



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



Bulawayo Metropolitan
No. 8, 3rd 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, 1st Street
Marondera
Telefax: +263.279.226.43
masheast@zimta.co.zw

Midlands
31 A, 6th Street
Gweru
+263.54.222.028
+263.54.226.269
Fax. +263.54.225.788
midlands@zimta.co.zw

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

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

TUESDAY AFTERNOON NUGGET 11 OCTOBER 2022

1. INTRODUCTION

1.1. Good day Comrades and friends. We bring you this nugget to explain issues around our trade union politics. This arises out of genuine concerns we receive from you daily. Some cases are misconceptions and misplaced arguments about the issues around trade union parlance and others targeted areas of union performance.

2. ZIMTA'S EFFORTS IN THE SALARIES AND BENEFITS CAMPAIGN

2.1. It is not correct that the Association has done nothing for its members. In June 2021 educators did not enjoy or neither were they entitled to the following:

2.1.1 School fees allowance for children of educators.

2.1.2 Part payment of their basic salary in USD.

2.1.3 A November bonus in USD.

2.1.4 Debunching.

2.2. It was through ZIMTA's direct and behind-the-scenes negotiations that the Employer granted not only a November bonus in USD but also paid the bonus in the same month of November 2021. A school fees benefit of ZWL \$20 000 for two biological children per teaching family was also granted, a benefit whose implementation we track daily.

2.3. Further to the above, the Association, is tenaciously defending the right of educators to embark on collective job action, to that end we have represented members who were suspended, and in addition paid gratuity direct to those members whose salaries had been docked for participating in collective job action.

Chief Officers: Mr. R. Gundane (National President), Mrs. E. Mahiyana (National Deputy President), Mr. T. Muzondo (National Deputy President), Mr. T.N. Sibanda (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

- 2.4. The Association does not employ a suicide bomber mentality or follow a path of self-destruction through taking emotional courses of action that do not bring any food to the table. Courses of action that have been futile in the past, have been shelved from action in particular those that have not brought any benefit to our members. ZIMTA's approach to collective bargaining is not cast in stone, but situationally and circumstantially informed, in order to maximize benefits while reducing negative impacts on our membership.

3. SOCIAL MEDIA ATTACK

- 3.1. Having received socially engineered constructs of ZIMTA functions, mostly moulded in rough cast troughs, ZIMTA tells all who care to listen that it is not aware of any union that has directly or indirectly engaged the Employer through violence, collective job action, and vulgar language and at the end of the day brought either salary or benefit increase of any level to its members or educators as a whole.
- 3.2. It is mindboggling that despite complete failure to bring any food on the table, such unions have not received any form of castigation for non-delivery, but to the contrary ZIMTA has been accused of selling out, of being ineffective or doing nothing despite evidence that points to good account.

4. UPDATE ON CURRENT SALARIES AND CONDITIONS OF SERVICE CAMPAIGN

- 4.1. Salaries and conditions of service campaign affecting all civil servants are advanced through Zimbabwe Confederation of Public Sector Trade Union (ZCPSTU), formerly known as Apex.
- 4.1.1 The 2022 bargaining demands presented at the close of the year to Public Service Commission, Ministry of Public Service, Labour and Social Welfare and Ministry of Primary and Secondary Education focused on the following issues that ZIMTA records are still outstanding.
- i. De-bunching educators, taking into consideration experience and qualification.
 - ii. Restoration of retention and risk allowances.
 - iii. Introduction of examination management allowance for invigilation and management of examinations
 - iv. Adjusting **teacher to pupil** ratios.
 - v. Introduction of clothing allowance pegged at ones' gross salary.
 - vi. Regular payment of allowances for posts of special responsibility.
 - vii. Exemption of at least three (3) teachers' children from paying fees.

- viii. Payment of full salary while on manpower development leave for all relevant and approved teacher development courses.

