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## SNAT UPDATE ON THE CONTEMPORARY ISSUES AND THE JNF [04-07-2023]

### A. INTRODUCTION

The SNAT-NEC wishes to update All structures of the SNAT and Membership about the current status of the Joint Negotiations Forum [JNF], as we stand. That means part of the update includes the Wellness Games, [NASOWECO/BRASOWECO], Instacash E105 00.00 sponsorship, SATO games in Botswana, the MoU between the SNAT and Federation of Eswatini Business Community [FESBC] and the Performance Management System [PMS].

### B. GIST OF THE UPDATE

#### 1. INSTACASH SPONSORSHIP

1.1 As we speak, we have the SNAT Wellness Games that are on-going in the Branches of the SNAT. The Games are sponsored by Instacash [together with her partners] with a tune of E105 000.00 cash. Each Branch shall receive E7,000.00 to run the Games. NASOWECO, as a National Committee, is working with BRASOWECO, a Branch committee, in co-ordinating the games. As the games play, NASOWECO is also selecting players that will play for the SNAT in the SATO Games in Botswana [August 25-27, 2023].

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- 1.2 It is worth-noting that the on-going Games are solidarity activities.
- 1.3 During these games, there is opening of Instacash accounts where one is expected to bring her ID. The SNAT Burial is usually present for members to join and update passbooks. New Union Members are also joining and further join the SNAT Co-op and the SNAT Medical Aid. There is also selling of the SNAT merchandise.
- 1.4 Branches that have played so far include Big Bend, Manzini and Mbulungwane. Branch games on line include Lubombo Region on the 7<sup>th</sup> July 2023 at Kalanga Technical centre. Mliba Branch will be on the 14<sup>th</sup> July 2023 and Nhlanguano on the 15<sup>th</sup> July 2023. We are expecting all the games to be finished by the end of July 2023.

## 2. SATO GAMES TO BOTSWANA, GABORONE [24- 27 AUGUST 2023]

2.1 The SATO games are back. This year [2023], they will take place in Botswana, Gaborone in August-starting on the 24<sup>th</sup> to the 27<sup>th</sup>. Damages for the Games is E5, 500.00. This is inclusive of transport, food, quality track suit, quality t-shirt, quality hat, hotel lodging for the three [3] nights and sling bag. SNAT Members should have at least paid E4 000.00 by the 31<sup>st</sup> of July and paid the balance by the 21<sup>st</sup> of August 2023.

## 3. MEMORANDUM OF UNDERSTANDING BETWEEN SNAT AND FESBC

3.1 On the 29<sup>th</sup> June 2023, the two [2] organizations signed a Memorandum of Understanding [MoU] after thorough engagements and the NEC found it important to have a MoU with FESBC. This is a federation of local Business People. It must be noted that there are two [2] Federations of this type in Swaziland: FESBC and Business Eswatini.

### Part of the understanding includes;

- (a) Helping the SNAT to establish businesses and sustain them under the mentorship of the Federation.
- (b) Help teachers in financial management education and counsel those in financial problems.
- (c) Some teachers are business people; those with businesses will meet the FESBC business doctor to diagnose their businesses.
- (d) Link and collaborate our activities which are of the same scope: like our Wellness programme. FESBC does have such a programme thus the need to merge our programmes to help our members.

The MoU will last for 20 years and is renewable. We are looking forward to working hand in hand with FESBC in helping and changing the lives of our members for the better.

#### 4. THE JOINT NEGOTIATIONS FORUM (JNF)

4.1 The membership is informed that the JNF will convene tomorrow [Wednesday, July 5, 2023] after government decided to collapse it in March 2023.

4.2 PSUs took government to the Commissioner of Labour as per Section 82 of the Industrial Relations Act [IRA] of 2000 [as amended] regarding government's failure to convene the JNF and finish the Agenda for 2022/2023 and also set the new Agenda for 2023/2024.

4.3 Our mandate as a Union is that of bread and butter and the welfare, wellness of teachers at the workplace. The absence of the JNF is a pure attack to the International Labour Organisation [ILO] Convention 98 on the Right to Organise and Collective Bargaining.

4.4 We also want to get a proper update about the Salary Review and the name of the service provider that won the tender for the exercise.

4.5 Update on the Cost of Living Adjustment [CoLA] that was announced by the Finance Minister, Neal Rijkenberg earlier this year.

#### 5. PERFORMANCE MANAGEMENT SYSTEM

5.1 As the SNAT, we have learned with utter dismay that the Government is continuing with the issue of the Performance Management System [PMS], which is being shoved down our throats by the MoET with its sister Department, the Ministry of Public Service [MoPS]. Recently, we have noted that the MoPS and MoET have been hauling Headteachers into workshops on the PMS.

5.2 As the SNAT, we are not for PMS for merely two [2] reasons:

- (a) The PMS is touching or changing the terms of service we signed when we were employed. The PMS cannot be introduced in the middle of our contracts since it changes our terms and conditions of service. This matter was once at the Joint Negotiations Forum [JNF] and government said the issue was a consultative matter. Our [PSUs] argument was that the matter was negotiable. The Government disappeared only to show up now with the Headteachers' workshops.
- (b) Unions asked government to provide Quality Public Service in all her Departments first before any discussion on workers' performance. It is absurd to demand performance from a qualified Teacher who works on a temporary basis, not knowing if her contract will be renewed or not. We expect the employer to relocate all high school teachers in primary schools to their correct posts: build more classes, employ 5,000 teachers in all schools, employ more Grade 0 teachers in all primary schools, increase Free Primary Education

[FPE] and Orphaned and Vulnerable Children [OVCs] grants to at least E2 000.00 for FPE and E5 000.00 for OVC grants, respectively. Schools also require necessary equipment for the CBE and Expressive Art. Our members deserve a sound CoLA, a salary review, allowances etc. We have many issues that make us not to perform at work. These must be addressed before the employer talks about performance management.

5.3 As the NEC, we urge the membership to give us also a line of March on this PMS Policy as it is something that is not going to work for us even in the near future, unless government fulfills the above listed issues before she can talk about performance.

## **C. CONCLUSION**

As the SNAT, we promise to stick the core mandate of the establishment of the Union and tomorrow [05-07-2023], we will go with our sister Unions to the JNF to fight for the betterment of our members.

**Issued by the SNAT SG on Tuesday [04-07-2023]**




**LOT VILAKATI**  
**(SECRETARY GENERAL)**

