



ZIMBABWE TEACHERS' ASSOCIATION (ZIMTA)

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Zim Teachers

DECLARATORY STATEMENT OF INCAPACITATION BY EDUCATORS IN ZIMBABWE

1.0 INTRODUCTION

- 1.1 The Zimbabwe Teachers Association, after extensive consultations with its forty-three thousand (43 000) strong members through its structures in the last seven days,
- 1.2 The National Executive met at ZIMTA-Ehlekweni Vocational Institute on 3 February 2022, to receive reports and membership submissions.
- 1.3 Pursuant to the meeting, the National Executive (NE), resolved to declare a state of incapacitation by its members and further extended this to include all public sector educators who are in solidarity with suffering colleagues.

2.0 COMPELING FACTORS

- 2.1 The Salary levels earned in January 2022 is inadequate to support transport needs for commuting to various stations in the rural areas and to support daily commuting by teachers in urban areas.
- 2.2 Educators have failed to pay school fees and buy uniforms for their children, let alone failure to subsist as families, a scenario that has pushed educators to moonlight.

- 2.3 Without a meaningful salary increase educators have no way of going back to assume their duties.
- 2.4 The response from government in the last NJNC meeting did not give an aorta of hope, instead it squandered all the goodwill that educators had credited the negotiating platform with.
- 2.5 Teachers now postulate that the USD \$75 .00 Covid-19 allowance was a make-believe gesture meant to pull wool over their faces so that the State would appear it cared about teachers' welfare.
- 2.6 Teachers' patience has been overstretched and now feel provoked, underrated, thought off and abused, a strong feeling of disdain has been generated on the negotiating structures.

3.0 CONCLUSION

- 3.1 Due to the reasons above, ZIMTA now declares **a state of incapacitation** and now informs relevant authorities, parents, and stakeholders of this unpalatable situation in the education fraternity.
- 3.2 We urge the responsible authorities to conclude the salary issue **now** and further desist from the tendency of throwing teachers and indeed the rest of the civil service into cyclic industrial disharmony.
- 3.3 ZIMTA stands by the recommendations of the many teachers in the public schools and many civil servants tormented by the poor salary and employment benefits awarded negligently by the employer.

Richard Gundane

Signed: Richard Gundane (ZIMTA National President)