SADTU WESTERN CAPE BULLETIN

VOL. 1. 1993

Dear Comrades

On behalf of the Regional Office-Bearers and the REC, we would like to wish you the very best for the new year. As we welcome you to the organisational fold of SADTU Western Cape, we hope that you have relaxed sufficiently to enable you to return with all the fighting spirit you displayed last year.

We are forced to acknowledge the major strides which SADTU has made as a union representing the interests of its members. But with equal sobriety and honesty, we have to take stock of the enormous challenges which lie ahead of a union, which is still relatively weak, both structurally and programmatically.

Several branches have not been functioning effectively because of the inconsistency of leadership and grassroots members. The crisis of commitment is also reflected in the irregularity of union meetings at site and branch level and the crisis-related activities of SADTU.

Because of our weakness in local structures, we are thus forced to respond in a knee-jerk manner to each specific crisis, without consolidating the members(or non-members) in a union-building process.

DET BUNGLES ITS WAY THROUGH 1992 AND INTO 1993

The past year, education was once again bedevilled by arrogant incompetent DET officials who made themselves guilty of the worst unprofessional behaviour when they failed to pay teachers on time or at all, and general failure to deal with basic requirements for a conducive teaching environment.

At a meeting held on 12 January in Pretoria, the Director-General of DET, Dr Bernhard Louw, once again displayed the arrogance and anti-educational concerns of the National Party bureaucracy.

SADTU placed the service conditions of teachers, lack of teaching resources, a Living Wage for teachers, the matriculation examinations and the restructuring of education on the agenda. Louw was not willing to discuss any of the above-mentioned issues until he had received fully motivated memoranda. He felt that there is no shortage of textbooks and stationery.

Further allegations of retrenchments as part of DNE's rationalisation policy were also denied.(eg. A number of Soweto teachers were issued with letters of dismissal for various unfounded reasons). The DET claims that there are more than 500 redundant teachers in Johannesburg.

The Union notes with concern the unyielding stance taken by the Director-General which is disturbing to the development of sound labour relations.

SADTU takes the threats issued by the Director-General 'that drastic steps could be taken against the Union' very seriously and commits itself to intensify mass mobilisation against apartheid education and continue our fight for a single education department for all South Africans.

It became clear that the DET, in its death throes, have no intention of taking responsibility for resolving the crisis in education.

It is, therefore, most urgent that SADTU members win the support of all parties involved in education, in order to unleash the full fury of the Anti-Apartheid forces on the State. It is equally important that SADTU leads this battle to resist the attempts of an illegitimate state to further entrench its grand-plan of Bantu-Education on one hand whilst embracing negotiations with the other.

The crisis in DEC schools unleashed unprecedented rolling mass activity of teachers and parents, and the subsequent mushrooming of PTA and PTSA structures in our communities. Thousands joined in our call for the isolation of DEC for its part in implementing the unpopular rationalisation measures. Avenues which were traditionally impenetrable such as the primary schools and principals were geared into action.

But, unfortunately, as SADTU predicted, the dirty tricks of the House of Representatives continued unabated during the festive season.

In recent letters to parents and teachers (dated 7 Dec '92) Abe Williams, Minister of Education and Culture, cunningly attempted to win the sympathies and simultaneously pacify the most volatile and most affected layers of the education community, whilst setting the scene for even bigger shocks. This came in the form of circular 67/92 (dated 22 Dec '92) issued by the Executive-Director, Awie Muller, who brazenly announced that no substitutes would be appointed in posts vacated by leave-takers. (This probably explains Abe Williams' reluctance to discuss the contradictions between his magnanimous gesture of withdrawing their rationalisation measures and De Klerk's over-ruling a few days later!)

The non appointment of substitute teachers has far-reaching consequences for effective teaching to take place. Teachers at schools will have an increased workload and possibly an increase in the pupil-teacher ratio. We need to take this issue seriously and not accept these conditions of service.

We have urged all teachers to report to school on the first day and we encourage teachers not to take an increase in workload.

In a similar vein, the Department has also informed principals about cutbacks in text-book provisions, especially with respect to matric setworks. The subtle shift to the initial cut-back proposals comes in the wake of large-scale community mobilisation against unilateral restructuring. Yet the Department deems it fit to bulldoze its programme in the face of public opposition.

The non co-operation campaign conducted by the union during the final examinations as an alternative to full-scale strike action, will be under review at our first REC meeting (6/2/'93). Our strike action position (ie. if the Department continues with its rationalisation measures) still stands, pending our regional and national assessment.

