

Swaziland National Association of Teachers

EST.1928

AFFILIATED TO: EI, SATO, TUCOSWA



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SNAT Productions

ALL CORRESPONDENCE TO BE
ADDRESSED TO THE
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PETITION DELIVERED TO THE ACTING PRIME MINISTER ON ISSUES AROUND CONTRACTED TEACHERS

A. PREAMBLE

We, the Swaziland National Association of Teachers (SNAT), a trade Union of Educators in Swaziland are;

- 1. CONCERNED** about the deplorable state under which we as teachers are forced to deliver the service that we were trained for (Education), to the Swazi populace.
- 2. NOTING** the Conduct by the Government of Swaziland of late, that of failing to properly administer the country's education system.
- 3. INSPIRED** by our fiduciary duty as educators to ensure that the service that we deliver is of good quality to the Swazi populace.
- 4. MINDFUL** of the fact that for education to truly function



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as a backbone of the country, relevantly qualified and adequately motivated teachers must be deployed to all the 933 public schools.

5. BELIEVING that since education is a public good, its delivery must target all citizens of the country both rich and poor and must be delivered by teachers who are not only employed on a permanent and pensionable basis but also by teachers who are adequately remunerated.

6. CONSIDERING that there is an acute shortage of teachers in schools because the government lacks the much-desired political will to employ teachers.

7. FURTHER NOTING that the country is awash with trained educators who are currently unemployed: some employed on contracts and others, even though are permanently employed but are placed in wrong posts (C3 posts in Primary Schools) and therefore paid meagre salaries.

8. FULLY CONVINCED that the incapacitation of the education system of the country by the Government is by design and not by default. The Government is therefore systematically widening the gap between the rich and the poor, the haves and the have-nots. Education is no longer a social equalizer in this country, much against the overarching goal of any education system. The Government has fully abdicated its inherent moral obligation and mandate to reduce unemployment and to improve the standard of living for all Swazis.

B. DEMANDS

As the SNAT collective, guided by our principles to defend professional and socio-economic interests of our members and to contribute significantly in shaping the future of this country through the delivery of Quality and accessible education to all citizens, therefore demand as follows. That;

1. All teachers whose contracts expired in December 2019 and 2020 must be re-engaged to teach the learners who are currently lying idle with no teachers.
2. The Government must upgrade all B2 posts to C3 posts so that those teachers who hold PTDs can be engaged on a permanent and pensionable basis.
3. The government must present to the SNAT an operational strategy by which the Government is going to roll out the introduction of Grade 0 in all the 933 public schools so that our colleagues who were trained in Early Childhood Care and Development in Education (ECCDE) can be permanently employed in these schools.



4. There has to be creation of more C3 and C5 posts in Secondary schools so that those teachers who possess Secondary Teacher's Diplomas (STDs) and BA plus PGCE who are wrongly placed in Primary schools can be relevantly placed in their well-deserved posts in Secondary Schools to further create space for the thousands of Primary Teachers Diploma (PTD) holders who are roaming the streets without jobs.
5. Government must end the casualization of teaching by withdrawing Legal Notice Number 147 of 2009 through which the Government legitimised the employment of teachers on a two (2) year fixed term contracts.
6. A response to these demands be sent to the SNAT by close of business on Friday (04-06-2021).

Yours Sincerely



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ASSOCIATION OF TEACHERS
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SIKELELA J. DLAMINI

(SECRETARY GENERAL)



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