



PROVINCIAL EXECUTIVE COMMITTEE MEETING:19/09/24

1. Notice
2. Agenda
3. Minutes of previous meeting (s)
4. Secretariat report



**SOUTH AFRICAN DEMOCRATIC TEACHERS' UNION (SADTU)
KWA-ZULU NATAL PROVINCE**

“Claiming our right to have our human dignity and safety protected
and respected in pursuit of a decolonized quality public education”



4th Floor SADTU House
321 Anton Lembede
Street, Durban 4000

PO Box 4329,
Durban 4000

Tel: 031 305 1828
Fax: 031 305 1847

Email:
zmakhanya@sadtu.org.za



@SADTUKZN



SADTU KZN



SADTU KZN



SADTU, the largest affiliate
of Education International
in South Africa

16 September 2024

TO: ALL PEC MEMBERS
ATTENTION: ALL PWC MEMBERS
ALL REGIONAL CHAIRPERSON
ALL REGIONAL SECRETARIES
ALL CO-OPTED MEMBERS

From: The Provincial Secretary

SUBJECT: NOTICE CONVENING THE STANDING PROVINCIAL
EXECUTIVE COMMITTEE (PEC) MEETING

Dear Comrades

The above subject has reference.

You are kindly invited to attend the Standing Provincial Executive
Committee Meeting which is scheduled as follows: -

Date: 19 SEPTEMBER 2024, THURSDAY
Time: 09H00
Platform: ZOOM
Link will follow

DRAFT AGENDA

1. Opening and Welcome
2. Apologies
3. Credentials
4. Notice convening the meeting
5. Adoption of the Agenda
6. Minutes of the previous meeting
7. Secretariat report
8. Finance Report
9. Announcements
10. Closure

**We request all reports to be submitted not later than Tuesday, 17
September 2024.**

We hope you will find the above in order.

Comradely yours,

Nomarashiya Caluza
Provincial Secretary

All communication should be addressed to the Provincial Secretary

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PROPOSED AGENDA

1. Opening and welcome
2. Apologies
3. Credentials
4. Notice convening the meeting
5. Adoption of the agenda
6. Minutes of the previous meeting
7. Secretariat Report
8. Finance report
9. Closure

Minutes of the previous meeting

MINUTES OF THE PEC MEETING AS HELD ON:

DATE : 31 MAY 2024

TIME : 10H00

PLATFORM : ZOOM

1. OPENING AND WELCOME

In his opening remarks, the Provincial Chairperson:

- Welcomed all members of the PEC present in the meeting.
- Thanked the PEC for a successful organization of the 30th Celebration which was held at Curries Fountain on 17 May 2024
- Indicated that we were awaiting for the elections results in anticipation but noted that there was an indication that the ANC had not performed in the level it was expected to perform.
- The Chairperson again indicated that the leaders of the Alliance continued to make negative comments about each other in the public space and that was undesired as it sought to divide the alliance in time and space it was most important that the alliance stayed united.
- He again reiterated that it was the responsibility of every leader to defend the National Democratic Revolution in pursuance of Socialism as a first phase towards Communism.
- The Chairperson also reminded the PEC that we had PGC coming and that the PEC had to make it a point that it would become a success.
- Again, the Chairperson indicated that the EI congress was going to take place towards the end of July and SADTU had been approached by numerous member associations to release its GS for the position of EI President. To that effect, engagements were already at a very advanced stage.

2. APOLOGIES

The following apologies were presented by the Provincial Secretary:

- Cde Nologwa Magwaza, Provincial SAC who had a personal commitment.
- Cde Hlengiwe Sibaya who was attending a matter at her school but who would join the meeting as it progressed.

Mover	Secunder	Motion
Provincial Secretary	IALR Chairperson	Carried

3. CREDENTIALS

The following were PEC members in the meeting:

PWC

- Provincial Chairperson (Cde Phumlani Duma)
- Deputy Provincial Chairperson (Cde Zodwa Zwane)
- Provincial Secretary (Cde Nomarashiya Caluza)
- Deputy Provincial Secretary (Cde Mjay Nxumalo)
- Provincial Treasurer (Cde Wonder Mpisi)
- Provincial Education Convenor (Cde Martin Dhlamini)
- Provincial Gender Convenor (Cde Nobuhle Lekoma)
- Provincial Organiser (Cde Nhlanhla Mathe)
- National Negotiator (Cde Aubrey Zungu)
- Provincial FTSS (Vulnerable Sector Cde Felicia Zwane)
- Provincial FTSS Cde Mdu Myeni

REGIONS

- Inkosi Albert Luthuli: Cde Msakababa Dube (Regional Chairperson) Cde Nolwazi Gumede (Acting Regional Secretary)
- Mzi Mthembu: Cde Musa Zulu (Regional Chairperson) and Cde Simo Mhlongo (Regional Secretary)
- Mzala Nxumalo: Cde Solom Sosibo (Regional Chairperson), Cde Seth Otou-Acheampong (Regional Secretary)
- Riot Makomanisi Mkhwanazi: Cde Zimele Ntshangase (Regional Chairperson), Cde Hlengiwe Sibaya-Mchunu (Regional Secretary; joined the meeting later)
- Harry Gwala: Cde Bongani Ngubane (Regional Chairperson) and Cde Salanjalo Mvelase (Regional Secretary)
- Mbuso Shabalala: Cde Mpumelelo Mteshane (Regional Chairperson), Cde Derrick Mbhele (Regional Secretary).
- Phiwo KaMjula Gwamanda: Cde Fana Mthembu (Regional Chairperson), Cde Nteboheng Molefe (Regional Secretary)

CO-OPTED MEMBERS

- Cde Thobani Ndlovu: TVET
- Cde Fikile Msomi; Office-based
- Cde Siyanda Mthimkhulu: Student Chapter
- Cde Xolani Dube: Student Chapter

The meeting was quorate. The credentials were moved for adoption

Mover	Seconder	Motion
Provincial Secretary	PKG Regional Secretary	Carried

4. NOTICE CONVENING THE MEETING

The Notice Convening the meeting was moved for noting by the Provincial Secretary and was duly accepted.

Mover	Second	Motion
Provincial Secretary	MMR Secretary	Carried

5. ADOPTION OF THE AGENDA

The agenda of the meeting was presented and moved adoption by the Provincial Secretary.

Mover	Second	Motion
Provincial Secretary	RMMR Chairperson	Carried

6. CORRESPONDENCE

The correspondence that was tabled was one from Metropolitan on sponsorship towards the PGE which was said to be amounting to R700 000. Conditions for future sponsorship was again stated in the letter from Metropolitan. The correspondence was presented for noting.

Mover	Second	Motion
Provincial Secretary	RMMR Secretary	Carried

7. MINUTES OF THE PREVIOUS MEETING

Minutes of the previous meeting were presented together with implementation report and such was to be taken as read. Minutes were accordingly adopted as a true reflection and record of the previous meeting.

Mover	Second	Motion
Provincial Secretary	IALR, MSR	Carried

8. SECRETARIAT REPORT

The Secretariat report presented by the Provincial Secretary included among others the following:

In introduction and elections, the report indicated:

- The characterisation of the political epoch by January PEC
- That the meeting was sitting only 2 days after the General elections and leaders were appreciated for their role in those elections.
- It appreciated the improvement of 2023 Matric results as the previous PEC had sat before the announcement of results.
- The report further acknowledged the intervention of the Union in ensuring that schools re-opened well amid financial situation that the Department was faced with in January.
- The successes of the ANC January 8 Statement in Mbombela and Siyanqoba Rally in Gauteng were also highlighted.
- The report also warned the threat that would mean a defeat to the international solidarity should the ANC not get majority in the elections.

Union matters

- Report on membership statistics was presented
- Report on Matric results celebration was presented
- The successes of the SADTU Political school and SADTU Party agents were reported about.
- There had been a Grade R members conference that was reported to have been successful.
- SADTU 30 Years celebration that had taken place on 17 May 2024 at Curries Fountain was reported to have been a great success.

On union internal cases

- A report from the PDC regarding the matter of the IALR Secretary was tabled accordingly and recommendations of the PDC were also presented.
- The PGC preparations report and the state of readiness were presented.

Chambers reports

- The ELRC was going to have its wellness programme in KZN in September.
- ELRC votes weight was presented and SADTU remained the biggest Union in KZN Chamber
- PSCBC: it was reported that there had been a delay in the starting of the negotiations but it was expected that the union had to start with the mandate seeking from her members.

Desks and Regional reports

- These were presented accordingly and were duly accepted.

Finance report

- It gave the breakdown on subscriptions and allocations.
- It also presented the financial preparations of the PGC.

The following clarities were sought and they were duly responded to:

IALR Chair:

- Was there any clear procedure on appointment of substitute educators considering that the Department had previously indicated that if there was an educator who was above the school establishment the school would not be able to employ a substitute?
- He checked if there was internal intelligence within the Alliance that could have foreseen the political challenge that we were facing at that time.
- He again asked if there could be any guidelines for the submission of motions to the PGC.
- He sought clarity on developments on the upcoming EI congress.

RIOT Secretary

- Correction of Mthunzini Branch to Mbuso Nene.
- Made correction of the omitted REC in the summary

The Provincial Secretary accordingly moved for the adoption of the Secretariat report and it was duly adopted.

Mover	Seconded	Motion
Provincial Secretary	RIOT Secretary	Carried

9. DISCUSSIONS

After the presentation and discussion of the Report; the Summary of Decisions of the PEC meeting of the 31st of May 2024 is attached as an annexure to this set of minutes.