Preparatory work has already begun to set in place structures, to deal with a possible full-scale strike.

At a meeting held between a SADTU national delegation and the House of Delegates in November '92, it was agreed that there would be no retrenchments. However, regionally HoD teachers and parents supported the anti-restructuring campaign when it became evident that certain rationalisation measures were subtly being implemented in schools.

It is presently taking the form of a directive to increase the pupil teacher ratio which will lead to redundancies.

The fragmented and staggered implementation of the unilateral-restructuring programme in the different education departments is a deliberate attempt to downplay the effects it has on education nationally.

This also undermines and frustrates our organisational capacity to defend the rights of all teachers in a non racial way.

SADTU...recognised ?

Our tireless efforts, continuous fight for recognition and our ability to muster mass support forced the State to recognise SADTU at a national level as a major player in education.

These ethnic interim recognition agreements are viewed as stepping stones to full national recognition under one national education department in a unitary and democratic SA.

The House of Assembly, House of Representatives and several Homeland education departments have delayed or refused to recognise SADTU. This means that we do not qualify for stop-order facilities or dispute settlement procedures.

We should continue to intensify our campaign for full recognition.

Public Sector unions facing the similar arbitrary rationalisation measures joined forces with SADTU.

PUBLIC SECTOR UNDER ATTACK

This culminated in the formation of a Public Sector front which coordinated joint activities with the aim of deepening the crisis for the State.

In recent meetings with the Education Sector separately, and later, jointly with the Public Sector around issues of Collective Bargaining, the State has introduced a new style of negotiating service benefits. This recent phenomenon has taken the form of joint meetings presided over by the State President. The initial Collective Bargaining Mechanism for the separate education sector and other Public Sector unions

have become disempowered by this unilaterally constituted employer - employee forum. In this instance, the employee is reduced to the role of passive recipient of information from the State-bosses, with very slim chances of negotiating any fair settlement.

The State President announced the State's intention to offer no more that 5% salary increases to all Public Sector workers, whilst the last National Council of SADTU, mandated the National office to negotiate no less that 30% increase on behalf of members. At a previous meeting in early December '92, there was common agreement amongst the Education Sector that a demand for 25% would reflect a uniform position which would be fed into the Collective Bargaining Forum.

The recent Presidential announcements, coupled with his obvious attempts to draw union representatives into a position of compliance which would coerce them to pacify their militant membership, flies directly in the face of these democratic intentions FW De Klerk

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The Parasites...FW and the NP...

Speech by the State President, FW De Klerk, at the meeting with representatives of Public Sector Employees Organisations, Pretoria, 15 January 1993.

You, the Public Sector, represent an extremely important group in our society. You and the members you represent have to be aware of the hard facts confronting all of us. Difficult decisions which will affect all of your members, have to be taken now and it is essential that you should be aware, as far as this is possible, of the background against which the decisions are being taken.

The first difficult decision which will have to be taken is that we will, unfortunately, not be able to avoid a tax increase in one form or another. In taking this decision, the Government will naturally take into account the fact that the economy still finds itself in recession. Efforts will also be made to ensure that the growth sectors of the economy are affected as little as possible. The approach, therefore, will be calculated and objective, but the ultimate result is inevitable - and the taxpayers will, unfortunately, have to contribute more to the Treasury.

What will happen if we do not do so ? In his presentation, Minister Keys referred to the real threat of the debt trap : a country in this kind of dilemma has to borrow on a large scale to meet its current deficit. The additional interest, however, contributes towards increasing the ensuing year's deficits, interest becomes an ever-growing component of expenditure and displaces desirable items and activities to an increasing extent from the list of that which is affordable. In the end, the consequence for the State is exactly what it would be for any individual if, year after year, he were able only to meet some three-quarters of his expenditure from current income - an insolvent economic entity.

It will be just as bad if inflation were to erupt once again. Most people do not yet realise that our country is winning the most difficult battle against inflation. Everyone knows that the monthly increase in the Consumer Price Index (CPI), when compared with the same month in the previous year, has declined from more than 16% in December 1991 to 11% in November 1992. However, the facts behind this are even more dramatic. The reduction to 11% was possible only because the figures for the past six months were particularly low. If the increase of the CPI over the immediately previous month were to be seasonally adjusted and annualised, the increase over the past three months was consistently below 6% .

