

SADTU NEWS



SADTU as an affiliate of COSATU has taken up the *Living Wage Campaign* as the SADTU 7th and the 10th COSATU congresses have resolved. SADTU is an organization that cares for her members has realized the plight and frustrations experienced by workers especially those that are on retirement or about to go for retirement. The union had its 7th Provincial Conference from 20 -23 October 2011 at Durban Exhibition Centre in Durban where debates, discussions and resolutions were taken. Currently the organization represents more than **256 000 members** nationally and more than **60 302 education workers** in KZN (65%).SADTU's slogan of "**Walking on Two Legs**" proves to be working successfully. The first leg is **Improving the conditions of service for all workers in the education sector** and secondly is **Professional Development of members. These two pillars have made the organization to make strides in the education sector.** Irrespective of the negative coverage the union is getting from some few media houses who continuously side line the giant union in their reporting. SADTU as a union representing workers have generally done well to change the landscape of education in the province. The union has organised successful Matric Intervention Programmes since 2009 and distributed more than a million copies of support material to all schools in the province. This edition of the news letter will try to highlight some victories the union has achieved for members who have faced the brutality of the state in as far as benefits and other key critical issues are concerned.

SADTU in its 21 years of existence , is the only union of Education Workers that fought for female teachers not to be dismissed when they wanted to start their families:

- by fighting for a maternity leave of 6 months i.e. 4 months with pay and 2 months without pay
- Equal pay for equal work between male and females and between white and black education workers
- Promotion of female educators in higher positions
- Teachers are no longer regarded as at work for 24 Hours
- Regulated contract of employment
- Centralized bargaining
- The right to Strike and the right not to be dismissed when workers participate in a legal strike,

- Fought a campaign for recognition in the KwaZulu Bantustan in the 1990's when they were refused existence.
- Defended unqualified educators (Privately Paid educators) "othisa abaphiphithayo" when the department wanted to dismissed them in the 90'. The majority of such teachers did not belong to SADTU but to a certain association which never any need to fight on behalf of these educators.
- Defended the college lecturers when colleges were closed and have them absorbed in office based posts.

WHAT SADTU HAS DONE FOR ECUCATORS AND EDUCATION WORKERS SINCE 2008-2012?

DEFENDING JOBS & CREATION OF DECENT WORK

KwaZulu Natal was liberated 10 years later than other provinces and that means the province is lagging far behind from others. As part of COSATU campaigns on **Job Creation and Decent work**, the union has won the major battle to end casualisation by forcing the employer (department of education) to convert **all qualified temporary educators** to permanent status on the spot. There are no temporary educators who are qualified that must be terminated and SADTU has defended all those who have been wrongly terminated. Our structures have assisted all members with the issuing of confirmation letters for permanency.

We have also given permanent status to all **substitute educators who are qualified**. The union and the department have agreed to identify permanent posts for all qualified substitutes and placed them accordingly. No substitute educators are to be terminated after the expiry date of their contract.

Giving protection to unqualified educators who are studying towards an education qualification.

SADTU's demand to give all unqualified educators a protected status has been successful. All unqualified educators who are studying towards becoming teachers are protected forthwith. The agreement include all categories of educators funded by the state and those who were unlucky not to be granted bursaries but paying from their coffers.

Victory for grade ECD educators

SADTU in the province has defended All **Early Childhood and Development (ECD)** educators from receiving slave wages. When the ANC led department of education took over in 2004 these educators were paid a stipend of R1 500 condemning them to permanent slavery. These workers have no benefit at all and the union engaged the employer to pay them decent wages and to improve their conditions of service. This struggle has resulted in the department increasing their stipend to R3 000 in November 2010. As a union, we have intensified the struggle for a Living Wage Campaign to force the employer to pay at least R6 000 for these workers. The employer as usual has pleaded poverty but SADTU forced employer to pay at least R5 000 and our campaign was boosted by HEDCOM recommendation of 2010 that these workers be paid an amount of R5 000 per month. The department of education in KZN and SADTU have finally agreed to increase the stipend by R1 000 and implement this decision as from the 1 of October 2011. The union has restored the **dignity and respect** of these workers who over the years have been paid a lousy stipend of R1 500. The fight to make these workers permanent and be paid a Living Wage continues.