10. CLOSURE

The meeting was closed by the Chairperson at 14h22

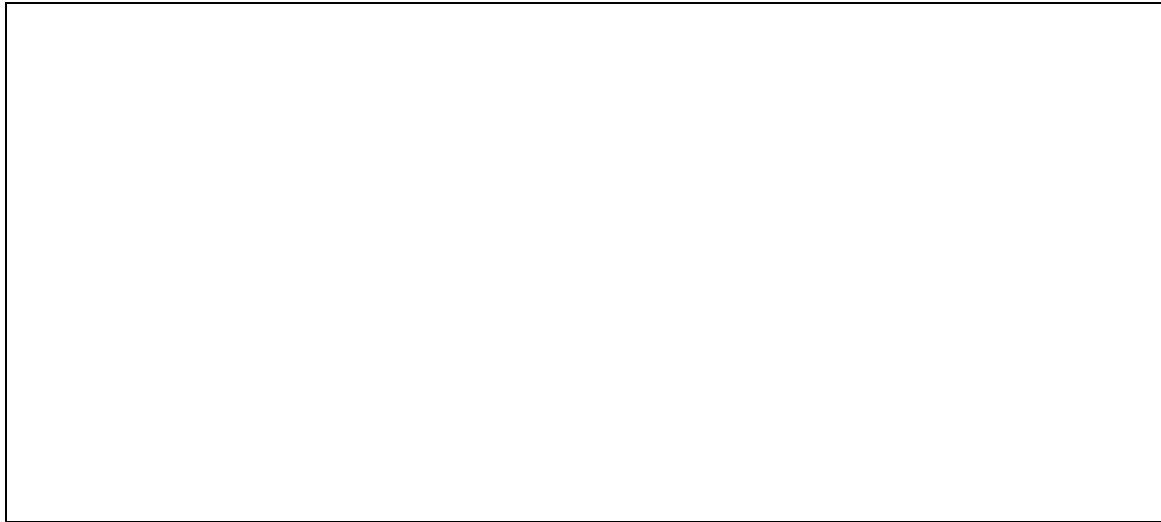
CONFIRMATION OF MINUTES

SIGNED BY PROVINCIAL SECRETARY: _____

ON THE ____ DAY OF _____ 20____

SIGNED BY PROVINCIAL CHAIRPERSON: _____

ON THE ____ DAY OF _____ 20____



SUMMARY OF DECISIONS: STANDING PEC 31 MAY 2024

ITEM	DECISION	PROGRESS REPORT
On apologies	That apologies be adopted	Carried
On credentials	That credentials be adopted	Carried
On Notice convening the meeting	That the notice be accepted	Carried
On agenda	That the agenda be adopted	Carried
On adoption of the Secretariat report	That the Secretariat report be adopted	Carried.
On National General Elections	That a PEC rather than a Political Commission be	

	convened to receive statistical and political reports on the performance of the ANC	
On the matter of Cde Nduduzo Ngcobo	That Cde Nduduzo Ngcobo be suspended for 2 years starting from the day he was suspended	This has been implemented
On the matter of Cde Simphiwe Gumede	That Cde Simphiwe Gumede be suspended for 2 years starting from the day he was suspended	This was implemented.
On statistics to be used for PGC	That March 2024 statistics be used for determining delegates to the PGC	
On reviewing of ELRC quota	That the Council sitting of June resolve in sticking to the ELRC Constitution in terms of re-allocation and review of quotas of parties to the Council	
On Mfolozi TVET	That a bilateral meeting be held with the College Management regarding challenges of finances and their	

	implications on the running of the College	
On HGR- Greater Wartburg branch	That the Region submits the report on this matter	
On PPN	That the HR office from Head Office be invited to the PEC to explain in detail as to how the PPN is determined	
On PEC meetings	That the decision to rotate PEC programmes be resuscitated so that financial challenges can be mitigated for regions that are far from Durban. To this effect, branches nearby the venue at which PEC will be held be invited for capacity building.	
On sharing of costs	That a policy on sharing of costs be developed	
On Provincial programmes	That PEC consider clustering of Regions on Provincial programmes	

SUMMARY OF DECISION: SPECIAL PEC 14 JUNE 2024

ITEM	DECISION	PROGRESS
On PGC Reports	1. Book One: That Book One that consists of the	

	<p>Notice, the Agenda, Credentials, Rules, Committees and Minutes be adopted as presented.</p> <p>2. Book Two: That Book Two consisting of Secretariat Report be adopted as presented.</p> <p>3. Book Three: That Book Three consisting of Finance Report be adopted as presented.</p>	
On Mangethe Zwane matter	That delegates to the PGC of Mangethe Zwane be given an observer status in the PGC	

Summary of Decisions of the Special PEC of 16 June 2024

Item	Decision	Status
DPS matter	That comrade Msa, Musa and DMV be appointed to engage the DPS on his	Agreed

	<p>continued disappearance in the union and its work.</p> <p>That once done with the matter, the team must report to the provincial Chair and Secretary for them to present in PEC.</p>	
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SUMMARY OF DECISIONS: SPECIAL PEC 15 JULY 2024

ITEM	DECISION	PROGRESS
On COLA	That the position of KZN as consolidated be presented as 15% Salary increase (CPI+ 11%, CPI being projected at 4% as at the previous quarter)	Agreed
On Housing Allowance	That the position of KZN on Housing Allowance be presented as R2 500	Agreed
On Medical Aid	That the position of KZN be presented as a demand of equalisation of medical aid subsidy irrespective of which medical aid one has	Agreed
On term of agreement	That KZN demands single term	Agreed
On outstanding matters	That KZN demands that all outstanding matters be concluded within 6 months	Agreed and this has been presented to NEC

On SATO Games	That KZN PEC as part of international solidarity with SNAT of Swaziland, attend SATO games in Swaziland taking place from 15-18 August 2024	Agreed
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Decisions of Special PEC Meeting of

Item	Decision	Status
On name change of Gedleyihlekisa Branch	That the branch be allowed to change its name to Left Gumede. The report presented indicated that three names were identified and families were engaged and had agreed that the union could use the names of their departed family members.	Carried PEC approved and the recommendation was presented to the NEC which approved the recommendation
On the action at Mfolozi College	That considering the challenges in the college the union must be permitted to engage in a protest action to put pressure on the employer to attend to the many	The PEC adopted the proposal and further submitted to the NEC which approved.

	issues identified by the union	
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SECRETARIAT REPORT TO THE PROVINCIAL EXECUTIVE COMMITTEE

INTRODUCTION

The Provincial Executive Committee meets today in this third ordinary meeting which is mandated by the constitution. The last time the PEC had its meeting was just two days after the national general election. There were lot of uncertainties at the time about what was to happen as it was clear that no

political had amassed enough votes to be form a government on its own. A sad reality that was confronting all democracy loving people especially within the mass democratic movement. There were many voices and noises around what needed to be done under the prevailing circumstances. The SACP called for the minority government, other parties like the EFF advocated for what it called black political parties to unite and form a government, the ANC lobbied for a government of national unity. Others were challenging the election results alleging that there was vote rigging, a case against IEC in this respect was later withdrawn.

The ANC successfully emerged as a victor as it managed to convince about nine parties to buy into their idea of a government of national unity (The GNU). However, there has been an outcry within the alliance about the choice of parties to form this GNU with. Something that was never thought of was the working together of the ANC and the DA. This is because of the opposing policy positions of these two parties. The DA has tried very hard to dictate terms for the GNU to the level of seeing itself as bigger than all other parties in the GNU. At some point the same party claimed that the GNU was in fact the coalition between them and the ANC, something that the ANC and other parties denied.

Even though this is the case, the fact that the ANC got into some is worrisome as the DA continued to refer to it all the time there were disagreements. On another note, the formation of the GNU created tension within the alliance. There was a strong feeling that the ANC should have considered another parties than the DA. This can be seen in Gauteng where the ANC itself refused to partner with the DA. While what happened in Gauteng has been hailed by any, the question is raised border on democratic centralism. In summary, the election outcome caused chaos and uncertainties to the whole nation.

It is this GNU that resulted in the Department of Basic Education landing in the hands of the DA. The new minister after few weeks of her appointment she met with unions. In this meeting, SADTU got an opportunity to present her views

regarding her appointed to head the department. The leadership did not mix its words regarding it being associated with the ANC. It has been the concern of everyone to know whether these ministers will be able to subject themselves to the authority of the President who appointed them or they would be ministers of their political parties. These concerns have now been justified.

The signing of the BELA Bill into Act by the President and the boycott by the Minister showed that she is answerable to her party, the DA, not the President. The Minister, by the way, had indicated that she would be engaging the President not to sign the Bill, but instead bring it back to Parliament for further engagement. She failed to do that, got frustrated and took orders from her master, Helen Zille.

Despite the signing by the President, threat of it being undermined for implementation is still there. If the Minister decided to snub the signing ceremony, how would she spearhead its implementation? Furthermore, the decision by the President to take back the three items back for parliament to engage was unnecessary. There is no consensus that these parties can get on these matters. These matters include **amendments to language policy, admissions and home schooling.**

In June the province had a successful Provincial General Council. After which, the Union attended the 10TH World Congress of the Education International. In this Congress, the General Secretary got elected as the President of EI while the Deputy President was re-elected as the Convenor of the Commonwealth Organisations.

This meeting is also convened during the South Africa's heritage month, celebrating cultural diversity and heritage's role in social cohesion and economic development. This year's theme is "Celebrating 30 Years of Freedom: Building a Better Africa and a Better World."




In August, this PEC together with players participated in the SATO games in Swaziland. Lastly, in less than a week, SADTU will be holding her 10th National Congress in Birchwood.

SERVICING OF UNION MEMBERS

Membership recruitment

ONLINE application is active and working since August using the same link <https://soa.sadtuo.org.za/> and QR code

The membership form has been updated to include banking details of the members who will pay by debit orders. Online Members: On the 31st of July 2024 we had a training session with all Provincial Organisers, Membership Coordinators, ICT desk and the Q-link to demonstrate how the online onboarding is going to work. The system is now allowing cancellation and delinking of members from the system.

