

# SADTU NATIONAL GENERAL COUNCIL 22-24 OCTOBER 2008

## RESOLUTIONS

### 1. POLITICAL

#### 1.1. 2009 General Elections

##### **Noting:**

- That SADTU is an affiliate of COSATU and part of the Tripartite Alliance and fully committed to support the ANC in the 2009 elections.
- The progressive policy framework within which we operate, including:
  - The Limpopo resolutions, particularly on education.
  - The Alliance Ekurhuleni I and II and May 2008 Summit resolutions that state amongst other things that the Alliance is the strategic political centre.
  - The COSATU discussion document on the Alliance Pact.
- Problems in relation to registration of voters, including:
  - Poverty and unemployment as a hindrance for the people to go to the Department of Home Affairs office to apply for IDs and to be able to pay for their applications
  - Some voters have their IDs held by loan sharks
- There are still areas that experience political violence.
- Attempts to divide the ANC and establish a splinter group

##### **Believing:**

- - That the unity and cohesion of the Alliance as the strategic political centre is a fundamental aspect of our revolution, and must guide our participation in the 2009 general elections to secure an ANC victory
- It is vital to strengthen the COSATU CC resolution on the Alliance Pact
- As teachers, and educated members of the community, we have a specific role to play including:
  - Assisting learners that qualify, to gain IDs and to register for the 2009 general election
  - to assist the election structures where illiteracy might be a barrier to advance our election campaign

- It is essential to our democratic processes to ensure that voter registration is successful, and therefore:
  - the IEC registration of 8<sup>th</sup> and 9<sup>th</sup> of November 2008 be supported
  - the withholding of IDs of people who owe the loan sharks money is wrong and illegal.
- South Africa is a democratic country governed through a Constitution that entrenches multiparty democracy and all parties have a right to campaign in all areas.

### **Resolving:**

- As SADTU, we reaffirm the COSATU resolution to support and ensure an overwhelming ANC victory in the 2009 general election. To this end we resolve as follows:
  - To seek to maintain the unity of the ANC, to reject splinter groups and to mobilize the membership and structures of the Union to combat any planned breakaway
  - To reaffirm our support for the ANC under the leadership of Comrade Jacob Zuma
  - To continue to engage in a comradely way – sensitive to all organizations - around the reconfiguration of the Alliance and the electoral pact, with a view to ensuring the leading role of the working class as the primary motive force of our revolution, and basing policy on the objectives of the Freedom Charter
  - All SADTU members be encouraged to join and fully participate in ANC and Alliance structures – including COSATU locals. The union must also audit its membership to ensure that they are also members of the ANC and SACP
  - SADTU comrades to ensure that deployment and list processes select principled, committed and accountable comrades and to fight against tokenism and patronage. The Union must also develop its own processes for dealing with the effects of deployments on the functioning of the organization. The union must establish monitoring mechanisms to ensure that deployees remain loyal to the policies of the Union and the alliance.
  - Through COSATU to ensure that SADTU is consulted about senior deployments within the state bureaucracy of the Department of Education
  - All SADTU structures – particularly provinces - to develop electoral strategies, in conjunction with ANC and Alliance allies; NEC and PECs to convene election workshops as a matter of priority to clarify key manifesto policies and strategies to leadership for dissemination to lower structures, members and the public, and so that we develop a clear and common vision and message
  - To ensure a return to progressive education policies in the manifesto - in line with Peoples Education for Peoples Power. SADTU must propose an MDM education commission to develop proposals based on the Freedom Charter and to hold education

- summits to review education developments since 1994 and to debate the major issues in education transformation
  - To propose to the ANC that the election be held during the academic term of institutions of learning to increase the support base in provinces like the Western Cape. The date of the elections needs careful strategizing
  - SADTU structures at all levels to draw up budgets and devote material and human resources to the election campaign, including members and leaders be encouraged to attend all meetings of the ANC election structures and also avail themselves to be party agents during election processes. The union needs to develop an activity register to monitor the input of all structures to the election campaign
  - Within SADTU's national election campaign, the Union should concentrate resources on provinces at risk: KZN and Western Cape – whilst not ignoring other provinces
  - SADTU to assist and facilitate for all progressive youth organizations such as COSAS, SASCO, the ANCYL and YCL to be fully involved in the election campaign, and assist in mobilizing students and learners to register and vote for the ANC. Beyond this, SADTU must develop strategies to work with education students on campus
  - SADTU to develop a clear media strategy – nationally and locally, using all forms of media, e.g. standing slots on community radio - to support our ideological, political and electoral struggle
  - To ask the ANC to encourage all ANC members who are educators but not in SADTU to join SADTU.
  - To ensure that IEC staff are not disallowed on the basis of previous trade union membership, and IEC processes and guidelines be carefully reviewed
  - SADTU needs to conduct an audit of education delivery in the provinces and localities – both to claims victories and to target areas of under-delivery
  - In the longer term SADTU needs to participate in a mass literacy programme as part of voter education
  - Need for SADTU to engage the ANC to clarify that teachers qualify to be considered in the list processes
- As SADTU, we must assist in the registration of voters in the following ways:
    - Develop a program wherein Home Affairs will come to schools to ensure that learners of qualifying age apply for IDs and register on the voters roll so that they are eligible to vote.
    - SADTU to assist in ensuring that all information with regard to ID applications and voter registration dates be sent to the community /parents through the learners.
    - SADTU to lobby for ID application and issuing to be free of charge for the poor and the unemployed.
    - SADTU principals of schools must assist in issuing letters required by Home Affairs necessary for ID applications for learners. Need to lobby Home Affairs to facilitate this process. Site stewards to monitor these processes, and conduct an audit

- of eligible learners, and if necessary to combine applications from particular districts to facilitate visits by Home Affairs
  - SADTU leaders at Branch level to get the schedule of dates for ID application and voter registration from the ANC Branches so that they align their programs with those of the ANC.
  - SADTU, through COSATU, advises the MEC for Safety and Security and Community Liaison to target offices of loan sharks who may be holding clients' IDs
  - SADTU mobilizes – with progressive youth organizations - to encourage learners at schools and students at universities and colleges to register for the elections and to vote for the ANC
- SADTU and COSATU strive to ensure security for the elections by identifying hot spots – particularly in KZN - and liaising with security forces to provide security during advocacy, election campaigning and all other election processes.

Movers: KZN, Limpopo, W Cape, North West, N Cape, Mpumalanga, E Cape, Gauteng, Free State

## 1.2. **Building COSAS and Representative Councils of Learners**

### **Noting:**

- The absence of COSAS in many secondary schools, leading to the absence of groomed leaders in COSAS that can defend the revolution in Education.
- That the legislative framework calls for the existence of RCLs in all qualifying schools
- That many Principals, SMTs and educators have negative attitude towards RCLs.
- That many SGBs do not provide funding for RCL activities in schools
- That many SADTU Site Committees do not have defined relationships with RCLs
- That the Department does not take seriously capacity building of the RCLs.

