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SADTU NEWS

Newsletter of the South African Democratic Teachers Union

SADTU'S THIRD NATIONAL CONGRESS

The Third Biennial Congress of the South African Democratic Teachers Union (Sadtu) is one of the most important national events in the short but eventful history of this giant teacher union. This Congress takes place against the background of unprecedented political transformation which was ushered in by the dawn of a new democracy in April 1994. History will proudly record Sadtu as one of those pioneering allies who fought resiliently to liberate the masses of our people and to eradicate Apartheid education and all its vestiges.

This Congress, scheduled to be convened during the period 11 - 13 July 1995, will be graced by the presence of more than 700 accredited Sadtu delegates, 100 national observers and 20 international guests. This, in fact, will be the largest assembly of delegates at a Sadtu Congress since inception.

Since its inception in 1990 Sadtu has been steadfast and persistent in its resolve to transform the education system in our country. The early 1990's were an era of heightened levels of teacher consciousness which highlighted the plight of the South African teacher. It was during this period and thereafter that thousands of teachers swelled the ranks of Sadtu as it was viewed as a champion of teacher rights and an ideal vehicle for transformative changes as espoused by the teacher at the grassroots level. This significant shift of membership from established teacher associations disturbed the balance of power in the education terrain. In grasping the strategic initiative Sadtu was able to earn an enviable position in educational struggles.

The following are some of the issues around which Sadtu campaigned:



- The demand for a single education system;
- Better conditions of service for educators, especially women;
- The demand for the Apartheid regime to halt the victimisation and harassment of teachers;
- The refusal by the Apartheid state to recognise Sadtu; and
- Unilateral decision-making and rationalisation by the state.

With the political terrain having dramatically altered, new challenges are emerging. The union will have to confront and address these challenges. The present period dictates that while our principal concern should be the empowerment of teachers, we cannot escape the expectation

by our people to be catalysts in the reconstruction and development of our communities.

The theme of this Congress "Unionise and Reconstruct for Teacher Empowerment" focusses sharply on drawing a balance between rights and obligations – that democracy means accountability in the sense that the demand for rights entails a quid-pro-quo to meet all obligations emanating there from. Furthermore, rights should be viewed in the context of fulfilling our obligations.

This period also presents challenges to the union to rise to the imperatives as demanded by the process of political, social and educational transformation. In part this should entail transition from

EDITORIAL

The forthcoming SADTU Congress marks the beginning of the next phase in the growth of the Union. Our business as a Union for the first five years of our existence was cut and dried. We can proudly claim to be part of the demolition and reconstruction brigade. The foundation for a quality education and training system for all in a blossoming democracy has now been laid. Work now has to be done on building the status of teachers and learners as well as that of education, in a way that nourishes this infant democracy.

Our historical role demands of us an altruism that has made us the force that we are today. Present educational politics demands increasing sophistication and specialisation. Our capacity has to triple if we are to keep pace. Elected officials need expert back-up. Leave remuneration and convenience arrangements have to be fashioned in such a way that allows the best to do their best.

Our administrative, professional and labour machinery have to at least triple their capacities to cope in the next phase. Strategies of the past phase will not bring bread today. Our present level of funding is inadequate even if we were to collect all subscriptions. The financial pillar of the Union requires our immediate attention.

The Congress, therefore, will have to give direction on restructuring the subscriptions formula or it may wish to empower the National Council or Executive in this regard. For me, this is the most important Congress decision. I therefore plead with all to desist from using theories of "using funds to raise funds", "delivery before payment" or such like. If it is our desire to become a strong and independent Trade Union of professionals, clever proposals are not in order. They will not enable the Union to respond to the new challenges. Only a fundamental restructuring of the subscriptions structures will. If we don't take this action we will start to be dragged down the road of becoming a sweetheart union, in which case we may as well close shop.

Congratulations to all those Comrades who flew the Union flag high. Thulas, Mxo, Ron, Kate and many others who helped to build our media capacity deserve special thanks. May the incoming officials have the strength and the resolve to steer the Union in the new phase as successfully as those that have brought us here.

