

STRATEGIC GOAL NUMBER 1: TO ENSURE EFFECTIVE SERVICING OF UNION MEMBERS

a) Strategy: Member representation/ negotiating conditions of service

Strategic Objective: 1. To implement a bargaining strategy

Programmes:

Create capacity to track budget trends in order to inform bargaining
Implement a stakeholder mobilization programme on collective bargaining
Implement a bargaining strategy demobilisation plan

Strategic Objective: 2. To establish a collective bargaining agreement implementation process

Programme:

Creating a regular meeting calendar with bargaining structures

Strategic Objective: 3. To establish a collective bargaining mandating procedure

Strategic Objective: 4 To develop a strategy to represent members in cases of Disciplinary matters

Programmes:

Conduct an audit on all policies that must be amended to favour members
Develop a training programme for full time shop stewards

b) Strategy: Teacher professional development/member professional development –non teaching

Strategic Objective: 1.To create capacity for distributing information from statutory policy.

Strategy Objective: 2. To develop SADTU members into a professional teaching corpse

Programmes:

Establish the Curtis Nkondo Professional and Development Institute

- Conduct an audit of all training institutions that are aligned to the union and provide a report for the NEC to discuss
- Conduct a teacher based training needs analysis
- Establish a teacher training impact analysis programme
- Create in-service training programmes for teachers
- Create a teacher training stakeholder directory with a view to establishing callaboratories
- Create a research capacity to update all teacher training
- methodologies
- Implement the RPL programme as agreed in the bargaining process
- Develop a SADTU management development programme

c. Strategy: Member benefits/wellbeing

Strategic Objective: To develop a member retention strategy

Programme:

- Implement retention strategy activities
- Membership cards
- Recruitment packages
- SADTU hospitality benefits
- Member wellbeing benefits
- Develop a sports, arts and culture strategy for membership

d. Strategy: Growing the organisation

Strategic Objective: 1. To implement effective strategies for organising

Programmes:

- Establish a focused plan for the FET sector
- Establish a focus plan for the non-teaching sector of the union
- Establish a focus plan on ECD, ABET and private schools
- Establish a focus plan for student teachers
- Implement an organising strategy
- Develop a training programme for organizers

Strategic Objective: 2. To implement gender based resolutions of conference

Programme:

- Organize a gender policy conference
- Develop a sexual harassment policy for members
- Develop a calendar of all gender based advocacy programmes for the union to participate
- Develop a gender mainstreaming strategy to influence all aspects of union activities.

Strategic Objective: 3. To implement a SADTU growth strategy through Teacher unity programmes

Programme:

- Implement a resolution to migrate CTPA to SADTU
- Implement a plan to increase threshold in the bargaining councils