

THE

DECEMBER 2023

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EAGLE



WIDENING THE DISCOURSE



SNAT ON THE 16 DAYS OF ACTIVISM AGAINST GBV



SCHOOLS ONLINE ROLLS OUT AI FOR SCHOOLS



SNAT SIGNS MOU WITH IDM

“ I AM A LAW ABIDING CITIZEN ” - SNAT PRESIDENT



PSPF MOVES CLOSER TO PEOPLE IN PIGG'S PEAK

PIGG'S PEAK – The Public Service Pensions Fund (PSPF) is bringing services closer to the public as its branch in Pigg's Peak has started operations in a more proximal location.

The PSPF offices have moved from the Eswatini National Provident Fund (ENPF) Building to Market Street, closer to the bus rank. The move effectively means that the public, members and beneficiaries no longer need to travel far to access the Fund's services. This move was in effect from October 30, 2023, and PSPF management and some staff members visited the offices last week. The new offices also have the new branding and iconography of the Fund, launched last year, giving it a uniform look with the Head Office and three other regional branches.

The Branch Officer, Noncedo Baartjies, said she was pleased to operate closer to the membership as she could serve more daily.

"I love serving our members and beneficiaries and thank you to the Fund for such a development. What makes me happiest is that the offices are no different from the Head Office, meaning a visit here is the same experience as if you were in Mbabane regarding ambience and assistance," she said.

The Chief Executive Officer Masotja Vilakati also had an opportunity to tour the offices and serve some of the customers present.

"The new offices represent our drive to get services closer to the people we serve. We are continuously looking at better ways to ensure that the clients' experience is more convenient," he said. The CEO said the move resulted from consultation with members and stakeholders. "Through regular stakeholder engagements, we can have a pulse on the needs of those we serve, and when the issue of an office closer to the central business district was raised, we considered it for action," he said.



The Chief Executive Officer Mr Masotja Vilakati conversing with a member Make Mabuza La-Magagula from Vusweni at the new Pigg's Peak Branch Office. Assisting is Pigg's Peak Branch Officer - Ms Noncedo Baartjies.



The CEO with part of the Fund's Management.

One of the office visitors, Ms. Simelane, said she was pleased that the offices were now closer to them. "This move is great news because I can pass by to enquire any time I am in the town. Even if I ask a child to come, she can easily find the offices as they are visible and right in town. This is a considerate move by the Fund, siyabonga," she said.

The Fund has a presence in all four regions, with an office in Siteki at the Lubombo Shopping Mall, in Nhangano at Former Mavalane Complex along Benguni Street and Manzini at Estel House. The Head Office is located at Ingcamu Building, 7th Floor, Mhlambanyatsi Road Mbabane.

The offices allow you to fill out a Beneficiary Nomination Form and Proof of Life Verification. You also get assistance on the projection of your pension amount should you want to retire before 60 years amongst other services. It is also a space where the public can give feedback on how the Fund can improve services to remain efficient.

PSPF is a public organization established in 1993 to manage and administer pensions for government employees. The Fund has experienced considerable growth since its establishment, and there has been a positive response from civil servants since. Its vision, 'Providing an Excellent Memorable

Retirement Service Experience,' ensures that PSPF staff always strive to leave a positive resonating impact on members when meeting their needs and demands. The Fund's values further guide all employees to work towards the same goals supporting the organization's vision.

VALUES

- Innovation
- Transparency
- Excellence
- Buntfu



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WIDENING THE DISCOURSE



EDITOR



MCOLISI MOTSA

E-mail: motsamcolisi@gmail.com
Cell: +268 7606 5972/7906 5972
Facebook: Mcolisi Motsa
Twitter: @MotsaZakhele
Instagram: @motsamcolisi

SUB-EDITOR



LINDIWE DLAMINI

E-mail: lindiwehappydlamini@gmail.com
Cell: +268 7624 9542/+268 7922 3405
Facebook: Lindz Umtukulu wa Jenny
Twitter: @Lindz78437550

VISION

To become the SNAT's premium provider of quality content across all media platforms with a high level of loyalty and activism.

MISSION STATEMENT

The SNAT Editorial will lead the new media revolution by helping to build and strengthen a revitalized teacher's union and grow our presence both domestically, regionally and internationally. This we will accomplish with excellence in the way we conduct our union business, in our product offering and in our service to our diverse rank and file.

VALUES

- EXCELLENCE
- SERVITUDE
- INTEGRITY
- SOLIDARITY
- UNIONISM

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THERE GOES 2023



SNAT Editor - Mcolisi Motsa



rate is 5.0%. With salaries last reviewed in 2016, is it trite that teachers are sinking in the abyss of economic exclusion as pioneered by the Eswatini Government. Teachers have always been prevented from participating fully and equally in the economic life of the country. That is why we decided to have our own Co-operative. Well, such a stance by the Government is deliberate. Factors that lead to economic exclusion include low levels of income and assets, difficulties in financing basic expenditures on food, housing, transport, health and social care. Teachers are casualised by the Government.

Teachers have deplorable housing and some have no lodgings at all-squatter in community homesteads. I was disturbed to hear that in South Africa, teachers receive double their salary during their birthdays. I don't know what's the problem with Eswatini? The problem, however, is simple: a teacher is undervalued.

As we wrap-up this year, the SNAT President is out of work-unfairly dismissed by the Government. Gross violation of the rules of Natural Justice-the Right to be Heard. Looking at the gist of the case as it

is pending before the Industrial Court, one is left to wonder if we have anything called Rule of Law in the country. We know for a fact that the Government has been on the neck of the President for a while now leading to the unfair dismissal on the 29th August 2023. We all know that it's not about absenteeism; rather, trade union bashing. It's about fighting the SNAT so that teachers have no teacher representation in the country much against ILO Convention 87 and 98 as signed and ratified by the Leaders of this country.

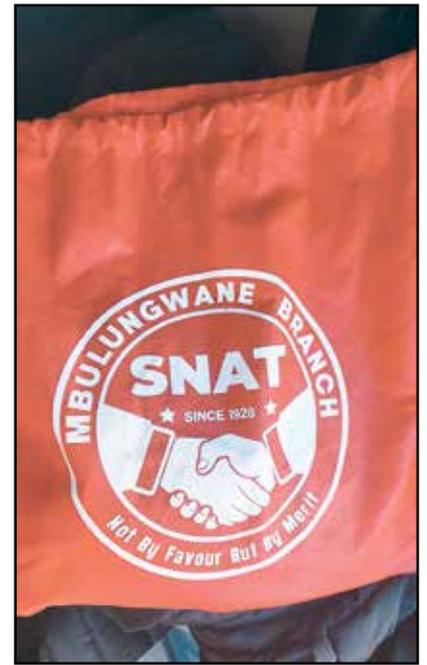
It doesn't require a Rocket Scientist to read between the lines that daggers were drawn against the SNAT this year [2023]. As we say goodbye to the Year, we say so with heavy hearts and equally conscious of the fact that nobody said the road was going to be a walk in a park. What should be known by those wielding absolute power and hell-bent to extinguish the SNAT is that this Union is not going anywhere. The Government once tried to ban the Union in 1977. This move was, however, reversed by the then Prime Minister, Prince Bhekimpi on the 9th September 1983. Even beyond 2024, this Prince Lomgeletjane Union will LIVE-for many more years to come!! Adieu 2023!!

The year 2023 has come and gone. December is the last month of the year. We all know that the year has been as hectic as always for us as workers-teachers in particular.

The salaries are still stagnant with no Salary Review from the Eswatini Government. We all know that the adjustment [Salary Review] was due in 2021. We had a meagre 4% Cost of Living Adjustment from the Government yet we demanded 8.4% as Public Sector Unions [PSUs].

I was appalled when I had a glimpse the recent economic development for October/November 2023, as released by the Central Bank. As of today, the inflation









REFLECTING ON THE ISSUES AROUND SNAT PRESIDENT MBONGWA DLAMINI

Since 2019, when the SNAT President-Mbongwa Dlamini, got elected to lead the Teachers' Union, the Ministry of Education and Training [MoET] and the Teaching Service Commission [TSC], have been on the neck of the SNAT President.

The Government has never liked the idea of seeing Mbongwa at the helm of the Union-leading to his unfair dismissal on the 29th August 2023. The SNAT Secretary General [SG]-Lot Vilakati responds to questions from the SNAT Media on the issues around the SNAT President.

SNAT Editor [SE]: Good day Comrade SG.

SNAT SG [SSG]: Good day my Editor [HoP].

SE: Thank you for allowing us this time to engage you on this critical matter of the SNAT President.

SSG: That one is our matter as a Union and is delicate and critical.

SE: We appreciate your time indeed SG. Now, nobhala, in few sentences, give us a context of the issue of the SNAT President-Mbongwa Dlamini. When did the persecution of the President begin?

SSG: Yes, Comrade Editor! It's a long story my leader-which is our story for sure. The President was targeted way before he became the SNAT President in 2018. 2016-that's where the problem started when it was made known that he will be contesting for the SNAT Presidency.

SE: Hmmm! Thank you for the insightful information SG. Tell us what steps have you taken as the NEC address this issue?

SSG: Well, we have tried everything possible in our disposal. We have engaged the Ministry of Education and Education [MoET] several times. We have also engaged the Office of the Commissioner of Labour, the SATO and the EI. As we speak, we are now in and out of the Industrial Courts over the same matter which has lasted over a year now.

SE: Oh! That's great! Tell us about the reaction of the International Community on the persecution of the SNAT President. How did EI respond to the persecution of the Union President?

SSG: The EI was very prompt in their response after we reported the matter to them. They wrote a letter to the Principal Secretary [PS] at the Ministry of Education and Training [MoET] and they also came to Swaziland to intervene leading to the President returning to his school. It was a joint effort of the



**The Snat Secretary General [SG]
Lot Vilakati.**

SNAT, SADTU, EI and other friendly partners.

SE: Well, that's inspirational! I have it in good authority that the SADTU played a massive role in keeping the President safe. What would be your words of appreciation

to the SADTU for the awesome gesture?

SSG: The SADTU Comrades played a huge role when everything was bleak but they stood with us in times of need. We appreciate and we want to say to the membership and leadership of SADTU "you taught us a good lesson on what is practical solidarity."