VIVA SADTU!

Editor

Vice President for Media: Reg Brijraj

protest politics to a politics of constructive engagement. In dealing with this situation we need to transform the image of the union in order to meet the present demands.

This Congress offers delegates an opportunity to appraise the union's strengths and weaknesses over the past two years and to charter a way that will steer the union through this complex and demanding period. As we take stock of the union we need to determine our strategic and long-term objectives in order to plot a clear way forward for the future. In the process of assessing the worth of the union, serious consideration has to be given to the task of reassessing our previous strategies and tactics against the background of the present reality.

This new era of fundamental political and educational changes now determines the issues to be debated at this Third National Congress. The union is required to formulate its statement of intent on a variety of key subjects, namely:

- Professional and Curriculum Development.
- Education and Reconstruction and Development (RDP).
- Building Women's Participation.
- Relations with Government, State and Organs of Civil Society.
- Rationalisation and Restructuring of Education and the Public Service.
- International Relations.

A week after the Sadtu Congress, the First Congress of the world body of teachers, Education International (EI), takes place in Harare, Zimbabwe on 19 - 23 July 1995. Sadtu is a proud affiliate of EI which represents about 20 million teachers in over 160 countries worldwide. This world Congress is eagerly awaiting the resolutions to be adopted at the Sadtu Congress in order to take informed decisions on some of the key issues affecting teachers internationally. ♦

Sadtu 3rd NATIONAL CONGRESS

**11 -13 JULY 1995
WORLD TRADE CENTRE
KEMPTON PARK, JHB**

KEYNOTE ADDRESS

**Prof. PAI OBANYE
(DIRECTOR: UNESCO - DAKAR OFFICE)**

**PRESIDENTIAL ADDRESS
DUNCAN HINDLE**

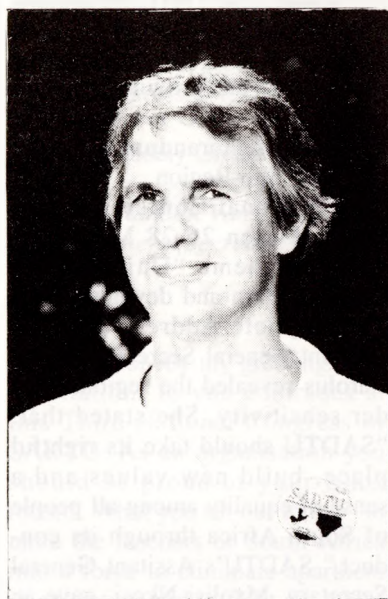
MESSAGE FROM THE PRESIDENT AND THE DEPUTY PRESIDENT

The appointment of Comrades B.B. Mabandla and Luki Nkonka to the Eastern Cape and Free State governments is a proud achievement for them and for the Union. It is also a sad loss to lose two senior office bearers at this critical stage. However as with all members of the Union who are now in new roles, we wish them all well, and look forward to a long and healthy relationship with them in their new capacities.

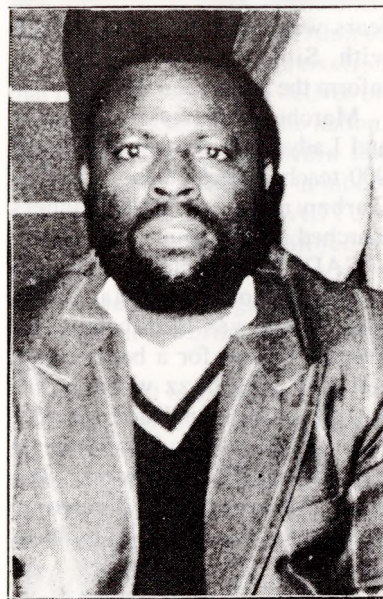
Cde Madisha and myself have accepted the challenge set for us by National Council: to act in their place until National Congress elects its leaders. In doing so we will be conscious of the transitional nature of our office, but will also seek to act decisively in the interests of the Union should the need arise.