Since September, all of us have been living in a country with single-digit inflation. For the first time since the seventies we are, in this respect, in the same league as our trading partners once again. We dare not allow this hard-won prize to slip through our fingers. Greater fiscal discipline is necessary - also your and my additional taxes are necessary - to further anchor that which we have achieved. In that lies the medium and long term salvation of everybody - of your members as well.

To curtail inflation properly, it is necessary to break down the inflationary expectations that have become so deeply rooted in our society. The difficult conditions of 1992 have already contributed appreciably to this, but we now have to ensure that the task is completed.

When we consider higher taxation and fiscal discipline, it is inevitable that a question will arise that has to be answered : Has the Government done enough to curb expenditure ?

As far as the long term goal is concerned, namely to lower public consumer spending as a percentage of the gross domestic product from 21% to 16%, evidently not yet. However, a change of such magnitude cannot be brought about in an instant with immediate savings programmes. It requires, among other things, a reconstituting of the present three-tier system of government.

The opportunity for this is being offered by the negotiations being conducted for a new political dispensation and we are working now on mechanisms which will enable us to complete this task successfully.

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are sucking and clinging to power

SADTU PRESS STATEMENT

MEETING WITH THE STATE PRESIDENT :15/01/'93

SADTU attended a meeting called by the State President, Mr De Klerk, in Pretoria today. The initial purpose of this meeting was to 'discuss' matters concerning service benefits of personnel with both the education sector and the public sector more broadly. However, in later correspondence with the union it was clearly indicated that the purpose of the meeting was 'to afford the State President the opportunity of conveying information concerning the ability of the State, as employer, to bring about salary improvements during the next financial year.'

SADTU, therefore, wishes to place on record its dissatisfaction with the manner in which the State President and representatives of the various State Departments have chosen to unilaterally determine the route of engagement of the public sector. The mechanisms and processes for negotiating the service benefits of personnel have been particularly unsatisfactorily developed and applied.

The State has therefore had an unfair advantage in presenting the public sector with a fait accompli instead of allowing the representative structures of the public sector an opportunity to table democratically arrived at positions. The reluctance of the State to participate in negotiations in order to arrive at a fair settlement, has been clearly manifested in these recent meetings, including the State President, where the agenda are transformed to accommodate mere briefing speeches. SADTU is bitterly disappointed with the 5% salary increase, we do not regard it as a serious attempt to address the problems experienced by teachers in the field, namely :

The proposed increase does not match the current inflation rate.

- We regret that there is clearly no attempt to embark on affirmative action to cater for the under-qualified with long experience. This layer of teachers, who are products of a discriminatory system, form a large majority of our membership.
- No consideration is also given to a differentiated grading in the proposed increase to eradicate the historical backlog prevalent in the lower salary scales.
- SADTU strongly condemns the State President's announcements of a likely increase in taxes.

- **SADTU would like to reiterate its position regarding the State's pious declarations of movement towardsone Education Department. These hollow statements of intent have amounted to nothing in practice.**

We have once again witnessed an attempt by the Nationalist Party Government to justify an Apartheid Budget.

We have also been victims of a systematic programme of mismanagement and misuse of public funds.

Existing resources are underutilized and wasted.

Schools and Colleges in certain departments are being closed as part of the State's irrational rationalisation programme while other schools are overcrowded and understaffed.

The persistence of the State in implementing its funding of education in a racially-motivated manner shows no seriousness in addressing the imbalances in the education system.

Historically the public sector has been disadvantaged in relation to the private sector, and the gap is widening. Our members' expectations of earning a living wage are obviously higher than the state is prepared to deliver.

We therefore demand that the State :

- **1. halts its unilateral restructuring and rationalisation programme.**
- **2. practically demonstrates its intention to stop retrenchments, the arbitrary and reckless distribution of golden handshakes, its implementation of Model C and privatisation of education, as well as further proposed cutbacks;**
- **3. consults with all the relevant role-players in education as well as the political parties; and**
- **4. set up a National Education Forum to negotiate the interim arrangements and conditions under which education can be democratically restructured, and resources, both human and material, are equitably re-distributed.**

Issued by the SADTU National Delegation .

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In the past I have given your members the assurance that the corps of workers in the public service will not be the ctims of any such process : I re-confirm this anew.

What about the short term ? As I have said before, our attention was focussed very sharply in June last year on the budgeting problem and the Cabinet effected a downward adjustment to the guidelines sent out in August, with the aim of bringing about a reduction of about 3% in real public consumer spending. You, and certainly your members, will be aware of the changes in planning and other aspects that ensued in consequence.

