

## **1. INTRODUCTION**

We are meeting here today as we have to prepare for what will be a busy year.

The Union will embark on major activities which include the National General Elections around May, the Education International Congress during July in Argentina, the Provincial General Councils during June and July and the Union's 10<sup>th</sup> National Congress in September.

We should note the beginning of the academic year with its own challenges. Education workers have returned to work and our hope is that this academic year will be distinguished by continuing stabilization of the education system and its resilience post the COVID era.

We acknowledge, celebrate and congratulate all teachers and learners who continue to dedicate themselves to selfless and hard work, to a point of the province occupying the best performing province in the country. This is your achievement and not the achievement of politicians (MECs) and or Head of Departments who are all over the media claiming victories that they did not work for.

These results do not reflect challenges that schools confronted with in 2023, it is because of these reasons that SADTU continuously congratulate teachers, Principals and SGBs who made it a point that provincial economic circumstances do not define the future of these kids.

The quality of results as displayed by the number of bachelor passes and improvement in critical results such as Mathematics show the dedication and commitment by educator specifically SADTU.

It is us who work for more than 7 hours a day, sacrificing our weekends and holidays and risking our lives by working at night and even sleeping at schools in some instances. This is the dedication which make people think we are fools **and vulnerable to Modern day Slaves which should be disrespected and exploited.**

Our union cannot and will not stand by when this open attack on hard earned rights that regulate our conditions of work and our working hours and days.

Our union remains a beacon of hope and torch bearers as we continue to grow by 16035 members by the end of 2023. Our structures are stable albeit a few who might not be meeting their constitutional obligations. We dedicate ourselves to work to resuscitate those structures while focusing on improving conditions of service to our members.

Cdes, leaders of Sadtu , ours is about the welfare of Education Workers and not our selfish narrow interests as leaders. It should be about the Sadtu members, Sadtu members, Sadtu toiling masses all the time.

## **2. ORGANISATIONAL RENEWAL**

### **2.1. TVET BRANCHES**

One of the fundamental resolutions taken at our 9<sup>th</sup> National Congress was about organisational renewal. We identified education sub-sectors that required our immediate attention. One of those was the decision to focus on the launching of TVET branches as we identified this sub-sector as potential area for growth.

The TVET Colloquium was identified as one of our 5 primary programmes for last year, and we are content to report that it has come and gone. We, as a province launched and engaged with TVET sites.

It will be necessary for all provinces to monitor this particular important phase in the evolution of our Union and to sustain the interventions that were agreed upon in the inaugural colloquium.

## **2.2. SADTU STUDENT CHAPTER**

The chapter has had its inaugural national imbizo and it is pleasing to note that the provinces have already started or resumed the launching of SC structures.

## **3.3. ECD CONCEPT PAPER**

The employer has in the previous meeting presented their response from Hedcom with regard to the concept paper. The response was reducing all the gains which amongst others was saying B.ed honours was the only qualification that they will recognise for new entrance and that they are reviewing the issue of the Diploma. SADTU has long requested for consistency in terms of the payment of stipend in different Provinces, The Hedcom report was allowing Provinces to pay according to their financial affordability. We had in the last task team on the 19 September requested the employer to present the original document which was endorsed by the council. NEC was requested to intervene on this matter.

## **3.4. PROPOSED REVIEW OF MINIMUM REQUIREMENTS FOR APPOINTMENT INTO SCHOOL MANAGEMENT POSTS**

- The PAM provided for the minimum requirements for appointment of educators into school management posts.
- The minimum requirements did not prescribe management experience for principals and deputy principals.
- The proposed review by the Employer might indirectly have an impact on our achieved gains.

### ***PROPOSED REVIEWS***

- Departmental heads did not have specific requirements for relevant specialization in the phase and subject.
- An educator should have served as a Departmental Head for two years when applying for Deputy Principal posts.
- For an educator to apply for a Principalship posts must have served as a deputy principal for 3 years and served as a Departmental head for 5 years.
- An Educator my complete course which will serve as a minimum requirement for application of a principal.

- The scenarios as presented clearly showed that PL1 educators with as many years' experiences would not apply for positions of Deputy Principals and Principals.
- The other area of concern was that of who will decide on the course that will serve as a minimum requirement.

## **4. PSCBC**

### **4.1. SALARY INCREMENTS**

As per Resolution 2 of 2023, our salaries will be increased with effect from the 1<sup>st</sup> April 2024, as we signed a two year agreement.

We will then have to prepare for negotiations post the period of the last resolution.