### **Believing:**

- There must be good working relationship between SADTU and COSAS so that the Education Alliance is strengthened.
  - Nurturing COSAS and RCLs will provide future leaders which is a guarantee for the success of our revolution
- SGBs should allocate funds for the activities of the RCLs

- The Department must capacitate RCLs to ensure good and sound governance.

**Resolving:**

- SADTU must meet with COSAS to ensure that their programmes in education are aligned.
- SADTU must assist COSAS to exist in each secondary school, by
  - SADTU Site Committees working closely with the RCL and COSAS branch in each school
  - SADTU to demand that the Department capacitates all RCLs
  - SADTU representatives in the SGBs must ensure that the funds are allocated for programmes of the RCLs
- SADTU site structures are charged with ensuring implementation; higher SADTU structures to monitor implementation.

Movers: KZN

### **1.3 Xenophobia and Racism**

**Noting:**

- The economic and political instability affecting most of the African countries, and the massive influx of people from all over the world into our country
- Laws governing the movement of refugees from one country to another
- The history of our struggle for liberation and the contribution made by citizens of other African countries and their governments
- The continued horrific incidents of racism in South Africa

**Believing:**

- Africans are one people separated from one another by political boundaries created by colonialism, and that it is our duty to accommodate and make these brothers and sisters feel at home amongst us
- That racism has the potential to derail the transformation agenda of our country.
- All institutions of learning should be free of racism and discrimination as entrenched in the constitution

- That land belongs to all who live in it and people must be entitled to be buried in their ancestral land without prejudice.
- That xenophobia is a class issue, reflected in the fact that the middle class areas refused to have camps of victims of xenophobia in proximity to their own areas

**Resolving:**

- SADTU condemns the recent xenophobic attacks, and all forms of racism that persist in our society
- SADTU joins with civil society organisations to expose racism and xenophobia and to educate our people in this respect
- SADTU to lobby Government to provide proper documentation to all foreign nationals, and for security agencies to refrain from ill-treating them
- That SADTU engages the Department of Education as a matter of urgency to implement human rights education and anti-racism programmes in schools and higher institutions of learning.

Movers: Limpopo

**1.4. Persecution of the President of the ANC**

**Noting:**

- The CC of COSATU in 2005 resolved that the charges against Cde Jacob Zuma are political and that they must be dropped
- The continuous prosecution and persecution of Cde Jacob Zuma by the NPA, media and some political analysts
- The Pietermaritzburg High Court ruling in 2006 by Judge Msimang, which struck the corruption charges off the roll due to the state not being ready
- The recent Pietermaritzburg High Court ruling by Judge Nicholson which declared that the corruption charges are invalid and which also inferred political interference.
- The grant of leave to appeal to the NPA by Judge Nicholson

**Believing:**

- With COSATU that the case against the President of the ANC is political and needs political intervention/solution.

- The case against the President of the ANC has violated his constitutional rights
- The case continues to polarise society, and the granting of leave to appeal has the potential to destabilise the elections in 2009

**Resolving:**

- SADTU welcomes the recent Pietermaitzburg decision which declared the charges against Comrade Zuma invalid and inferred that there was political interference in the case
- Alliance structures should mobilise the society to continue to defend Comrade Jacob Zuma and to resist any attempt to recharge the President of the ANC, and that an immediate political solution.

**1.5. Disbandment of the Scorpions**

**Noting:**

- The Polokwane ANC conference decision to establish a single investigating unit within the SAPS
- The current parliamentary processes to disband the Scorpions (DSO) and establish a special unit within the SAPS
- The destabilising effect of the Scorpions and the fact that this unit was becoming a law unto itself and also participating in illegal activities.

**Believing:**

- South Africa needs strong security agencies to combat and prevent all forms of crime
- The country does not need a disjointed approach on investigations.

**Resolving:**

- SADTU supports the disbandment of the Scorpions
- That we support the call for a special unit to be established within the SAPS to investigate all forms of crime
- That all employees of the Scorpions be thoroughly screened before they are deployed into the SAPS
- A commission of inquiry similar to the TRC be established whereby employees of the Scorpions, who acted maliciously may explain themselves.

## **2. ORGANISATIONAL EFFECTIVENESS**

### **2.1 Organizational Renewal / Envisioning**

#### **Noting:**

- The vision of SADTU in its present form is focusing on educators only thereby making us a craft union.
- There is a need to broaden the vision and scope of operation to accommodate all employees in the education sector in line with the slogan of COSATU of “one industry-one union, one country-one federation”.
- There is a lack of proper service for the non-teaching personnel in the education sector.
- SADTU is still a craft Union originally recruiting the educators mainly in the Department of Education.
- SADTU has already recruited thousands of members in the Education Department who are not educators and some of them employed in terms of Public Service Act other than EEA.
- Servicing of members who are not employed by EEA is still a challenge to SADTU.
- SADTU is still weak in recruitment and servicing of ABET, ECD, FETC, OBE, support staff, HEIs, Private Schools and other Education institutions.
- SADTU aims and objectives are also targeting educators.
- SADTU scope is not in line with the COSATU resolution on One Sector, One Union.
- The main thrust of the vision of SADTU is covered in the preamble to the constitution, including the aim and objectives as encapsulated in the constitution of SADTU.
- In response to the nature and character of SADTU as a progressive teacher union,

#### **Believing:**

- SADTU has a potential of organizing everyone in the education sector.
- Broadening our scope of operation will help increase our numbers thereby strengthening our bargaining power.
- COSATU resolutions are binding to all affiliates including SADTU.
- SADTU must recruit all employees in the Education Sector.
- All members of SADTU irrespective of their work stations are entitled to quality service.
- The name has to change to accommodate all who join SADTU.
- The defence of the principle of one teacher union within the broad principle of One Country – One Federation, and One Union one Sector. This being the struggle towards uniting all teachers and educationalists in our country under one organization and banner;

- The defence of the principle for the provision of quality public education, including the principle of free, compulsory, universal and equal education for all. This means that we must work;
- The objectives of the union do broadly cover the various progressive principle of our existence;

**Resolving:**

- SADTU broaden its scope of operation to include everyone in the education sector.
- If needs be, the name of the union be changed to be all encompassing.
- The SADTU vision as encapsulated in the aims and objectives, logo, name and colors and scope may change to accommodate a COSATU resolution of One Sector One Union after thorough consultation with membership.
- These processes must be concluded at the next Congress.
- There should be broad consultation with regards to the name change, logo and colors.
- AS an interim measure we start organizing non-teaching staff in the education sector and negotiate the expansion of our recognition agreement and Clause 6.1 of SADTU's constitution be amended to be inclusive of all workers in the sector.
- The recruitment and servicing of members where the Union's penetration level is low must be strengthened.
- SADTU engages existing Educators' unions in unity talks towards the notion of one sector one union
- There is a need to interrogate the possibility of moving towards building a working cartel or a single union in the public education sector;
- The matter of defining a new vision for the union requires broader consultative processes throughout the structures of the union since it implies an amendment to the SADTU Constitution;
- We should work in systematic manner towards the next National Congress and define the nature and character of the union that will meet the new or current challenges in our union and society;
- That the Organisational Renewal discussion papers be subjected to a further comprehensive consultation process across all structures of the organization leading to the next NGC and Congress.