SE: In August 2023, two [2] events happened in the President's life: Election as SATO President and his dismissal at work by the Teaching Service Commission [TSC]. Now, describe how the Union received the news of the election of the President at SADC Level?

SSG: SATO President!! Well, Comrade Editor. That is a huge title and role. The SNAT President was the Acting Convener of the Interim SATO Council. He did an exceptional job, much against the visible challenges, thus the SADC Teacher Union Leaders elected him to be the SATO President. Indeed, we are led in the Union SNAT. We are indeed led in the SADC Region at the SATO Level with our President. We are looking forward to a successful SATO.

SE: Let's talk about the dismissal a little bit since the matter is still before the Courts. How did the Union receive the verdict of the Kangaroo Court [TSC]?

SSG: Well, about that! The Book of Psalms 23 says: "Even though we walk through the valley of the shadow of Death, we fear no evil." The truth shall set us free and the truth shall come out. What is happening is a political game at its best and we shall be around as the Union.

SE: In your own view as the SNAT SG, do you think solidarity voices [like-minded organisations] have been loud enough on the dismissal of a Union President from work?

SSG: Let me say yes! The landing of EI Vice President Africa Region/SADTU GS Cde Maluleke Mugwena and the General Secretary of EI Cde Davids Edwards played a huge role on the course for Justice for the SNAT President.

SE: Some Members of the Union have been talking in hushed tones that since Mbongwa has been dismissed by the TSC, he should relinquish the Office of the President. Do you as the NEC agree with that view and what's your resolve on the impasse?

SSG: The SNAT Constitution is clear on Article 7 which are the General Principles of the Union and also our Constitution of 2012 [as amended] that all the members have a right to voice out their views. The Constitution states that the minority has a right to be

heard but the majority rules. It is not up to the NEC to decide. We only take decisions in between Conferences. The President was elected by Delegates in all the schools and finally endorsed by Conference. Currently, we are from Conference the Conference maintained its stand of retaining the President. We know that the enemy wants to disunite us but the SNAT is not a 'stokvel'. We are a big Union: tried and tested. We will triumph.

SE: *We would love your Office to clarify as to what will happen now [with the Court process still on-going] to the forums where the President was sitting as part of the collective?*

SSG: Let me not get into those issues Comrade Editor as we have said that the Conference endorsed the stay of the President and the President is staying put. He is going nowhere.

SE: *We know for a fact that you are also a target of the TSC whereupon they have labelled you as a dangerous man. In what ways do you think the persecution of SNAT Leaders could be stopped? What should define the relationship between the Union and the Employer? What should be done to promote a harmonious working relationship between the parties in line with the IRA 2000 [as amended] and the ILO Conventions [87 and 98].*

SSG: Yeah! In my entire life, it was for the first time to be seen as a dangerous man. I was shocked by the sentiments by the Executive Secretary of the TSC. The persecution of the SNAT Leaders will stop the Day PS at the MoET define and distinguish the employer of teachers between the following institution [TSC, MoET, MoPS and CSC]. The PS must clearly define the role of the TSC in the MoET and its involvement in the Ministries politics and country's politics and interfering with our Union's politics. Again, the definition of the relationship between the employer and the workers will be defined by



The SNAT President-Mbongwa Dlamini following proceedings at the 76th/68th Annual Conference at Esibayeni Lodge.

our interests as stakeholders. Workers at the government Ministries must first identify themselves in the two [2] classes that exist in the World and correctly position themselves because the qualm is caused by them thinking that they are employers. Well, employers do not get salaries and do not work. They only earn from what workers toiled for. Also, the application of the ILO Conventions as standard at all times instead of picking and choosing. I believe promoting the harmonious relationship Editor was also well in as far as promoting harmonious relations, I think that has been captured above. The Ministry

must differentiate between rights and privileges and also stop crafting beautiful policies that they use to get funding and end up not implementing those policies. This is because when we follow up to what is laid down in those policies, they then start playing the victim card on same.

SE: *I am interested in knowing what is your anticipation of the Court Process? What is it that you are praying for and what will happen if the Judge rules in the favour of the TSC?*

SSG: As a law abiding and cultured Union, we will accept any decision that will come from the Judge. Due to the fact that I do not know the judgement yet, I will not say what will happen if we lose against the TSC. Notwithstanding, remember that the score is 2-0 in favour of the SNAT. We won the same case at the Industrial Court regarding the salary freeze and we also won the video case against the TSC. Our Lawyers will advise us when the Judgement is ready.

SE: *How fundamental is it to build networks and alliances with other like-minded entities to address workers issues and what can be done to strengthen these relations for the betterment of the Unions?*

SSG: It's very key! Hence Karl Max realised that a communist country cannot exist in isolation hence the need for the workers of the World to Unite and speak in one voice. Our EI Zone 6 group should rise and unite the whole of SADC unions under the banner of EI and have a common footing in the problems that we are facing as Unions. SATO, under the Leadership of Cde Mbongwa Dlamini Ernest should see to it that the problems that are facing SADC teachers are addressed and also make it a point that we are present in the SADC Conferences.

SE: *Thank you so much Comrade SG for your time. Wishing you all the best as you execute your responsibility.*

SSG: I salute my Editor!!



SNAT Members at The Industrial Court [Mbabane] entrance to support The SNAT President.

ENDING VIOLENCE AGAINST WOMEN IS POSSIBLE, BUT ONLY IF WE ACT TOGETHER, NOW," WHO [2023]



SNAT Gender And Human Rights Officer - Sifiso Vilakati.

The 16 Days of Activism Against Gender Based Violence [GBV] is an annual global campaign against gender-based violence—a key international moment to call for an end to violence against women and girls in all cultures and societies.

This campaign starts from the 25th November (international day for elimination of violence against women) until the 10th December (Human Rights Day).

In 2023, the 16 Days campaign theme is: “Invest to prevent violence against Women and girls.” In every country or culture, more action is needed to ensure women in all their diversity live free of violence and coercions.

The campaign aims to raise awareness of the negative impact that violence and abuse have on women and children and to get rid of the abuse permanently.

As part of the 16 Days Activism Against GBV, many organizations and activists organize local and national “Orange” events. The orange colour represents a bright future even after the abuse. We envisage a future free from violence against women and children. We request everyone, especially men, to never commit, give an excuse or remain silent about violence against women and girls

How can SNAT Members prevent Gender based violence and inequality?

1. Educate yourself on gender equality
2. Educate yourself on the causes of violence
3. Be critical and question any abuse

4. Condemn any form of abuse
5. Stop sexual harassment
6. Stop victim blaming
7. Stop rape culture
8. Stop interrupt sexist and discriminatory language
9. Get the message on social media to share articles, tips and tools for the prevention of violence
10. Report photos and messages that exploit women and girls
11. Call gender based violence what it is: not bullying
12. Be supportive and release stress of sexual harassment/rape
13. Be a mentor-speak to others about GBV

What is the ribbon for 16 days of activism?

- The color is white (ribbon)
- White stands for peace

Safety for the girl child

- Every girl should feel safe in her local community. To make this happen, we have to listen to them and understand their experiences
- To make communities safer for girls, their experience and their voices must be listened to.

Forms of violence

1. Physical violence
2. Sexual violence
3. Psychological violence
4. Socio/Economic violence
5. Domestic violence or in intimate relationship
6. Sexual harassment
7. Rape

Many women face violence and discrimination based on gender. Some women experience multiple and interlocking forms of violence.

Causes of gender based violence

1. Poverty
2. Stress in the home
3. Displacement
4. Breakdown of service

Symptoms of GBV

1. Visible bruises, scratches, marks
2. Unusual psycho-social symptoms e.g. scared, insecure
3. Inability to concentrate or focus on a task
4. Depression, withdrawal, suicidal tendency
5. Unexplained, vague or suspicious medical complaint
6. Self-destructive behavior e.g. cutting your-



self

Femicide

1. It is the killing of a woman or a girl because of her gender
2. They are killed by intimate partners, tortured and the slaying of women

Gender Based Violence in Swaziland - GBV is very rife in the country. Daily, the media reports scary figures of the killings of women and girls, men and boys in the country. There is a lot of violence and harassment. GBV cases are rife in many families, communities, work places, in schools and nationally.

Statistics in Swaziland - Approximately 1 in 3 females have experienced some form of sexual abuse by the age of 18 years and 48% of women reported to have experienced some form of sexual violence in their life time.

The causes of GBV in Swaziland - The deeply rooted gender norms are a primary cause of violence against women, girls, men and boys. The ideas of masculinity that boys are taught from the young age to perpetrate violence as means of discipline and control.

The SNAT had workshops in the 15 Branches of the Union to capacitate the membership on gender equality as means to curb gender based violence at home, at work, community level and national level. Between 2015 and 2019 (4 years) GBV cases reported were 41,312.

The SNAT on GBV - The SNAT says no to GBV-zero tolerance to any form of violence against women, girls, men and boys.

SNAT SAYS:

1. Ungangibulali
2. Ngingakubulali
3. Singabulalani
4. Let us communicate/lets engage

SNAT RESOLUTION - The SNAT resolved that the Swaziland government (cabinet) must declare “Gender Based Violence as a National Disaster.”

SNAT SIGNS MEMORANDUM OF UNDERSTANDING WITH IDM



The SNAT Secretary General [SG] Lot Vilakati



establishment of management resource centre, while the SNAT as an organisation of teachers, is an independent national body, established in 1928, representing the welfare, interests and the values of teachers in Swaziland.

Both parties are desirous of establishing relations to collaborate in capacity building for education professionals. IDM will provide training to education professionals who are members of the SNAT in the different discipline of their choice, at a discount.

In the MoU signed by both parties, the IDM is obliged to ensure that participants admitted into the learning programmes comply with admissions requirements and ensuring that IDM alerts the SNAT when an educator enrolls for a programme at IDM. The SNAT is therefore expected to market IDM programmes to her members. As the SNAT, we are also to negotiate with the employer to support SNAT members who enrol at the IDM for continuous professional development [CPD] of teachers more especially the newly promoted HoD, Deputy Headteachers, Headteachers and College Prin-

cipals. SNAT should also negotiate with government in the Ministry of Labour and Social Security [MoLSS] to sponsor the some of the programmes offered at IDM.

