



# ZIMBABWE TEACHERS' ASSOCIATION (ZIMTA)

ZIMTA House, 190 Herbert Chitepo Avenue, PO Box 1440, Harare, Zimbabwe.

Tel. +263.4.795.931 762.033 250.565 Fax. 791.042 info@zimta.co.zw www.zimta.org.zw



+263.782.782.788



@zimta01



Zim Teachers

## SATURDAY 12 FEBRUARY 2022 NUGGET.

1. The ZIMTA National Executive made up of 26 elected members and 5 appointed officers met this Saturday to unpack the Government award at the NJNC meeting of 11 February 2022.
  - 1.1. The meeting further received representative views from ZIMTA structures on their take on the final award.
2. After sessions of thorough debates and discussions regarding the details of the award, National Executive observed and took note of the following.
  - 2.1. The ZWL component of the salary had in the D1 grade as adjusted represents an equivalent of USD \$200 at obtaining auction rate.
  - 2.2. The USD component as adjusted from March 2022 and made up of salary + Covid allowance will be USD \$175.
  - 2.3. This will give a total of USD \$375 movement towards the restoration of the pre-October 2018 salary level of USD \$540 for D1 grade then. This will represent 69%.
  - 2.4. Discounted for current inflation and as set in the ZIMTA demand for 2022, of USD \$671 this movement would represent 55% of the distance covered towards minimum poverty line.
3. De-bunching/ Decompression of salaries whose provision has been made by Ministry of Finance and Economic Development, and to be applied with immediate effect has an effect of compounding the ZWL offer and improve it beyond 20%.
4. The transport offer has an effect of reducing pressure on the net salary by at least USD \$100.
5. The school fees subsidy has also an effect of reducing pressure on one's net salary by at most ZWL \$60 000.00.

**Bulawayo Metropolitan**  
No. 8, 3<sup>rd</sup> Avenue & R. Mugabe Way  
Bulawayo  
+263.9.881.254  
bulawayo@zimta.co.zw

**Harare Metropolitan**  
9 Carisbrooke Road  
Eastlea, Harare  
+263.8677.000.409  
harare@zimta.co.zw

**Mashonaland Central**  
767 Chenjerai Hunzvi Street  
Bindura  
+263.271.7267/6955  
Fax. +263.271.6819  
mashcent@zimta.co.zw

**Mashonaland West**  
219 Grey Street  
Chegutu  
Telefax. +263.253.215.3694  
mashwest@zimta.co.zw

**Masvingo**  
6 Harding Street  
Rhodene, Masvingo  
+263.39.635.08  
Fax. +263.39.653.40  
masvingo@zimta.co.zw

**Manicaland**  
6 Aerodrome Road  
Mutare  
+263.20.684.40  
manicaland@zimta.co.zw

**Mashonaland East**  
RE 257, 1<sup>st</sup> Street  
Marondera  
Telefax: +263.279.226.43  
masheast@zimta.co.zw

**Midlands**  
31 A, 6<sup>th</sup> Street  
Gweru  
+263.54.222.028  
+263.54.226.269  
Fax. +263.54.225.788  
midlands@zimta.co.zw

**Matabeleland North**  
4 Basil Place  
10<sup>th</sup> Avenue & Josiah Tongogara  
Bulawayo  
Tel: +263.9.881.910  
Fax: +263.9.885.771  
matnorth@zimta.co.zw

**Matabeleland South**  
4 Winchester House  
Cnr. 4<sup>th</sup> Avenue & Fife Street  
Bulawayo  
+263.9.767.22  
matsouth@zimta.co.zw

**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 Officer), Mr. P. Mazibuko (Chief Human Resources and Operations Officer) & Mr. L. Charumbuka (Chief Financial Officer)

**We Educate the Nation**

6. The National Executive acknowledged that these principles should be put in the kit, while like “Oliver Twist”, we go back for some more as NJNC resolved to pursue quarterly reviews.
7. With more finer details of the awards continuing to be exposed, we believe our members will understand the desire to de-escalate this tiff before it crosses the rubicon of peace and degenerate into a full industrial conflict. Thus, we plead with members, in particular those within school environs or are within reach and without heavy financial challenges to give our learners a chance to get back to school and commence lessons as soon as is practically possible.
  - 7.1. The National Executive agreed to approach Government inside the next 24 hours so that the whole scale suspension of teachers and members can be lifted following which members shall be comfortable in reporting for duty.
  - 7.2. Meanwhile, we appeal and urge Government to avoid stoking the furnace by applying retributive measures and at the same time be considerate of the teachers’ response time, that may include waiting for the payday for some teachers.
  - 7.3. We take this action to preserve good will and utmost good faith in education and its personnel, while we continue to negotiate with all the relevant authorities.

Thank you



**ZIMTA NATIONAL EXECUTIVE**

PS:- Attached is our scenario interpretation of the award. Have your analysis.