**Mover: Org Effect Commission    Seconded:**

**2.2 Organizational Effectiveness**

**Noting:**

- NGC resolution on the resourcing of the organization in terms of office space, equipment and personnel at least to regional level;

- Despite the NGC resolution of 2007 on enhancing communication be it through SMS, E-mail, Educator voice and weekly newsletters, implementation is lacking;
- The resignation of staff as reported at the NGC, mainly due to a search of greener pastures
- The ineffectiveness of the various structures of SADTU in relation to the implementation of the constitutional stipulations and organizational decision and report back mechanisms.
- The service level in ABET, ECD and FET.
- The effective implementation of the recruitment plan.
- Lack of proper monitoring and evaluation mechanisms in all meetings of SADTU.
- The SADTU Educators Voice is not achieving its intended aim.
- The communication challenges of the organization.
- The resources of structures of SADTU in terms of offices and equipments.
- The service the organization receives from its seconded officials and their capacity.

### **Believing:**

- Our archives are staffed with valuable resolutions, yet we do not have proper mechanism to implement, monitor and evaluate the impact of our resolutions or decisions, resources of our offices is a case in point;
- SADTU will forever struggle to recruit and retain the best brains amongst her employees given our remuneration packages;
- The maximum participation of members in SADTU activities is vital.
- Service to members is key to organizational growth and membership retention.
- All structures must be monitored and evaluated.
- That other sectors in education should receive proper service.
- Communication and information dissemination is key to any organization.
- Seconded officials should maximally be utilized.
- Proper resources in SADTU structure enhance the organizational effectiveness

### **Resolving:**

- SADTU should pay a competitive remuneration to recruit and retain best skills in the organization;
- That SADTU should employ full time organizers at a regional level.
- SIHOLD should be refocused towards delivering benefits to members;
- Elaborate enrichment programmes for maximum participation be prioritized to enhance membership attendance and participation.
- Accountability and mandate seeking process must start at the level of the site through monthly site reports.
- The union should establish and extensively utilize site committees in office based, FET, ABET and ECD in order to improve the service to those members.

- The organizational recruitment plan be implemented at all levels and structures to continuously monitor the implementation of the programme and reports be submitted to relevant higher structures for monitoring and evaluation.
- The distribution of the Educators' Voice be improved and structures update membership so that all members can receive the Educators' Voice.
- The union should use the *sms* service to regularly update members on current issues. This process should be available to the general membership.
- All SADTU structures should have basic functioning offices with proper office equipments and current communication.
- The current system of seconded officials be maintained for worker control and working class leadership.
- Technical expertise be sought on technical matters and continuous capacity building programmes and political education for elected office bearers be prioritized and this should be extended to the sites.

**Mover: Org Effect Commission    Seconded: Eastern Cape**

### **Organizational Development**

#### **Noting:**

- The NALEDI Report identified that SADTU was not as effective as it should be at different levels.
- Membership servicing leaves much to be desired.
- SADTU has many seconded officials at National, Provincial and Regional levels.
- Decisions taken are not implemented as they should be.
- Communication between structures and members gets blocked somewhere.
- Almost all Provinces have many Education employees who are not members of SADTU.
- The Sixth National Congress adopted principles of Organizational Renewal with the aim of ensuring effectiveness of our Organization.
- Organizational Design and Development is engaged to look into the effectiveness of SADTU.
- SADTU has adopted a very good and practical Recruitment and Organizing Strategy but the same cannot be said about its implementation.

#### **Believing:**

- SADTU is duty bound to be effective at all levels so that education employees get attracted to join SADTU.
- Members of SADTU are entitled to quality service.
- Decisions taken must be implemented to take forward the Union.
- The Organizing Strategy is not implemented with vigour by SADTU.

#### **Resolving:**

- The current number of eight Office Bearers at Branch, Regional, Provincial and National levels be maintained and not be reduced.
- Branch Administrators be appointed so as to improve servicing at Branch level and Branches be provided with resources that will enable them to be more effective.
- Elected leaders be fully capacitated through induction so that they perform individually and collectively as per the expectation of the Union.
- More Time Off be negotiated for those leaders who are not full time in the Union.
- Decisions taken be implemented by those mandated to do so and clear accountability for each decision taken.
- Communication be improved through the use of both traditional and new technology such as correspondence in the form of communiqué in the form of Newsletters, meetings, telephone calls, sms, e-mails, internet, website, etc.

**Mover: Org Effect Commission**

**Secunder: Limpopo**

### Communication

#### Noting:

- The delay in the cascading of important information to structures.
- The delay in the updating of the SADTU website.
- Lack of website and e-mail facilities in the majority of regional offices.
- The accessibility of almost all educators to cell phones.
- The high dependence of members on print and electronic media for updates.
- SADTU is a big union with members in every corner of the country.
- We are a democratic union with functional structures even at the lowest level, site.
- Communication with our members is not as effective and efficient as it should be.

#### **Believing:**

- There is a need for constant updates on the daily developments in the different structures/ councils
- Members deserve constant updates on information that affect them.
- All regional structures have offices and capacity to can disseminate information.
- Cell phones also have capacity to receive and send e-mails.
- Upper structures have the responsibility to update lower structures on a constant basis.
- Electronic & print media are sometimes misleading.
- Regular interaction with members at all levels keeps the union vibrant.
- Knowledge is power therefore our members need to be informed at all times.

- There are consistent developments in education of which our members need to be informed.

