

# Declaration

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

*at Kopanong, Johannesburg 10 – 12 September 2009*

*The SADTU National General Council (NGC), which brings together the national, provincial and regional leadership of the Union, representing over 240,000 educators, met to review the programmes of the Union and to plan the road ahead to the 2010 SADTU National Congress.*

## **NGC resolved as follows:**

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

#### *NGC resolved*

- To reassert SADTU's historic mission – as the leader of over two-thirds of South Africa's educators - to lead education transformation in the country
- To prioritise the issue of school safety, to better understand the challenges we are facing, and to develop comprehensive policies and implement measures to combat these problems
- To call for the FET Act to be repealed and the FETC (Further Education and Training Colleges) sector brought back under the authority of the state to ensure good governance, quality education and centralized bargaining in the sector. This is part of the plan to widen training options for youth through relevant curricula within an expanded integrated post-school education system
- To restate our enthusiastic support for the Quality Learning and Teaching Campaign, and in particular to commit ourselves to the 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. The Union unequivocally condemned the minority of teachers whose bad behaviour – particularly sexual abuse of learners - brings the profession into disrepute.

- 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, manageable class sizes, learning materials and teacher development and support.
- To fully support the Teacher Development post-Summit process in the belief that well-trained and motivated educators are key to quality education. Teacher evaluation must go hand in hand with teacher development to improve the quality of teaching and learning in the classroom. This requires that the present IQMS (Integrated Quality Management System) be streamlined and effectively implemented. Expanded teacher training and development also requires that colleges of education be reopened
- To work to strengthen SACE (South African Council for Educators) for the purposes of providing relevant CPTD (Continuous Professional Teacher Development), as well as to support the EDTP-SETA for purposes of facilitating skills development.
- To support attempts to increase and strengthen the use of African languages in the education system
- To hold a SADTU Sports Festival in Bloemfontein in October. To support this programme the union will provide first aid training to members, as well as developing a draft schools policy on sports and physical education

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

#### *NGC resolved*

- In preparation for SADTU National Congress in 2010, to develop constitutional amendments to reflect the decision to grow the Union beyond its current base of professional teachers to include all employees in the education sector
- To adopt detailed programmes and organizing targets to maintain the growth trajectory of the union in the period to 2015.

- To prioritise the goal of emancipation of women both within the structures of SADTU, in the education system and in the wider society. This begins with the development of the girl-child; and continues with affirmative action, and support for female comrades and leaders with the objective of achieving 50:50 representation in the leadership structures of the Union at the 2010 National Congress
- To ballot members on the establishment of a savings and strike fund

***In relation to socio-economic and labour issues***

*NGC resolved*

- That SADTU must assert leadership of the ELRC (Education Labour Relations Council) to transform and regenerate bargaining structures to improve the conditions of our members
- To hail the advantageous agreements on OSD and the 2009 remuneration package. The task now is to force the employer to table its plans for implementation. Implementation of the general pay increment must take place by 30 September. A special NEC will be convened to develop a programme of action around the payment of OSD. The Union will also start consulting members on salary demands for 2010.
- To bargain for improved conditions for employees in the ABET (Adult Basic Education and Training), ECD (Early Childhood Development) and FET sectors, and to address the discrepancies in the remuneration of office-based educators. The Department must consult broadly on proposed changes to the ABET Act
- To intensify the campaign for the closing of the apartheid wage gap as part of the struggle for greater equality and socialism and to reject any attempt to make the working class pay for the current economic recession which is the result of capitalist globalization
- With COSATU, in response to the current economic crisis, to support policies which defend and create quality jobs – such as public works and infrastructure programmes and supportive macro-economic policies - and to monitor the implementation of such policies.
- To focus on the rights and interests of women members in the bargaining process, as part of our commitment to the emancipation of women in the education sector and society generally

- To campaign for sustainable policies to combat the threat of global warming and to raise consciousness around these issues through the national curriculum
- To renew our commitment to combat HIV and Aids as reflected in our projects to roll out voluntary counseling, testing and treatment, and to combat stigma and support teachers and learners living with HIV and Aids
- To condemn any form of discrimination in sports - including racism and sexism.

*In relation to the political tasks of the union*

*NGC resolved*

- To expose and combat threats to the South African revolution, in particular the threat of bureaucratisation on the one hand and liberalism on the other
- In cooperation with the SACP, to hold political schools to build the political understanding and capacity of SADTU members as the only guarantee of the political independence of the union and to arm the union in the coming battles to radically transform our society
- To oppose the unilateral dismissal of protesting soldiers by the state, and with COSATU, to campaign for full labour rights and improved conditions for these employees
- 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. In addition to our participation in COSATU and the ANC, this must also include swelling the ranks of the SACP, supporting the campaigns of the Party and building education industrial branches
- To participate in debates in the national congress of COSATU to analyse the role of the federation in the present political conjuncture, to review and strengthen programmes of the federation and to develop strategies for greater engagement with the broader working class communities. SADTU also resolved to support the incumbent leadership of COSATU at the upcoming national congress

- Through COSATU, to support the re-election of the current incumbents for the top six positions of the ANC in 2012. We condemn recent attacks on the SG of the ANC
- To develop a detailed programme by which SADTU members and structures can fully participate in the registration, voter education and elections campaigns to ensure an overwhelming ANC victory in the 2011 local elections. Also to monitor service delivery and hold councillors accountable, and to ensure that candidates selected as councillors are tried and trusted comrades
- To systematically build and maintain contacts with SADTU leaders deployed to the legislature in order to share information and to lobby for measures which benefit our members and the working class generally
- To call for the reaffirming of the COSATU position to develop a left working class media

***In relation to international solidarity:***

*NGC resolved*

- To establish solidarity programmes with Swaziland and Zimbabwean teacher unions to assist them to build and strengthen organisation, recruitment and capacity building
- With COSATU to campaign and lobby for the release of the five Cuban patriots held in US prisons and to call for an end to the blockade of Cuba
- To support the Education International Action Plan in response to the economic recession which sees education spending as a necessary investment in skills to assist economies to emerge from the current global crisis
- To call on COSATU to lobby in support of the call for the UN Security Council to invoke Article 16 of the ICC Statute in the case against President El Bashir of Sudan, and for the ICC to investigate George W Bush and the state of Israel for crimes against humanity

*SADTU emerges from this NGC stronger and united 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 grow 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***