At the same time, I directed a personal appeal to all departmental heads to try to improve productivity per staff member by 5%, even if this were to lead to personnel reductions of the same order at most. It is a painful and difficult process, but unfortunately unavoidable.

These reductions are, indeed, taking place to a greater or lesser extent at present and the process should be completed by the 31st March 1993. Education, too, is already busy giving attention to its particular problems in this regard. The additional expenses associated with the personnel reduction also amount to a one off increase in the level of government expenditure, but entail the advantage of significant savings within a relatively short period

In some departments - for example the Police - it was imperative, however, to appoint more staff, while there is also expenditure in areas in which the Government had committed itself in the past to spend considerably more, for example on the essential elimination of indefensible disparities in social pensions.

To sum up, the nett decrease in expenditure by these means has not, therefore, been anywhere near enough to relieve the necessity of further discipline in the remaining areas of Government spending.

The advice, analyses and points of view of experts on a wide front are in agreement about this. In its comment on our State finances, The International Monetary Fund (IMF) expressed itself thus :

"The main focus of efforts to reduce the budget deficit must lie in the area of pruning public expenditure. In particular, there would appear to be considerable scope for seeking economies in non social spending, without further cutting into public capital outlays. In this respect, curbing public sector employment and pay increases would constitute an obvious line of attack."

Many private sector spokespeople - in the Economic Advisory Government and elsewhere - are advocating that we should reduce consumption expenditure more rapidly and decisively. In this they are largely supported by our advisers.

Arising from this, the same experts agree that it is urgently necessary to keep personnel expenditure within very strict limits. In this context, it is sometimes averted, recent statistics show that real reimbursement per worker in the public sector has, nonetheless, increased faster than in the private sector, albeit by a modest percentage. I am aware that this statement is controversial and disputed by most of you. There may certainly be room for differences and argument, especially when the position of certain categories of workers is analysed comparatively.

Several proposals concerning a freeze of public service salaries have also been made. Such a step is not without precedent : neither here nor elsewhere. The UK, which is also in a state of recession, is experiencing an excessive budget deficit and has also decided on inclusive increases of between 0 and 1,5% this year, which amounts to a real reduction of between 2 and 3% .

The pressure for lower public spending, and for lower public service staff expenditure in particular, naturally increase whenever there is talk of tax increases. The phenomenon of so-called taxpayer rage which has been evident of late is, in fact, most certainly something of which careful account has to be taken. The Government will not accede to demands to grant no increases whatsoever, but will follow the same objective and calculated approach in this area as it will evince in its choice of a tax package.

Against the background of its estimated capacity, the Government offered a general salary increase of 5% for 1993 last year. If we were to formulate this offer with the latest facts at our disposal today, it would possibly not have been as high. However, the Government considers itself committed to this offer and will stand by it.

This brings me to the fundamental reason why I asked for this gathering to be arranged. The Government and I are

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also announced the State's intention to increase personal taxation, as well as VAT by at least 5%.

SADTU must resist this actionof the State!

De Klerk is clearly not interested in normalising education. Our union has only one choice- to submit or fight. There are no options for SADTU members. We must go on the offensive and lead our members into battle with the State. We must arm ourselves with the necessary tools to sustain our campaigns and strengthen our organisational capacity. There will be no room for spectators and free-loaders. This battle will be determined by the quality of our commitment and not only quantities in our ranks. This battle is not going to take place in the boardrooms of our unions and in the comfort of our armchairs. This battle will be waged in the trenches of our staffrooms and communities. History will judge us severely if we fail to put our theories into practise.

Viva Sadtu Viva!

Fight, Teacher, Fight!

Forward To One Education Department!

Forward To One Teachers' Union!

REGIONAL PROGRAMME

27/1: Jobs for All Mass Meeting to assess strategise for action around service conditions of teachers affected by rationalisation.

28/1: Media meeting at the office at 4pm.

29/1: Opening of Racist Parliament.

Proposed day of action.

1/2: Strike Committee meetings.

3/2: REDCOM meeting at 4pm at the Office.

6/2: REC Meeting at 10am -5pm.

7/2/: Rural Redcom at 11am (Somerset West)

13/3: REC Meeting (Preparation of Regional

24-24/4: ANNUAL GENERAL CONGRESS.

Inorder for us to network effectively we request that branches submit the necessary data, hold regular meetings, keep members informed and ensure maximum participation of all teachers.