AET Workers Long Fight

SADTU has forced the department to agree to form a provincial co-ordinating committee made up of the department and SADTU to work on creative measures to ensure that the KZN education department pays all ABET educators on a monthly basis through persal and abandon the claiming system which has frustrated these workers over the years. SADTU is also fighting very hard to make these educators permanent within the department while the process to transfer them to higher education is being finalized and that they are paid at the correct national rates and that all outstanding payments be paid retrospectively. The union also demanded that these workers be paid **IQMS, 37%** in lieu of benefits and **6.8% salary increase**. On all these demands, the department agreed to pay these workers based on the new salary rates with effect from 1 July 2011 and the retrospective payments are still being discussed with the union. The union has addressed workers at Umlazi, Newcastle, Portshepstone and Ladysmith, briefing them about the new developments. The issue of working hours have also been addressed by the union.

All our leaders at all levels have worked tirelessly to improve the conditions of service for these workers.

MASIFUNDISANE EDUCATORS ISSUES

The union re-instated all Masifundisane workers whose contracts were terminated and have now been integrated to Adult Education and Training (AET) Directorate. These workers are now made permanent at level 3. The majority of them were previously employed as level 1 when they left their schools. SADTU has changed drastically the lives of these workers. They have also been placed in the new structure of the department.

PUBLIC SERVICE ACT EMPLOYEES MATTERS

The union took up the campaign for Public Service Employees and the employer has been engaged on these issues:

Improving the entry package of all workers below salary level 6 to level 6. Currently all level 4 employees are undergoing a process of Job Evaluation to upgrade them to level 6. There are positive developments on this and as soon as finality of the matter is concerned members will be updated immediately.

Recognition of qualifications for workers employed under Public Service Act (PSA), the union through its negotiating team nationally has tabled the issue of qualifications at the bargaining council and this issue formed part of the 2011 collective agreement which must be concluded soon. SADTU is also demanding that there be a **post provisioning norm (PPN)** for all workers who are employed under the public service act and that substitutes be employed in all centres. The union has also taken up the campaign to **convert 588 temporary staff employed** as casual workers. These workers will be absorbed in vacant posts in the new structure. The department of education in this province has continued to employ security and other general workers below level 3 and the fight is on to correct this anomaly. SADTU has also engaged the DoE to have transparency and equity in promotion posts processes which has been riddled with nepotism and corruption.

All **outstanding EPDMS/PDMS payments** should have been paid by 2nd December 2011 and non-payment of such be reported to structures for further follow up.

NB: The union calls upon all principals and SADTU leaders to ensure that all submissions are made timeously in order for this to be realized by workers.

PAYMENT OF 3RD AND 4TH NOTCH

Currently the union demanded the employer to pay all workers who were robbed of their 3rd and 4th notches .SADTU has a team of office-based comrades who are visiting all centres to deal with this anomaly.

Improvement of salary evaluations

SADTU demanded that the department, as the employer, (like all other provincial departments) enters into agreement to improve the salary levels of all deserving non-educators and for a progressive job evaluation process so as to improve the salary package of all Public Service Act employees. And to make sure that all PSCBC resolutions regarding this matter are implemented. The union is also engaged in addressing the problem of job descriptions and job evaluations with the employer.

PERFORMANCE BONUSES

SADTU demanded that all monies deducted from workers in terms of performance bonuses paid to workers in 2003 must be refunded to workers with immediate effect. SADTU has demanded that a moratorium be put in place to give time to negotiations around this matter. The department has continued to deduct these monies not taking into account those other workers who have been promoted within the department, to other departments, some deceased, and some taken pension. But SADTU is waging the war to have these monies refunded.

EMPLOYMENT OF SUBSTITUTES FOR NON-EDUCATOR WORKERS WHEN ON SICK LEAVE OR MATERNITY LEAVE

The union expressed concern about the failure of the department to employ substitutes when these workers have taken leave. The union has agreed with the employer that it will budget for the substitutes in these areas.

RURAL INCENTIVES

SADTU learnt with dismay that only 484 schools benefited in the incentives with only 5 793 posts funded. The union then demanded that 10 705 posts be budgeted for and the department made commitment to pay these incentives immediately. Further areas to benefit have been identified by the union and members will be notified soon as of the developments of this hard earned victory.

Equalization and improvement of all Teaching Assistants packages

The union defended all 600 Teaching Assistants that were terminated by the employer in December 2010. All these workers were re-instated and the union engaged the employer to better the conditions of these workers. The union further demanded that these workers be made permanent, be paid 37% in lieu of benefits and be granted bursaries by the state to improve their qualifications. After a string of negotiations with the employer, SADTU has managed to force the department to convert the employment contracts of these workers to that of **Teacher Aids**. All these workers are now permanent and enjoy all benefits as from 1 January 2012 and have been granted bursaries to upgrade themselves.

Remuneration of all workers working Over Holidays

The union has demanded the payment of Subsistence and Travelling allowances to all employees under going continuous in-service education and training. This allowance is payable to all employees including educators attending workshops and doing work during holidays..