4.1.2 The salaries campaign was premised on the ZIMTA letter of 28 October 2021 to the Minister of Ministry of Public Service, Labour and Social Welfare, which highlighted the dire situation on the ground as follows,

- i. Teachers were generally homeless.
- ii. Teachers were earning below poverty datum line, which two factors bordered on human rights abuse by the employer, and exclusive treatment.
- iii. The ZWL was trading at 1:93 at the auction market and 1:200 at the parallel market, and educators had begun to experience difficulties in accessing transport using RTGS.
- iv. Demands were for the employer to pay by November 2021,
 - a. At least three hundred United States dollars (USD \$300) or its equivalent
 - b. Or twenty-seven thousand nine hundred Zimbabwean dollars (ZWL \$27 900) and one hundred and eight United States dollars (USD \$108), these would equate to three hundred United States dollars (USD \$300).
 - c. Pay in January 2022, at least be three hundred and eighty United States dollars (USD \$380) or its equivalent to the lowest paid teacher in D₁
 - d. Payment of the 2021 bonus be in November and be paid in United States dollars.

4.1.3 The 22 February 2022 NJNC dialogue brought out a salary based on the compromise demand of three hundred and eighty United States dollars (USD \$380) for the lowest paid teacher as part of the road map to the six hundred and seventy-one United States dollars (USD \$671) demand, escalated from the 2018 five hundred and forty United States dollars (USD \$540) baseline.

4.1.4 A meeting of Public Sector Trade Unions was held in July 2022 with the Ministers of Public Services, Labour & Social Welfare, and Finance & Economic Development, where a promise to meet in September 2022 was made, this meeting yielded a paltry USD \$25, which was rejected.

4.2. Direct and indirect engagements have started and are continuing and whose objective is to ensure that educators receive a fair wage in recognition of the sacrifice made. We are not abandoning this engagement process even against the odds.

5. REGALIA TO MEMBERS/PROMOTION MATERIALS

- 5.1. As per demand from members, ZIMTA engaged suppliers to manufacture T-Shirts for its more than 40 000 members. To date, more than 20 000 T-Shirts have been made and distributed to members. The balance of more than 20 000 T-shirts are being made and will be distributed to members as soon as they are received. The distribution of T-shirts is, therefore, an on-going exercise.

6. INTERNAL COMMUNICATION MATERIAL

- 6.1. Newsletters, Circulars, and Nuggets that are produced are sent to provinces for onward sharing on various provincial, district and branch levels. Members are free to ask for these communication tools to ensure that they are kept abreast with the latest information from the Association. We further encourage members to visit our official social media handles as follows Facebook, Twitter (@zimta01), Instagram (@zimta01) and YouTube (@Zimteachers), and also the ZIMTA website www.zimta.org.zw

7. ONGOING ELECTIONS BLITZ

- 7.1. In line and compliance with its Constitution and By-laws, the Association is currently conducting branch elections nationwide and to date, the following provinces have put their branch structures in place, Harare Metropolitan, Bulawayo Metropolitan, Mashonaland Central, Mashonaland East and Manicaland.
- 7.2. Week beginning Monday 10 October 2022, teams are conducting elections blitz in Midlands and Mashonaland West provinces. Thereafter Matabeleland South and Matabeleland North and Masvingo provinces will be covered in November to December 2022.
- 7.3. The completion of this exercise will result in elections for districts and thereafter, provincial structures will be undertaken.

8. THE DEMAND FOR COLLECTIVE JOB ACTION BY MEMBERS

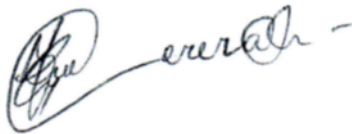
- 8.1. The Association in terms of the law and its constitution does not without a mandate from the members call for a collective job action. Where this has been done, the Association would have consulted countrywide for the mandate.
- 8.2. Where some members have called for incapacitation or collective job action without full member endorsement, the Association is hamstrung to call for incapacitation. In some

instances, members have advocated for collective job action only to change course at the eleventh hour resulting in an aborted job action. These aborted job actions have resulted in those few of our members that would have taken heed finding themselves suspended and their salaries docked.

- 8.3. Learning from the above experience, the Association has found that dialogue has delivered results as compared to confrontation. The Association will, therefore, engage in those courses of action that bring food and not rhetoric to the table.

9. CONCLUSION

- 9.1. Dear members, ZIMTA will continue to represent you to the best of its ability. ZIMTA will not be deterred by social media accusations that advocate for its downfall or courses of action that have not borne fruit.
- 9.2. We remain engaged in this perpetual struggle, the least we ask from our members is to “believe in that”.



Goodwill Taderera
NATIONAL SECRETARY GENERAL

