

# ZIMTA MONTHLY BULLETIN

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FILE PICTURE

Teachers demonstrate against low salaries

## Teachers Declare Incapacitation: Cite inadequate pay:

BY DAISY ZAMBUKO

Teachers who have been earning salaries way below their status and professional levels for more than 3 years have finally declared their incapacitation citing that they are unable to subsidize the employer by turning up at the work stations for duty.

The declaration statement was made on February 3 by Zimbabwe's largest teacher trade union, ZIMTA, at ZIMTA-Ehlekweni Vocational Institute (ZEVI), situated in the Motobo district of Matebeleland South Province.



## ZIMTA President: Richard Gundane

BY DAISY ZAMBUKO

..Continued...In the declaration statement, teachers protested strongly against the government's attitude of not attending to their bread-and-butter issues with haste and seriousness. The Union declared that, its members had resorted to remain home until such a time, when the employer would be able to attend to their salary demands and many others which have already been submitted to the employer.

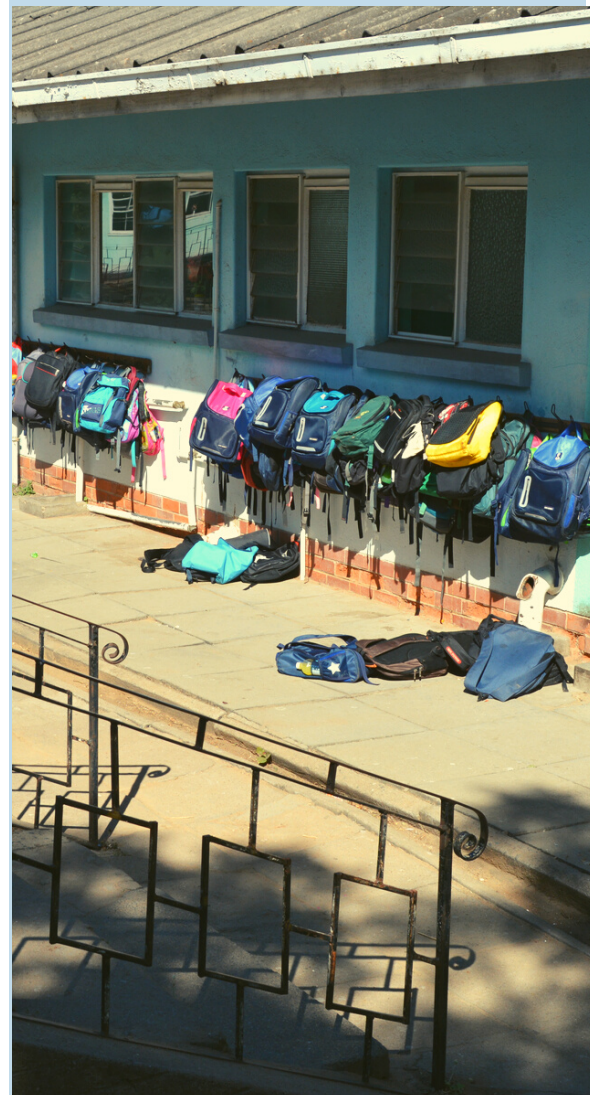
Teachers have declared incapacitation because they feel that the salary levels earned in January 2022 are inadequate.

In addition to an inadequate salary, teachers have constantly failed to meet their obligations such as providing for their families, paying for their own children's school fees, rentals and daily commuting costs to schools.

"Without any meaningful salary increase, educators have no way of going back to their duties," The union said in its declaratory statement issued by the Union, President, Mr. Richard Gundane.

"Teachers  
who love  
Teaching,  
Teach the  
children to  
love  
learning."

**World Teachers' Day**  
**QUOTES**







## TEACHERS SUCCUMB TO INCAPACITATION

...continued from Page 1

“The response from the 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 Covid- 19 allowance was a make-believe gesture meant to pull wool, over their faces so that the State would appear like they cared about the Teachers’ welfare.