Eastern Language Teachers

The union demanded the conversion to permanent status of Eastern Language teachers with immediate effect and that the DoE pays 37% in lieu of benefits and other benefits like IQMS, pensions, etc. There are still ongoing discussions to finalise this matter.

SADTU : A TRUE CHAMPION OF TRANSFORMATION OF THE FETC SECTOR

SADTU has been instrumental to the functioning of the FETC Bargaining Unit since its launch on the 09 June 2009.

Through this Unit, SADTU will always strive to improve the conditions of service for the FETC Lecturers through robust engagement with both the DHET representing the state and the FETCO representing 50 college Councils as the employer.

Amongst other, SADTU managed to achieve the following for the Sector:

- Establishment of parity in the salaries of lecturing staff and Office-based lecturers employed in the Public Further Education and Training Colleges with Salaries of Educators in the Public Basic Education.
- This further closed the wage gap that was created by the introduction of the OSD in the Basic Education in 2008;

- Through this achievement SADTU managed to restore the confidence and brought stability to the FETC Sector;
- Conclusion and implementation of a synchronized calendar for all FET Colleges;
- Payment of 1% pay progression by all colleges;
- Extension of Resolution 2 of 2011 dealing with annual salary adjustments for all college employees;
- Conclusion of draft Collective Agreements on Generic contract, appointment of temporary and contract workers to permanency and on Recruitment and Selection Policy;
- Decision to allow lecturers to register with SACE as professionals;
- Decision to force all colleges to fix contract work on a 12 month period save on project specific work and the job security of employees on substantive posts is protected till the draft collective agreements on permanency is signed.

The union has also demanded that there be a clear policy regarding the payment of top ups in the FET colleges. As part of the campaign for decent work, SADTU has demanded for a single contract of these workers in all colleges. We have demanded that all council paid workers be paid 37% in lieu of benefits.

Learning Support Educators and School Counsellors

The union has demanded that these LSE and School Counsellors be paid in terms of their correct notches and that they be paid equivalent to level 2 educators. There is progress in this matter and full report will be provided as soon as the matter is finalized.

War against Corruption and Labour Brokers

SADTU KZN took up the campaign for corruption which resulted in the MEC for education appointing a team of independent auditors. The outcome of that investigation vindicated the union which has claimed that R80 million was mismanaged by the DoE. The report showed that an amount of R67 million was embezzled by the department. The union also stopped the further R21 million which was to be used for only 5 days for the aborted matric programme over June holidays. We have further called for

the investigation of how these millions were used. We need to identify all activities of the department outsourced and take a campaign to stop it.

SADTU LAUNCHED THE PROFESSIONAL DEVELOPMENT INSTITUTE IN 2010

The union launched the Curtis Nkondo Professional Development Institute [CNPDI] in 2010. This institute has assembled a team of experts both school and office based. It has played a leading role in developing and producing matric support material which has been distributed to all schools within the province. SADTU has launched SUBJECTS SOCIETIES on the 25 May 2012 to assist teachers in various subjects and members are urged to participate their district structures by the union.

The institute has also printed documents for RBGMs and the 7th provincial conference. It is envisaged that this institute will also train teachers as it ran the workshops for SMT in 2011.

LAUNCH OF SADTU TV

SADTU KZN has launched a TV channel with Mindset. This TV channel will assist schools in various subjects with different Learning Channels. More information will be communicated to members on how to tune in such programmes.

IMPROVED SADTU BENEFITS TO MEMBERS

SADTU - SAFRICAN FUNERAL CLAIMS:

- All members of SADTU are automatically covered by R6 000 funeral cover when they join the union.
- Members going on retirement/Medical boarding are also entitled to a benefit of R 6 000 but such members must notify African 3 months before their exit date so as to continue to benefit in the scheme.

NB : No claim would be paid if the notification period of three months prior to the date of such Retirement/Medical boarding was not served.

- SADTU SAFRICAN FAMILY PLAN > This scheme pays members up to R80 000
- Immediate and Extended Family members can also be covered at an additional cost relative to the option of cover taken

In order to claim this money, the family must observe the following:

- Submit fully completed claim form
- Certified copy of the Abridged death certificate
- Certified copy of the deceased's ID document.
- Latest copy of salary slips of the deceased.
- Certified copy of the claimant's ID document.
- Bank statement of the claimant.
- Extended family members can be included at an additional cost.

Visit **SAFRICAN** offices at **7th Floor SADTU HOUSE, 321 Anton Lembede Street, Durban or nearest SADTU region.**

PROSPERITY- SADTU FAMILY PROTECTION PLAN

- In order for the claim to be processed the following procedure must be observed:
- Have the Policy Document with you
- Certified copy of ID of the Deceased
- Certified copy of ID of the Claimant
- Affidavit from police stating the relationship with the deceased
- Certified copy of Death Certificate
- **B I 1663**
- Bank statement of claimant
- Claim within **3 months**
- If **death through an Accident**, Letter from police must be submitted.