The discounts for SNAT members will start from 10% for 15 members and up to 20% for 30 members. Albeit the aforementioned, the discounts shall not be applicable to franchised programmes offered by IDM. IDM will also bring the list of teachers to the Office of the SNAT SG for confirmation of SNAT members. Comrades must also note that associate members, as defined in the constitutions; that is, student teachers [the SNAT student chapter], pensioners and others shall also benefit from the programme.

We are urging our members to register in numbers and also form clusters for IDM to go to those places nearer them and teach them there to reduce transport costs and also increase convenience to our members. We encourage our members to Register with the IDM in droves to benefit from this arrangement.

Article 6.1 of the 2012 August SNAT Constitution says that the Union shall promote the interests of members in professional and socio-economic development of members. From this premise, the SNAT NEC engaged the Institute of Development Management [IDM] to help develop teachers. On the 13th of December 2023, the SNAT NEC and the Institute of Development Management [IDM], signed a Memorandum of Understanding [MoU] on areas of co-operation between the two [2] entities. The Signing Ceremony took place at the SNAT Centre Boardroom under the theme of “COLLABORATION IN CAPACITY BUILDING FOR EDUCATION PROFESSIONALS.”

The IDM was established in 1974 as a regional organisation in Botswana, Lesotho and Swaziland [BLE] countries to help meet the management needs of the region through management development activities including education, training, consultancy, research, and



UPDATES FROM THE OFFICE OF THE SECRETARY GENERAL [SG]



The SNAT Secretary General [SG] Lot Vilakati

The last segment of the year [2023] has been a busy one for the SNAT. A number of organisational activities took place. Below is an analogy of the activities:

1. 2023 Annual Conferences

This year we had our first Annual Conference since we were elected into office. The Annual Conference is where we report the activities of the year and also report finances and probably present our budgets for the following financial year. The National Conference failed to conclude its business thus we had our Extra-Ordinary Annual Conference on the 12th of December 2023. In this year's Annual Conference, we saw policies cruising nicely through the Conference and now the task lies with the NEC to operationalize the policies. One of the policies is the protection of the SNAT Brand/Logo which will minimise the usage of the SNAT Brand by anyone and anyhow. Even though the Annual Conferences were a success, it must be noted that the Secretary General [SG] noted and pointed that they are a huge expense in the Union and in SADC, SNAT is the only Union with Annual Conferences. Almost all the 10 Unions cite the cost of hosting such Conferences.

2. SASK/OAJ Educational Workshops

This year [2023], we had the SASK/OAJ workshops sponsored by Finland Teachers Union called OAJ. In the past, the workshops were hosted by Regions but Branches requested that the programme was credible thus must reach all the corners of the country that means all the SNAT Reps and Managements of the Unions must be capacitated

on the gender issues. The topics that were covered in this year's programmes where the issues of gender that is Gender equality and Gender and sexual orientation. In this year's episode we partnered with TranSwati who were helping us in the facilitation. The SNAT and TranSwati had a Memorandum of Understanding [MoU] on the issues of Gender and the marginalised community in Swaziland. Next year, the programme is continuing and it will start early and we are hoping that it will go to Branches again.

3. INSTACASH Wellness Games

This year [2023] we saw a tune of E105,000.00 being handed to the SNAT NEC by INSTACASH as a sponsorship towards the SNAT Wellness Games. All the 15 Branches of the SNAT got E7,000.00 per Branch. The Branches of the SNAT made it a point that the games were a success. INSTACASH was our main sponsor in the year 2023. We are still urging our members to support INSTACASH by using their services. We are looking forward into 2024 where we still want to see the health of our Members shine by playing this games.

4. SATO Games

The SNAT went to Botswana to play games in Gaborone with the other SATO Unions in the Regions. The SNAT participated in the SATO solidarity games. NASOWECO organised two [2] buses for the comrades. One bus comrades was given to teachers by the Ministry of Education and Training [MoET].

5. JNF Issues

This financial year 2022/2023 was one of the hectic years at the JNF. Many a times government, would 'run away with the table to the bush.' The Public Sector Unions [PSUs] were resilient in standing our ground. There are many issues that are yet to be discussed at the JNF. It must be noted comrades that all along they were making the absence of government as a scapegoat, telling us that there is no mandate givers in the absence of Cabinet. The Government has been doing willy-nilly at the table going to an extent of negotiating under trees with yellow associations at the expense of the workers and the working class at large. The long-awaited salary review is now used to punish workers and workers must rise against all odds. The JNF will come back and negotiate meaningfully only if the owners of the JNF can storm the MoPS Boardroom and demand what is



Pinty Djudlu facilitating in one of the OAJ/SASK Gender Workshops for branches.

theirs: once and for all.

6. Extra-Ordinary Meeting

This year we had two [2] extra ordinary and where in the last one we saw over 4,000 members storming the SNAT Centre and this was the biggest number of attendance since teachers Waya Waya strike of 2012. The Members are saluted for their resilience and their courage of attending such a meeting despite government calling a no go meeting area. Victory is certain always!

7. EIRAF Congress

The SNAT attended the EIRAF 10th congress in Sandton-South Africa. The five Members delegation were led by the SNAT Number 1 Shopsteward at the SNAT-President Mbongwa Dlamini who was chosen by EI to be a panellist on the topic on Democracy and Trade Unionism in countries. Attending the Congress as a member of EI opened more doors for our Union as now it is known in Africa and the World as a whole. SNAT is in the history books of EI as Swaziland is one of the countries that is in the top list of EI regarding violation of trade union rights. EI came into the country after government decided to cut and stop the salary of President unceremoniously and later dismissed-illegally.

A CLOSER LOOK INTO SNAT WELLNESS ISSUES



**SNAT Head of Wellness
Bonginkhosi Msibi**

For a Union like the SNAT, it is of paramount importance to have a Health Personnel thus the Wellness committee is all out to ensure that teachers' health and social problems are tackled at the various levels of the organization.

One has to point out that our Wellness Programme is at its infancy hence it is still in progress. Often times, Members expect the Wellness Programme to be fully functional yet the Union is still providing minimal assistance.

To begin with, I wish to begin by thanking one of our partners who came on board by providing the Union with a psychologist who is based at the Centre and can travel to any Branch/School upon a formal request. It is official that the SNAT has a fulltime psychologist who is housed at the Deputy President's Office. It is my singular honor to introduce Anele Mazibuko (our psychologist) to the entire SNAT membership. We would be wrong not to mention PSHAAC who assisted the Union to get this Officer. She has already met some of the Union members either on friendly basis or work basis. Anele is assisting our members with various psycho-social problems and also assisting with team building excises.

On another note, we still provide our members with the union car for transportation to health facilities. This exercise is ongoing though the challenge is that our wellness programme does not have a fulltime driver and the programme has one car which sometimes pose a challenge when there is more than one person to be taken to hospital.

Notwithstanding the above challenges, we would like to thank the current Secretary

General for his support in this programme. We strive to service our members with the little resources that we currently have. The car is servicing all the Branches who need it but there are still teachers who just make a requisition of the car and make personal errands with it yet the car is assisting those Comrades who can no longer have money due to the sickness.

Lastly, we are still working around the clock to get an ambulance as some of our clients cannot be transported using the wellness car as it is a bit higher and uncomfortable for them. We are also preparing to have a fully-fledged Wellness Centre at the SNAT Centre. We were on the verge of finalizing the employment of a Nurse by the government. When the government reshuffled the PS [Mr. S. Zwane] who was conversant with the issue hence we would have to start afresh with the incumbent one. We are still in talks with the SADTU on the issue of medication for our Wellness Centre and we are hoping that very soon the results will be seen by all of us.

Let us be healthy, eat well and plan for our finance. Prevention is better than cure!!!



THE ESSENCE OF TEACHERS DAY



SNAT SG - Lot Vilakati.

reminder to continue advocating for quality education and the well-being of teachers worldwide.

Why Teachers Day is important to teachers?

Teachers' Day is important to teachers for several reasons:

1. Recognition and appreciation: Teachers work hard to educate and shape the future generation. Teachers' Day provides an opportunity for students, parents, and the community to express gratitude and acknowledge their dedication and efforts.

2. Motivation and morale boost: Being recognized and appreciated on Teachers' Day can have a positive impact on teachers' motivation and morale. It reinforces their belief in their chosen profession and encourages them to continue making a difference in the lives of their students.

3. Validation of their work: Teaching can often be a challenging and demanding profession. On Teachers' Day, teachers receive validation for their work and the impact they have on students' lives. This recognition helps them feel valued and reinforces their sense of purpose and importance.

4. Peer recognition: Teachers' Day is also an opportunity for colleagues to appreciate and recognize each other's contributions. It strengthens relationships among teachers and creates a sense of camaraderie and support within the teaching community.

5. Personal and professional growth: Teachers' Day celebrations often involve various activities, workshops, and discussions that can contribute to their personal and

professional growth. They can learn from each other, exchange ideas, and acquire new knowledge and skills that can benefit their teaching practice.

6. Reflection and self-improvement: Teachers' Day can be a time for teachers to reflect on their teaching methods, strategies, and goals. It allows them to assess their strengths and weaknesses, identify areas that require improvement, and set new targets for the upcoming academic year.

Overall, Teachers' Day plays a crucial role in recognizing, appreciating, and motivating teachers, fostering a positive work environment, and promoting continuous professional development.

The 2023 WTD Theme

The global teacher shortage is indeed a pressing issue that needs to be addressed urgently. To reverse this shortage, several key actions can be taken:

1. Increase investment in education: Governments and international organizations should prioritize education and allocate more resources towards training and retaining teachers. This includes providing competitive salaries, professional development opportunities, and comprehensive support systems.

2. Improve teacher training: Enhancing the quality and accessibility of teacher training programs is crucial. This can be achieved by updating curricula to align with current educational needs, integrating technology in teaching practices, and fostering collaboration among teachers through mentorship and peer learning programs.

Teachers' Day is celebrated to honor and appreciate the hard work and dedication of teachers in nurturing the minds of students. In many other countries, Teachers' Day is celebrated on different dates.

The UNESCO (the United Nations Educational, Scientific and Cultural Organization) proclaimed World Teachers' Day to be October the 5th. This day aims to mobilize support for teachers, highlight their essential role in providing quality education, and raise awareness about issues affecting teachers worldwide.