 <p>SOUTH AFRICAN DEMOCRATIC TEACHERS' UNION KWAZULU- NATAL PROVINCE MEMBERSHIP FORM</p>	 <p>P.O. BOX 4329, DURBAN, 4000</p> <p>TEL NO. (031) 305 1828 FAX (031) 305 1847</p> <p>EMAIL: nmaphasa@sadtu.org.za / nmathe@sadtu.org.za</p>						
<p>1. APPLICANTS PARTICULARS</p> <p>TITLE: _____ INITIALS: _____ SURNAME: _____</p> <p>FIRST NAMES: _____</p> <p>DATE OF BIRTH: _____ IDENTITY NUMBER: _____</p> <p>PHYSICAL ADDRESS: _____</p> <p>CITY/TOWN _____ POSTAL CODE: _____</p> <p>TELEPHONE NUMBER @ WORK: _____ TELEPHONE NUMBER @HOME _____ CELLPHONE _____</p> <p>EMAIL ADDRESS: _____</p>							
<p>2. NAME OF SADTU STRUCTURES</p> <p>SADTU BRANCH: _____</p> <p>SADTU REGION: _____</p> <p>SADTU PROVINCE _____ KWAZULU-NATAL _____</p> <div style="text-align: center; margin-top: 10px;">  </div>							
<p>3. NAME OF DEPARTMENT, INSTITUTION, AND INSTITUTION</p> <p>3.1. DEPARTMENT: _____</p> <p>3.2. SCHOOL/ INSTITUTION: _____</p> <p>EMPLOYEE CODE/ PERSAL: _____ RANK [e.g. teacher, HOD etc] _____ INSTITUTION PAYPOINT _____</p> <p><small>I hereby agree to abide by the constitution of the South African Democratic Teachers' union.</small></p> <p>SIGNATURE: _____ DATE: _____</p>							
<p>KZN DEPARTMENT OF EDUCATION / DHET STATUS OF WORKER (Please tick the appropriate status)</p> <p>PERMANENT: <input type="checkbox"/> PROBATION: <input type="checkbox"/> SGB: <input type="checkbox"/></p> <p>TEMPORARY: <input type="checkbox"/> COUNCIL: <input type="checkbox"/></p> <p>NB: IF I AM TEMPORARY AUTHORISE DEPT TO REINSTATE AUTOMATICALLY SADTU MEMBERSHIP WHEN I AM RE-EMPLOYED:</p> <p>MEMBERSHIP QUERY: 060 652 0337/ 082 611 7033</p> <p>PERSAL STOP ORDER/ DEBIT ORDERS AUTHORISATION</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">NAME OF BANK</td> <td></td> </tr> <tr> <td>ACCOUNT NUMBER</td> <td></td> </tr> <tr> <td>BRANCH CODE</td> <td></td> </tr> </table> <p><small>I hereby request that SADTU or Department draws against my salary and my Bank, whenever it maybe, each month until cancelled by me in writing, the equivalent to the monthly membership subscription to your union. This instruction shall remain in force until cancelled by me in writing.</small></p> <p>RANK: _____</p> <p>EMPLOYEE CODE/ PERSAL: _____</p> <p>SIGNATURE: _____</p>		NAME OF BANK		ACCOUNT NUMBER		BRANCH CODE	
NAME OF BANK							
ACCOUNT NUMBER							
BRANCH CODE							

Membership per region

REGION NAME	July	August
HARRY GWALA	7120	7153
INKOSI ALBERT LUTHULI	9852	9903
MBUSO SHABALALA	8759	8765
MZALA NXUMALO	4807	4830
MZI MTHEMBU	12004	12010
PHIWO KAMJULA GWAMANDA	10087	10050
RIOT MAKOMANISI MKHWANAZI	8587	8626
UNALLOCATED	5	1
Total membership	61259	61393

The membership statistics report for August and September.

	P-U	Decea	Serv Termi	T e r	LW P	Tot.	Priv	Priv	Tot.
Aug		23	16	2 2	0		22		
'24		170	150	5 1	51		238		61393
	61 815	-422				6139 3	238	666	62 297

	Arrears	Decease d	Serv Term	Retir.	LWP	Tot	Prv	Pvt	TOT PU
Sep		05	00	11	08		22		
'24		175	150	62	59		21 0		60213
	3434	-446				60 21 3	21 0	666	64077

The provincial recruitment programme will be focused in Harry Gwala Region in October.

Branches and regions must also target branches with less than 500 members.

REGION NAME	BRANCH NAME	Numbers
8 branches	BUHLE THUSI	252
	DERRICK MANYONI	310
	INKOSI MHLABUNZIMA	
	MAPHUMULO	255
	JEFFREY MAKHANDA' KHESWA	463
	JOTHAM MYAKA	476
	MGUNGUNDLOVU TVET	102
	RICHMOND	286
	THAMI MEMELA	312

HARRY GWALA Total		7153
4 branches		
	JOHNNY MAKATHINI	261
	KRANSKOP	272
	MAPHUMULO	459
	MZOMUSHA	422
INKOSI ALBERT LUTHULI Total		9903
6 branches	ANTON LEMBEDE	399
	ESAYIDI TVET	67
	SIYAQHUBEKA	434
	STHEMBISO CELE	466
	VULAMEHLO	442
	ZAKHELE CELE	407
MBUSO SHABALALA Total		8765
4 branches		
	BABANANGO	149
	DUMBE	462
	MTHASHANA TVET	99
	PHELELANI MKHIZE	337
MZALA NXUMALO Total		4830
4 branches	COASTAL TVET	222
	ELANGENI TVET	262
	MOSES MABHIDA	488
	TVET THEKWINI FET	92
MZI MTHEMBU Total		12010
5 branches	AUBREY NTSHINGILA	464
	THEMBA DUMA	444
	TVET MAJUBA	274
	TVET MNAMBITHI	67
	UMSINGA	472

Implemented programmes

As the PEC is aware that the focus has been on election campaign, however after the elections the union needed to focus on program implementation. Firstly, it was to prepare for the Provincial General Council which in our view was a success. The PGC serviced as a platform for delegates representing their branches to engage on important matters. These PGC engagements were all meant to strengthen the organisation. For the first time, TVET colleges were represented as branches. It is only after the PGC that some TVET

College members raised a concern that their issues were not dealt with in the PGC commissions.

In the beginning of the third term, the focus of the union was on the Leadership for School Success programme wherein close to 400 members were trained.

Then in August, this PEC prepared members for the SATO Games in Swaziland as stated earlier.

EDUCATION LABOUR RELATIONS COUNCIL

Advertisement of educator post level one vacancies

HRM ...is now out with the closing date extended to the 20th of September 2024. This process of advertisement of posts is a response to outcry by school principals and some governing bodies on the lack of transparency on how the department appoints teachers, as most of the time teachers who do not match the curricular needs of their schools would sometimes be placed in their schools. On the other hand, the unemployed graduates have been complaining about the same as they had been told all the time that the department was using the data base to appoint or place teachers. SADTU too raised concerns as the placement processes slowly moved to the employer which would unilaterally do these placements undermining the existing collective agreements. The Union convened a workshop on the advert to empower those who will be applying. It is however worrying that criminals are now seeing the bulletin as a tool for syphoning money from unsuspecting unemployed graduates. This is fraud and corruption that must be exposed and be dealt with accordingly. There is a possibility of another advert being released by the department. A PTT meeting was convened to do an audit of vacancies and ensure that posts that have a potential of being advertised in the new bulletin are not occupied by temporary educators.

While there is this vacancy list, the department issued a circular informing schools that it will still be filling vacancies for critical subjects.

Conversion of Temporary Educators

Collective Agreement 2 of 2024 demands that the temporary educators who have served three months and there are substantive vacancies in their schools be converted into permanency. The department declared that there are about 514 temporary educators that are due for conversion.

Teacher Wellness Programme

The Department is continuing with the wellness programme in districts. The Union has always been availing itself to its members to attend, the one coming is for Umkhanyakude District. It is hoped that these are not

MEC Consultation Meeting

The meeting for consultation on the creation of posts was convened wherein he indicated that even though the department was bleeding from the budget cuts, he had no intention of cutting posts that were created in 2023 for 2024. The outstanding meeting is the educator post distribution meeting by the Head of Department. This meeting is scheduled for the 20th of September 2024.

BUDGET CUTS IMPLICATIONS

Since the implementation of the austerity measures delivery of services has been a challenge. The department has failed in its obligation to pay financial allocations to schools. It is either schools are pay late and or are not paid their full allocations. Payment in instalments has become a norm. This is impacting on the proper functioning of schools. Branches and Regions have been raising a concern as it has become difficult to run schools without support from the department.

The department has been dodging policies like in the appointment of teachers. Something that is not in the policy like critical subjects is used to avoid appointing teachers for certain subjects which are not regarded as critical. SADTU believes that all posts are critical, and all learners deserve quality education hence the need for the department to fill all vacancies and appoint teachers for all subjects.

Payment of acting allowances for both school and office based is also problem as the employer is not consistent with the collective agreement.

There has also been a threat of learners not getting their daily meal as some service providers claimed that there had not been paid by the department. However, it was discovered that those not paid were late to submit their claims, or there were disputes between providers and school principals.

These matters were raised with the employer, both the MEC and HOD but seemingly there is no interest in resolving them. This includes the bogus grievance committee at head office which undermines the work of the DGCs. As a result of this there are posts whose processes were concluded long ago but have not been filled because of the delays caused by the head office.

Regions are requested to identify and submit all posts that are affected by this.

Regions must submit lists compiled from submissions from structures of teachers who have not been paid.

UNAUTHORISED SALARY DEDUCTIONS

Some members complained on the 2nd of September that they had been deducted an amount of R100 from their salaries. This deduction recorded a RMA is associated with EUSA. Affected members were requested to sign affidavits as the union decided to take the matter to court. From the report of the department about 8803 teachers' salaries affected.

Regions are requested to continue collecting information as the matter is now in court and EUSA has claimed that at the time of deduction, these teachers were their members. So the onus rests with SADTU to prove that they were not and it is only through the affidavit that the union can do that.

Report on the PSCBC Special Council meetings.

The meeting sat on the 23 August 2024 with the following agenda item:

4.1.1. National Macro-organization of government (NMOG) process.

- The employer made a Presentation on the Introduction of the National MacroOrganization of Government process. She indicated that the NMOG came because of the pronouncement by the president on the 30th of June on reconfiguration of National Departments, wherein indication of abolishment, merger and separation of some of the departments was outline. Noting the anxiety of some of the employees, this presentation sought to reassure labour to alleviate some of the fears that people might lose their jobs.

ITEM	EMPLOYER	LABOUR	WAY FORWARD
Conclusion of MSLA (minimum Service level agreement)	<ul style="list-style-type: none"> • Indicated that they will be writing to the Essential Service Committee to evoke the law in relation to the minimum level service agreement as they are of the view that labour does not have the appetite to engage on the 	Is of the view that employer is negotiating in bad faith as they are still willing to negotiate on the matter. The delay on their part of is as a result of internal labour processes that parties have to go through. o Labour to also write to the ESC	Both labour and the Employer will source guidance from the ESC individually on the matter.

