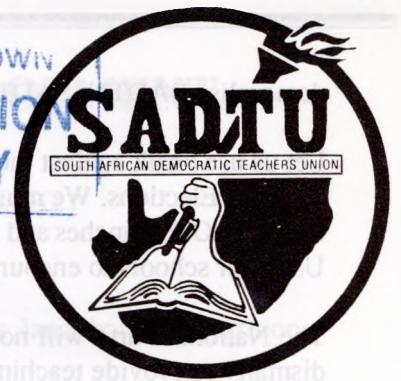


TV 34-7-10 SALHA 1994; SADTU

# SADTU

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## South African Democratic Teachers' Union

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### SADTU NEWSLETTER : FEBRUARY 1994

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#### MESSAGE FOR 1994 TO SADTU MEMBERS FROM SADTU PRESIDENT, SHEPHERD MDLADLANA

The year 1993 was a year of test and struggle for SADTU. As President of SADTU I believe that we have passed the gruesome test and successfully concluded our struggle against the Apartheid regime. I want to commend and congratulate our regions, branches and the entire membership for remaining vigilant against apartheid education and its bureaucratic structures in order to defend the rights of teachers. You must remember that your success is most vital because SADTU is the only teachers' union that had the ability and the capacity to fight against 19 education departments. Various issues faced us in 1993. At the beginning of 1993 F.W. de Klerk closed salary negotiations. Because of our campaigns these negotiations were re-opened. We opened the door for all teachers irrespective of membership. All other teachers' organisations had accepted the closure by the State President of negotiations and the meagre offer of 5% as a reality.

Rationalisation programmes went ahead in the HOR/HOD/HOA, again because of the insistence of the leader of the NP, F.W. de Klerk, that all departments must rationalise and cut back. This unfortunately was effected by retrenching thousands of teachers. Although our campaigns were unsuccessful in as far as stopping these programmes, we have succeeded in developing alternative strategies in this regard for a Post Apartheid government.

The SADTU National Strike was also very successful. Teachers were united and mobilised. Our ability and capacity to contest is no longer doubted by anyone.

Despite these successes, a number of issues remain unresolved. The Nationalist Party government is intent on smashing our union. SADTU members are suddenly being attacked by the organs of the State particularly after we declared our intentions and our purpose of defying the Nationalist Party which has broken our lives in this country.

The Nationalist Party is continuing to disrupt our schools. The indiscriminate and insensitive huge deductions made from teachers' salaries is disruption in its highest degree. DET clearly understands that such an action is highly provocative and also that it has the potential of plunging the whole country into further crisis. This happens at a time when the NETF requested all participants to tone down provocative actions that could cause disruptions.

The HOR continued with retrenchments leaving thousands of students unattended in their classes. They knew that this would create tensions between teachers and parents.

We must therefore focus all our anger on the National Party Government headed by F.W. de Klerk. He must be removed from power. All our campaigns must be to deliver a final blow against the National Party. I hear those who say "better the devil you know". Whether the devil is known or not, he will remain a devil. Even those who use the above slogan do not deny that the National Party is the devil. So why must we allow the devil to survive?

F.W. de Klerk and his various education departments will not succeed in their campaign to discredit and to

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demoralise SADTU. SADTU has stood the test of time.

Let us use chalk against them. Now is the time to educate our communities about the importance of the 1994, 27 April Elections. We must influence our students, our families, our friends and all our communities to go to the polls. Our branches and regions must actively participate in voter education workshops and I.D. Campaigns. Use your schools to encourage all 18 year olds to have I.D.'s or Voter Cards so that they can be able to vote.

The National Party will not bring more schools or lower pupil-teacher ratios. The National Party has failed dismally to provide teaching and learning resources. Let us remember our decision that we shall vote for the ANC. A decisive majority win by the ANC will make the difference. It shall make a difference to our lives. The ANC has taught us mass action. We are all graduates of that mass action. Let us use our fingers and not our feet this time and go to the polls, and ensure a massive ANC victory.

# VOTE ANC

For Educational Reconstruction and Development

AFRICAN NATIONAL CONGRESS



The Department of Education and Training is claiming that the principle of "No Work, No Pay" is part of the Memorandum of Agreement. This is not true because "No Work, No Pay" has been unilaterally recorded by the Director General. SADTU in fact registered the Director General's record in this regard, as a dispute. DET knows that we are in dispute of this principle.

