

# ZIMTA BULLETIN

Monthly Newsletter of the Zimbabwe Teachers' Association

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## ZIMTA HIGH COURT APPLICATION CHALLENGES SUSPENSIONS

BY LLYOD MANGO

Zimbabwe Teachers' Association (ZIMTA) has filed an urgent chamber application with the High Court seeking to render suspension of teachers from duty null and void as the victims were not heard neither did, they make any representation before the imposition of the suspension orders by their respective district school inspectors acting as disciplinary authorities contrary to common law and the Administrative Justice Act.



## TEACHER SUSPENSIONS CHALLENGED:

CONTINUED.....

The urgent chamber application was filed on 9 March 2022, in the high Court of Zimbabwe in Harare. In the application filed by Messers Matika, Gwisai and Partners, the suspensions were qualified as unlawful, unreasonable, disproportionate and both substantively procedurally unfair in violation of sections 65(1),65(4) and 68(1) of the Constitution of Zimbabwe Amendment(No.20) Act, 2013.

The Minister of Primary and Secondary Education and the Public Service Commission were cited as the first and second respondent respectively.

In addition, the applicants, have indicated they would be seeking a declaratory order to the effect that section 48(1) as read with section 49(3)(b)(ii) of the Public Service Act and Public Service Regulations which were used to suspend the teachers be declared unconstitutional as they are inconsistent with section 65(1) and 65(4) of the Constitution of Zimbabwe.

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"Being Powerful is like being a lady.  
If you have to tell people you are , you aren't."

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Margareth Thatcher  
**FORMER PRIME MINISTER**  
U.K



## ***SUSPENSIONS CHALLENGED AT HIGH COURT***

Continued .....

“There are financial implications to the suspensions as teachers will be on reduced earnings for the three months and would endure the strain as if they had been found guilty of any wrong doings. They are likely to fail to meet personal financial liabilities and commitments and monthly subscriptions such as medical aid, pensions, funeral assurance and the likes and may end up being suspended or potentially

lapse, a situation which may not be cured by any damages,” ZIMTA said justifying the urgency.

“The applicants have no other remedy or relief available to them other than approaching this court to aid in averting the violation of their constitutional and inherent right.

In this premise we believe that this matter is urgent and ought to be dealt with as such it can not afford to wait on the normal roll as this would attract perverse conduct from the employer” said ZIMTA

Speaking on the side lines, ZIMTA CEO, Dr Sifiso Ndlovu said the move was necessitated by the need to protect teachers who are being unfairly suspended from duty.

***“The applicants have no other remedy available to them other than approaching this court,....”***

Members will be updated on all developments as they come .





## WOMEN'S DAY 8 MARCH 2022

### BREAKTHEBIAS

ZIMTA continues to take huge leaps forward towards breaking the gender bias that exists in the trade union, where upon women educators are sometimes not considered as equal or competent trade unionists in addressing labour related matters and in assuming leadership positions.

This is being done through the conducting of workshops that seek to capacitate and upskill union representatives in Zimbabwe's 10 provinces to preside over labour related issues at workplaces.

*#BecauseTeachersMatter*  
*#Women*

The women and men educators who subscribe to ZIMTA are in the process of attending various trainings and continuous programs which are expected to assist them in addressing gender biases that normally arise during disciplinary and grievance handling meetings at work stations.

As a Union with a mission of promoting, protecting and advancing educators' interests and rights, we have considered it a priority to have as many women representatives as possible to acquire the necessary tools needed in representing fellow workers. We believe that this way, equality of men and women will be sustained within the union.

Women in ZIMTA have embraced the hashtag for 2022 Women's Day, #BreakTheBias, because it precisely dovetails with ZIMTA's work of breaking gender bias within its union structures. The training programme seeking to involve every member of the union was instituted in October 2021 and it is ongoing.

# BreakTheBias

ZIMTA CELEBRATES WOMEN'S MONTH  
BY DAISY ZAMBUKO

Because teachers matter, it is the union's role to ensure that empowerment is done at all levels in the union.

However, the issue of incapacitation induced by low salary levels requires urgent attention. It is important that as we celebrate Women's Day this 08 March 2022, we consider the plight of teachers, and women teachers who are failing to provide for their families due to inadequate salaries. Teachers are demanding for adequate salaries that are paid in a stable currency so as to beat the high domestic inflation figures.

## #BreakTheBias 2022







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