	<p>matter. • They are now taking the matter out of the council as labour has been delaying in engaging on the matter</p>	<p>on the conduct of the employer to refuse to negotiate on the matter.</p>	
<p>GEPF- State of readiness for implementation of pension reforms</p>	<p>• The GEPF is Proposing a rule change on accrual rates and structural rates where in members can choose to access higher gratuity and lower pension and vice versa. The current spilt is 25% gratuity and 75 % pension and this does not cater for the two-pot reform. • The proposed split is 33% and 67% as mandated by the pension law. This will not affect the member</p>	<p>Labor is worried about whether this will affect member benefit or not. o Based on the above premise, labour proposed to have an actuarial opinion on the matter.</p>	<p>Parties resolved that the PSCBC will source and actuarial opinion on or before the weekend of the 23rd of August.</p>

	benefit payable as they will still receive the same amount.		
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Two-Pot System

The Union distributed a survey during 2023 to get the voices from individual members since pensions contributions are not part of the bargainable matters but are regulated in terms of the GEP Law. The voices of individuals were extremely important when formulating a submission. Workers have since started applying for the access to their pension funds from the 1 September 2024. It is however saddening that some employers have not been making the necessary contributions to the pension funds and this is only discovered as when workers want to apply from the two pot system.

On Conditions of Living Adjustments

Parties of the PSCBC met today during the special council that was requested by labour with a purpose of tabling the demands. This meeting was following a combined labour principals meeting which took place on 02 September 2024. The purpose of the principals meeting was to receive the recommended demands from the negotiators and sign them off. The meeting of the principals approved that negotiators must continue and present negotiations to the employer.

CONSOLIDATED LABOUR DEMANDS - 2025/26 PUBLIC SECTOR WAGE NEGOTIATIONS		
NO.	ITEM	DEMAND
1.	COLA (Cost of Living Adjustment)	12% Across the Board (Across The Board)
2.	Term	Single term agreement
3.	Housing/GEHS	<ul style="list-style-type: none"> • R2500 housing allowance increment Across the Board • Review of the PSCBC Resolution 7 of 2015. Clause 4.5.6.5.3. • The Employer must standardise a guarantee letter across the public sector.
4.	Medical Aid	12% plus MPI across all medical aid schemes.
5.	Danger Allowance	<ul style="list-style-type: none"> • Danger allowance to be increased from R597 to R1000. • Proposal: special danger allowance to be increased from R849 to R1400.
6.	Death Grant	Standardise the death grant to R350 000 for all applicable categories.
7.	Childcare and Breastfeeding Facilities	Provision of childcare and breastfeeding institutional facilities to all public sectors.
8.	Pay progression	Introduction of Pay progression beyond last notch.

CONSOLIDATED LABOUR DEMANDS - 2025/26 PUBLIC SECTOR WAGE NEGOTIATIONS		
NO.	ITEM	DEMAND
9.	Recruitment policy	<ul style="list-style-type: none"> Conclusion of a resolution to standardise and harmonise the application on recruitment and selection processes across all sectors and departments in the public service.
10.	Bursary Scheme	<ul style="list-style-type: none"> Bursary schemes for dependents of government employees.
11.	Decent Work	<ul style="list-style-type: none"> Permanent employment of all contract employees, e.g. Education Assistants, Community Health Workers, and Reservists.
12.	Abolishment of levels	<ul style="list-style-type: none"> Abolish levels 1, 2, 3 in the public service. Introduction of salary level 4 as entry level.
13.	Uniform policy	<ul style="list-style-type: none"> Standardisation of Uniform Policy across the public sector.
14.	Long service	<ul style="list-style-type: none"> Employees who have concluded 10 years in the public service should be awarded R6500.
15.	Performance Bonus	<ul style="list-style-type: none"> The employer to reinstate the performance bonus across the public sector.
16.	GEPF Annual Pension Increase for Public Servants	<ul style="list-style-type: none"> Amendment of Rule 23.2.1 of the GEPF Rules and Laws to allow the increase from the current 75% of the CPI to 100%.

EMPLOYER RESPONSE

The employer noted and requested to be given time to consult with principal after which an indication will be given once ready for submission of response.

National Congress

Congress Theme: three proposals have been developed. These are Strengthening foundational learning and functional skills to promote sustainable economic growth.

- Inclusive and sustainable economic growth in pursuance of a socialist society; and
- Mobilizing the Consciousness and Uniting Revolutionary Professionals in Strengthening Teaching and Learning

KZN DELEGATES

The province is allocated 249 voting delegates and 5 non-voting. A delegates conference shall be convened online to deal with motions and other logistics. Another meeting will be on the 24th in Birchwood hotel.

Motions from the province to Congress

1. Constitutional Amendment

1.1 On requirement for election in the Union (15.1.1)

Noting that:

- The requirements for election to structures of the union
- That seconded officials of the union mostly get appointed to operate at regional and provincial level sometimes without any leadership experience in these structures or below them

Believe that:

- That these seconded officials of the union gain vast experience about and in the union as they serve as negotiators and full-time shop stewards.
- The seconded officials get added capacity as they execute their responsibilities in regions and provinces.

Resolve:

- That the time spent in the seconded position be regarded as a term served to qualify them for election to SADTU structures.
- That the term served must qualify them to lead at a branch and regional level provided a full term is served (3 years in a region or 4 years in the province)

1.2 Role of the Site Executive Committee

Noting

- That the constitution is silent on the functions of the members of the SEC

Believing

- That assigning clear functions will help leaders understand who needs to what in the organisation.

Resolving that:

The functions of the Site Steward

- The Site Steward must chair all meetings of the Union in the site
- The Site Steward must represent the site in the Site Steward Council Meeting
- The Site Steward must do all other functions degree the site steward is deployed by the organisation.

Functions of the Site Secretary

- The Site Secretary must in consultation with the Site Steward convene all meetings in the site.
- The Site Secretary must attend all Site Steward Council meeting
- The Site Secretary must attend to all correspondence from and to the organisation.
- The Site Secretary must prepare and present reports in site and branch meetings.

2. On effective functioning of the DHET Regional Offices

Noting:

- The centralisation of DHET functions and processes like worker related matters as well as appointments.
- The backlog on TVET College Organogram processes
- The appointment of Regional Managers
- That current Regional Managers are just messengers and remain ineffective in assisting Colleges on challenges that they face

Believing:

- That there is a need for decentralization of certain functions of the Department of Higher Education (DHET) to Provinces or Regional Offices.
- That appointment of Regional Managers must ease functionality of colleges in provinces through addressing challenges that exist in the sector.

- That the appointment of Regional Managers must ease access and processing of matters at a provincial level.
- That the proper functioning of Regional Offices of DHET in Provinces could help a great deal in expeditious and prompt resolution of all challenges that are faced with TVET Colleges.

Resolve:

- That Regional Offices of DHET be accorded with full Executive functions/ status so that they are able to deal with all issues that are impacting adversely in the functioning of TVET Colleges in the country.
- Functions like appointments, migration, migration worker related be dealt with at Provincial/Regional level.

3. On Quality Council for Trades & Occupations (QCTO)

Noting:

- That the Department (DHET) has made clear intentions of discontinuing with Ministerial courses in TVET Colleges particularly N1-N3 Engineering.
- That the Minister has issued a Circular to Colleges instructing them not to continue with enrolling students on Ministerial Courses.
- That the Department wants to replace these courses with Occupational programs.
- That no presentation has since been made by the DHET in the TVET Chamber on these proposed new courses.

Believing:

- That no proper consultation with relevant parties and stakeholders; both private and public (Colleges); particularly industries.
- That Ministerial courses, in particular Engineering, are still relevant to the job market.
- That there is no scientific study that informed the Department to make such move.
- That jobs of Lecturers who are currently under the employ of the Department and are teaching these courses remain highly at stake

- That there is no program in place which is aimed at skilling/ re-skilling the current crop of Lecturers in line with the course-content of the intended introduction of new courses.
- Engineering is still regarded as a scarce trade in the market and holders of tertiary qualifications who hold such stand better opportunities to be employed.

Resolve:

- That DHET reviews their stance regarding the offering of these (Ministerial) courses by TVET Colleges.

4. Integrating Computer Technology and Coding and Robotics

Noting that:

- The integration of ICT in teaching and learning is very useful in ensuring that children view ICT as a tool to support and enhance teaching and learning.
- The integration of ICT in the process of transforming teaching and learning throughout all the early learning goals will allow the quality of what is being taught and learned to be further developed along with the learning process being enhanced.
- The DOE has introduced the unplugged coding and robotics.
- Note the recent training initiatives of SADTU focusing on coding and robotics

Believing that:

- The integration of ICT in the transformation of teaching and learning will introduce, reinforce, enhance and enrich learners' mastery of curricular outcomes.

Therefore, resolve that:

- The department of education must continue to introduction and roll out of ICT/coding and robotics in all schools.
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- The department must invest on school infrastructure that supports introduction and roll out of ICT/Coding and Robotics

- SADTU should mobilise all relevant SETAs for budgets to cater for skilling and re-skilling education workers.

5. Post Provisioning Norm

Noting that:

- 10 days statistics is the determination of the following year's PPN.
- The late admissions are done for a period of more than 10 days by Circuits Managers on behalf of the Head of Department.
- Schools are forced to enroll learners even after the submission of 10 days statistics.

Believing that:

- The late admissions may end up impacting negatively in our school establishments.
- 10 days statistics may not be the final arbiter in determining the PPN certificate.

Resolve that:

- The number of learners admitted and attending during the first term be considered in determining the PPN of a school.

6. Annual Teaching Plans (ATPs)

Noting

- That CAPs document provides teachers with ATPs
- That ATPs prescribe what teachers must teach from the beginning to the end of the term.
- Forces teachers to rush for assessment than completing curriculum delivery end up rushing to assess even before doing justice on curriculum coverage.
- That educators are unable to complete ATPs before the commencement of summative examinations from the First term to the fourth term
- That the duration per term (Number of days) must accommodate both ATP coverage and summative assessments

- That ATPs are structured in such a way that they do not accommodate summative examination per term
- The inability of educators to complete the ATPs before Common tests at the end of the term creates a learning gap for learners

Believing

- that what is prescribed by the ATP disregards the contextual factors in many schools which may cause delays the amount of work to be covered on ATPs is made to cover the exact number of days given per term excluding exams and common tests
- that teachers teach for compliance with the ATP sometimes compromising quality teaching and learning for all learners.
- that strict adherence to ATP undermines the instructional judgement of teachers regarding curriculum delivery which must consider differentiated learning paces of learners thereby compromising quality teaching and learning.
- That the elimination of the above challenges will create conducive environment for teaching and learning
- That the completion of ATPs before summative examinations will eliminate the challenge of learning gap to ensure holistic development of the child

Resolving

- That ATPs should be reviewed to consider various factors, some influence by school contexts
- That ATPs should accommodate exam period.