A number of issues are presently under debate by the Union: teacher salaries; provincialisation and rationalisation; curriculum development; staff salaries and many others. Many of these have ongoing processes which will continue unabated through the offices of the General Secretaries. Our intervention, if any, will only be when need arises – our confidence is largely in the comrades who participate in the various representative structures of the Union.

Our major task as acting President and Deputy President of the Union is therefore to ensure a smooth approach to our National Congress. The magnitude of this event puts enormous strain on all parts of the Union:



Duncan Hindle, Acting President – South African Democratic Teachers Union.



Willy Madisha, Acting Deputy President – South African Democratic Teachers Union.

ordinary members, office bearers and officials, as well as all our staff. Our first appeal is therefore for all comrades to respect the rights of others, and to deal with all matters in a proper fashion – effectively and objectively. Remember that the national interest of the Union must always be paramount; that is the origin of our formation.

The second appeal is for all comrades to get involved in this preparatory period. The voice of each and every member of the Union should be heard at the Congress, through mandated Branch representatives. You have a vote, and you can use it by ensuring that the people who represent you know your position on resolutions and elections. A Union is a disciplined and systematic

form of organising – unlike a loosely structured “association”. Regional structures have a strong responsibility to ensure Branches are electing and mandating representatives as per the letter and spirit of our constitution.

In conclusion, we wish to thank you for your electoral support in the Council, and trust that your continued support for the Union will ensure a productive transitional period.

Forward to teacher led educational reconstruction!

Viva SADTU!

*Cdes Duncan Hindle and Willy Madisha
(Acting President and Deputy President)*

UNIONISE & RECONSTRUCT FOR TEACHER EMPOWERMENT!

REGIONAL NEWS

KWA-ZULU NATAL

The major event in Natal's calendar was SADTU's Day of Action. The Region attributes the success of its protest marches to its intensive build-up campaign. Branch forums were held where membership was addressed by the regional leadership. Misconceptions and fears were thus effectively dealt with. Sites met with PTSA's to inform the parent community.

Marches were held in Durban and Ladysmith. Approximately 10 000 teachers took to the streets in Durban and over 1500 teachers marched in Ladysmith.

SADTU KZN held its annual conference on 26/27 May 1995. The theme was "Education for Transformation for a better South Africa". The buzz words were clearly professional and curriculum development. The General Secretary, Thulas Nxesi, who presided over the elections, stressed the importance of building the Union.

NORTHERN CAPE

On SADTU's National Day of Action, teachers delivered their "despatches of discontent" in a disciplined fashion. Thousands of teachers gathered at community centres to protest against salaries and conditions of service. Educators however emphasised that they were not embarking on strike action.

Although so vast and scattered, the Province organised teachers to elect the new Regional Executive Committee (REC). Congratulations to all newly elected ROBs.

The General Secretary addressed an important meeting in Upington. He stressed the importance of the RDP, the need for discipline in school duties and the priority of building Union structures.

EASTERN TRANSVAAL

The high unemployment of teachers poses a serious threat to stability in education. SADTU hopes to encourage the Department to create additional posts. Meantime a temporary solution has been found in the Adult Education Centres: the Union is insisting that unemployed teachers are given prefer-

ence. SADTU has also been involved in the establishment of teacher employment panels to ensure that the process is transparent, democratic and inclusive.

The Day of National Action was a great success, but due to financial constraints centralised provincial action was impossible. Instead the sub-regions marched in 6 different areas and presented sub-regional and provincial memoranda. The MEC received the National memorandum from the Nelspruit Sub-Region.

A Regional Conference was held between 26-28 May 1995 with the theme "Unionise for reconstruction and development". The Keynote Address by ANC Assistant General Secretary Cheryl Carolus revealed the regions gender sensitivity. She stated that: "SADTU should take its rightful place, build new values and a sense of equality among all people of South Africa through its conduct." SADTU's Assistant General Secretary, Mxolisi Nkosi, gave an update on the latest developments in salary negotiations. Thami Mseleku, from the National Education Ministry, explained public sector restructuring. Finally the MEC for Education pledged his support for SADTU and appealed for the Union's participation in the reconstruction and development of education in the province.