Teachers' Day is an opportunity for students, parents, and communities to express gratitude towards their teachers, acknowledge their significant contributions, and celebrate the positive impact they have on individuals and society. It also serves as a





3. Promote the teaching profession: It is important to highlight the value and importance of the teaching profession to attract and retain top talent. This can be done through targeted marketing campaigns, raising public awareness about the positive impacts of teaching, and offering incentives such as loan forgiveness programs or housing assistance.

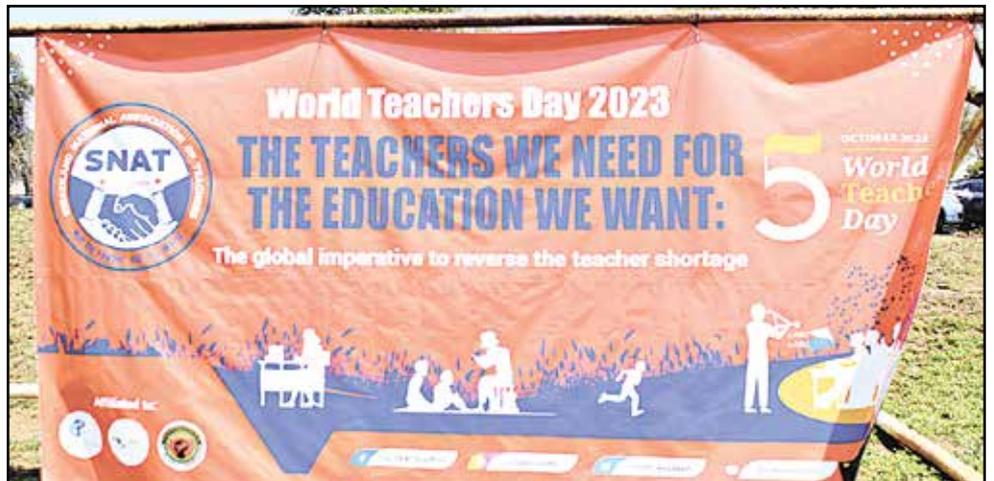
4. Strengthen recruitment efforts: Schools and education authorities should actively recruit new teachers, both domestically and internationally, to fill existing vacancies. This can involve partnering with universities and teacher training institutions to identify and attract aspiring educators, as well as exploring opportunities for cross-border teacher mobility.

5. Address the root causes of attrition: Understanding the reasons for high teacher turnover is essential for reducing the shortage. By identifying and addressing factors such as burnout, lack of support, or inadequate work conditions, schools and policymakers can create a more conducive environment for teachers to thrive and remain in the profession.

6. Embrace technology: Incorporating technology in education can help alleviate the teacher shortage by expanding access to quality education and reducing the burden on individual teachers. Virtual classrooms, online resources, and artificial intelligence-powered tools can supplement traditional teaching methods and enable remote learning, especially in underserved areas.

7. Foster collaboration and knowledge sharing: Encouraging collaboration among educational institutions, teachers, and policymakers can lead to innovative solutions and best practices. Platforms for sharing ideas, research, and successful teaching strategies can help address the shortage holistically.

It is important to note that these actions should be implemented in a coordinated



manner, involving multiple stakeholders such as governments, education authorities, schools, and communities. Only through a

collective effort can we successfully reverse the teacher shortage and ensure access to quality education for all.

“I AM A LAW-ABIDING CITIZEN” - SNAT PRESIDENT

On the 3rd September 2018, delegates at the 75th/8th Biennial Conference chose Mbongwa Dlamini as the SNAT President for 2018-2022.

Again on the 29th September 2022, the 76th/68th Annual Conference appended her signature in ensuring that the President is retained in his sit-uncontested.

This confirmed the support the Union had for the President.

Following his election in 2018, trouble began for Mbongwa Dlamini – the President. May 20, 2019, the President was suspended from work by the Teaching Service Commission [TSC] for allegedly not completing official books. Since then, the President has been under severe persecution by the Government of Swaziland-leading to his dismissal on the 29th August 2023.

The SNAT Editor, Mcolisi Motsa, took time to engage the President on these issues.

SNAT Editor [SE]: *Good day Mr. President. May we take this time to welcome you to the SNAT Media Leadership.*

President Mbongwa [PM]: Thank you Comrade Editor for having me.

SE: *Yes Mr. President!! We would love to know how it feels like to be the Head of the Teachers' Union in the country?*

PM: About that! It's very challenging Editor to be a leader of a Union in the country. It's even worse for a Head of the Union. However, it is from these challenges where one learns to be a stronger leader.

SE: *It's been a while Mr. President without an engagement with you. How have you been Mr. President?*

PM: Thank you so much Editor. I am doing fine my leader and surely it's been a while since we last engaged.

SE: *Oh yeah! As the Head of the organization, share with us what is your respective view of the current state of the Union?*

PM: Our union is facing a number of challenges my leader. The government is frustrating the Union and we need to understand that members are also frustrated since they receive very low salaries and other work related issues. The government is refusing to address these glaring challenges.

SE: *For a while now, we've seen your persecution for many years, since you entered Office in 2018. Tell us how you have been coping since the first day of your persecution in 2019?*

PM: Well, the situation is always very difficult. The support from the National Executive Committee [NEC], International Or-



SNAT President - Mbongwa Dlamini.

ganizations, Union Members and my family has been giving me strength thus I'm still here: standing.

SE: *Hmmm...you are indeed a strong Leader. In your view, what is it that the government is afraid of with you?*

PM: Hmmm...This is a very difficult question Comrade Editor. The Nature of the government we have is that it fears someone who speaks the truth and challenges her

without fear. It's my assumption that she feels I am a threat to her. In fact, I have observed that the government fears the Union and the intention is to frustrate the Union.

SE: *At some point you left the country for South Africa-fearing for your life. Share with us your experience during that period in SA.*

PM: Comrade Editor, that period gave me an opportunity to understand Solidarity. Life away from home is never easy but thanks to the SADTU for making sure that I was safe and lived a normal life away from home.

SE: *Hmmm...How did it feel being out of the country whilst you were also equally expected to lead the Union?*

PM: It was very much challenging my leader as there are things that needed my physical presence but I couldn't. Thanks to the NEC that tried everything to ensure that the Union continued to function despite the challenges.

SE: *Oh yeah! We can feel that Pres. When you came back, the NEC took you back to work as per the intervention of Education International [EI]. What is your reflection of that intervention by EI?*

PM: The intervention by EI Comrade Editor was so humbling. It makes one to be proud about our affiliation to the global organization.

SE: *Well, we get you Pres. How did you feel being back at work?*

PM: It was a good experience to be back at work although I was worried about government's next step in victimizing me.

SE: *Soon after that, the Government continued your persecution-leading to your disciplinary hearing and stoppage of your salary. Tell us how did it feel being payless [salary]?*

PM: It's a hard experience my Editor. I very much appreciate the support from the Union and the international organizations for my survival thus far.

SE: *Hmmm...That's mouthful!! Tell us how did you survive without a salary?*

PM: My survival has been made possible by the Union and international organizations: EI, SATO and SADTU.

SE: *Now fast forward to your Disciplinary Hearing. Were you prepared to be hauled to this process Pres?*

PM: I am a law abiding citizen my leader. I was expecting this process and I thought it was going to bring justice only to find that the TSC wanted to use her power to persecute me. A Disciplinary process in labour is

expected to be a corrective than a punitive exercise.

SE: *In the midst of the disciplinary hearing, you were elected as the SATO President. How did it feel when announced as the SATO President?*

PM: I was so humbled by the trust member organizations had on me.

SE: *We are fully aware that SATO supported you whilst persecuted. Tell us how you feel about the assistance from SATO?*

PM: I am so grateful about the support from SATO. It was so encouraging to get such a support from the SATO.

SE: *We don't want to delve much on the issues around the Disciplinary Hearing as the case is still before Courts. But we are interested in knowing how you felt in being dismissed from work? What came into your mind?*

PM: Being dismissed from work is a bad experience. In fact, I was expecting this from this government. Losing a job for the struggle is nothing when you know that others lost lives.

SE: *As I said I don't want to get into the gist of the Court case, what can you say in appreciation of the support from different sectors of the society regarding your plight as the SNAT President?*

PM: Words cannot be enough to express my appreciation from the different sectors of society.

SE: *At some point, the Union was on the verge of deregistration by the Eswatini Government. Were you anxious as the NEC?*

PM: Comrade Editor that kept me anxious since I know the kind of government we have. I got comfort from the fact that SNAT has an experience of rising up again if one looks at history.

SE: *If such [deregistration] had happened, what were you going to do as the SNAT NEC?*

PM: First step was to report the matter to the international bodies and then find ways of ensuring that the Union survived.

SE: *Hmmm...Looking at the rate at which Union bashing is taking place in the country, particularly towards the SNAT President, what would you suggest as the way forward on this crisis of Leadership persecution by the Eswatini Government?*

PM: The only lasting solution is to fight for a democratic government that will respects trade union and human rights.

SE: *Hmmm...I am personally aware of numerous calls to ensure that the President is also on secondment. What is your view on this talk and or recommendation?*

PM: Having the President seconded can be a solution in this problem. The problem is that government will always make means to get to those who will not be on secondment. It's for that reason that we need to have a government that respects trade union and human rights.

SE: *On a parting shot, share with us [a little] on what shall be your priorities as the SATO President in your Term of Office?*

PM: It is always my view to ensure that SATO gets recognition from SADC. Also to



The SNAT Secretary General [SG] - Lot Vilakati updating members of the SNAT outside The Industrial Court during the case of The SNAT President this year [2023].



The SNAT President consulting with his lawyer Lucky Howe at the Industrial Court in Mbabane [SNAT Media].

make SATO to also look into issues that affect the different teacher organizations from the different countries.

SE: *It is my interest that you say something on the voices that are hell-bent to destroy the SNAT. What would be your word to them?*

PM : They must forget about achieving their objective. The SNAT has survived many challenges and has a good history of success. The SNAT will be there and stron-

ger even when they have long departed this world.

SE: *We take this time to wish you well Mr. President as you lead the SNAT and the SADC Region. Hope to get another interview with you Leadership.*

PM: It's my pleasure comrade Editor and looking forward to another engagement with you. Amandla!!