7. On Fundza Lushaka

Noting:

- That students who receive Fundza Lushaka bursaries for Mathematics, Physical Sciences, Accounting and other scarce subjects change these subjects for Isizulu, LO and other subjects that they deem easy

- That failure of the Department of Basic Education to monitor the implementation of the programme

Believing:

- That most of the unemployed educators are those who opted to change from scarce subjects at the University to other 'easy' subjects.
- The purpose of introducing Fundza Lushaka is defeated by the change of subjects by students

Resolving:

- That there must be strict implementation and monitoring of Fundza Lushaba bursary holders to ensure that they stick to the agreements they signed with the department
- That the Department of Basic Education liaise with universities where Fundza Lushaba bursary holders are to ensure they do not change the subjects agreed upon.

8. Employment of Education Assistant in Each School

Noting that:

- The increasing workload of teachers and changing nature of their job.
- The impact the teacher Presidential Youth Employment initiative teacher assistants made during Covid19 and after

Believing that:

- The appointment of full-time teacher assistants will ease the work of teachers and help them to fully concentrate on their instructional duties and leave the administrative ones to assistants.

Resolving to:

Reaffirm the Union resolution on the need for the DBE to appoint teacher assistants in all schools.

Constitutional Amendments

Proposed Constitutional Amendments (SADTU Constitution as amended in 2019)

Section (SADTU Constitution as amended in 2019)	Proposed Constitutional Amendment	Support Statement	Mover
Section 7.0: Membership Subsection: 7.5: Subscriptions Subsection: 7.5.2: "a monthly subscription of R88.00, eighty-eight rands increased by two rands each year until next congress; is payable by all members, unless he or she has been exempted from payment of subscriptions in terms of clause 7.5.1"	"a monthly subscription of R106.00, one-hundred and six rands increased by five rands each year until next congress; is payable by all members, unless he or she has been exempted from payment of subscriptions in terms of clause 7.5.1"	1. 9 th Congress Resolution on membership subscription 2. Currently membership subscription is at R96.00 3. Rise in prices of goods and services 4. Effective Union programs to service membership relies on among others available of sufficient funds 5. The current subscription is little as compared to prices of goods 6. Membership subscription should keep up with rising prices of goods	Limpopo
Section 7.0: Membership Subsection: 7.5: Subscriptions Subsection: 7.5.2:	"a monthly subscription of R96.00, ninety six rands increased by three rands each year until next congress; is payable by all members, unless he or she has been exempted from payment of subscriptions in terms of clause 7.5.1"	1. That the R96, 00 subscription fee is no longer sufficient to cover costs of union activities due to increasing prices. 2. Some branches cannot afford to attend and or service union	North West

"a monthly subscription of R88.00, eighty-eight rands increased by two rands each year until next congress; is payable by all members, unless he or she has been exempted from payment of subscriptions in terms of clause 7.5.1"		members due to insufficient allocation. 3. The increase in cost-of-living expenses. Believing that: 4. That the increase of subscription will go a long way in enhancing service delivery in all structures of the union. 5. That such an increase will enhance the capacity of service delivery.	
Section 9.0: Site General Meetings Subsection: 9.3: Site General Meeting Subsection: 9.3.1: "The Site General Meeting shall mandate and recall representatives on the SEC." Subsection: 9.3.2:	9.3.1. The Site General Meeting shall convene at least once a month. 9.3.2. And shall mandate and recall representatives of the SEC in order to discuss policy and decisions of the Union; and to discuss grievances.	Noting that: 1. The constitution is silent on the frequency of Site General Meetings. 2. SADTU Friday calls for convening of Site General Meetings every month. Believing that:	Free State

"discuss and implement policy and decisions of the Union; and discuss grievances."		3. Frequent meeting of members at the site level is important for the unity of the union and will assist in closing social distance between leaders and members.	
Section 9.0: SITE GENERAL MEETINGS Subsection: 9.4: Functions of the Site Executive Committee 9.4.1 to recruit members in the Site; 9.4.2 to receive and attend to complaints of members concerning their employment and where necessary to report such complaints to the BEC; 9.4.3 to communicate the decisions and policies of the Union to members; 9.4.4 to report to the BEC and Branch Site Stewards' Council.	Insert a new 9.4.1. that reads as follows: 9.4.1 to convene at least once a month; Subsequent sections to follow.	Noting that: 1. The Site Executive Committee deals with day-to-day activities of the union at Site level. 2. The constitution does not stipulate the frequency of meetings of Site Executive Committee	Free State
Section 9.0: SITE GENERAL MEETINGS	9.5. The role of the Site Steward shall be to:	Noting that:	Western Cape

Insertion of new section at 9.5.	9.5.1 convene and preside over all meetings of the Site at which she or he is present; 9.5.2 enforce observance of the Constitution, sign minutes of the meeting after confirmation thereof; 9.5.3 represent the Site on the Site Steward Council meetings and perform such other duties imposed by the decisions of the Union. 9.5.4 present the Site report to the Site Stewards' Council.	1. The SADTU Constitution as amended in September 2019 is silent about the duties of the Site Steward. Believing: 2. The Site Steward is therefore operating in a vacuum with regards to the roles and responsibilities.	
Section 9.0: SITE GENERAL MEETINGS Insertion of new section at 9.5.	9.5. The role of the Site Steward shall be to: 9.5.1 chair all meetings of the Union in the site. 9.5.2 do all other functions degree the site steward is deployed by the organisation.	Noting 1. That the constitution is silent on the functions of the members of the SEC Believing 2. That assigning clear functions will help leaders understand who needs to what in the organisation.	Kwa-Zulu Natal
Section 9.0: SITE GENERAL MEETINGS	9.6. The role of the Site Secretary shall be to:	Noting	Kwa-Zulu Natal

Insertion of new section at 9.6.	<p>9.6.1. convene all meetings in the site in consultation with the Site Steward.</p> <p>9.6.2. attend all Site Steward Council meetings.</p> <p>9.6.3. attend to all correspondence from and to the organisation.</p> <p>9.6.4. prepare and present reports in site and branch meetings.</p>	<p>1. That the constitution is silent on the functions of the members of the SEC</p> <p>Believing</p> <p>2. That assigning clear functions will help leaders understand who needs to what in the organisation.</p>	
<p>Section 10.0: BRANCH STRUCTURES</p> <p>Subsection: 10.3: Branch Mass Meetings (BMM)</p> <p>Subsection 10.3.1.</p> <p>"Branch Mass Meeting of members in a Branch shall be called once every three months by the Secretary in consultation with the Chairperson, acting on her or his own, or on a decision of the Branch Executive Committee, or on the request of at least five (5) sites.</p>	<p>"Branch Mass Meeting of members in a Branch shall be called once every three months by the Secretary in consultation with the Chairperson, acting on her or his own, or on a decision of the Branch Executive Committee, on the request of at least five (5) sites or the majority of sites wherein a branch has five (5) or less sites.</p>	<p>Noting that:</p> <p>1. Clause 10.3.1 of the constitution stipulates that, or on a decision of the Branch Executive Committee, or <u>on the request of at least five (5) sites.</u></p> <p>2. There are branches who have fewer /lesser than 5 sites.</p>	Free State

<p>Section 10.0: BRANCH STRUCTURES</p> <p>Subsection: 10.3: Branch Mass Meetings (BMM)</p> <p>Subsection 10.3.1.</p> <p>"Branch Mass Meeting of members in a Branch shall be called once every three months by the Secretary in consultation with the Chairperson, acting on her or his own, or on a decision of the Branch Executive Committee, or on the request of at least five (5) sites."</p> <p>Subsection 10.3.2.</p> <p>"A Branch Mass Meeting may only be called on written notice to members of the date, time, place and business of the meeting at least seven days prior to the date of the meeting, provided that shorter notice may be</p>	<p>Section 10.0: BRANCH STRUCTURES</p> <p>Subsection: 10.3: Branch General Meetings (BGM)</p> <p>Subsection 10.3.1.</p> <p>"Branch General Meeting of members in a Branch shall be called once every three months by the Secretary in consultation with the Chairperson, acting on her or his own, or on a decision of the Branch Executive Committee, or on the request of at least five (5) sites."</p> <p>Subsection 10.3.2.</p> <p>"A Branch General Meeting may only be called on written notice to members of the date, time, place and business of the meeting at least seven days prior to the date of the meeting, provided that shorter notice may be given at the discretion of the Secretary in consultation with the Chairperson in respect of extraordinary meetings."</p> <p>Subsection 10.3.5.</p>	<p>Correct consistency in terminology. Branch General Meeting rather than Branch Mass meeting.</p>	Free State
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<p>Section 10.6. BRANCH STRUCTURES</p> <p>Subsection 10.6.1 Site Steward Council ("SEC")</p> <p>Subsection 10.6.1.1</p> <p>"The SEC shall comprise of the SEC, Site Secretary and one Site Steward per Site."</p>	<p>Subsection 10.6.1</p> <p>"The SEC shall comprise of the SEC, Site Secretary and one Site Steward per Site."</p>	<p>Noting</p> <p>1. Clause 10.4.4 (Paragraph 10.4.1.1) provides that the SEC shall comprise of the SEC, Site Secretary and one Site Steward per site.</p> <p>2. The "Noting" on 10.4.1 is inconsistent with 10.4.1.1 on the attendees</p>	Unopposed
<p>Section 10.6. BRANCH STRUCTURES</p> <p>Subsection 10.6.1 Site Steward Council ("SEC")</p> <p>Subsection 10.6.1.1</p> <p>"A majority of sites present shall constitute a quorum. If within an hour of the time fixed for a meeting, the meeting is not quorate, the meeting shall stand adjourned to an agreed date, time and place. A further notice of the adjourned meeting shall be given to all. At the adjourned meeting, sites present shall constitute a quorum."</p>	<p>"A majority of sites present shall constitute a quorum. If within an hour of the time fixed for a meeting, the meeting is not quorate, the meeting shall stand adjourned to an agreed date, time and place. A further notice of the adjourned meeting shall be given to all. At the adjourned meeting, sites present shall constitute a quorum."</p>	<p>Noting</p> <p>1. Paragraph 10.6.3 (Site Steward Council) provides for 30 minutes for meeting to be adjourned if quorum is not met.</p> <p>2. 30 minutes is inconsistent with 1 hour provided for other structures.</p>	Unopposed