The Conference resolved to: revitalise and utilise the Union desks effectively to empower the membership; engage the Department to speed up the process of rationalisation and provincialisation; campaign against the continued existence of Model C Schools; familiarise members with the new teacher appraisal system and work for its implementation in schools; build and strengthen SADTU by recruiting, unionising and mobilising members for the new phase of struggle and to complete the democratisation of the State by encouraging people to register and participate in the up-coming Local Government Elections.

LETTERS

Dear Editor

CONGRATULATIONS SADTU!

Your Third National Congress is an historic occasion in the calendar of our teacher trade union movement in South Africa. Whilst SADTU is still a five-year old baby in the ranks of the organised teaching profession, it has already made an indelible impression on the teaching world at large.

There are so many memories that flood back when I think about SADTU.

The dream teachers shared for many years to have a truly non-racial, national teachers' union; the historic meeting in Harare in April 1988 when teacher representatives from diverse organisations (H.H. Dhlamlenze, Poobie Naicker, etc.) pledged themselves to the formation of a unitary, non-racial, democratic teachers' union in South Africa; the hours of deliberation in the National Teacher Unity Forum (NTUF) between the various organisations; the spectacular launch conference of SADTU at Shareworld on 6 October 1990 addressed by President Madiba; and the marvellous rally in Soweto on 7 October 1990 addressed by Mary Futrell of Education International, and the toyi-toying and ululating of jubilant teachers from all over the country!

There have been many highlights for me in SADTU – the most marvellous being meeting teachers from all over the country and visiting various communities. The discovery that there was a massive and vibrant society North of Pretoria was a wonderful discovery for an ignorant Capetonian like myself. The first meal in an African dwelling high in the hills of Venda with Clive Dyer and other comrades; the mad dash into the bushes of Lobowagomo with Macheke Thobejane and Willie Madisha to clear our lungs from teargas after being fired by Ramodike's soldiers, and the celebrations of the Northern Transvaal Region when they won a "No Work No Pay" case against Ramodike, and teachers were refunded thousands of rands – are

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Randall Van Den Heever, Ex-General Secretary SADTU

recollections that will always remain important to me.

Other vivid memories are: the massive demonstrations at Delmas court by Soweto teachers (Matakhanya, Palesa and others) when the DET tried to charge one of their members in that distant court; the nerve-wracking visits to Ulundi with comrades Duncan and Mzi in high speed convoys to try and persuade Gatsha to recognise SADTU; the sit-in with comrades Vivienne Carelse, Tina Joemat and Andre Forbes in the DEC Offices in Roelandstreet, Cape Town to protest against retrenchment of teachers; the wonderful victories in gaining recognition for SADTU in the various departments; the historic 1993 strike which won the principle of a basic minimum wage for teachers; and the moving birth of Education International in Stockholm in February 1993 which Cde Shepherd and I attended as delegates of SADTU. All these too I will always hold dear.

Finally, I remember the many happy hours spent in headquarters in Main Street, Johannesburg with comrades Thulas (always the voice of conscience from the ground), Ron (Speedy Conzaes), Sidney (who taught me the facts of life – Jo'burg style!), Nsiki (the spirited one), Juliana (our "bokkie"), Snowy (the quiet one) and Thoko (the baby). I remember the difficult days when we were not sure if there would be a salary at the end

of the month – and that staff never moaned – only said, "Viva SADTU".

So congratulations SADTU, on your Third National Congress. My experiences in SADTU have enriched me beyond description, and my wish for the Union is for it to grow and grow and reflect the massive stature of this wonderful Union in a registered membership of well beyond 150 000 teachers. And even though I am now in government, SADTU will remain the voice of conscience reminding us of the wishes and aspirations of the teachers at grassroots level.