**Resolving:**

- All regions should have access to the website through the Internet.
- Higher structures should inform members on the latest development through SMSs, newsletters etc and such a system be broadened to include the general membership.
- The membership database must be updated on a regular basis for improved communication.
- Educators Voice be made available to all SADTU members at all times.
- The website of the union must be updated on a regular basis.
- The Union should establish a fully functional call centre which will be easily accessible to the members.
- Resourced offices be established for better membership service.
- Each branch should be fully resourced so as to enable them to meet the challenges of communication to members that are confronting them on daily basis.
- The National office should look into developing SADTU On Line every Friday for communication purposes;

**Mover: Org Effect Commission**

**Seconder: Northern Cape**

**Recruitment and Retention**

**Noting:**

- The strength of the union depends on the number of members organized.
- Retention of members is more of a challenge than recruitment.
- There are other unions competing for membership in the same sector as us.
- Some members join unions for material benefits i.e. funeral cover, discounts, loans etc

**Believing:**

- The union must have the capacity to respond to individual expectations of members.
- SADTU, as the biggest teacher union, must be able to respond to members' needs and expectations.
- SADTU must be able to reach out to old conservative educators who are more concerned about professionalism.

**Resolving:**

- The union should train site stewards on recruitment and induction of new members.
- The union must offer improved concrete benefits to the members at all levels.
- We should improve on the professional outlook of the union so as to be attractive to everyone.

- The union should conduct its own professional development programmes targeting the broader membership.
- There should be a targeted recruitment campaign focusing on areas where there is less no visibility of SADTU members.
- The Union should campaign for legislation that will declare Education as one industry so as to enable us to recruit all workers within the education sector.
- The Union should continue to fight for the improvement of conditions of service for all sectors in our department, e.g. ABET, FET, ECD;
- Recruitment and servicing be ongoing using the adopted Strategy. That targeted recruitment and servicing of vulnerable members should be a priority of SADTU. That the Union considers seriously employing more Organizers to assist elected leadership in recruitment and servicing of membership.

**Mover: Org Effect Commission    Seconder: Free State**

## **EMERGENCY ORGANISATIONAL MOTION**

### **DEALING WITH CURRENT CHALLENGES FACING THE FETC SECTOR**

#### **Noting that:**

- Act No. 16 of 2006 that led to the transfer of this sector to the College Councils
- The transfer process that is supposed to be guided by the Collective Agreements No. 4 and 5 of 2007 is in crisis
- The workers, especially Educators are excluded form the current OSD
- Job security of FETC employees is under threat
- The Department of Education intends reducing the FETC budget by half in 2009
- Very few appointments are made in this sector
- Act No. 16 of 2006 has brought about privatisation of this sector in the arms of the College Councils
- Employees in this sector are denied payment for IQMS, improved qualifications, recovery plan payments and OSD
- SADTU membership in FETC sector is very low

#### **Believing that:**

- The Employers in the form of the Department of Education and Colleges through Councils are legally bound to implement the spirit and letter of Collective Agreements No. 4 and 5 of 2007 as well as GPSSBC Collective Agreement No. 1 of 2007
- The transfer process of employees from the State to the Colleges has many problems

- It is incorrect for the department of Education to exclude FETC educators from receiving OSD payments
- Massive cuts of the FETC budget will lead to retrenchments
- FETC employees are entitled to IQMS, improved qualifications and the recovery plan payments
- SADTU must be in the majority in the sector

**Resolving that:**

- SADTU should force the Department of Education to stick to the ELRC Collective Agreements 4 and 5 of 2007 and GPSSBC Collective Agreement No. 1 of 2007
- SADTU develops a clear programme to force the Department of Education and FET Colleges to pay FETC employees all monies owed to them in lieu of IQMS, improved qualifications, recovery plan and OSD
- SADTU meets with the Minister of Education to force her to agree to the payment of OSD money due to all FETC Educators
- SADTU develops a clear recruitment, retention and servicing programme in this Sector

**Mover: Org Effect Commission    Seconder: EC**

**Quota System in all Leadership Structures of the Organization**

**Noting:**

- The public face of SADTU in the province and nationally remains almost exclusively male.
- Women continue to be marginalized in SADTU, the implementation of 3 out of 8 as adopted quota system is limited primarily to women occupying desk positions.
- Women make almost two thirds of SADTU membership.
- Gender is not only about numbers and quotas but also about eliminating the psychological, economic and social oppression that women endure as a result of male chauvinism and patriarchy.

**Believing:**

- Quota should be based on the share of women in membership and the need to develop women leadership.
- The struggles for gender equality should be reflected in representation more in leadership positions.
- The struggle for women emancipation will be advanced by more women in leadership positions.

**Resolving:**

- SADTU must raise a developmental path that will not also talk to representatively but also be able to address and reaffirm empowerment of women in SADTU policies.

- Organizational Renewal processes should result in increasing women representation in positions of leadership and structures of decision making to at least 50% to be concluded by the 7<sup>th</sup> SADTU National Congress.
- Options for equal representation be exposed to structures for consideration.
- Resuscitate the women movement in the province to continue to lead in women struggles.

**Mover: Org Effect Commission**

**The Gender Desk**

**Resolving:**

- Structures in the union work towards amending the constitution to include the responsibilities of the Portfolio Conveners. All programmes/ desks should be budgeted for.

**Mover: Org Effect Commission**

**Establishment of Resource Centres**

**Noting:**

- The need for resource centres at all structural levels.
- Lack of proper record keeping.
- Documents from conferences/workshops are not properly kept some are taken home.

**Believing:**

- Resource centres are vital for organizational renewal.
- Resource centres will assist to store the documents.

**Resolving:**

- Resource centres be established at all levels (funds benefited)
- There will be time frames set to establish resource centres.
- SADTU utilize personnel with relevant skills at these centres.
- All offices/structures at all levels be well resourced as centres.
- There be a purposeful technological advancement.

**Mover: Org Effect Commission**

**Demarcations**

**Noting:**

- The NEC resolution on issues demarcation
- Membership service is key for the union.

**Believing:**

- Members' decisions must be respected.
- The mass meetings resolutions are the main decision.

**Resolving:**

- Member's decision should influence the Organizational Renewal Commission or conclusion of the demarcation process.
- All outstanding matters relating to the demarcation process should be finalized speedily as membership service is compromised.