<p>meeting, sites present shall constitute a quorum."</p>	<p>Section 10.6. BRANCH STRUCTURES</p> <p>Subsection 10.6.1 Site Steward Council ("SEC")</p> <p>Subsection 10.6.1.1</p> <p>"The functions and powers of the SEC in a Branch shall include:</p> <p>(i) meeting, amending or reviewing any decision of the SEC or BSM."</p>	<p>Noting that</p> <p>> Clause 10.4.4 (i) states "to safely amend or review decision of the BSM"</p> <p>Believing that:</p> <p>> Clause 10.4.4(i) contradicts clause 10.3.5(b) that state (BSM) has the power to amend or review any decision of the SEC."</p>	Free Vote
<p>Section 10.6. BRANCH STRUCTURES</p> <p>Subsection 10.6.1 Branch Executive Committee ("BEC")</p> <p>Subsection 10.6.1.1</p> <p>"A majority of BEC members shall constitute a quorum. If within half an hour of the time fixed for a meeting, the meeting is not quorate, the meeting shall stand adjourned to an agreed date, time and place. A further notice of the adjourned meeting shall be given to all members of the BEC."</p>	<p>"A majority of BEC members shall constitute a quorum. If within half an hour of the time fixed for a meeting, the meeting is not quorate, the meeting shall stand adjourned to an agreed date, time and place. A further notice of the adjourned meeting shall be given to all members of the BEC."</p>	<p>Noting</p> <p>Paragraphs 10.6.4 (BEC) provides for 30 minutes for meeting to be adjourned if quorum is not met.</p> <p>30 minutes is inconsistent with 1 hour provided for other structures.</p>	Unopposed

<p>agreed date, time and place. A further notice of the adjourned meeting shall be given to all members of the BEC."</p>	<p>Section 12.0 Provincial Structures</p> <p>Subsection 12.0.1 Provincial Conference</p> <p>Subsection 12.0.1.1</p> <p>"The Provincial Conference shall consist of Provincial Office Bearers (POBs), Regional Office Bearers (ROBs) and one Branch delegate for every 200 paid-up members or part thereof, provided that each Branch shall be entitled to at least one delegate."</p>	<p>Noting that:</p> <p>> There is no consistency in terms of the above-mentioned clause which is 10.2.2 with 10.3, which talks to the Provincial General Council (PGC) sub-clause 10.3.1.1.</p> <p>"The PGC shall consist of the Provincial Office Bearers, Regional Chairpersons and Secretaries, Branch Chairpersons and one additional Branch delegate per 800 paid-up members or part thereof, provided that each Branch shall be entitled to at least one additional delegate"</p>	Eastern Cape
<p>Section 13.0 NATIONAL STRUCTURES</p> <p>Subsection 13.0.1 National Congress</p>	<p>"The National Congress shall consist of the National Office Bearers, Provincial Office Bearers, Regional Chairpersons and Secretaries, Branch Chairpersons and one additional Branch delegate per 1000 paid-up members or part thereof, provided that each Branch shall be entitled to at least one additional delegate"</p>	<p>Noting</p> <p>1. The SACTU Constitution as amended in September 2019 is silent on the provision responsible for election of regional delegates for the National General Council</p> <p>2. Clause 13.3.1 of SACTU Constitution as amended in September 2019 refers to one additional delegate to the</p>	Eastern Cape

<p>Subsection 13.1.2</p> <p>The National Congress shall consist of the National Office Bearers, Provincial Office Bearers, Regional Chairpersons and Secretaries, Branch Chairpersons and one Branch delegate per 200 paid-up members or part thereof in the Branch, provided that each Branch shall be entitled to at least one delegate."</p>	<p>members or part thereof in the Branch, provided that each Branch shall be entitled to at least one delegate."</p>		
<p>Section 13.0 NATIONAL STRUCTURES</p> <p>Subsection 13.0.1 National General Council ("NGC")</p> <p>Subsection 13.0.1.1</p> <p>"The National General Council shall consist of the National Office Bearers, Provincial Chairpersons and Secretaries, Regional Chairpersons and one additional Regional delegate per 8 000 paid-up members or part thereof."</p>	<p>"The National General Council shall consist of the National Office Bearers, Provincial Chairpersons and Secretaries, Regional Chairpersons and one additional Regional delegate per 1000 paid-up members or part thereof, provided that each Branch shall be entitled to at least one additional delegate who elected at an NGC meeting."</p>	<p>Noting</p> <p>1. The SACTU Constitution as amended in September 2019 is silent on the provision responsible for election of regional delegates for the National General Council</p> <p>2. Clause 13.3.1 of SACTU Constitution as amended in September 2019 refers to one additional delegate to the</p>	Western Cape

<p>Branch, provided that each Branch shall be entitled to at least one additional delegate."</p>	<p>Branch, provided that each Branch shall be entitled to at least one additional delegate."</p>	<p>Noting</p> <p>1. The SACTU Constitution as amended in September 2019 is silent on the provision responsible for election of regional delegates for the National General Council</p> <p>2. Clause 13.3.1 of SACTU Constitution as amended in September 2019 refers to one additional delegate to the</p>	Western Cape
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<p>Section 13.0 PROCEDURES FOR ELECTIONS</p> <p>Subsection 13.0.1 Leadership Requirements</p> <p>All members of the union in good standing shall have the right to stand for any leadership position within the union provided that they have served the union as a member/leader for the following specified period:</p> <p>(a) In terms of the BEC one year</p> <p>(b) In terms of the BEC one term in the Site Executive Committee provided a full term of office is served</p> <p>(c) In terms of the ROB one term in the BEC provided a full term of office is served</p> <p>(d) In terms of PGC one term as an ROB provided a full term of office is served</p>	<p>(a) In terms of the BEC one term in the Site Executive Committee provided a full term of office is served</p> <p>(c) In terms of the ROB one term in the BEC provided a full term of office is served or four (4) years, as a seconded official at provincial level"</p>	<p>Noting that:</p> <p>1. The requirements for election to structures of the union</p> <p>2. That seconded officials of the union mostly get appointed to oversee at regional and provincial level committees without any leadership experience in these positions or below them.</p> <p>Believing that:</p> <p>1. That these seconded officials of the union gain vast experience about and in the union as they serve as negotiators and full-time shop stewards.</p> <p>2. The seconded officials get added capacity as they assume their responsibilities in regions and provinces.</p>	Free Vote
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<p>(a) In terms of the BEC one term as PCB provided a full term of office is served</p>			
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<p>given at the discretion of the Secretary in</p> <p>consultation with the Chairperson in respect of extraordinary meetings."</p> <p>Subsection 10.3.3.</p> <p>"One third (1/3) of members in the branch shall constitute a quorum. If within an hour of the time fixed for a meeting the meeting is not quorate, the meeting shall stand adjourned."</p> <p>Subsection 10.3.4.</p> <p>"If any meeting is not quorate an agreed date, time and place shall be decided and written notice be given of the adjourned meeting, and at such a meeting the members present shall constitute a quorum."</p> <p>Subsection 10.3.5.</p> <p>"A Branch Mass Meeting shall have the power to:</p>	<p>A Branch General meeting shall have the power to:</p> <p>(a) Mandate and recall from office elected officials of the branch subject to fair processes provided for by the constitution.</p> <p>(b) Ratify, amend or reverse any decisions of the Branch Executive Committee and Site Steward Council.</p> <p>(c) Elect delegates and formulate resolutions for submission to the National Congress, National General Council, Provincial Conference, Provincial General Council and Regional Triennial General Meeting.</p> <p>(d) Discuss and implement policies and decisions of the Union."</p>		
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<p>(a) Mandate and recall from office elected officials of the branch subject to fair processes provided for by the constitution.</p> <p>(b) Ratify, amend or reverse any decisions of the Branch Executive Committee and Site Steward Council.</p> <p>(c) Elect delegates and formulate resolutions for submission to the National Congress, National General Council, Provincial Conference, Provincial General Council and Regional Triennial General Meeting.</p> <p>(d) Discuss and implement policies and decisions of the Union."</p>			
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Mover: Limpopo

Seconders: All Provinces

Consolidated Motions

BUS ARRANGEMENTS FOR SADTU NATIONAL CONGRESS 24-28 SEPTEMBER 2024

**Please Note: Delegates Conference will take place @ Birchwood Hotel @
14H30 on 24September 2024**

Bus One MMR

DEPART Durban 24/09/2024 Pick up at 07H00

Start : @ SADTU House 321 Anton Lembede Street Durban . To Birchwood Hotel

To pick up MMR Delegates	45
Plus Delegates of Grade R – (MMR)	01
Plus delegate of Special School (IAL)	01

Contact Simo Mhlongo (082 611 7035)

DRIVER : THAMANDREN 0645277634

Total in Bus	47
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Bus Two MSR

DEPART Portshepstone 24/09/2024 Pick up 07H00

Start @ Port Shepstone SADTU – 4 Court Town Road to Birchwood hotel

To pick up MSR Delegates 36

Plus Noligwa Magwaza(Provincial SAC)

01

Contact Person: DMV Mbhele (082 6117039)

DRIVER : KISHORE RAMPERSAD

0735234509

Total in Bus	37
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Bus Three RIOT & Mzala

Depart Empangeni via Vryheid 24/09/2024 Pick up 07H00

Start : Empangeni SADTU Office @21 union Street ,BFT Property, Empangeni

To Pick up RIOT Delegates 34

Plus Zodwa Zwa (Deputy Chair) 01

Plus Socia Emotion Delegate 01

Contact Hlengiwe Mchunu (082 611 7045)

Vryheid Pick up at 09h00

Start : @ Vryheid SADTU Office ,180 Hlobane Street ,Office No. 09 Vryheid

To pick up Mzala Delegates 20

Plus Mjay Nxumalo (Deputy Provincial Secretary) 01

Contact Seth Outo-Acheampong (082 611 7047)

DRIVER :JULLIAN NAICKER

0648100638

Total in Bus	57
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Bus Four PKG

DEPART Newcastle 24/09/2024 Pick up at 09h00

Pick up: : Newcastle SADTU Office no.401 4th floor Perm Building 58 Scott Street Newcastle 2490

Pick up PKG Delegates

41

Plus Nobhule Lekomo (Provincial Gender)

01

Plus Felicia Zwane (CET Delegate FTSS)

01

Contact Lebo Molefe (082 611 7041)

DRIVER : SANDILE STANLEY ZWANE

0825884976

Total in Bus	43
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Bus Five IAL & HGR

