



# ZIMBABWE TEACHERS' ASSOCIATION (ZIMTA)

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## WEDNESDAY 2 MARCH 2022 NUGGET.

1. ZIMTA is currently seized with following up protection of members issues. The past negotiations, and the 2<sup>nd</sup> quarter negotiations at NJNC.
2. We have received complaints from our member deputy heads and headmasters that have been suspended on allegations that they were absent from work on the 7<sup>th</sup> of February 2022.
  - 2.1. We have also received complaints that subsequent to that and to date, our members continue to be suspended.
  - 2.2. The suspensions are taking place amidst behind-the-scenes meetings with the authorities and representations at NJNC to the effect that the suspensions founded on the 7<sup>th</sup> of February to 22<sup>nd</sup> of February 2022 should be reversed in order to nature good and harmonious industrial relations going forward and also to take into account that the Public Service Commission summary instructions that teachers were to report for duty by the 22<sup>nd</sup> of February 2022 which instruction had an effect of invalidating the prior suspensions.
  - 2.3. We advise our members that the engagements with the authorities are coming to an end either way this week and if suspensions are not reversed, ZIMTA will inevitably head for the courts.
3. ZIMTA has shared with members about the outcome of the first Quarter negotiations that although not to our expectations, have at least, paid part of our salaries in USD, a principle that ZIMTA was mandated by membership.
  - 3.1. We have not been mandated by our members to come back with nothing but USD540 or to negotiate endlessly for its achievement regardless of time and consequences that this may have on the long-term welfare of educators.

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**Chief Officers: Mr. R. Gundane (National President), Mrs. E. Mahiyana (National Deputy President), Mr. G. Taderera (Acting National Secretary General), Mr. J. Mulilo (National Treasurer)**  
**Secretariat: Dr. S. Ndlovu (Chief Executive Office), Mr. P. Mazibuko (Chief Human Resources and Operations Office) & Mr. L. Charumbuka (Chief Financial Office)**

***We Educate the Nation***

- 3.2. The mandate by our members, during consultations, had been a road map to the attainment of USD671 as adopted from our 1<sup>st</sup> of January 2021 consultation.
- 3.3. In the meantime, we invite feedback from our members, on the best way forward, and would like to emphasize that we will be guided by the majority decision of our members, who have always taken into account the consequences of each roadmap.
- 3.4. This feedback will shape our engagement at NJNC for the second quarter (1 April – 30 June 2022). Our position is that the agreed awards for the second quarter should be with effect from 1 April 2022.
4. ZIMTA has written to the NJNC requiring that the 2<sup>nd</sup> Quarter negotiations commence earliest from the first block, that is 7 – 8 March 2022 or be completed latest on the last block, being 30 – 31 March 2022 .
  - 4.1. We have called for early negotiations to ensure enough time is given to this important exercise so that where feasible the parties can find each other.
5. Lastly, ZIMTA wishes to advise its members that in addition to the back loading strategy of salary negotiations, that is, the demand for the restoration of our now USD671, our fallback position is the front-loading strategy of negotiations, that in place of all or nothing strategy, focuses on a road map rather than an event to the achievement of the USD671, the front-loading strategy is giving predetermined guidance to negotiators and government.
6. We now urge our members to focus on the outcome of the second quarter negotiations that have only five educators' unions at NJNC, namely, ZIMTA, College Lecturers' Association, Zimbabwe Rural Teachers Union, Zimbabwe National Educators Union, Teachers Union of Zimbabwe and Zimbabwe Democratic Teachers Union. These are the unions that are not in the terraces but are in the pitch to face all odds and try and bring some food on the table. With due respect, we find it disingenuous to be called names by sister unions who ply their trade on social media and call upon them to join us in the NJNC trenches to bring more food for educators.
7. We have also found it dishonest on the part of our sister unions who call us names but at the same time enjoy the fruits of our labour by not only allowing their members to be paid

the NJNC negotiated salaries but who have already received their membership subscriptions after the NJNC settlement.

8. To our members who continue to receive suspension letter, we say forward such letter as a matter of urgency to your Provincial Executive officers so that appropriate action is taken timely.

Thank you



Mr R. Gundane  
**ZIMTA PRESIDENT**