DET is an apartheid structure using the old apartheid tactic of "putting teachers in their place". It knows that its strategy of applying "No Work, No Pay" to teachers is provocative. It has no interest in the normalising of our education. It continues to plunge it into crisis.

The HOR has taken teachers to court for striking. Is the right to strike not an internationally accepted principle? Why a court interdict? Four teachers from one school in De Doorns had to appear in court. Who were teaching their classes? Is this not disruption? They don't only disrupt education but also peace because De Doorns has been a very stable and peaceful place until the HOR rudely interrupted that peace.

All these are what I regard as Union bashing, intimidation, harassment and victimisation of our members. There is only one aim and that is the destruction of SADTU. The Nationalist Party wants to show SADTU as a group of radicals and trouble makers who are irresponsible and unfit to run teachers' affairs in this country.

Our members must remain vigilant and committed. They must see this as a ploy to frustrate us and to reverse our gains. The strike was very effective. The government was exposed by teachers. In fact the Nationalist Party has been hard hit. Our members must view actions of the National Party as the last kicks of a dying horse. That is why it would be important for our members to remain vigilant because the last kicks of a dying horse are very dangerous.

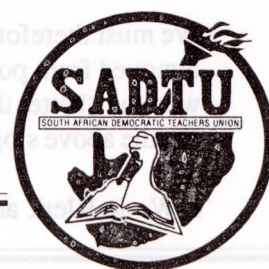
We must remember that the last kicks of a dying horse are very dangerous. So Comrades, the struggle continues! Defeat the National Party government headed by F.W. Klerk. De Klerk is our enemy - therefore he must go!

## Now is the time!

SADTU President

Cde Shepherd Mdladlana

**Sekunjalo! Ke Nako**



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# ANC's RECONSTRUCTION AND DEVELOPMENT PROGRAMME (RDP)

*(A summary with an Education and Training emphasis)*

## 1. MEETING BASIC NEEDS

The first priority of the RDP would be to meet the basic needs of people - jobs, land, housing, nutrition, health care and social welfare.

Achievable programmes set out by the ANC for the next five years are:

- 1.1 the redistribution of a substantial amount of land to landless people;
- 1.2 building over one million new houses;
- 1.3 providing clean water and sanitation to all;
- 1.4 electrifying 2,5 million homes;
- 1.5 providing access for all to affordable health care and telecommunications.

## 2. DEMOCRATISING THE STATE AND SOCIETY

Thorough-going democratisation of our society is absolutely integral to the whole RDP. The democratic order envisaged by the RDP must foster a wide range of institutions of participatory democracy in partnership with civil society on the basis of informed and empowered citizens.

Above all, the people affected must participate in decision-making. Deepening democracy will require all elected structures conducting themselves in an answerable, transparent and accountable manner.

## 3. EDUCATION AND TRAINING

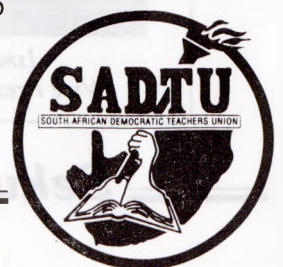
The major policy initiatives in Education and Training envisaged by the ANC during the next five years, are as follows:

- 3.1 Establishing a single national ministry of Education and Training to set national policies, norms and standards throughout the system.
- 3.2 Establishing Provincial Education and Training Departments to attend to the provisioning and delivery of primary and secondary education, the employment of staff, school construction and maintenance.
- 3.3 Devolving as much decision-making and executive responsibility to local and institutional governance bodies in order to secure their full participation in the transformation and efficient management of the system.
- 3.4 Providing general access to early childhood educare in order to contribute towards life-long learning and the emancipation of women.
- 3.5 Introducing ten years of free and compulsory education to provide quality general education for all.
- 3.6 Reconstructing the school curriculum in order to rid the education and training system of the legacy of racism, dogmatism and outmoded teaching practices.
- 3.7 Redesigning education from Standard 8 to 10 by replacing matric with a further Education Certificate (or National Higher Certificate) in order to integrate post-compulsory schooling with training.
- 3.8 Improving the quality of schooling in disadvantaged townships, farms, villages, informal settlements and rural areas.
- 3.9 Establishing a national system of Adult Basic Education provision to equip all persons with learning and skills to progress to higher levels from any starting point.
- 3.10 Conducting a national audit of school buildings and physical plants in order to inform planning for an extensive building programme to progressively meet the backlog of provision.
- 3.11 Correcting the massive and scandalous neglect of the learning needs of children