SE: *Amandla!!*

ESSA HAS A NEW PRESIDENT

On the 3rd November 2023, delegates/teachers under the banner of the Eswatini Schools Sports Association [ESSA] elected a new Leadership. ESSA is the custodians of grass-roots sports for schools in the Kingdom.

At the helm of the sports entity for schools is a vibrant Leader by the name: Zakhele Myeni. A visionary leader who intends to take schools sports to greater heights. We took our time to engage the new President of ESSA. In his words, Myeni says "We will do our best to ensure an exciting term full of activities for learners."

SNAT Editor [SE]: Good day Mr. President. We take this time to welcome you in this article as the SNAT Media.

Zakhele Myeni [ZM]: A good day to you too Mr. Editor and thanks for having me in your platform.

SE: Tell us about Zakhele Myeni. Who is Zakhele Myeni?

ZM: Where do I start? Mhmm, Zakhele is a 43-year young man, who was brought up in Ngomane, where I did my primary and post primary education before enrolling at UNISWA. I'm a teacher at Mphelandzaba High and Chairperson for Mbulungwane Branch of the SNAT.

SE: Hmm...that is mouthful. We have heard that you've massive passion for volleyball. Tell us about your journey as a volleyball player. When did you begin your journey of sports in schools?

ZM: It all started in Ngomane in the early 1990s where I'd juggle my spare time after school, as a boy, and try everything that came my path, from tennis, football, boxing, athletics, ballroom dance, and a combination of these skills produced a fine volleyball player at a young age of 17 where I was already playing for the National Under-20 team.

SE: Give us a hint of what it takes to be a volleyball Coach President?

ZM: It's a hell of a job Mr. Editor; mostly because one has to compete with other sporting codes, soccer and netball, in finding players, otherwise most Swazi kids are talented, just that the funds to support sports aren't readily available hence a coach must have to fund the team from his/her pocket.

SE: That's the unfortunate part President. In your years as a Sports Person in schools, what do you think needs to be done to improve Schools Sports?

ZM: My leader, in sports there are no short cuts. An investment from the grass-root development is the only solution, with proper structures, equally trained and skilled personnel (coaches) and adequate finances-it is possible. As ESSA, we truly want to improve, our focus should be more on primary schools, from as early as the first grade and nurture that talent to its finer potential. A clear strategy and involvement of all critical stakeholders will be of paramount importance in achieving this milestone idea, Mr. Editor

SE: Hmmm... that's mouthful indeed! Now fast forward to 2023. Give us a hint on how you developed the interest of leading the ESSA?

ZM: Mr. Editor, if you must know, I've been in the ESSA structure since 2004, where I'd train teachers (Volleyball coaches) on modern methods of coaching for the different levels as well as the rules of the game and also write and interpret



New ESSA President - Zakhele Myeni.

the Rules and Regulations of the Annual Completions, I've been the Secretary for Mhlume Branch of the ESSA and also served in the National Working Committee of ESSA. In 2019, I joined the race for the position of Treasurer and lost the elections and in 2021 for President in the Bi-elections and lost again. God's timing is never wrong: 2023 became my year, thanks to the teachers for believing in my abilities.

SE: What is the process of nominations for ESSA Positions? Give us a picture.

ZM: The elections are held every four [4] years, nominations are done by ESSA member schools. Any teacher can be nominated and the requirement is that you must have a certificate in sports administration, coaching, or refereeing, fill up the nomination form and submit to the Electoral Officer, who, in turn, conducts a screening/vetting process and upon completion, releases and publicise the Candidature List. On the Election Day, the electorate is formed by the Branch Executives Committees and the National Executive Committee. At Branch level, it's the Sports teachers of member schools and the Branch Executive Committees [BECs] who form the electorate.

SE: Hmmm...give us a hint on the road towards Elections. What is it that you did to canvass support of the delegates?

ZM: This was a very difficult path that one had to endure. Well, after the nomination was done, I contacted and engaged my friends about this. They approved of me being in the hot seat, and a friend talked to a friend until the day and time for elections. The electorate did much of the work in ensuring that their choice won the election.

SE: Wow!! Now, on the day of Elections. How can you describe the mood of the Elections Day?

ZM: Yoooooh! It's natural that one would have those doubts and fear of being betrayed by your trusted friend. However, one had to remain hopeful and confident.

SE: Hmmm...how did you feel on being announced as the new ESSA President?

ZM: It was a sigh of relief!!! Mind you, it was a closely contested position and I won by just one

vote. You can imagine how pounding, jumping and skipping my heart was. Indeed, I was jubilant to emerge victorious.

SE: Tell us how it feels to be a President and what is it that you say shall be your priority areas in your Term of Office?

ZM: It's a space I hadn't explored prior my leader. But from the day I ascended to the helm, it has been meetings, reports, interviews and all sorts of business to handle locally and internationally where ESSA is affiliated. My priority area would be to ensure that all schools, especially primary schools, are affiliated to ESSA and participate in our tailor-made programmes, suitable for learners of all Levels. I've observed that since the introduction of Free Primary Education [FPE], primary schools have been withdrawing from ESSA-citing financial challenges hence the need to craft programmes that will be suitable for them-played within their vicinity at reasonable joining fees.

SE: Hmmm...that's mouthful! Which stakeholders do you think you shall need as the ESSA in your Term of Office?

ZM: All stakeholders are of significant importance to ESSA for the role each one plays in ensuring a smooth running of the activities and support to the learners/athletes. From the parents to the school administration, the ministry and teachers, to the business community, and all sports associations and the media. All these stakeholders are of paramount importance to ESSA Mr. Editor. I hope we shall have a healthy and smooth working relationship going forward.

SE: Well, that is great! In most schools, there is talk that ESSA is no longer serving the interest of the child. What shall you do as the new ESSA Executive to win back the confidence of schools' Administrators to fully participate in ESSA activities?

ZM: Indicators show a significantly declined membership especially primary schools yet they form two-thirds of the total number of schools in the country. ESSA will engage with School Administrators and sports teachers to ascertain the difficulties they encounter which force them to withdraw and solicit possible and lasting solutions to the problems. We're glad, the MoET, through the office of the Acting Senior Inspector of Schools Sports, is willing to assist us in engaging with School Administrators on this problem you're raising, Mr. Editor.

SE: Hmmm...there is a new problem in Regions; stokvel tournaments. Which strategies is ESSA going to implement to address this issue of stokvels?

ZM: We're hoping after our engagement with the Sports teachers and School Administrators, we will be able to thwart such parallel tournaments and all come back at ESSA.

SE: Oh yeah!! Well, thank you for your time Mr. President. We take this time to wish you all the best in your Term of Office at ESSA. Looking forward to seeing more schools' sports in your Tenure as the President.

ZM: Thanks for having me Mr. Editor. We will do our best to ensure an exciting term full of activities for learners.

INSTACASH, FAST BECOMING MOBILE WALLET OF CHOICE

BY STAFF REPORTER
Mbabane

INSTACASH is a new mobile wallet in Eswatini that primarily works through cell phones. It is a mobile money service that enables customers to use the most basic cellular network connection (2G) to conduct a number of transactions; inclusive of sending and receiving money to and from anywhere in Eswatini; buying of airtime for any mobile network; buying electricity, making payments for utility and other scheduled bills; making point of sale payments for goods and/or services at various merchants throughout the country; making limited savings; accessing micro-loans; disbursing multiple payments to several recipients at a go; and for payment checkout for various value added services.

“Our customers do not need internet connectivity to access the platform; hence our resolve to deliver value whether one is using a basic phone or a smartphone.

This is in line with our strategic intent to contribute towards expediting financial inclusion in the country. Registered customers can access the service by dialling *365# regardless of which mobile network they use,” says INSTACASH Managing Director Mandla ‘Cheeks’ Nxumalo.

The evident growth of mobile wallet services in the country, particularly the expansion of their geographic reach and presence, is one of the key indicators of financial inclusion.

Financial inclusion speaks to taking financial

services to the masses.

It speaks to accessibility: ease of transacting; ease of making savings; ease of accessing insurance services; and access to micro-loans.

At the forefront of delivering upon this noble cause are mobile wallet services, traditionally offered by mobile network operators and banks, but now also offered by other financial institutions and fintechs.

“At INSTACASH, financial inclusion forms the basis of our business objectives; hence our unique system represents a huge leap in revolutionizing micro-financing, mobile commerce, payments and mobile banking solutions across the country, and across the entire region eventually.

INSTACASH allows its users in Eswatini to manage and perform a wide range of financial transactions from their mobile phone and other channels; hence our mantra “In your hands”.

We seek to empower the low and middle-income groups in society by providing them with opportunities to benefit from full financial services inclusion at the lowest possible costs,” explains Nxumalo.

He added that currently, INSTACASH was in a recruitment drive for street and shop-agents/vendors who would like to earn a commission from selling INSTACASH.

“From these agents, our customers will be able to deposit money into their mobile wallets or to withdraw cash; and these activities earn them (agents) a commission.

They also earn a commission from customer registration. In this regard, we are inviting both

existing and aspiring business people who wish to register as our agents/vendors to visit our Mbabane Service Centre, found at the Swazi Plaza along Sheet Street and opposite the Edgars Building. Alternatively, they can call our sales team on 24047251 or toll-free 365 to set up an appointment,” he adds.

Registering as a customer is free. One has to visit any of the INSTACASH vendors/agents (identifiable by blue umbrellas and blue bibs, or blue INSTACASH stickers), and should carry with them their national ID cards. Alternatively, people can register at the Mbabane Service Centre at the Swazi Plaza.

“We have already been met with great enthusiasm and anticipation, as customers seek to diversify their financial services.

The youth and women, in particular, have shown a great zeal to be part of our family as they have registered as customers en masse, and some have already registered as vending agents. Our social media is also lively and interactive. We endeavor to attend to all questions and inquiries within the shortest possible time.

Meanwhile, INSTACASH Commercial Manager Bongani Dube revealed that their Stokvel Accounts that have no charges were already a hit with savings groups throughout the country.

He also mentioned that punters were finding INSTACASH to be convenient when transferring funds to or withdrawing winnings from MulaSport. He mentioned that integration with eBet was currently ongoing.



