

ZIMTA Monthly Bulletin

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What's New

**ADJUSTMENTS MUST
CONTINUE**

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INFORMATION NEEDED

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REDUCE CLASS SIZES

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Salary Adjustments Must Continue

by Daisy Zambuko

The Association acknowledges and welcomes the government's initial steps towards improving the salaries of educators and calls upon the authorities to be consistent in reviewing salaries in order to move towards achieving the 2018 salary levels goal.

Speaking in an exclusive interview, on the backdrop of a 45 percent salary review award during the month of June 2021, Chief Executive Officer, Dr. Sifiso Ndlovu ,

New Salaries Needed , Continued from P1

... explained that the increment was expected especially given that the union had single handedly taken a bold move to alert the State President about the dire situation in which the educators were during the month of April 2021..

" After having presented the educators' plea directly to the State President in April this year, we were indeed promised in no uncertain terms that something would be done about our situation, however the sad part about it was that the levels were way below our aspirations.

Educators need to get back to the 2018 salary levels in order to get their motivation levels on track.

Nonetheless, we have hope, and we trust that President Munangagwa will prioritize us and ensure that something is done in the short to medium term.

We trust him to keep the promise. He is our biggest hope now", said Dr. Ndlovu.

"We trust Him to Keep the Promise!"



CEO, Dr S. Ndlovu

In April this year, ZIMTA took a bold move and approached the state president with an urgent request for his intervention on failed negotiations over the review of salaries of civil servants and those of educators in particular.

Reviews are Urgent.... Continued from P.2

by Daisy Zambuko

To ZIMTA's pleasant surprise, President Munangagwa responded by setting up a task force comprising of various ministries to address salary levels for teachers.

Resultantly the effects were clearly noted on educators' pay slips during the month of June. A move that ZIMTA unreservedly attributed to the President's intervention.

Educators are in dire need of salary adjustments. This position has been communicated to all authorities such as Ministry of Finance and the employer who is the Ministry of Public Service, Labour and Social Welfare.

However, it is unfortunate that institutions such as the National Joint Negotiating Council, (N JNC) continues to be overlooked by authorities in the social dialogue equation.

On the other hand, Educators in particular are always hardest hit as they receive perks that are not aligned with their qualifications and experience, among the rest of the civil service group whom they also negotiate along with.



Teachers in Action

Women Educators Need Information On Vaccinations

by Staff Writer

Mobile vaccination clinics in all schools are needed to enable women educators to get vaccinated when schools open in the near future as anticipated, says the women teachers' representative in ZIMTA, Mrs. Esther Gunda

Because it is a constitutional right for one to choose to be vaccinated or not, some women teachers will need proper education about the benefits and effects of getting vaccinated.

Given the information at hand, women teachers have been calling for mobile clinics in schools so that the busy and some immobile women educators can get access to information and vaccines at the same time.

On its part, ZIMTA has made several calls for educators as frontline workers to get vaccinated and protect themselves from Covid-19. Nevertheless, this remains one's personal choice.

Scientifically, it has been proven that frontline workers who get vaccinated have lesser chances of being fatally attacked by Covid-19 illnesses compared to those that are not vaccinated.

Statistics within the education sector at Primary and Secondary levels have previously shown that the teaching profession is mostly dominated by females. It is against this background that the ZIMTA women representative has called on the authorities to disseminate more information in schools in order to enable more women to have access to vaccinations and more information on Covid-19.



Women Teachers' Rep. Mrs E. Gunda



Women in ZIMTA

Reduce Class Sizes to Contain Covid -19 in Schools

By Staff Writer

Reduced class sizes and an urgent recruitment of additional educators will go a long way in assisting educators to manage the spread and the containment of Covid- 19 when schools finally open, therefore government needs to speed up processes, says ZIMTA.

The call from ZIMTA comes hard on the heels of ongoing preparations announced by the Ministry of Primary and Secondary Education that preparations for opening of schools were ongoing.

Association, President, Mr. Richard Gundane, said that it would work better for everyone in the education system, to have class sizes reduced from the current overcrowded numbers per class to one teacher per every 20 learners. “ That number is not only desirable even for ensuring the delivery of quality public education in the long run , but it is a ratio that will guarantee, social distancing in classrooms in this Covid -19 pandemic period.

He added, “The recruitment of additional educators in schools has been a long outstanding issue in the Ministry of Primary and Secondary Education. ZIMTA categorically states that there has been no better time for recruitment than the present moment. We call upon the employer, to go on and recruit more teachers in public schools to cover the current estimated deficit of about 50 000 more personnel.

“Reduce class sizes to 1 teacher per every 20 learners.”

Without the right personnel and figures at hand, the attainment of quality public education for all will remain a pipe dream,



Classroom Teacher Ms. Mhlanga

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Reduce Class Sizes Continued ...

By Staff Writer

, yet our government has a responsibility to fulfill Sustainable Development Goal Number 4, (SDG4) “whilst ensuring that schools are safe from Covid -19 at the same time. “

Turning to issues of vaccination, ZIMTA has already made a call

to all educators who choose to protect themselves and others from Covid-19 to go and get vaccinated. Vaccination will boost the population immunity, but more importantly it will go a long way in making sure that personnel in schools are safe and hence reduce risk levels in such institutions.

“We would want to go further and request government to provide mobile vaccination clinics in all schools so that herd immunity is boosted,” said Mr. Gundane.



President Mr. R. Gundane