Teachers’ patience has been overstretched and now teachers feel provoked, underrated, thought off and abused, a strong feeling of disdain has been generated on the negotiating structures”, the statement noted.

Officially, teachers who belong to several other unions did not turn up for duty with effect from Monday 7 February as a result of falling victim to incapacitation.

It is mostly the teachers in the public schools that are hardest hit with the problem of receiving low pay whilst those in the private and mission schools are well cushioned by their employers in the majority of the cases.



OFFICIALLY, TEACHERS DID NOT TURN UP FOR DUTY WITH EFFECT FROM MONDAY 7 FEBRUARY AS A RESULT OF FALLING VICTIM TO INCAPACITATION.



# MOTIVATE TEACHERS FOR CALA IMPLEMENTATION

By Virginia Zifesho



Teachers have expressed concern over the Continuous Assessment Learning Activity (CALA), following the delay of schools opening saying the expected outcomes might not be met. Under CALA, pupils are supposed to carry out projects and tasks in schools,

**"STUDENTS ARE EXPECTED TO CARRY OUT PROJECTS AND TASKS WHICH WILL CONSTITUTE 30% OF THEIR COURSEWORK FOR THE FINAL EXAMINATIONS UNDER ZIMSEC"**



which will constitute 30% of their coursework for the final examination under the Zimbabwe School Examinations Council (ZIMSEC).

Speaking in an interview, Tendai Shonge a Gweru based teacher said students will have limited time to do their CALAs, a condition which might lead them to fail to produce the best results, because some of them have been failing to access online lessons and catch-up lessons during the lockdown period.

"We are working on a tentative school calendar and learners may end up rushing over topics of different learning areas in order to meet deadlines at the end and therefore they will not produce their best. On the part of the learner, there may be detrimental factors which include, not being able to meet deadlines, or failing to do a thorough research in all the CALA components, because most of the topics may require one to do research under difficult conditions or limited timeframes," Said Shange. "CALA is a very effective assessment tool if implemented well, and it brings positive results. However, with this Covid-19 pandemic



## ***Motivate the Teachers (continued)***

...from page 4 , the curriculum may be overloaded. The desired results may not be achieved as expected," added Shonge as she expressed an opinion. Learnmore Tseye a teacher at a primary school in Mutare also expressed concern that said his learners will start doing their CALAs only after schools have opened and they would be lagging behind." I just don't know how I will be able to balance it out" he quipped. CALA was introduced last year and constitutes 30% of the total examination marks for Grade Seven, Ordinary and Advanced Level students.

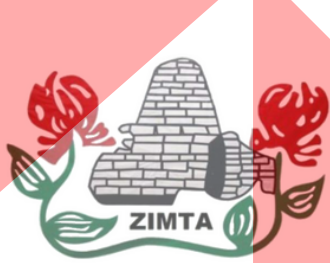
Commenting on the situation, the Zimbabwe Teachers Association Acting Secretary General , Goodwill Taderera, said the delay in implementing CALA was unfortunate because learners would lag behind. He called on the government to ensure that teachers' demands were met with urgency so that they could swiftly assist students with their CALA projects without any further hindrances, adding that teachers needed motivation particularly in 2022. " Teachers need to be paid their upgraded salaries, once that is done, teachers will step up and motivation level will increase as well," he said.

***"Teachers need to be paid their upgraded salaries, once that is done, Teachers will step up, anything!"***

According to the Ministry of Primary and Secondary Education, (MOPSE), the CALA program is part of the new curriculum adopted by the government in 2015, but had been shelved because of lack of resources among other challenges. Mopse presented CALA as any learning activity or assessment that requires learners to perform, demonstrate their knowledge, understanding and proficiency. The Continuous Assessment Learning Activity yields a tangible product and performance that serve as evidence of learning. It also presents a situation that calls for learners to apply their learning in context, a pathway research project and a detailed study venture done by a learner in a chosen career area.







# We Educate The Nation



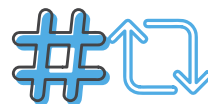
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