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THE SNAT EAGLE

LETTERS TO THE EDITOR

P.O. BOX 1575, Manzini | Phone: 2505 2603/2505 6267 |
Email: motsamcolisi@gmail.com Location: Manzini, opposite William
Pitcher | Website: www.snat.org.sz

SNAT SHOULD PUSH GOVERNMENT TOWARDS A BETTER SYSTEM OF EDUCATION

DEAR EDITOR

The other day I came across a 60-page Document written the "Swaziland Curriculum Framework."

I grabbed the soft copy and read it thoroughly. One thing I noted is that the Framework is a document that defines a curriculum with the articulated needs of the country in the 21st century which are well expressed in policy documents. The document also say that it constitutes the foundation stone on which the reforms needed to implement a 21st century curriculum can be built.

I fell in love with this last sentence above. We all know that each Swazi child is expected to spend 14 years at school-from Grade 0 to Form 6 which provides equivalence to

regional qualifications. One question I ask myself is: are we on the right path as a country? Is our education system relevant to the World? Are we as educators doing justice in our classrooms with the so-called subject syllabuses?

The answers to the above questions lie with each teacher-parent and the Government. I am saddened that the answer to these questions is that we are on a bad trajectory. The National Curriculum Centre [NCC] should come to the party in terms of steering this country to what the World embrace these days.

It is saddening that the Competency Based Education [CBE] was an excellent innovation since inception [five years ago]. Visiting just one school shows that Teachers are dying of work. The Eswatini Government has

failed to support this programme in schools.

We should be seeing more infrastructure to support this CBE Programme.

We should be seeing Music Halls [schools], theatres, choreographers trained and more resources pumped to train teachers and equip them with the latest pedagogy and skills.

These days, teachers are capacitated on robotics, coding and artificial intelligence. These are the latest trends in education. It is unfortunate that the Government seem not to know what should be done thus the calls for what is called an Education Indaba to rectify the ills of the education system and chart a way forward.

**Concerned
Siphosethu Gwebu
[Lubombo]**

STOP EMBARRASSING THE UNION!!!

DEAR EDITOR

Kindly forgive me for what I am about to say Mr. Editor. I have been a member of the Union since 1998.

Count with me Mr. Editor-25 years. I have been subscribing faithfully all these years to my SNAT. I am also a Member of the entities; Coop and Burial, yet to join SNAT Med as we are being requested to do so by the Committee there.

Mr. Editor, I have been monitoring the invent of Social Media and how it is affecting the Union's integrity and social image.

You will agree with me when I say this tool of WhatsApp and Facebook has been a thorn in the Union.

When I joined the SNAT, I knew that the role of the Organisation is to defend my

rights as a teacher and to negotiate for me. I know the August 2012 Constitution as I know myself.

I have never served in any of the Committees as I have no political ambition. The grave concern on my side started last year after Teachers Day where SNAT Members [I suppose] insulted the leadership and damaged the reputation of the organisation on Facebook and on WhatsApp.

Was there a need for that? Was it necessary? Of course we may differ in opinions but I am of the view that it was unnecessary. The Union has clear structures from Shopstewards to the National Executive Committee [NEC].

It is our duty as Members to use these constitutional structures instead of shouting online as if there could be any Resolution on WhatsApp or Facebook.

This year was worse as the Teachers Day photos [which are not true, I suppose] went as far as reaching the Times of Eswatini. Again I ask: was it necessary? My small mind says-it was uncalled for.

Teachers as professionals should know better on where to address their issues instead of putting the Union into disrepute, as Lawyers would say. I am personally concerned about this situation as we [Members] seem to be an opposition of our own organisation instead of supporting it.

As I put my pen down, I want to take this time to urge my fellow colleagues at the SNAT to stop humiliating the Union as it's the only thing we have against the evil employer. Without the Union, we are doomed as teachers of Swaziland. Let us value what we have.

**Disturbed SNAT Member
Senzo Dube
[Hhohho]**

NEC SHOULD ORGANISE SNAT DAY-NOT TEACHERS DAY

DEAR EDITOR

For some time now, I have been holding this thought in my head about the World Teachers Day Commemoration. I have read the comments and insults directed to the SNAT NEC about how poor the Days are and how bad the NEC is in terms of organising the events.

Perhaps we need to wake up from our slumber as teachers in this country and demand what is right from the entity responsible for celebrating teachers: the government. What teachers need to know is that in this

country we have the Police Day, Army Day and Correctional Services Day. All these are fully sponsored and paid for by the employer; Eswatini Government.

Then the question is: is the SNAT an employer of Teachers? Who should really take care of the interests of Teachers? I was so jealous on the 5th of October 2023 seeing how the South African Government values teachers.

The Government posted a message on Facebook appreciating Teachers and their role in the society. That never happens in Swaziland.

The insults and humiliation of the SNAT NEC should stop. The SNAT NEC should

only concern itself with SNAT Day where bona fide SNAT Members would attend and eat money from their subscriptions.

It is not correct that Teachers Day is financed with SNAT Members subscriptions. It is never correct. It is a plain truth that there are teachers who are not SNAT Members. On this Day, they expect to eat money belonging to SNAT Members.

It can never be proper.

I urge the SNAT NEC to consider this idea of focusing on SNAT Day and leave Teachers Day Commemoration to the Government as an employer.

**Anxious SNAT Member
Nolwethu Dlodlu
[Lubombo]**

THE NEW SASA EXECUTIVE

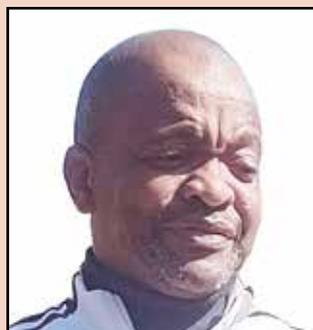
CHAIRPERSON

- A. NAME : Khanyisile Ethel Dlamini
 B. DUTY STATION: Endlozini Primary School
 C. PORTFOLIO : Chairperson
 D. BRANCH: Mbabane
 E. RESPONSIBILITY:
 ● Leading the organization taking it to greater heights
 ● Making sure there is action in the organization and making sure that every SASA member is taken care of
 ● Chair the meetings both committee and National meetings.
 ● Is an authoriser at the Bank



SECRETARY

- A. NAME : Gcina Ngcebo Thusi
 B. DUTY STATION : Manyeveni Nazarene Primary
 C. PORTFOLIO: Secretary
 D. BRANCH: Siteki Top
 E. RESPONSIBILITIES:
 ● Custodian of all SASA National Executive Committee minutes for all proceedings and present report of all activities of the association at the AGM
 ● Is a spokesperson of the Association and is in charge of all correspondence to the Association



RECORDING SECRETARY

- A. NAME : Dumsani Terrence Nxumalo
 B. DUTY STATION : Tsambokhulu Nazarene Primary
 C. PORTFOLIO : Recording Secretary
 D. BRANCH : Mhlume
 E. RESPONSIBILITIES :
 ● Responsible for the production of all minutes of the National Executive Committee and Annual General Meetings.
 ● Responsible for organising educational workshops and seminars for SASA membership together with the Deputy Secretary.



DEPUTY CHAIRPERSON

- A. NAME : Jabu Nkambule
 B. DUTY STATION : Hlathikhulu Central Primary
 C. PORTFOLIO : Deputy Chairperson
 D. BRANCH : Hlathikhulu
 E. RESPONSIBILITY :
 ● To deputize for the Chairperson
 ● Shall assist the Chairperson in his/her duties
 ● Shall be assigned work by the Chairperson and the NEC.



GENDER

- A. NAME : Gcina Dlamini
 B. DUTY STATION: St Anthony's Makhosini Primary
 C. PORTFOLIO : Gender
 D. BRANCH: Nhlngano
 E. RESPONSIBILITIES :
 ● Responsible for all gender issues concerning members
 ● Organise educational workshops with the Deputy Secretary as a member of the Education Committee



TREASURER

- A. NAME: Khetsiwe Mkhalihi
 B. DUTY STATION: Ndaleni Primary School
 C. PORTFOLIO: Treasurer
 D. BRANCH: Mankayane
 E. RESPONSIBILITIES :
 ● Shall receive all subscriptions to the Association.
 ● Shall keep proper books of accounts of the Association.
 ● Shall prepare financial reports for the National Executive Committee and AGM.
 ● Shall prepare annual budget for the Association for presentation to AGM.
 ● Shall prepare financial statements for audit



DEPUTY SECRETARY

- A. NAME: Humphrey Mpendulo Mavuso
 B. DUTY STATION: Mbanjane Primary School
 C. PORTFOLIO: Deputy Secretary
 D. BRANCH: Manzini
 E. RESPONSIBILITIES:
 ● Deputise for the secretary
 ● Assigned duties by the National Executive Committee from time to time.
 ● Be head of all educational programs and be responsible for organising educational workshops and seminars for membership.



CONDOLENCES CO-ORDINATOR

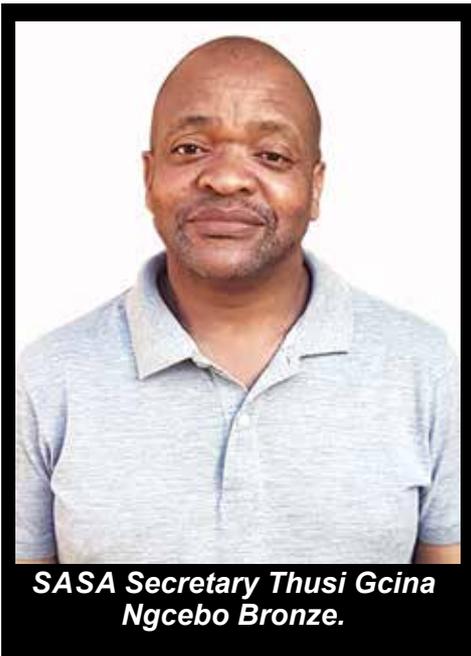
- A. NAME: Prisca Chambers
 B. DUTY STATION : Good Shepherd High
 C. PORTFOLIO : Condolences Coordinator
 D. BRANCH : Siteki Top
 E. RESPONSIBILITIES :
 ● Shall be the Head of the Regional Condolence Co-ordinators
 ● Shall liaison with other Lower structures in the case of the death of a SASA Member
 ● Shall coordinate with Regional Treasurers to draw up the Burial Condolence Register and keep a concise record of all paid up members of the association.





The new SASA leadership as elected on the 13th October 2023.

