ZIMTA-Ehlekweni Vocational Institute to receive reports and membership submissions which indicated that Educators were failing to pay school fees and buy uniforms for their children, a scenario that had pushed educators to moonlight.



Teachers Want Salary in USD

CONTINUED P.1

"The Salary level earned in January 2022 is inadequate to support transport needs for commuting to various stations in the rural areas and to support daily commuting by teachers in urban areas. Without a meaningful salary increase educators have no way of going back to assume their duties." ZIMTA said in its declaration statement.

"The response from government in the last NJNC meeting did not give an aorta of hope, instead it squandered all the goodwill that educators had credited the negotiating platform with. Teachers now postulate that the USD \$75 .00 Covid-19 allowance was a make-believe gesture meant to pull woolover their faces so that the State would appear it cared about teachers' welfare." said ZIMTA

Furthermore, ZIMTA expressed the thoughts of its membership as "Teachers' patience has been overstretched and they feel provoked, underrated, thought off and abused, a strong feeling of disdain has been generated in the negotiating structures."

**"Without Teachers ,
LIFE would
have NO
class."**

UpJourney



TEACHERS IN PICTURES



ZIMTA
FOR LIFE



We Educate the Nation!

Addressing Salary Differentials Between Grades : Welcome Move

By Llyod Mangoh

The ZIMTA President has urged Government to come up with grading modalities that will ensure meaningful differentiation when the debunching exercise which will be backdated from 2012 is finally rolled out.

“The current scenario is that, there is very little difference between an entry level teacher and the experienced ones and also even those in the promotional grades. We used the Patterson grading system but somewhere along the way government decided to do away with salary scales commensurate with this system.

This is why ZIMTA has always been pushing for meaningful decompression of grades to ensure teachers get what they are worth.” he said.

Speaking in an interview, Gundane revealed that compression of salary grades had negatively affected the education system as it demoralized teachers who were already incapacitated“

The disregarding of de-bunching by Government resulted in disharmony in the teaching fraternity. The impact of this was that most teachers particularly those that found themselves in good schools mostly in urban areas.

and mission schools, then refused to take up promotion especially one that would result in moving to an inferior school, because there was nothing attractive about promotion at all except for increased responsibility without a matching salary.

“Disregarding of grades de-bunching has resulted in disharmony in the teaching fraternity!”

Resultantly, there has been unequal distribution of skilled personnel within the schools, thereby affecting the delivery of quality education.” said Gundane

Salary De-bunching : March 2022

“So, what we are looking at now is a situation where there is meaningful differentiation between and within grades. Instead of a one-dollar difference, there should be a significant difference as we move up from one step to the other so as to incentivise and reward educators.

This would then make sense when it comes to years of experience as well as the differentiation of those with lower qualifications and those with higher qualification, degreed and those who are non -degreed teachers, those who are in promotional grades and those who are in non-promotional grades. We are waiting with hawk eyes to see if the government will implement meaningful differentiation and then take it from there,” he added

On the 8th of February 2022, Finance and Economic Development Minister, Professor Mthuli Ncube, announced a cocktail of measures to mitigate teacher incapacitation which included a 20 percent increment across the board backdated to January 2022, while an additional US\$100 would also be paid from March 2022, with a school fees support for three biological children as well as an advancement award that recognises seniority for differentiation within the same grade amongst other things.

He added that , Treasury had set aside ZWL\$160 million to cater for this exercise.





0782 782 788

Send Name. EC Number
ID Number .School. Province
JOIN INSTANTLY



ZimbabweTeachersAssociation
@zimta01
@zimta01



join NOW
TODAY