### **4.2. PAY PROGRESSION**

- Paragraph 9 of 2019 of the incentive policy frameworks provided guidance on implementation date for payment of pay progression based on the outcome of the performance.
- Labour had noticed with serious concern the continuous late payment by provinces on **a yearly** basis.
- The Departments were further requested to align their performance management process to be within regulated dates, which is 1 July each year.
- The union had noticed with serious concern that meeting KZN had not **yet** paid all pay progression to those deserving and such cdes should submit their names to leadership.

## **5. THE TWO-POT PENSION SYSTEM**

The new system will allow workers to have more choices over their pension investment. Currently workers can only access their pensions when they retire, resign, lose their jobs or their families can access as a death claim.

Often workers resign and cash out everything which gives momentary relief but then leaves them unemployed with no pension fund left and as a result only 6% of South Africans can afford to retire.

The two-pot pension reform will give workers a choice and allow them limited early access to their pension funds whilst remaining employed.

First, workers retain full access to their savings that they will have accumulated when the law comes into effect. Secondly, they will be able to withdraw up to 10% to a maximum of R30 000 from their existing savings when the law comes into effect.

Thirdly, 1/3 of new contributions will go into the savings pot where members may make a withdrawal once within each tax year provided there is at least R2 000 available. Withdrawal to be taxed at the marginal rate.

The relief will not settle a home or car loan. It will be the equivalent of a 13<sup>th</sup> cheque month and can help pay off short term debt, loans or cover other financial pressures.

Over time it will help workers get out of debt whilst preserving more for retirement.

Agreement between treasury, Cosatu, parliament and industry for 1 September 2024 implementation date.

Much remains to be done. But making sure it will happen.

## **6. SADTU MEMBERS AND THE GENERAL ELECTIONS IN 2024 - DEFEND WORKERS RIGHTS AND VOTE ANC.**

The genesis, the journey and history of SADTU is firmly rooted into the liberation struggle and the liberation movement. This answers the frequently asked question on our historical relationship with the liberation movement led by the ANC.

It is a fact, which is properly recorded in all historical archives that the ANC and Cosatu played a central role from the start to the establishment of the South African Democratic Teachers Union on the 6<sup>th</sup> of October 1990.

The ANC was represented by Humphrey Langa and Mohamed Tikly at that all important Harare Conference in April 1988, which drafted the Harare Declaration on Teacher Unity which was the main base towards One Union for All Teachers in South Africa (SADTU).

The footsteps of the ANC and Cosatu are founded at all historical meetings, events and road to a single, non-racial, democratic teachers' organisation.

The historical records show that the launch conference on 6<sup>th</sup> October 1990, at Share-World in Johannesburg, was chaired by the then General Secretary of COSATU, Cde Jay Naidoo. The conference was attended by senior ANC leaders and was blessed by being addressed by our icon, our founding father, President Nelson Mandela.

Many historical records, some written by ANC President Mandela to the then White Colonial Apartheid Government are available on archives to show consistent and how militant the ANC fought for the legal recognition of SADTU.

Our political umbilical cord is so tight on the liberation movement, led by the ANC. We (SADTU) are who we are because of Cosatu and the ANC.

You will always find traces of Cosatu and ANC in each step towards the formation of SADTU.

The workers trade union federation and the people's movement have travelled side by side on the unity talks. No milestones were reached by our union without the qualitative and quantitative contributions by Cosatu and the ANC.

**"Hide nothing from the masses of our people. Tell no lies. Expose lies whenever they are told. Mask no difficulties, mistakes, failures. Claim no easy victories"** a popular quote from Amilcar Cabral.

**The report from business Insider Africa have an interest in the African economy:** on the 19 January 2024, released at 12:34 pm, he writes about 5 African countries with the best quality of life index. He uses a list released by

They considered factors such as purchasing power index, healthcare index, cost of living index, property price to income ratio, traffic commute time, pollution index and climate index.

**The African Countries with the best quality of life according to Numbeo:**

<b>Rank.</b>	<b>Country.</b>	<b>Quality of Life Index</b>
<b>1.</b>	<b>South Africa</b>	<b>136.9</b>
<b>2.</b>	<b>Morocco</b>	<b>104.7</b>
<b>3.</b>	<b>Kenya</b>	<b>103.5</b>
<b>4.</b>	<b>Egypt</b>	<b>88.6</b>
<b>5.</b>	<b>Nigeria</b>	<b>49.5</b>

## **: "Is 30 Years enough to remove the impact of Apartheid Colonialism?"**

Lets look at these three countries experiences of **China, Vietnam and USA** to strengthen his case that 30 years are not enough to remove the impact of Apartheid Colonialism.