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***Now is the time!***

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- and adults with physical or other disabilities and impairments.
- 3.12 Developing a system of education which gives a high priority to the support and professional development of teachers.
- 3.13 Reviewing the Industrial Relations Legislation for teachers in order to ensure that effective mechanisms for collective bargaining and dispute resolution are in place.

**The ANC has committed itself to implementing the Reconstruction and Development Programme when it comes into power after the Elections on 27 April 1994.**

# VOTE ANC

For Educational Reconstruction and Development

AFRICAN NATIONAL CONGRESS



## VOTER EDUCATION RESOURCES

For resources and assistance with regard to Voter Education, SADTU structures may contact the following institutions:

INSTITUTION		TELEPHONE	FAX
1. VEETU	(Roshene) (Shamil) (Afesis) (Comfort)	(011) 337-3622 (021) 47-5090 (0431) 43-7675 (031) 301-4333	(011) 337-6135 (021) 47-5086 (0431) 43-7846 (031) 301-4341
2. IFEE	(Pumla) (Domini) (Jane) (Alice) (Thabo) (Ntombazana) (Gift) (Sam) (Themba) (Thandi) (Mkzukisi) (Nkuli) (Lizette)	(011) 484-2984 (021) 685-3513 (031) 304-8893 (012) 342-1476 (051) 48-4821 (0431) 43-9168 (041) 57-3029 (018) 462-1297 (051) 556-3133 (051) 753-0803 (0443) 22-2136 (0471) 31-1837 (02281) 4205	(011) 484-2610 (021) 685-7510 (031) 304-8891 (012) 43-3387 (051) 48-1580 (0431) 43-9166 (041) 54-1113 (018) 462-2199 (051) 556-3160 (051) 753-0627 (0443) 22-7546 (0471) 31-0229 (02281) 41269
3. Matla Trust	(Terrence) (Peter) (Mzwandile) (Thabo)	(011) 836-8061 (01311) 25-838 (021) 24-2305 (051) 48-2483	(011) 838-1910  (021) 24-2332 (051) 48-2485
4. SACC	(Eddie)	(011) 492-1380	(011) 492-1448
5. IDASA	(Alison) (Erica) (Langa) (Sandy) (Alice) (Teboho)	(011) 484-3694 (021) 47-1280 (031) 304-8893 (041) 55-3301 (012) 342-1479 (051) 48-4821	(011) 484-2610 (021) 47-3469 (031) 304-8891 (041) 52-2587 (012) 43-3387 (051) 48-1580
6. IMSSA	(Dren)	(011) 482-2390	(011) 726-2540
7. Black Sash	(Gille) (Laura) (Domini) (Glen) (Penny) (Phumlani)	(011) 834-8361 (012) 322-3969 (021) 685-3513 (0461) 28091 (0431) 43-9206 (0445) 24458	(011) 492-1177 (012) 320-5138 (021) 685-7510 (0461) 27647 (0431) 43-2176 (0445) 23616

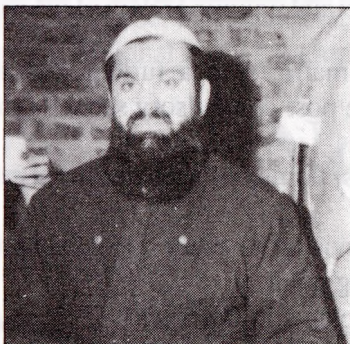
### THREE SADTU LEADERS ON ANC'S LIST FOR PARLIAMENT



*Shepherd Mdladlana  
SADTU President*



*Randall van den Heever  
SADTU General Secretary*



*Ismail Vadi  
Vice President : Media*

**Sekunjalo! Nkosi Sikelel i-Afrika!**