**Mover: Org Effect Commission Northern Cape**

**Demobilization Programme after Industrial Action****Noting:**

- There are no clear programmes to demobilise SADTU members after the industrial action
- An industrial action is the ultimate bargaining tool that Unions use to break deadlocks
- The leadership of SADTU interacts with membership before and during strike action
- That our strike action was not properly demobilised

**Believing:**

- There is a need for a program to demobilise our members after the industrial action
- Union has a right to resort to strike action to break deadlocks
- The leadership of SADTU should continue interact with the membership even the strike is over

**Recommend:**

- SADTU pro-actively plan demobilisation programmes after every industrial action through mass meetings

**Mover: Org Effect Commission**

**Development of SADTU Policy Handbook****Noting:**

- SADTU is now 17 years old
- Subsequent structures of the Union entrusted with development of policy have do so over the years
- There is no complication of manual on past and present resolutions constituting policy
- The members of SADTU only have access to the constitution which only provides for concise and basic policy
- The exodus of leaders over the years to join the state bureaucracy

**Believing:**

- Policy developed over years must be upheld and respected
- Past and present resolutions must reflect in the operation of the Union
- Constitutional provisions find expression in developed policy

- The exodus of leaders be translated in the drafting in of new and inexperienced leaders

**Recommending:**

- SADTU must compile and distribute to its structures and members a policy hand book containing all policy decisions which affect the day to day functioning of the organisation and its members and that such policy hand book must be timeously updated over a period agreed by NEC

**Mover: Org Effect Commission**

## 3. EDUCATION

### **3.1 TEACHER DEVELOPMENT, TRAINING, RECRUITMENT AND RETENTION**

**Noting**

- There is a serious shortage of teachers to meet the current demand.
- Teacher training is the competency of Higher Education Institutions.
- Lack of union policy on teacher development.
- Inadequate development of educators by the Department of Education.
- Poor capacity of teachers in curriculum delivery in NCS.
- The qualification and certification processes are problematic.
- SACE initiative to professionally develop educators is a positive move
- There are some clauses in this policy that speak to punishing those teachers who fail to accumulate 150 points in a developmental cycle.
- CPTD programme is not catering for contextual factors for all teachers in the system including those in deep rural areas

**Believing**

- The country must be able to produce enough new teachers to meet its current and future needs.
- Teachers in the system need proper and sufficient development to properly execute their responsibilities.
- The decision to close teacher colleges without proper research was rather premature.
- There is a need to to employ various strategies to attract youth to the profession.
- The absence of qualified teachers will cause damage to our developing education system.
- 2009 as the implementation year is rather too soon.
- Teachers might resist any form of development accompanied by punishment.

- Teachers in poor rural schools without resources might find it difficult to develop PDPs.

## **Resolve**

- The Department of Education should strongly motivate universities to increase the intake of students pursuing teaching as a career.
- Incentives to attract prospective teachers be introduced including bursaries. Strategies, which include improving the conditions of service of teachers, should be developed to retain those in the system.
- Universities should utilise the infrastructure of former colleges of education to train prospective teachers.
- In service training centres should be established for teachers to be adequately developed.
- The union should develop an inclusive teacher development policy.
- A process to re open teacher training colleges be initiated to address the shortage and up skilling of teachers in South Africa.
- Development should be guided by WSPs.
- Skills levy funds be properly utilised for scarce and critical skills.
- ETDP-SETA training programmes to close the content gaps and SADTU to monitor the utilisation of funds to realise these programmes.
- SDC members who represent the union be thoroughly inducted on their mandate and should form part of the skills advisory committees of EDTP SETA.
- Implementation date should shift to a date when all educators in the system are trained on CPTD.
- Continuous Professional Teacher Development programmes conducted by SACE should not be punitive but should be developmental.
- The Professional Development Portfolio (PDP) should cater for contextual factors.

## **3.2 CURRICULUM DEVELOPMENT AND TRANSFORMATION**

### **Noting:**

- That the current education system has failed to address the problems in education in the country.
- That the gap between the rich and poor schools is widening.
- The four pillars of education transformation, i.e. equity, access, redress and quality are not addressed by the education system.
- That the current education system does not talk to the needs of its communities.
- That the system produces unemployable graduates.
- That there is a disjuncture between the GET and FET in curriculum content focus.
- That there is a disjuncture between FET, HEI and the workplace.
- That teachers spend most of their time on administration rather than on teaching.
- That there was no proper training and support with regard to the implementation of the NCS from the Department of Education.

- The bombardment of changes with regard to the NCS implementation gives the impression that there is a lack of long term vision on the part of the DoE.

### **Believing:**

- The system of education should address the needs of the communities and the economic demands of the country.
- Curriculum is a critical tool to be used in educating our nation towards a better life.

### **Resolve that:**

- The education system must seriously focus on the four pillars of education transformation, i.e. equity, access, redress and quality.
- SADTU together with other progressive stakeholders should identify programmes to realise the four pillars above.
- GET vocational education should be infused with theoretical knowledge.
- A study to be done on the introduction of grade 4 learning areas on an incremental basis as opposed to the currently obtaining situation.
- Teachers must be accredited for all training and skills enhancement through accredited service providers.
- An education summit be convened to deal with educational issues, namely curriculum development and review, teacher development among others.
- The country should seek to invest in economic development through developing its labour force relevant to the economic dictates in the country for instance mining, manufacturing industries, agriculture, fishing, tourism, IT, music, sport and dance.
- Link education with local economic development initiatives.
- Curriculum review to comprehensively deal with deficiencies in the curriculum including the current class moderation.

## **3.3 FREE PUBLIC EDUCATION**

### **Noting**

- The ANC conference resolution on education
- The content of the freedom charter on education
- The need to improve the quality of education for all children especially the poor

### **Believing**

- To achieve quality education for all depends on all stakeholders
- All stakeholders must commit themselves to a code of quality education
- A code which describes the responsibilities and discipline of all education stakeholders

### **Further Believe**

- Departmental officials have a responsibility to assist and visit schools regularly, provide ongoing support, provide guidance and monitoring, ensure that all children are in school and ensure that schools receive the necessary resources in time
- Educators have a responsibility to teach, be loyal and respect the profession, are prepared for lessons, be punctual, be enthusiastic, be of sober mind and body, develop and maintain mutual respect among all role players and eliminate unprofessional behaviour
- Learners must accept that their primary reason for being in school is to learn, adhere to school rules, respect authority of teachers and the use of learner representative councils and avoid anti-social and disruptive behaviour
- Parents have a responsibility to actively participate in governance structures of the schools, create a conducive environment for studying, and assist in the protection of educational resources
- Community members must ensure that every school going child is at school, work to ensure safe and crime free environment for schooling and protect the schools against vandalism

**Resolve:**

SADTU must play an active role to ensure the following;

- Citizens are conscientised about the importance of education
- Mobilise and educate all education stakeholders about their inherent roles, responsibilities and obligations towards education
- Actively participate in advocacy of code for quality education
- Mobilise communities to provide support to schools, teachers and learners
- Improve quality of education for all children
- Vigorously and continuously invoke the SADTU code of conduct on ill disciplined members. SADTU structures should further ensure the implementation of our congress resolution on the expulsion of ill disciplined members
- Finalise the establishment of the local education committees to assist, in educating and monitoring community involvement, at local level in educational matters
- SADTU to engage ANC education desk at all levels of the organisation to ensure that the education priorities are taken forward.
- SADTU structures to play a visible and active role in the education campaign of the ANC.