**Chinese** argues that it will take 100 years to address historical, political, social, economic impacts of prolonged periods of injustice; inequality and lack of regard for human rights, while the

**Vietnamese** says, they need 200 years to address same.

**The USA** is struggling to address the historical challenges caused by slavery and racism up to today.

So ikuphi esingakwenza ngo 30years sodwa as South Africans.

If we look at the Census report released in 2023 of South Africa.  
The following statistics prevails

	<b>White apartheid Colonial Period 1652-1994 (352 years)</b>	<b>Democratic South Africa 1994 – 2024 (30 years)</b>
<b>1</b>	<b>Housing</b>	
	65,1% - 365 years	Increased by 23,4% to 88, in 30 years
<b>2.</b>	<b>The right to vote</b>	
	No black had the right to vote – only Whites	All people of Race have a Constitutional right to vote
<b>3.</b>	<b>Settlement</b>	
	Only whites could stay in upmarket residential areas very close to the workplace (Group Areas Act).	People are free to stay at any residential area irrespective of Race.
<b>4</b>	<b>Education</b>	
	<ul style="list-style-type: none"> <li>• Government almost spent R10 for each White Child - While spending R1 per Black Child</li> <li>• Very high dropout rate for Black Children more especially the Girl Child</li> </ul>	<ul style="list-style-type: none"> <li>• Government spending more on poor, disadvantaged Black Children (Pro poor funding)</li> <li>• Many Black Child registered at schools with an increase of matric and post matric qualifications.</li> </ul>
<b>5</b>	<b>Welfare Support</b>	

	<p><b>1. Old Age</b></p> <ul style="list-style-type: none"> <li>• Every month for Whites almost twice the amount for blacks</li> <li>• Once in three (3) months for blacks</li> </ul> <p><b>2. Child Support Grant</b></p> <ul style="list-style-type: none"> <li>• Whites received this grant.</li> <li>• Black did not receive this grant.</li> </ul>	<p><b>Old Age</b></p> <ul style="list-style-type: none"> <li>• Same amount every month for every old citizen</li> </ul> <p><b>Child Support Grant</b></p> <ul style="list-style-type: none"> <li>• All deserving Children access this support irrespective of Race.</li> </ul>
<b>6</b>	<b>Workers' Rights and Benefits</b>	
	<ul style="list-style-type: none"> <li>• No organisational rights for Black Workers from 1652-1979</li> <li>• Some organisational Rights for Blacks from 1979</li> </ul>	<ul style="list-style-type: none"> <li>• Constitution gives all workers irrespective of Race and Gender the right to form and join unions.</li> <li>• The LRA allows for deduction of subscription.</li> <li>• Election of Full Time Shop Stewards</li> <li>• The right to strike and picket.</li> <li>• Unfair labour practices and dismissals</li> <li>• BCEA provides for minimum conditions.</li> <li>• EEA ended unfair discrimination.</li> </ul> <p>ANC Government introduces a National Minimum Wage which benefitted 6 million workers</p>
<b>7.</b>	<b>Rights and Benefits for Teachers</b>	
	<ul style="list-style-type: none"> <li>• Union of Teachers were not registered.</li> <li>• No facility for deduction of subscription for Teacher unions.</li> <li>• Salaries of White Teachers were higher than Black Teachers.</li> <li>• Female Teachers earned less than male teachers.</li> <li>• Pregnancy was the termination of service.</li> <li>• No Collective Bargaining Forum</li> </ul>	<ul style="list-style-type: none"> <li>• Teachers can form and join unions.</li> <li>• Persal system deduction subscription per union members every month</li> <li>• Salaries are equal irrespective of Race and Gender.</li> <li>• Four months fully paid maternity leave.</li> <li>• There are forums for collective Bargaining</li> </ul>

- SADTU Constitution on decisions are taken
- Decision to Vote ANC 2019
- Leadership requirements vs political parties you can not lead SADTU if you belong to other political party
- You can not wear regalia of other political party T-shirts at SADTU meetings
- We vote ANC
- MEC education , if not ANC ?

#### ELECTION CAMPAIGN

- War rooms at all levels
- Coordinate and supervise election campaigns
- Represent union on COSATU
- Represent COSATU on Alliance meetings for elections ( find yourself there to give the direction )
- Identify hot spots in the regions that need direct intervention