With Comradely Greetings

*Randall Van Den Heever
(Ex-General Secretary SADTU)*

Dear Editor

I wish to convey my greetings and felicitations to you comrades at this Third National Congress of SADTU. As an organisation you should be proud of your track record. What you set out to do – to unite the teachers of South Africa into a force to eliminate apartheid in education and to fight for a single Department of Education – you have achieved.

You have also raised the awareness of the nation of the unjustified low status of the teaching profession in our society and therefore

begun to restore its dignity. You have highlighted the absence of proper legislation that regulated labour relations within our sector. Today SADTU is a very significant player in national reconstruction generally and particularly in matters educational.

Membership has maintained a high profile in the political and social rehabilitation of our country. This should instil in you a desire to lead in the transformation of our education system. The challenges that face the membership of SADTU require an organisation that has built capacity to deliver on the high expectations of the nation, and a capacity to maintain the momentum of growth in numbers and in stature, so that SADTU's international friends continue to recognise the Union as the only viable teachers' organisation in South Africa worthy of recognition.

I am proud to have been part of SADTU, I shall always treasure the memory of the struggles that were waged by our members in the face of opposition from a prejudiced and unfriendly bureaucracy. May your deliberations succeed in charting the way forward for a meaningful and leading role in the transformation of our education system.

*B.B. Mabandla
(Ex-President SADTU)*



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EASTERN CAPE

The first Eastern Cape regional conference since the provincial merger in May 1994 was held at the East London Teachers' Centre from 11 - 13 May 1995. Some 497 delegates from 11 sub-regions attended. The theme was: "Transform for an accelerated delivery of education".

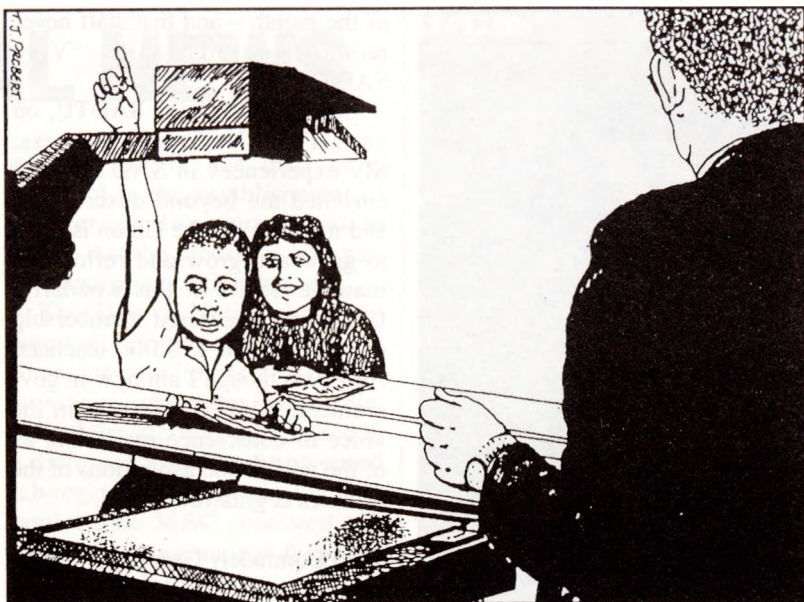
The following matters are receiving priority attention in the province: curriculum development (the region believes in maximum participation by ordinary teachers in curriculum restructuring); provincialisation of the Education Department (teachers are frustrated by the ex-departments acting on an agency basis as this has led to the perpetuation of the deficiencies of the past); salaries (the province endorses the position that salary increases be given on a sliding scale to benefit lower and middle grade teachers); temporary teachers (the region feels that the above should be absorbed into the system); unqualified teachers (the province has stated strongly that their employment should be stopped); recruitment (membership has been gained in "Model C" schools). Finally the region feels that no teacher who opted for the "package" should be re-employed.