For further information contact **Bheki Khumalo (072 547 3374)** or visit **8th Floor Salisbury Centre –Tower C , 347 Pixley ka Seme Street, Durban.**

GEPF FUNERAL BENEFIT (If deceased is a public servant employee)

An amount (taxable lump sum Rand – value) of **R7 500** is payable upon death of the member/pensioner as well as upon death of a spouse of the member/pensioner. An amount (taxable lump sum Rand-value) of

R3 000 is payable upon death of an eligible child of the member/pensioner.

- Fully completed **Z300** claim form obtainable from any SADTU branch office
- Original certified copy of the Death Certificate
- A copy of the bar-code ID, Passport document
- Original certified copy of an ID, Passport or Birth certificate (in case of a minor child) of the applicant-exceptions as per ID Policy
- Original duly completed **ACB Banking** details Form (**Z894**) where payments are to be made to a Bank.

NB: Make sure you fill **ALL** forms in **triplicate** and remain with one copy as a back - up copy in times of the two sent to the Department of Education.

NB: **Certification must not be older than 6 months when compared to the date of application.**

The following additional documentation must accompany the Funeral Benefit Claim Form, where applicable:

- If a spouse is deceased or is the applicant, an original certified copy of the marriage certificate is required or alternatively an affidavit.
- If a child is deceased or is the applicant in case of a major child, proof of age is required by means of an original certified copy of Birth Certificate, ID, or Passport.
- If an adopted child is deceased or is the applicant in case of a major child, an adoption order is required upon which names of the adopted parents appear.

- If the benefit is payable to the estate, a copy of the letter of the executorship is required

PAYMENT FOR PENSION BENEFITS

It is imperative that leadership of the union at site level (Site Stewards) enter into a campaign to have ALL members (even if they feel are still young) must fill a Nomination Form (WP 1002) and submit to the offices of the Dobe to assist members to nominate their beneficiaries to avoid delays when a member has passed on.

Members must know that when they don't sign this form they make life difficult for their loved ones because getting "AZ Letter of Authority " is a night mare.

Members approaching pensionable age must apply **90 days** before their original date so as to avoid unnecessary delays.

The following documents must be completed:

- **Z864** (Personal Particulars)
- **Z894** (ACB Bank Particulars)
- **WP 1002** (Nomination of Beneficiaries)
- **Choice Form** for Pension Benefit Payable upon Resignation/Discharged
- **Z125** (Admission to Fund) Those that are not registered with the fund

Site Stewards must assist all members going for retirement with the filling of forms.

Follow-ups must be made with departmental offices of education where delays normally take place.

Processing of pension benefits doesn't take more than 8 weeks provided all relevant documents are submitted with the relevant offices. The following Toll – Free number must be used to follow up with **GEPF offices. 0800 117669**

NB: Make sure that you fill All forms in Triplicate so as to have one copy as a back-up copy in times of loss by the employer.

SADTU AND SARS AGREEMENT

SADTU provincial leadership has met with SARS with the aim of assisting SADTU members who owe submissions of

tax returns. Employees who have not submitted their returns have a penalty of R250 per month to pay. And as a result the union has agreed with SARS on the following:

- **SADTU through all its structures will mobilize all members to understand and comply with the responsibility to file tax returns on time.**
- **That SADTU KZN will make attempts to reach all Education Workers to submit their returns at SADTU provincial and regional offices where SARS will deploy its staff to assist all owing workers.**
- **That during 25-29 June 2012 (school closure) SARS will be operating at SADTU HOUSE at 321 Anton Lembede Street, Durban. For further information the union will issue relevant circular with dates, times and venues.**

NB: Those who do not have IRP5 Forms this is the procedure:

- **They must visit to SARS offices to get a letter indicating which year IRP5 Form they need**
- **Take such letter to their nearest Service Center and file a request for relevant IRP5 Form**
- **There are Mobile Service Centers that are located for outlying areas. The union has distributed such through all regional offices of the union.**
- **Members must make use of this unusual process to avoid Devastating Consequences.**

GARNISHEE ORDERS

The union has a campaign to take all Garnished members out of the jaws of unscrupulous business and further report will be issued through structures for members to be assisted.

For further information contact your Site Steward or Branch Secretary

Issued by : The Secretariat

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**WHY NOT JOIN THIS GIANT REVOLUTIONARY UNION?
THIS IS YOUR WARM HOME**