Depart Tongaat via PMB 24/09/2024 Pick up at 07h00

Start Tongaat Proceed to PMB then Birchwood

Tongaat IAL SADTU Office @ 13 Arbee drive, Dicks Centre

Pick up IAL Delegates

36

Plus Martin Dhlamini (Provincial Education convenor)

01

Contact Nduduzo Ngcobo (082 611 7037)

PMB Pick up at 08h30

Harry Gwala Regional SADTU Office , 108 Burger Street, PMB

Pick up HGR Delegates 29

Plus Wanda Mpsi (Provincial Treasurer) 01**Contact Salas Mvelase (082 611 7043)****DRIVER: NJABULO HOPEWELL MKHIZE****0685842929**

Total in Bus	67
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Summary of Regional Reports

Gender

HARRY GWALA

BRANCHES	ACTIVITIES	DATES
Harry Gwala Region	Wellness & Women Empowerment	23-08-24
	Teacher well- being	15-05-24
Greater Wartburg	Men's Seminar	31-07-24
	Women's day	30-08-24
	celebration	24-05-24
	Mental care seminar	18-07024
	67 Minutes	
Richmond	67 Minutes	18-07-24
JMK	67 Minutes	18-07-24
Buhle Thusi	67 Minutes	18-07-24
Bongani Matshematshe	67 Minutes	18-07-24

Thami Memela	67 Minutes	18-07-24
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INKOSI ALBERT LUTHULI

BRANCHES	ACTIVITIES	DATES
Phoenix	Wellness, GBV & Financial management Men's Seminar	16-05-24 16-08-24
Umvoti	Men's Seminar	30-07-24
Mafukuzela	Men's Seminar Women's day celebration	31-07-24 16-08-24
Gedleyihlekisa	Men's Seminar	16-08-24
Mngeni	Women's day celebration	08-08-24
Billy Naire	Women's day celebration	08-08-24

MBUSO SHABALALA

Anton Lembede	Women's day celebration	24-08-24
NCZ	Women's day celebration	27-08-24
JPP	Men's Seminar Women's day celebration Women in Leadership workshop	30-07-24 28-08-24 07-08-24
Mount Currie	67 Minutes Women's day celebration	18-07-24 29-08-24

Siyaqhubeka	Women's day celebration	30-08-24
Switzer Mzolo	67 Minutes	30-07-24

MZALA NXUMALO

BRANCHES	ACTIVITIES	DATES
Mzala	Portfolio meeting	30-07-24
Mbuyiseni Nkosi	Women's day celebration	29-08-24
Dumbe	Women's day celebration	29-08-24
Umqulusi	Women's day celebration	30-08-24

MZI MTHMBU

BRANCHES	ACTIVITIES	DATES
Mzi Mthembu	Portfolio meeting	03-06-24
Boy Mkhize	Child Protection week Women's day celebration	03-06-24 29-08-24
City	Child Protection week Women's day celebration 67 Minutes Walk against GBV & Human trafficking	03-06-24 08-08-24 18-07-24 07-09-24
Victoria Mxenge	67 Minutes Men as Partners	18-07-24 31-07-24
Methews Meyiwa	67 Minutes Men as Partners	18-07-24 23-08-24
Anita Devi Singh	67 Minutes	18-07-24

	Women's day celebration	31-08-24
Archie Gumede	Women's day celebration	11-08-24
Vela Makhanya	Women's day celebration	28-08-24
Andrew Zondo	Women's day celebration	29-08-24
1000 Hills	Women's day celebration	04-09-24
Umlazi	Women's day celebration Girls' awareness on GBV & Substance Abuse (Ogwini) Women in Leadership Empowerment (Sithandiwe Primary)	08-08-24 29-08-24 30-08-24

PHIWO KAMJULA GWAMANDA

BRANCHES	ACTIVITIES	DATES
Magwaza Maphalala	Men's Seminar	30-07-24
Amajuba District	Women's day celebration	07-08-24
Msinga	Women's day celebration	14-08-24
Inkosi Bhambatha	Women's day celebration (site)	08-08-24
Lucas Mbatha	Women's day celebration (sites)	16-08-24

Aubrey Ntshingila	Women's day celebration	21-08-24
Phumzile kaNkosi	Women's day celebration (sites)	30-08-24

RIOT MAKOMANISI MKHWANAZI

*The desk is not in full quota, Hlabisa branch gender convener resigned

BRANCHES	ACTIVITIES	DATES
Riot	Portfolio meeting	01-08-24
Eshowe	67 Minutes Women's day celebration	18-07-24 23-08-24
Jozini	67 Minutes	26-07-24
Richard's bay	Dad Men's Seminar	26-07-24
Ingwavuma	Women's day celebration	29-08-24
Mbuso Nene	Women's day celebration	30-08-24
Mtubatuba	Women's day celebration	05-09-24

Education Report

NTAs

The programme started on 28 July 2024 to 02 August 2024. 15 candidates selected by KzN have been sent to National for National selection which has taken place on 02-04 September 2024 and we are still awaiting for results.

Coding and Baseline in Foundation Phase and Intermediate Phase and Mathematics

- Roll-out started on 05 August 2024, Mzala Nxumalo being the first Region to roll-out.
- The programme is still underway in other Regions to train 2 200 educators. So far, 1435 teachers have been trained.

Entrepreneurship Program

- This targeted mainly Grade 8 & 9 educators teaching EMS.
- KZN was allocated 150. 3 sessions have already sat and 151 educators have already been successfully trained and there are two sessions that comprise of Harry Gwala and PKG Regions that are yet to sit.

SAC REPORT

Union structures

- All Regional SACCOM structures are in good standing.
- Meetings are sitting with last meeting having sat on 15 July 2024

PCC

- 6 meetings have sat since the beginning of the year.
- There is still a challenge with sitting of DCC meetings in Districts as per the report of Regional SACCOM.

Recommendation: That the union requests a meeting with the officials from Head Office and those from Districts.

SASCE

This was held from 14-17 August 2024 at Rhema Bible Church. KZN schools performed very well.

Schools Provincial Indigenous Dance and Music Competition

This shall be held at Amanzimtoti from 18-20 September 2024 however challenges of funding have already been sighted by schools as the Department is neither providing transport nor accommodation to participating schools.

National Portfolio meetings

The last meeting sat on 19 June 2024

SATO Games

- The Province participated in the games that were held at Swaziland.
- In athletics, the Province got gold, silver and bronze medals while in basket ball the Province got bronze medal.

SUMMARY OF REGIONAL REPORTS

HARRY GWALA REGION

Functionality

- The Regional Office is fully functional but the following branches have vacancies:
- Sweetwaters- Deputy Chairperson
- UMgungundlovu TVET- Secretary, Deputy Secretary and Treasurer.

Structural Meetings

ROB : No report

REC : No report

BEC : All except Umgungundlovu TVET branch have had their BEC meetings in July .

- Only Inkosi Mhlabunzima has recorded a meeting in August.

SSC

- Except for Sweetwaters, Thami Memela and Umgungundlovu TVET, all branches have held their SSC meetings during the period under review.

BMM

- Of the 13 branches, only 5 have held their mass meetings; being Derick Manyoni, Reggie Hadebe, JMK, Jotham Myaka and Inkosi Mhlabunzima.

Recruitment

The Region has submitted 149 forms from June-August 2024.

Welfare cases

The Region is reporting to be dealing with cases but noting that all cases are forwarded to the Region and branches are not dealing with those cases.

Desks

All desks are reported to be functional

Engagement with the Employer

Time to time the Region is meets with the Department.

IALR

Functionality

The ROB is now in full complement and deployments are adhered to.

Structural meetings

ROB : 2 standing meetings (12/06 and 21/08/2024)

4 Special meetings (04/06, 12/07, 05/08 and 13/08/2024)

REC : 1 Standing (23/08/2024)

5 Special (04/06, 12/07, 15/07, 05/08 and 13/08/2024)

FINCOM

Region : Held on 21/08/2024

Branches : All branches held their Fincom meetings during the period under review.

Other meetings/ Programmes

- Capacity building workshop (21/08/2024)
- ROC (11/07 and 03/09/2024)
- Cluster meetings for mandate seeking.
- Internal audit
- Tongaat Tornado Support Initiative.
- Ndwedwe Household Support Initiative.

BEC, BMM & SSC

- All 12 branches have held their BMM and SSC meetings during the period under review.
- All branches have held their BEC meetings during the period under review.

Other programmes

- Men's Seminar (Left Gumede, Mafukuzela, Maphumulo, Phoenix and Umvoti)
- Gender conference (KwaDukuza, Uthukela)
- Sports/ games (Billy Nair, Johnny Makhathini and Mzomusha)
- Professional Development Workshop (Umnjeni)

REC Decisions to be ratified by the PEC

On National Leadership	That the Provincial Secretary, Nomarashiya Caluza be deployed to the National Working Committee. No position has been specified
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Mzi Mthembu Region

Functionality

The Region remains functional to its optimal capacity.

Structural meetings

ROB : 1 standing (24/07/2024)

3 Special (12/07, 30/07 and 12/08/2024)

REC : 1 Standing (25/07/2024)

4 Special (15/07, 17/08, 12/08 and 19/08/2024)

BEC & SSC

- All branches have been reported to have held their BEC and SSC meetings during the period under review.

BMM

- Anita Devi Singh, Costal TVET College, Archie Gumede and Umlazi branches have not held their Branch Mass Meetings yet.
- Moses Mabhida failed to have a quorum on 13 September 2024.

Engagement with the employer

- All branches except Cosatl College TVET have held bilateral meetings with the employer.

Desks

- All desks are functional and programmes implemented have been reported on.

Other programmes

Anita Devi Singh

- Special Principals meeting
- Matric Final push
- Site visits

Vela Makhanya

- Women's Day celebration

Welfare cases

These are being attended to.

RECOMMENDATION TO THE PEC

That the Provincial Secretary be deployed to the National Working Committee as the Deputy General Secretary during the 10th National Congress

Mzala Nxumalo

Functionality

The office is fully functional.

Structural meetings

ROB : 2 Standing meetings (18/07 & 13/08/2024)

REC : 1 Standing (13/08/2024)

1 Special (07/09/2024)

BEC

- Phongolo branch have had 2 (12/07 & 07/08/2024)
- Sibusiso Mkhize 2 meetings
- Umqulusi 2 meetings
- All other branches have had only one meeting each.

SSC

- All except Mthashana TVET have held their SSC meetings.