NORTHERN TRANSVAAL

The Northern Region held its Conference on the 24 - 26 March 1995 at the University of the North. Five teachers' Forums were held during 20 - 24 March in the sub-regions. Two of the forums were addressed by the General Secretary, Cde Thulas Nxesi.

During the National Day of Action teachers held a successful march in the Pietersburg region. Two memoranda - detailing national and regional demands - were handed to the MEC.

The region has established good working relations with the MEC and the parliamentary standing committee on education. SADTU has recommended that 20 comrades be seconded to serve in the Department of Education's capacity building division. This is a strategic move as the division deals with teacher appraisal, conflict management, school governance and labour relations.



The Union seconded Cde Sello Lediga to the department of Education to spearhead the teacher appraisal process. The first phase of popularising the document has been a resounding success. The region is now going to embark on the second phase of piloting the procedure.

FREE STATE

The province's regional congress was held in Harrismith and was addressed by the MEC for Education Mr. Belot. He stressed the importance of the role of teachers in shaping education.

Membership has increased tremendously despite the fact that many membership forms have not been processed by the old education departments. The matter is presently being tackled by the Regional Office Bearers.

Members took part enthusiastically in the National Day of Action and two memoranda were handed to the MEC. In some areas however there was a smaller turn out than expected due to the fact that comrades had not received information about the marches timeously.

One of the major problems of the region is that the secretary is part time. This has grave implications for the region's administrative capability. The time is long overdue for the employment of an administrator as this will then allow the regional secretary to develop the political arm of the Union.

WESTERN CAPE

On SADTU's Day of Action four marches were held in Cape Town, Beaufort West, Oudtshoorn and Uniondale. The Union emphasised

that it was not a stay-away, nor a strike, but an awareness exercise aimed at sensitising the general public to the plight and frustrations of educators.

The region has been experiencing severe problems with education. Unlike at National level, education is not seen as a priority in the Province. The Region believes that education has been used by the MEC and her Departmental officials to keep apartheid practices alive. SADTU has thus reiterated its demand for her resignation and that of the Acting Head of Education.

The Presidential Working Group initiated jointly by the President, the Minister of National Education and the Premier of the Province was abruptly disbanded at the end of May, by the acting Head of Education. On the 24 May 1995 SADTU and the Education Alliance brought, inter alia, the following matters to the attention of the Working Group's plenary session: the need for a registration mechanism for students in 1996, the inadequate supply of resources at schools; the education budget report and the dire need for security and support staff services at ex-DET schools. At a certain stage of the meeting Dr Knoetze announced that he did not have time to deal with the issues and indicated that the working group should become an advisory body to himself. This was rejected with contempt. The Region has called on the Premier and National Minister of Education for intervention. ♦

REGIONAL OFFICE

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Deputy Chairperson: S. Mguni
Secretary: M.M. Dimaza
Assistant Secretary: C. Ndlazi
Treasurer: X.Y.Z. MacMaster
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Gender: N. Ndzamela
Culture: Z. Lesoro
Media: S. Snayer
Sport: B. Makubalo
National Councillors: N. Jojwana
T.M. Ntola

Gender: P. Maloka
Culture: J. Mashinini
Media: M. J. Mapeloa
Sport: R. Ndlebe
National Councillors: S. Maleka
T.Z. Rampai

WESTERN CAPE

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Culture: T. Ngcukana
Media: J. September
Sport: J. V/D Linde
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S. Gayer

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Secretary: R. Sekole
Assistant Secretary: W. Segooa
Treasurer: D. Lehutso
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Gender: F. Mushwana
Culture: M. Magugudi
Media: M. Maseko
Sport: K. Malose
National Councillors: M. Mangena
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Assistant Secretary: R. Bobat
Treasurer: K. Karim
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Gender: F. Nzimande
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Assistant Secretary: E. Ntoba
Treasurer: P. Tshite
Education: G.T. Pharasi
Gender: M. Kwenampe
Culture: J. Nampala
Media: C. Gedezana
Sport: P. Van Nel
National Councillors: J.S. Bewunzana
Z.M. Ngqoyiyana