<p>4. <b>SOCIO - ECONOMICS</b></p>
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**COLLECTIVE BARGAINING**

1. **OSD**

**Noting:**

- The frame-work agreement signed at ELRC and the tight and unrealistic time frames attached to it
- The submission made by the Minister of Education in the National Assembly over the implementation of OSD
- The organisation has committed itself to participate in task teams to enhance further negotiations on outstanding areas
- That the research groups have just arrived from the study tours
- The employer's intention to declare policy on the matter if not finalised by the 30<sup>th</sup> September 2008
- The need to educate the communities around policies and processes in collective bargaining

### **Believing**

- For OSD to work properly and effectively, it needs to have a buy in from educators and thus require a comprehensive consultation process with our members
- That the Minister misled the nation through that submission
- The communities need to understand the educators plights and reactions around undemocratic and imposed policies
- That sufficient time need to be allocated for analysis of the report.

### **Resolve**

- That we negotiate the extension of the time-lines as set in the frame-work at the ELRC and subject to further negotiations, nothing of the outstanding areas in OSD should be implemented.
- That DoE must put more funds in order to respond to our key demands.
- In the event that the above fails, the organisation should seek to continue with the political intervention before the end November '08.
- We should campaign and mobilise members from now on in order to discourage the completion and implementation of all policies of far reaching implications.

## **2. Bargaining Strategy for 2009**

### **Noting**

- That we always start very late in consulting, collecting mandates and planning for next action if everything else fails
- We sometimes put unachievable and unrealistic demands

- That we tend to ignore communities and key stake holders at the start of negotiations
- The employer's bad tendency of negotiating through media to put labour on back foot

## **Believing**

That proper preparations and well defined mandates is key to achieving maximum understanding and support all stakeholders

## **Resolve**

The following forums be used for communicating and sharing information with members:

- The teacher forums for consulting, collecting mandates and planning
- Develop questionnaire that will go out to all members of the organisation about their desired outcomes of the negotiations which shall be responded to during teacher forms and mass meetings
- Road shows to inform communities about the intended actions
- Negotiations should be concluded by the end of March 2009.
- SADTU through COSATU be involved in the Government Budgetary process and SADTU must be involved in the people's budget campaigns
- SADTU must look into Real wage increase over and above the wage adjustment and the organisation must further investigate the benefits provided by the % increase and the nominal increase Use CPI as benchmark for salary adjustment.
- The principle of reducing the before the budgetary processes of every cycle salary gap should be implemented through amongst other things, sliding scales, salary structure and other related benefits.
- Minimum wage for educators to be R180000 per annum for the beginning teacher as part of the non- negotiable from the Polokwane resolutions with regards to remunerating teachers as professionals and attaching value to the teaching profession. ( ratified by NEC and accepted by NGC of 2008), to realise this, experts be commissioned to develop the salary structure with R180000 and factoring other variables that will assist in narrowing the wage gap and improving the conditions for educators.
- SADTU be razor sharp in terms of media publicity during the times of negotiations so as to keep members and public informed.
- The secretariat must be central in ensuring that negotiations run smoothly.
- SADTU must come up with an operational plan with clear priorities emanating from consultation from members on

bargaining issues for every cycle of negotiations and further identify and direct them to the relevant bargaining forums, e.g. NEDLAC, PSCBC and ELRC.

### **3. DPSA ADMINISTRATION OF GARNISHEE ORDER**

#### **Noting:**

- There are well structured cartels of law firms specializing in recovering personal debts from government employees through the garnishee order.
- Deliberate and corrupt connivance of the government cartels.
- Their failure to comply with the National Credit Act.
- Lack of proper monitoring of transactions in Courts including Debtor representation during court proceeding.
- Some garnishee deductions are repeated to service same debt

#### **Believing:**

- The government departments have the responsibility of handling employee salaries and is equally expected to exercise caution in this regard
- SADTU as a revolutionary organisation has an overriding responsibility to protect employees' salaries
- Every person has a constitutional right to legal representation in Courts

#### **Resolve:**

- Link with SACP 's financial sector campaigns
- An investigation be conducted on all transaction arising out of garnishee orders since the inception and employer must take necessary disciplinary actions against those employees found guilty of conniving with the law firms.

### **4. ESCALATING PRICES OF FUEL, ELECTRICITY AND FOOD**

#### **Resolve That:**

- 
- Government must regulate prices on basic commodities like basic food stuff, electricity, fuel etc.
- Cartels who are increasing prices be severely punished and their penalty be used for poverty alleviation.
- The penalty should not be shifted to consumers by increasing prices.

### **5. GEMS VERSUS NATIONAL HEALTH INSURANCE (NHI)**

#### **RESOLVE**

- SADTU must as a matter of urgency popularise the NHI.
- We must campaign against GEMS in favour of NHI.

- Lobby all public sector unions that are signatories to GEMS to pull out of the agreement in favour of the NHI.
- Mobilise the whole of civil society to rally behind and support the ANC government initiative on the NHI in a quest to realise goals of the Freedom Charter of equal access to quality health service for all.

## **LAND REFORM**

### **NOTING**

- Current industrial strategy falls short in addressing unemployment and poverty
- Growth economic path has benefited a few
- Gap is broadening rich and poor and land that was given to the communities
- The land is minimally used for food production
- Government is not developmentally involved in the land that was given to communities
- The system has not yet assisted towards eradication of unemployment and poverty
- Country is rich in natural resources

### **RESOLVED THAT**

- Land bank must make it easy for land users to access funds for production of food and be accessible to the poorest of the poor.
- Our natural resources need to be used to develop our mining and industrial sectors and improve exports through local refinery.
- The state must come up with flexible programmes that will assist the improvement of emerging farmers.
- We need to have a transformation of the land bank.
- The current economic policy should improve the quality of life so as to assist in the eradication of poverty.
- Our natural resources must be exported as refined products.