BMM

- All except Mthashana TVET have held their BMMs.

Other meetings

Only Mbuyiseni Nkosi and Phongolo branches have had Fincom meetings.

Desks

Mthashana TVET, Dumbe have never had any activities during the period under review.

Recommendations to the PEC

1. That the PEC explores the opportunity of elevating the Provincial Secretary to the position of the DGS during the 10th National Congress.

2. That the intervention of the Province is needed to assist our branches with faulty photocopier machines. Umqulusi as a branch has not received their photocopier machine since 2022.

PKG

Functionality

The Region is functional but Themba Duma has a vacancy of the Deputy Secretary.

Structural meetings

ROB : 1 Standing (13/09/2024)

3 special (14/07, 16/07 and 01/09/2024)

REC : 1 standing (16/09/2024)

5 special (01/06, 13/06, 12/07, 02/08 and 13/08/2024)

BEC

All except Mnambithi TVET and Themba Duma branches have held their BEC meetings during the period under review.

SSC

Lucas Mbatha has had just 1 special SSC. All other branches have had their standing SSC meetings during the period under review.

BMM

Only 5 branches (Aubrey, Mangethe, Magwaza, Majuba TVET and Escourt) have had their standing Mass meetings. Lucas Mbatha held Special BMM.

Welfare cases

Only one of the 4 is still in progress

RIOT

Functionality

The Region is fully functional

Structural meetings

ROB : 3 meetings (15/05, 12/06 and 11/09/2024)

REC : 2 standing (16/05 and 12/09/2024), 3 special (15/05, 07/07 and 13/08/2024)

Other: Treasurers' meeting (02/08/2024) and ROC (03/08/2024).

BEC: All branches have had their BEC meetings during the period under review, but Arther Pierce, Jozini, Mbazwana Big 5 and Mfolozi TVET have only had 1 each.

SSC: Mbuso Nene, Richardsbay, Ingwavuma, Mbazwana and Mfolozi TVET have had their standing SSC meetings. The rest had Special SSC meetings.

BMM: Only Mbuso Nene, Ingwavuma, Mbazwana and Mfolozi TVET have had their standing BMM, the rest have held Special BMM except Empangeni who have held none.

Other programmes

TUC: Coding in Baseline Assessment

- This was successfully attended.

NTAs: the following Cdes will be going for National finals:

- Cde Bonisiwe Maphumulo: Excellence in Primary School Teaching

- Cde Sakhile Dlamuka: Excellence in Technology- Enhanced Teaching and Learning.
- Cde Thobile Msweli: Excellence in Mathematics Teaching- GET

Eshowe, Jozini, Richardsbay, Ingwavuma, Mbuso nene, Mtubatuba and KwaNgwanase branches have had various activities during the months of July and August 2024.

Recruitment report

A total of 210 forms have been submitted during the period under review.

Recommendations to the PEC

1. That the Richardsbay Secretary site demarcation be escalated to the PEC.
2. That Empangeni and Mbuso Nene branches Chairpersons tender apologies to the Provincial Secretary.

MSR

Functionality

The Region remains functional however the REC of 12 September deliberated extensively on branches that were lagging behind in terms of holding structural meetings.

Structural meetings

ROB : 1 Special

REC : 3 Special and 1 standing

The Region reports to have had 1 Fincom and 1 Portfolio meeting during the period under review

BEC

All branches have had 2 BEC meetings each except for Vulamehlo who have not submitted a report on this

SSC

All branches held special SSC meetings for the purpose of electing delegates to the National Congress. Only Anton Lembede, NCZ, Nylon Gwija and Mt Currie have had their standing SSC meetings.

BMM

All branches had special BMM on mandate seeking except Esayidi TVET. Only JPP had standing BMM while Sayidi BMM could not have a quorum.

RECOMMENDATION TO THE PEC

- That the KZN Provincial Secretary of SADTU Cde P.N Caluza be deployed as Deputy General Secretary in the 10th National Congress.

OFFICE BASED REPORT

1. Organizational

1.1 Site Structures

The formation of the MK left a dent on District Site Executive Committees. Most Districts now do not have functional structure.

2. Operational Issues

2.1 All Districts are performing with skeleton staff. Most Districts have now adopted a new term called Co ordination . Comrades coordinating are not remunerated and are given more duties to perform.

2.2 Districts and offices have no furniture and some buildings are not conducive to be used as offices. At Uthukela District there is no furniture and the Comrades there have been asking for assistance but to no avail.

At Umzinyathi District the Comrades there use an office that is flooding when its raining and is always damp.This has proven to be a health hazard to the Comrades there.

3.3 Non appointment of administration staff especially in Circuit Offices .

3.4 In most offices electricity has been switched off by the Municipalities because the Department owes them. This causes delay in servicing educators and delay payments to newly appointed educators.

RECOMMENDATION TO THE PEC

That the Union embarks on massive Site relaunch in District Offices.

TVET RERPORT

PPN Update

Almost all colleges in the province are indicating challenges with PPN progress in one way or the other. FIVE colleges in the province are indicating that due to COLA adjustment and qualification upgrade retrospective payments, persal payrolls are under pressure as a result DHET has put a moratorium that they cannot fill PPN posts in the financial year of 2024/25. They will also not be allowed to fill vacant posts due to projected overspending on cost of employee (CoE).

Branch Reports

Only 2 branches submitted their reports.

Coastal TVET Branch

This indicated that this are challenges that they are dealing with:

1. Failure by DHET to appoint college senior management
2. Failure by DHET to release appointment letters from 2020
3. Freezing of support staff vacancies
4. None payment of qualification upgrade
5. Improve infrastructure of the college especially student residences.

ESayidi TVET Branch

1. Unmatched staff	<ul style="list-style-type: none"> It was agreed on a PPN meeting that unmatched staff will be given a first priority for new post to apply , since the post were filled by external candidates therefore they are now automatically disqualified from the post 	<ul style="list-style-type: none"> 1 x staff member referred as an Education Specialist remains unmatched 	<ul style="list-style-type: none"> Our concern as the union is the omission in terms of re-skilling of staff members affected and there will be no evaluation of PDMS /IQMS which affects them on their pension and other benefits The matter was referred to the PPN Committee
2. Upgraded post	<ul style="list-style-type: none"> Staff members submitted their documents for verification, their job title has changed but they their salaries haven't been adjusted accordingly 	<ul style="list-style-type: none"> Submission date to DDG on 13/02/2024 	<ul style="list-style-type: none"> Documents were submitted in May 2023 for verification, and there was a second submission date 13/02/2024 yet all the processes have been done hence there was a change in their job title. The matter was referred to the Regional office
3. Job description	<ul style="list-style-type: none"> Staff members were allocated on a new post as per PPN requirements with no Job description / duties 	<ul style="list-style-type: none"> The HR department claims that all staff members were given their job descriptions 	<ul style="list-style-type: none"> The matter was referred to a Task team so that they will identify those staff members who don't have job descriptions

<p>4. Qualifications upgrade</p>	<ul style="list-style-type: none"> • Staff members who have submitted their qualifications and they been occupying a post at lower level, they haven't paid / adjusted accordingly 	<ul style="list-style-type: none"> • Roadshow by DHET 15-19 April 2024 • Requirement submission must be within the year of qualification • There is an extension deadline for submission of certificates before 31 March 2024 	<ul style="list-style-type: none"> • SADTU played a major role by subscribing the initiative of the upcoming roadshow, because other colleges have done it in terms of payments, and those who were owed more than R100 000 their names were submitted to National treasury for approval • To the staff member who has submitted her terms of services, the HR Manager would look at the matter and respond accordingly to the union
<p>5. Cleaners /General assistant</p>	<ul style="list-style-type: none"> • It is not clear on how the Department came up with the numbers for Staff allocation to the college and they did not come up with the formula on how the staff members being allocated unit thus gives a challenge especially those units who got big infra structure including hostels 	<ul style="list-style-type: none"> • SL2-SL4 ,the college was allocated with 81 staff members, this includes the GA's, which is allocated at 53 and currently the college is overstaff by 23 GA's 	
<p>6. Hostel staff</p>	<ul style="list-style-type: none"> • Has not been allocated on a PPN structure , they are subject to attend on a full time basis , they do not have substitutes / relieves 	<ul style="list-style-type: none"> • PPN has not allocated the hostel staff • The hostel staff members are expected to work on a full time basis including weekends no substitutes. We 	<ul style="list-style-type: none"> • The college will investigate and make a follow up on the matter to be corrected • Hostel staff are not on PPN , meaning there are no guidelines on how do they operate

		<p>have notice that most Cases are developed on weekends</p> <ul style="list-style-type: none"> The Hostel staff stay with their families but during Senior National Certificate marking a they are expected to find alternative venues 	
7. Grievances	<ul style="list-style-type: none"> 01 x Senior Lecturer post (PL2) advertised in 22 April 2014 , a Case has been lodged and has not been resolved 	<ul style="list-style-type: none"> There was a grievance from Sadtu regarding the post since 2014, the post has not yet been released it has been put aside by the college 	<ul style="list-style-type: none"> Matter must be resolved at a Grievance committee, with the outcome
8. College structure	<ul style="list-style-type: none"> Approved College structure has not been released to staff members The structure got new posts that are not relevant to campuses and removed the critical post such as driver , photocopier 	<ul style="list-style-type: none"> This issue to be discussed on a upcoming CIC meeting on the 18 April 2024, as a joint structure to get some clarities as a committee 	
9. Membership Recruitment	<ul style="list-style-type: none"> It has been noted that members of Sadtu have dual membership 	<ul style="list-style-type: none"> The challenge is the cancellation, the forms were submitted but it still appears on their payslip 	<ul style="list-style-type: none"> The list was shared by the HR Department, however the not all staff members appear on that list

RECOMMENDATIONS TO THE PEC

- Post Provision Norms (PPN) be declared at national department so that colleges are able to fill vacancies as currently, colleges declare vacancies and conduct recruitment and selection only to informed by DHET that they don't have funding for such post.

- DHET to timeously pay qualification upgrade to avoid large lump sum of back pay.

Conclusion

This has been a busy and difficult year, the reality that there are unions that are coming to our space impose a challenge to SADTU. It is only a strong united SADTU that can survive the test of the moment. We need to vigorously service our members while working hard to attract more to the fold. As the year moves towards the end, PEC has to prepare itself for a deep reflection which must inform our strategic plan for 2025.

Amandla