UNDERSTANDING THE CORE MANDATE OF SASA



SASA Secretary Thusi Gcina Ngcebo Bronze.

istrators in Primary and Secondary schools geared to assisting School Administrators provide effective management and quality instructional leadership in their respective institutions.

WHAT ARE THE OBJECTIVES OF SASA?
(According to the SASA Constitution)

ARTICLE 4: AIMS AND OBJECTIVES.

The aims and objectives of the Association shall be:

1. To provide a forum for the exchange of views in all educational matters.
2. To promote interchange of ideas and information between Headteachers/Deputy Headteachers, the Ministry of Education and Training [MoET], Examinations Council of Eswatini [ECESWA] and any other Educational Bodies Sub-Regionally, Regionally and Internationally.
3. To promote co-operation and understanding amongst members in working towards a common policy.
4. To present the views of Headteachers/Deputy Headteachers in Education Bodies and in the formulation of Education Policy.

5. To serve the country by seeking to explore, evaluate and implement relevant educational developments.

6. To organize seminars with the view to improving the performance of members on their duties.

WHAT IS IT THAT SASA INTENDS TO DO IN THIS TERM?

Firstly, SASA intends to organize Staff Development Programmes for its members thus enable the members to run the schools in an effective, smooth, transparent, accountable and acceptable manner.

Also, SASA intends to investigate and offer relevant assistance to all its members faced with problematic situations in their schools. This shall be done in collaboration with the relevant SNAT structures in place at that level.

SASA further intends to organize educational /professional tours for all its members to broaden their scope of work regarding the teaching profession and managerial skills. That will be coupled with recreational excursions to allow the members to distress from the demanding work place environment.

SCHOOLS ONLINE TO DEPLOY ARTIFICIAL INTELLIGENCE (AI) IN ITS PROGRAMME FOR SCHOOLS FROM JANUARY 2024



*Schools Online Programme
Director - Lungelo Dlamini.*



Grade 4 pupils on Schools Online.

As of January 2024, Schools Online will use the power of Artificial Intelligence (AI) to aid and assist learners and educators in the process of teaching and learning.

Artificial Intelligence is simply machine/computer learning that mimics human-like thinking and conversation. Schools Online has envisaged this relatively new and exciting technological development as tool to help simplify academic concepts and learning aspects that had always proved a challenge for learners to grasp and understand, and educators to teach and get around with effectively.

Why AI?

The thinking behind AI is simplicity and perfect understanding of concepts and the internet of things. Such a tool then cannot be shied away, especially in the field of education. Our country's education system, particularly in the arena of academics needs such an expansive tool largely because of the known rural-urban divide and the inequalities that come with it. With such a tool, such a divide would be lessened to the extent that rural situated learners will have no problem being efficient to the extent that quite a large number of them cannot be recognized apart from their well-resourced urban colleagues. Even the task of educators that are deployed in rural areas be not as stressful and cumbersome as to what it currently is, particularly at primary school level. It goes without saying for learners with learning disabilities who basically become an almost after-thought during the process of teaching and learning because of obvious reasons.

AI fully understood and applied correctly will no doubt improve the value of the education and training delivered at our country's schools, which is what Schools Online shall do-next year.

Programme Access

For schools to utilize the programme, they need to register with Schools Online. They will then receive information and guidance to make use of the programme and how to best deploy it in their academic deliverance and training of their pupils. With Academic Challenge 8 fast approaching in August/September 2024, registrations have to be swift and undertaken with all due diligence.

We cannot afford not to co-operate and work

in unison in bringing such tools to learners and educators. Therefore, we appeal to Government, NGOs, businesses, co-operates and individuals with a heart for the education of the African Child, to assist Schools Online as it helps bring the much-needed difference in learners and the societies as well as communities they come from.

Contacts

Cell: (+268) 7912 8656

E-mail: swazishield@gmail.com



GOVERNMENT'S VIOLATION OF WORKERS' RIGHTS CONTINUES UNABATED



SNAT Writer - Sandile Mdvoti.



provide these necessary documents is illegal and should end immediately. The Employment Act No. 5 of 1980, Section 61 (sub-section 1) states clearly that, "Every Employer shall, at the time of paying wages to the Employee (other than a domestic employee), provide that employee with the following written details (hereinafter referred to as a wage slip) in respect of the wage period to which the wages relate.

All details to be included in this wages slip are clearly enlisted in this piece of legislation in paragraphs a to j.

This is a legal document that binds government to provide pay slips for all civil servants including teachers. One may think of the necessity of pay slips as something that is over-rated which might influence governments failure to provide same and that is very unfortunate.

Pay slips are very important almost more than the money deposited at the bank. This is because pay slips provide information on the general outlook of the worker's finances. They also reflect balances on deduction of the worker's salary in turn enabling the worker to plan ahead financially. Also pay slips are an integral requirement in all financial institutions for access of assistance in any way,



such as acquiring loans which has become a coping mechanism for civil servants because of the meagre wages government pays them.

It is therefore my view that government needs to put her house in order as a leader in the employment industry.

It can be not acceptable that civil servants have to wonder about like headless chickens trying to source such vital information from government Offices.

Civil servants, like all workers in the country, deserve to be treated fairly and with dignity. Government should also stop treating her workers like beggars on issues that have clearly defined legislation because she is setting a bad example to other employers as a Regulator of employment in the country.

THE LANGUAGE ACQUISITION PHENOMENON: SWAZILAND'S CONTEXT



SNAT Writer - Cebile Mhlanga.



The author believes that English Language should not be seen as the only gateway to the world.



The environment in Swaziland has the tendency to influence one's thoughts of the need to learn how to read, write, and speak English as some utopian existence.

English is and apparently will remain of paramount importance for the longest of times because. According to Google Search, 'around eighty-six countries' have it as an official language. We use it for the teaching and learning of all other subjects as well, save for SiSwati, French, or Portuguese. However, recent observations outside the box have brought a complete change of conviction when it comes to the perception that it remains the only going concern from formative stages of language acquisition in our schools.

"A critical period for second language acquisition" by Susan Curtiss and David K. study examined the critical period hypothesis, which suggests that there is a window of time during childhood when it is easiest to acquire a second language. From a teaching perspective, this period needs to be fully exploited to prepare the developing mind for a bigger world beyond only the English as a second language. What about introducing and exposing this fertile brain to two [2] other languages dominating like Spanish and an extra African language for versatility?

It is not in vain to note the introduction of French, although a Google update reflects a negligible percentage between 0.6-0.2- of French learning centers only in Manzini. That vividly demonstrates challenges in embracing anything outside English or our native language. And then the question is: why can't we expose the fresh minds to a variety of languages at an earlier stage so that they would stand a better chance to be accessed and adapted when the right time comes? An early bird catches the worm, right? The

world is opening up, so should the education system regarding language acquisition. Notably, the pool of languages should be those used in at least more than ten [10] countries in order to make a significant impact in accessing new cultures and traditions.

"Brain Mechanisms in Early Language Acquisition" by Patricia K. Kuhl and colleagues, published in the journal *Psychological Science*.

This study used neuroimaging techniques to examine how the brain processes language in infants and young children, providing insights into the neural mechanisms underlying language acquisition. This mechanism, too, could be beneficial in supporting the early introduction of languages as early. The most controversial question of resources could be managed amicably once there is a will and clear accommodation of the impact this would have in the future. Apparently, this sacrifice would leave our future leaders with a bigger fish to fry than allowing the colonial mentality of English supremacy to blind us. We interact with the world, not only English speaking territories, so definitely, our language base needs to be more flexible.

These studies and many others have advanced our understanding of how children acquire language and have implications for language education and interventions. They also assist in exploring the reality of what it implies to face the world without the versatile communication skills. An informed selfless approach would be most relevant to attain this ideal. We have placed our eggs in one basket for long enough, yes English is still in demand, but is it English alone that we need?

True, as it may, Rome wasn't built in a day. This is a process. If parents could ensure that

with the variety of programmes their children are exposed to on YouTube, the aspect of language too is never negated. From a distance, it looks impossible, but the consequences could be amazing. There's nothing as saddening like to discover that out of the 'roughly 7 000 beautiful languages' as captured by Google, one can only speak two [2]. It shatters so many opportunities of integration and development in this exciting journey of life. Throwing caution to the wind is also an inevitable aspect of growth and appreciating opportunities. Who knows, the additional languages could open unimaginable doors going forward.

We can lobby for the school curriculum to be accommodative too, but not to mean that all will be done overnight, hence the need to also proactively influence the fragile minds and propel them in the right direction where possible for their prosperity. With that said, there's the other 'rain on someone's parade' which has been observed with our French students whereby their learning of French specifically still renders them inefficient. What is the meaning of teaching a language in another? Our French students still remain only fluent in English, yet the impression is that they should be able to apply the newly acquired language in its entirety. We still have a long way to go, one must opine. The times of ignorance and thinking we only need the 'Queen's language' alone to traverse the planet is such cliché!

UNPACKING THE SWAZILAND ASSOCIATION OF RETIRED TEACHERS



**SNART Deputy President
- Evert Dlamini.**

Since the formation to SNAT in 1928, the Trade Union has made remarkable strides in improving the lives of active teachers in ensuring that there is equal and fair treatment regardless whether a teacher is a female or male, whether deployed in a public school or a mission school.

The facilities which among others are the SNAT Centre, SNAT Co-operatives and SNAT Burial Scheme, to name a few, which are enjoyed today by mainly active teachers were established by veteran teachers of

which some of them have passed on from this world.

It was great joy, when the Conference Delegates of 2014 noted with concern there is gap in the structures of the SNAT: that is the structure of the retired teachers. The 2014 Conference of Delegates then resolved that, there be a structure of veteran teachers within the SNAT.

The 2016 Conference of Delegates further passed another resolution directing the SNAT to formulate a funeral policy for retired teachers, as alluded to by article 3.23 of the Resolutions Document.

The above mentioned Resolutions were welcomed by the elderly folk as it was viewed as an effort of the SNAT taking care of her elderly members. SNAT took it in notice that at retirement, the elderly teachers get lost and stop saving or no longer forward their contributions to: SNAT as Trade Union, SNAT Co-operatives and SNAT Burial.

As death of every living creature is inevitable, the Burial ceremonies of the veteran teachers becomes a shameful experience as the person has lost his or her membership with SNAT yet he or she contributed so much to the life being of the Teachers' Organisation while he or she was still an active teacher.