## **2. FINANCE**

### **1. Administration and Monitoring**

#### **Noting that:**

- The finances of branches are not audited annually

#### **Believing that:**

- Monitoring of the finances of lower structures should take place regularly as some of the lower structures do not adhere most of the time

#### **Resolve that:**

- **The OR Commission investigate the process of implementing an internal process of branch audits**

**Mover: Commission**

## **2. Levy:**

Noting that:

- SADTU 6<sup>th</sup> National Congress did not increase the subscriptions.
- Subscriptions were last increased in 2002.
- The value of R30 has declined as a result of increases in inflation, fuel energy and food prices.
- The Union was forced to invoke clause 16 of its Constitution as amended in 2006 that brought about the imposition of levy to members.
- Members do not have a problem with a levy of R10.
- The imposed levy has given a financial breathing space for the Union thus it can run some of its programmes at all levels.
- The programmes cannot be implemented due to financial constraints

**Believing that:**

- R30 cannot allow the Union to run its programmes effectively.
- The Union needs more than R30 per member per month so that many of its programmes cannot run smoothly.
- The levy can go a long way to ensure that Union programmes run until subscriptions are increased at the next Congress.
- The Union can no longer avoid the increase of subscriptions.
- Service delivery is key to members

**Resolve that:**

- The National General Council mandates the NEC to evoke the section on the levy when the current levy period expires.
- The current levy of R10, 00 per member kept
- The levy should also be utilized for the election campaign
- The NEC must further look at the utilizing of the levy at lower structures

**Mover: Western Cape, Gauteng, , North West, KZN, Limpopo, Northern Cape, Eastern Cape**

## **3. Subscription Increase**

**Noting that**

- The current subscription of R30.00 per member is inadequate to maintain and sustain the union

- The union will have financial difficulties in future if we do not look at another way of becoming sustainable

**Believing that:**

- The subscription fee and distribution formula should be change in order for the Union to become self sustainable

**Option 1**

**Resolve that:**

- The input paper, as prepared by the OR Commission be refined by FINCOM , be distributed to all members and that thorough discussions must take place in all structures before the National Congress 2010
- The subscriptions be increased from R30 to a higher amount that will be determined by membership through targeted consultative processes (Eg. Provincial General Councils.)

**Mover: Western Cape, KZN, EC**

**4. Distribution of Finances: Options:**

Noting the OR paper on Finance w.r.t the distribution model namely

1. Strengthening the National Office 4:3:1:2;
2. Strengthening the National and Province 4:4:1:1;
3. Strengthening the Region 3:3:2:2;
4. Impress system – National Office takes care of the entire infrastructure.

**Resolve that:**

- **The status quo remains**
- **A 5<sup>th</sup> option be added to the OR document on Finances namely**
- **Recommendation** – 2:3:2:3 in every amount because most of the spade work is done in the branches so branches can be capacitated.

**Mover: Eastern Cape**

**Resolve”**

**5. Strike fund:**

Noting:

- That the 2002 Fifth SADTU Congress resolved on the Strike Fund to compensate membership in the event SADTU goes on strike and the Employer deducts No Work No Pay that disrupts the budgets of employees.
- That this resolution has not been implemented although the NEC has appointed Alexander Forbes to give technical advice on the matter.
- That the employees who are members of SADTU are in differentiated salary levels and notches.
- That No Work No Pay intimidates some members thus they resign from the Union after strike action and during the deductions.

**Believing that:**

- The immediate implementation of Strike Fund will build new confidence to the membership.
- The launch of the Strike Fund will force the Employer to take SADTU seriously.
- Membership will go to future strike actions without fear.
- Strike payouts will neutralize the negative effects of No Work No Pay.
- For the strike fund to be successful in generating cash for times in need it should be compulsory
- The union needs to be clear before signing and implementing the strike fund
- Broader consultation need to take place to take an informed decision w.r.t the amount to be contributed

**Resolved that:**

- Members should be consulted on whether the strike fund should be Compulsory or Voluntary as well as the minimum amount payable, taking into account that members of SADTU are in differentiated salary scales and notches
- Clear documentation must disseminated to members
- This consultation must coincide with the mandate seeking process on salary negotiations
- The members should be balloted on the matter.
- The conditions be imposed that take into account what must happen to the member's contribution in the event the member resigns, dies, is transferred from Education Department and no strike action for a particular period of investment.
- The distribution of interests after a specified period.
- The percentage of payouts to meet the negative effects of No Work No Pay.
- To adopt the proposal on the strike fund that the fund only be utilized after 5 years
- All legal and Economical implications are sought before implementation.
- The Union should investigate investing the funds in cooperatives
- The union must ensure that legal requirements are met before implementation.
- The NGC mandates the NEC to plan the launch of the strike fund after the consultation had been concluded.

**Mover: Western Cape, KZN, North West, Limpopo, EC**

**6. Increase of compulsory Safrican benefit**

**Noting that:**

1. The Safrican compulsory benefit is capped at R5 000
2. The money is not sufficient to cover basic funeral needs
3. The existence of a voluntary scheme that yields R25 000 benefit and
4. Not all SADTU members participate in the voluntary scheme

## **Believing that**

1. The R5 000 benefit is linked to the premium paid per member
2. The Safrican compulsory benefit must sufficiently cover for basic funeral needs
3. The voluntary scheme is necessary for SADTU members and that
4. Without participation in the voluntary scheme, members must be sufficiently covered

## **Recommends that**

1. The Union investigate the possibility of increasing the Safrican compulsory benefit must gradually.

**Mover: Mpumalanga and All Provinces**

## **7. Investment and SIHOLD:**

### **Noting:**

- Poor information sharing by Sihold

### **Believing that:**

- Members need to be kept abreast on the developments in SIHOLD

### **Resolve**

- That SIHOLD should embark on an information dissemination campaign

## **Eastern Cape, All**

### **8. Business Partners**

#### **Believing That:**

- Business has a role to play in the growth and the development of the trade union movement
- Business has a social responsibility towards society

#### **Resolve**

- SADTU should explore ways and means of making the best of the opportunities to improve the growth and the development of SADTU

## **Free State**

### **9. Resource Allocation:**

#### **Resolve that:**

- Resource allocation should not be on a first come -first serve basis but be done according to projections based on percentages.
- NEC should develop the framework
- The Union should work towards self sufficiency on all terrains

## **Mover Eastern Cape**

# **5. CAPACITY BUILDING AND TRADE UNION EDUCATION**

## **CAPACITY BUILDING AND TRADE UNION EDUCATION**

### **Noting:**

- The challenges as a result of respective labour legislation and the signed collective agreements in both the ELRC and the PSCBC;
- The transfer and absorption of skills from within our ranks to other institutions.
- The UNION is spending a lot of its resources on legal fees in representation of members who commits acts of misconduct.
- All members operate around at least two modes namely service and organizing modes.
- Each member should be capacitated to defend herself/himself first before asking for assistance.
- SADTU Site under the leadership of the Site Committee is the basic unit.
- Branches are at the strategic level in SADTU.
- All SADTU leaders must be armed with basic understanding of the revolutionary history of their Union.
- Some SADTU elected leaders lead without appropriate credentials.
- SADTU has adopted Socialism as the future and Communism as the ultimate.
- COSATU to whom SADTU is affiliated adopted a resolution to swell the ranks of the Alliance.
- SADTU is a unitary organization and its programmes must be streamlined at the centre.
- SADTU must make its slogan, “every SADTU member is an organizer” work.