- **NB ! To assist the regional office, it will be useful to have the addresses of all branch chairpersons, secretaries and site stewards.**
- **NB ! All branches to submit dates for their AGM.**
- **NB ! Branches are reminded to pay their administrative levy of R50,00 per month and annual subscriptions.**

There are so many activities planned for the first six months of 1993, that not a single SADTU member in the Western Cape needs to rest on her/his laurels.

Apart from conferences, congresses, workshops and general organising, we also have a number of neighbouring (Swaziland) and international (Norway) comrades who will be visiting the Western Cape.

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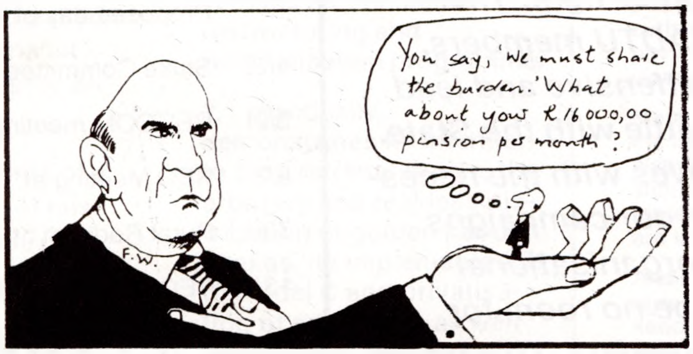
convinced that a higher offer cannot be justified and that you and your members should be apprised of this point of view without delay. That is the honourable course to take if we are serious about further negotiation - and we are serious about it. I may mention here that my attitude to the reimbursement of political office bearers is exactly the same.

I am in favour of negotiation in every field and it is as a result of my insistence that the 1993 negotiations were instituted substantially sooner than usual.

The Government really did try to react positively to earlier criticism that real negotiations were not possible when the total sum available is a fait accompli. Therefore, it is a disappointment to me personally that I have had to interrupt the process with this message while the new approach to negotiations is still in its infancy.



I wish to make it clear that it is not the intention to suspend all negotiations on service benefits herewith. There are several aspects on which negotiations may and should be continued fruitfully. It is only in respect of the amount available that I consider it my duty to inform you that there is no room for any kind of upward adjustment.

I also which to emphasis that the Government is not changing its principle standpoints in respect of negotiations on service conditions either. It is, therefore, essential to continue building on the good progress already made in the establishment of permanent structures for negotiation.

In conclusion, I should like to put the whole matter in its broader perspective. When a country's output falls, or it receives lower prices for its output (eg. gold), there is just no way in which it can avoid becoming poorer as a result. SA has become poorer in the past few years; we are, therefore, all poorer, and this, ultimately, has to be reflected in our incomes. There is no way it can be escaped.

And we must share the burden. The long recession has already taken a severe toll of people, firms and industries (retrenchments, insolvencies, liquidations et al). Public servants have largely, but not entirely, escaped these traumas. The measure of sacrifice now being called for will naturally be painful, but the fact of a continuing income and greater job security should outweigh it considerably.

The option of a smaller annual adjustment (but an increase nonetheless) is surely infinitely preferable to the retrenchment of even more workers. How many private sector breadwinners who have lost their jobs as a result of drastic retrenchments would not give their right hands for the chance to bring their wives and children the good news that they would still have a salary cheque and the roof over their heads, even if they would have to tighten their belts a bit.

But the economic recession, grievous though it is, is not the only factor at work. At the same time that our revenues are failing, we are facing considerable new outlays in the socio-economic sphere. These are unavoidable if we are to look to peaceful, stable and prosperous future, indeed, without them we can only sink into a vicious political and economic spiral that will call for much more desperate measures than merely a smaller annual increase.

In a fast-changing world the circumstances facing us as a country demand that we focus on the present and tackle and solve every problem in the light of new circumstances. It will serve little purpose to become bogged down in debates on real or alleged backlogs in public service remuneration while there is no room now, nor the prospect of room in the foreseeable future, to do anything about it. Therefore, we have to begin all our deliberations to a certain degree with a clear sheet.

We simply do not have the maneuverability of the past when the demands on our resources were smaller.

I realise that today's message places you as leaders and negotiators in a difficult position. However, circumstances compel me to it.

Unless we place the economy on a growth path again, the message will become worse every year. And if we do not take the necessary painful steps now, we will not tip the scales back to growth again.

In these circumstances I urge you, as representatives of all the employees in the public sector, to give your co-operation.

SADTU MASS MEETING

JOBS FOR ALL TEACHERS

DATE : WED, 25 January 1993

TIME : 3.30 pm

VENUE : SAMAJ CENTRE