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Deputy Chairperson: B.S. Tshwene
Secretary: S.P. Ramagaga
Assistant Secretary: D. Motang
Treasurer: S. Tshabalala
Education: S. Batsi
Gender: L. Mabe
Culture: S. Kabela
Media: L. T. Tshipo
Sport: T. Moilwa
National Councillors: P. Mojahi
P. Mweli

EASTERN TRANSVAAL

Chairperson: E. Nkwenyane
Deputy Chairperson: B. Mthembu
Secretary: P. Shube
Assistant Secretary: F. Magagula
Treasurer: J. Shoba
Education: V. Mashego
Gender: F. Gana
Culture: M. Mahlalela
Media: A. Chilwane
Sport: S. Ntuli
National Councillors: S. Thwala
A. Nxumalo

FREE STATE

Chairperson: W. Lefora
Deputy Chairperson: M. Mabote
Secretary: S. Ntetshe
Assistant Secretary: P. Nthunya
Treasurer: T.S. Moseme
Education: K. Mbili

MESSAGES OF SUPPORT

NEHAWU

The National Education Health and Allied Workers' Union (NEHAWU) on behalf of its 120 000 members wishes to send its warmest fraternal greetings to SADTU on the occasion of your Biennial Congress.

Your launch as a progressive teachers' union and your affiliation to COSATU represents an important milestone in the history of the Labour Movement.

Comrades, your Congress like ours held in April 1995, takes place at a time of stock-taking on the performance of the government of national unity. This period has brought to the fore a new set of challenges for the Union Movement and Public Sector Unions in particular.

We are all grappling with giving effect to the question of Reconstruction and Development of the workplace and society in general. The issues you have identified for discussion at your Congress, professional and curriculum development, education and the RDP etc. are central to a thorough transformation of our society.

Surely the resolutions that will emerge out of your Congress on

these key issues will greatly contribute in sharpening the positions of organised workers under the Federation of COSATU.

We await with interest your discussions and debates on the fundamental questions and challenge facing us all: the building of a giant Public Sector Union under COSATU.

SACTWU

We wish you well over your special Congress. South African Clothing and Textile Workers Union (SACTWU) supports your Union, which has as one of its aims the empowerment of teachers. May you grow from strength to strength.

NUM

The National Union of Mine Workers (NUM) wishes SADTU every success in its Congress. NUM believes strongly that education and training is an imperative for worker empowerment.

SACP

The SACP extends our sincere congratulations on the occasion of your Congress.

We have come a long way since

the first democratic elections took place in our country. We are, presently, engaged in necessary, albeit hard, processes of transforming our country into a fully fledged democracy.

In this endeavour, we count on the support of organisations such as SADTU. Together we share a rich tradition of commitment to true democratic principles, and a deep concern to better the lot of our people.

In the same vein we applaud you (and implore you to continue) in your fine and positive efforts at enhancing the transformation process in the education field. SADTU has played a significant role in shaping the direction which our education system should take. The fruits of your labour may not yet be apparent, but we know your efforts will be positively rewarded. We urge you to continue your constructive involvement in the development of a democratic teaching and learning environment. Your input will be particularly needed in the area of drafting new education legislation.

Finally, we wish your Congress successful deliberations. ♦

SADTU NATIONAL EXECUTIVE COMMITTEE – JUNE 1995



BACK ROW: N. Ngubane, M. Kumalo, I. Mtolengwe, P. Mbowane, N. Mompoti, M. Dimaza, P. Nthunya, R. Sekole, D. Molaba, J. Mbana, P. Shube, S. Mabusele, P. Maubane. 2nd Row: R. Brijraj, M. Nkosi, W. Madisha, T.W. Nxesi, D. Hindle, H.E.S. Samuel, V. Carelse. FRONT ROW: G. Abrahams, E. Nkwenyane, P. Lenyibi, R.S. Maboja, N. Gcwabaza, W. Lefora, S. Ramagaga.