### **Believing:**

- There is always a need for SADTU to have as many cadres capacitated as possible;
- We must continuously engage in the process to build the next layer of leadership;
- It is important to acknowledge the current competitive practices / approaches in the labour relations discourse.
- UNION funds can be used for more relevant things such as membership service.
- With a deliberate biased program of capacity building, all members of SADTU are capable of occupying strategic position.

- Organizing, servicing and retention of members and leaders can be done easily if all members and leaders of SADTU are adequately and fully capacitated through well thought out Labour and Trade Union Education.
- Well structured and thought out Political Education.
- Capacitated members and leaders are likely to remain in SADTU.

**Resolve:**

- The SADTU Site Steward Capacity Building programme is continued in its comprehensive form;
- Branches be assisted to plan and organize political schools.
- A capacity building program biased towards developing and further capacitating Women comrades be adopted by all structures of the UNION.
- The Legal and Welfare and Education desks of the UNION at all levels put up clear programs to educate and conscientise members around issues pertaining to their conditions of employment.
- An audit of all launched Site Committees be undertaken and a clear programme of their capacity building be developed in the form of the manual. Induction of elected leaders be done soon after their election. Training Manuals be regularly revised and must include pieces of relevant legislation.
- Site Committees must refer cases to Branches after having dealt with them at the school levels first. That referral forms be developed for use if the case is not successfully resolved at site level. The same be done at all levels so as to build capacity and develop another layer of leadership. This protocol be strictly adhered to.
- Structures of the Union must find ways of checking if leaders are members of the components of the Alliance.
- Political input and discussion must be given a slot in all structural meetings. Alliance and Fraternal Organizations can be invited.
- Political Classes with appropriate syllabuses must be developed nationally. Political Classes be convened annually over two days at least.
- Financing of Capacity Building for members and leaders be the levy before the subscriptions are increased.

**Further recommend as follows:**

1. Trade union education be located within a trade union education department that must be established.
2. That a trade union education officer be appointed whose mandate shall amongst others include:
  - Developing a comprehensive Marxist Leninist leaning curriculum or syllabus of political education.
  - Developing an entry level or starter pack manual for members which shall include the constitution of SADTU and focus on the organizational and political programmes, international solidarity, worker solidarity ( and on Gender).
3. Seek amendment to PAM so that members may have time to attend programmes.
4. Monitor the establishment of SACP workplace units, attendance of

- socialist forums, study circles across all layers.
5. Secretariat to develop a grievance procedure manual for members which should contain referral and conclusion sections.
  6. Development of periodic updates pamphlets to members.

Mover: Commission

# **Declaration**

**of the**  
**National General Council**  
**of the**  
**South African Democratic Teachers Union**  
**(SADTU)**

***Held in Irene 22 – 24 October 2008***

*The National General Council (NGC), which brings together the national, provincial and regional leadership of the Union representing 235,000 educators, met to undertake the following tasks:*

- *To operationalise the resolutions of SADTU's 6<sup>th</sup> National Congress held in 2006 and the 2007 NGC*
- *To evaluate the implementation of the four year plan for the organization, and*
- *To review and assess developments in relation to:*
  - *Education transformation and delivery*
  - *Collective bargaining*
  - *The organizational renewal of the Union, and*
  - *The political landscape and 2009 elections*

**NGC therefore resolved as follows:**

## ***In relation to Education***

*NGC resolved*

- **To endorse and fully support the ANC Education Campaign which has now been taken up by all education stakeholders in the form of the Quality Learning and Teaching Campaign, and in particular to commit ourselves to certain non-negotiables, including that teachers must be on time, on task, thoroughly prepared and behave professionally in accordance with our code of conduct at all times**
- **To engage the Department of Education to ensure that they meet their undertakings in terms of the Quality Learning and Teaching**

Campaign, including: to provide basic infrastructure, learning materials and teacher development and support

- To prioritise the issue of teacher development for 2009 in the considered belief that well-trained and motivated educators are key to the delivery of quality education
- To endorse the call for two departments/ministries of education (one for Higher Education); to engage in the debate to review university mergers and to call for the reopening of colleges of education; and to demand that university funding be conditional on implementation of transformational goals.

### ***In relation to the organisational renewal of SADTU***

#### *NGC resolved*

- To grow the Union beyond its current base of professional teachers to include all employees in the education sector, in line with the COSATU principle of one union, one industry
- To renew the mission of the Union to provide service to members through improved administration, communication, organizing and collective bargaining strategies
- To merge with our colleagues of the CTPA (Cape Teachers Professional Association) to produce a combined membership of over 240,000, and to continue to work closely with all employee organisations in the education sector to achieve our aim of unity.

### ***In relation to labour issues***

#### *NGC resolved*

- To continue to engage with the employer over OSD (Occupation Specific Dispensation), mindful that this process cannot be rushed and needs to be carefully researched, both to ensure the professional interests of educators and to contribute directly to the delivery of quality education
- To launch a programme of teacher forums – mass meetings of members throughout SADTU's fifty-three regions – with the primary objective of obtaining feedback and collecting mandates to guide the next round of salary negotiations in 2009. The teacher forums also provide an opportunity for leaders to report back on the outcomes of this NGC and to interact with members in relation to recent developments in the ANC and the Alliance

- To support the principle of a National Health Insurance scheme, informed by the belief that healthcare is a fundamental human and constitutional right and not a privilege for all our people

***In relation to the political conjuncture and the 2009 General Elections***

*NGC resolved*

- To reaffirm SADTU's support for the ANC and the Alliance as the only vehicle capable of deepening our national democratic revolution and transforming society in the interests of the working class and the poor
- To continue to defend the President of the ANC against political prosecution and persecution, to mobilize our members against any attempt to recharge Comrade Zuma, and to endorse COSATU's demand for a political solution to the situation created by the NPA
- To actively oppose the splinter grouping, led by the losers of Polokwane which is merely the latest manifestation of the 1996 class project to entrench a parasitic black bourgeoisie as go-betweens for white capital. We commit the Union to the defence of the unity of the Alliance partners, and to mobilise the structures and membership of SADTU against any attempt to divide the national liberation and labour movements.
- To develop a detailed programme by which SADTU members and structures can fully participate in the registration and election campaigns to ensure an overwhelming ANC victory in the 2009 general elections.

SADTU emerges stronger and more united from this NGC with a renewed determination and vigour to fulfil our mission:

- To organise and improve the conditions of education workers
- To intensify the struggle for quality education delivery
- To build a united and formidable education union, and
- To take forward the struggle for political, social and economic transformation led by and in the interests of the working class and the poor, in line with the slogan of our 2006 National Congress:

***Empowering educators to reposition SADTU  
for Peoples' Education and Working Class Power***