The SNAT NEC which was elected in 2014 into Office, in spite of their busy schedule

on SNAT activities made an effort to see to it that an organisational structure of retired SNAT members is established. SNAT NEC elected in 2014 showed beyond reasonable doubt that they had the political will to see to it that the structure of retired teachers is in place.

They set up a task team, drew terms of reference and provided financial resources for the task team.

The Task Team produced a constitution for the Swaziland National Association of Retired Teachers which was adopted by the 2018 SNAT Conference.

The mandate of SNART is to

- create a sense of belonging
- inculcate the idea of living a highly productive life
- maintain dignified professionalism of veteran teachers.

In addition, it to forward advices to SNAT-NEC as the only structure that operates and takes decisions between conferences.

Retired teachers pay a yearly subscription of E50.00 to remain members of the SNAT and also get access to SNAT Savings & Credit Cooperative Society, and SNAT Burial Scheme.

There are a number of SNART objectives



The SNART Executive Committee at the SNAT Centre recently.

for the retired teachers as outlined in Article 5.0 of the SNART constitution. Some of the objectives are as follows:

- maintain an improved socio-economic development of veterans
- strive for equitable benefits to members in terms of superannuation and related benefits
- seek and provide consultancy in any available field in which the retired folk has experience and expertise
- keep informed of developments in education in order to influence the desired change
- combat all forms of abuse and violence against retired teachers and elderly people in the Kingdom.

The Organisational Structure of SNART is as follows:

As stated in article 9.2 in the SNART constitution, the current National Executive members as follows:

- President:** Clifford F. Magagula
- Deputy President:** Evert V. Dlamini
- Secretary General:** Poppy P. Hlatshwayo
- Deputy Secretary General:** Della Lukhele
- National Treasurer:** Fanyana L. Mabudza
- Coordinator:** Lucky Zwane
- Social & Welfare Officer:** Thembisile Dlodlu

THE SNART EXECUTIVE COMMITTEE AT THE SNAT CENTRE RECENTLY

There are fifteen [15] Branches of SNART; across the Kingdom and each Branch has a Chairperson, Deputy Chairperson, Secretary, Deputy Secretary, Treasurer, Coordinator, and Social & Welfare Officer who liaisons with the membership at grass root level.

The SNART structure has not yet had an opportunity to draw a strategic plan for her activities mainly because SNAT-NEC has not yet made the structure functional.

SNART programme of action or future activities would include the following among others:

- offer a number of programmes and benefits to the veterans such as long life learning to sustain their lives
- put in place programmes to nurture their talents like opening a school where the teaching staff is the elderly, and also explore new talents like running a supermarket of wholesale
- provide courses and seminars through SNAT to sustain the life of the elderly
- provide services such as guidance and counseling and referrals for the elderly folk and their families
- provide paralegal assistance to retirees at minimal or no cost at all
- secure a home for the elderly teachers

Currently, the SNART structure, especially at national level, is not yet functional, and this is the biggest challenge which SNART is facing.

The SNART executive members were put into office in 2019 and to-date they have not been made functional by the SNAT-NEC.



The SNART Executive Committee with the SNAT SG at the SNAT Centre recently.

The other challenges include financial constraints which makes it difficult for SNART programmes to take-off at all the levels of SNART.

In view of the above, one would recommend that:

- SNAT-NEC to take some time and put in place means that would make SNART functional
- SNAT-NEC to allocate a subvention for funding SNART programmes
- Review the subscription of the retired

teacher to SNAT

In conclusion, one needs to state that although we have retired from active teaching and related activities, we still have the love of the SNAT at heart. We want to enjoy all what SNAT has to offer to her members. It should be noted by everyone in SNAT that retirement is inevitable for everybody, it is important for us present today to create a home of comfort for those who retire from active work.



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SAFEGUARDING TEACHERS' HOUSES DURING SCHOOL HOLIDAYS: A COLLECTIVE RESPONSIBILITY



**Piggs Peak Secretary
- Thembisa Bhembe**



The writer is of the view that teachers' would be happy to attend to teaching and learning if their houses are found safe when schools open next year [2024].

As the blissful days of school holidays has already begun, it becomes essential for communities to come together and ensure the safety and protection of our teachers' houses in the various schools across the country.

These dedicated educators play a pivotal role in shaping our children's future and enhancing the overall development of any society. However, during holiday breaks, especially the December break, teachers' houses often become easy targets for thieves, necessitating an increased community vigilance and support.

This article aims to shed light on the importance of safeguarding teachers' houses and discusses ways in which communities can step up to protect these valuable assets. Teachers are the unsung heroes of our society, selflessly devoting their time and energy to educate and inspire the next generation. Their commitment and dedication should not be overshadowed by the unfortunate reality that their houses face vulnerability to thefts during school holidays.

It is time for communities to acknowledge their invaluable contribution and prioritize their safety.

Numerous reports suggest that a number of teacher's houses are broken into during school holidays.

Just on Tuesday [19-12-2023], morning on or around 4am, unknown people stole an electricity cable that left two [2] houses at Entfonjeni teachers' quarters in the dark. This is a clear indication that teacher's houses during school holidays are vulnerable and something must be done as a matter of urgency.

It is crucial for communities to come to-

gether and ensure the safety and security of our dedicated teachers' houses. While they take a well-deserved break from their noble profession, it is disheartening to acknowledge that their residential houses become potential targets for thieves and vandals.

Communities must build a protective Network, Neighbors should maintain close communication and be vigilant in reporting any suspicious activities.

By keeping an eye on each other's properties, we can deter potential thieves and create a safer environment for everyone. Communities can also organize workshops or seminars to educate community members about the importance of protecting teachers' houses.

Government should consider hiring secu-

riety personnel on permanent basis in schools. This move can enhance security measures.

Schools should also prioritize installing high-quality locks and motion sensor lights in teachers' houses to significantly reduce the risk of burglaries.

Teachers are the backbone of our education system, and it is our moral obligation to protect them and their houses during school holidays.

By fostering a sense of community, implementing preventive measures, and spreading awareness, we can ensure that our teachers return to their classrooms feeling valued and secure.

Let us unite as communities, safeguard those who dedicate their lives to shaping the future generation.

THE NEW ADMIN SECRETARY: VUYI THWALA

On the 31st of March 2023, a new persona joined the SNAT Union Family. Her name is Vuyi Thwala.

She's our Administrative Secretary [AS]. This is a post that was held-for years-by Sis Nelly Ndlovu. Sis Nelly, as she was affectionately known, joined the Union in August 1988 until 2022. Vuyi brings in a flair of youthfulness, innovation and determination in the Office she has since occupied. The SNAT Editor-Mcolisi Motsa-took time to engage with her on her new responsibility.

SNAT Editor [SE]: Good day Vuyi. How is you?

Vuyisile Thwala [VT]: Hey Editor. I'm good and yourself Editor.

SE: Well, I'm good too. Tell us more about yourself: who is Vuyi?

VT: Absolutely, Vuyisile is a ray of sunshine on a cloudy day. She's kind, honest, reliable, dedicated and a hard worker. She can be counted upon to give her absolute best to any given task.

SE: Hmm...Have you joined the SNAT?

VT: Yes Editor, I am now part of the SNAT family.

SE: Oh! That's great! Now, we know that you have been engaged as the SNAT Administrative Secretary. Tell us in detail. In your understanding, what does an Administrative Secretary do?

VT: An Administrative Secretary deals with the day-to-day administration responsibilities of the Office. This may include but not limited to providing high-level administrative support to an assigned executive or to members, completing and distributing written reports and minutes to relevant individual/stakeholders as required. It's an endless responsibility Editor.

SE: Hmm...Share with us; what made you apply for this job at the SNAT?

VT:With all the knowledge and qualification I have in administration, I saw myself as a perfect fit with the requirements outlined for the position. I can assure SNAT that I will rapidly be productive and be a valuable team member to the organisation.

SE: Well, we're cool hearing that. Tell us more: how did you feel when you received the call that you have been 'given' the job, out of all the Applicants?

VT: I was in dismay, thrilled and I just cannot express the level of excitement I felt after receiving the news that I was selected for the position of an Administrative Secretary.

SE: Since you arrived at the SNAT Centre,

what have you observed? How do you feel being part of the SNAT Family? How was the reception?

VT: I have observed a lot Editor. The SNAT support staff can also become members of SNAT Med and SNAT Burial-how amazing is that! Indeed, SNAT is family to all. The hospitality is amazing and welcoming.

SE: Whom can you highlight as key towards your orientation as the SNAT Administrative Secretary and why?

VT:It would be Ms. Nelly Ndlovu-the former Administrative Secretary. She had only a month to take me through and she did an absolutely amazing job. She taught to be independent and the importance of providing good communication skills to executive or members and stakeholders. I am greatly honoured to have worked hand in hand with Ms. Ndlovu.

SE: In your view, what does it take for one to be an Administrative Secretary? And are you up for the job yourself?

VT: The job of being an Administrative Secretary requires a lot.

It requires being organized and independent in order to perform tasks correctly with little assistance. Most importantly, to have strong written communication skills whilst paying attention to details, as this may improve the quality of office correspondence. I think I am fully up to the Task that lie ahead. I promise to fully apply myself on the task that lies ahead.

SE: Since you are now inside the SNAT Office, are there any challenges you come across and what interventions do you think you will put in place to overcome those challenges?

VT: Personally, as an Admin Secretary, I am not allowed to ever forget anything. Ever. Thus I keep a well-detailed calendar and I make sure to check it constantly. I set myself reminders on my phone and jot down notes on Post-Its and stick them to my diary.

SE: Hmm...that sounds organised. We take this time to wish you well in your job as



**The new SNAT ADMIN SEC
Vuyi Thwala.**

the Administrative Secretary at the SNAT. Looking forward to seeing you around in the Office.

VT: Thank you once again Editor for having me. I will make sure I work to my best ability.

DON'T GIVE UP-NOT NOW!



Anointed Man of God - Pastor Welcome Ngwenya

It doesn't matter what you see now. Take it as a challenge and always remember that you WON from womb.



I have observed something else under the Sun. The fastest runner doesn't always win the race, and the strongest warrior doesn't always win the battle.

The wise sometimes go hungry, and the skilful are not necessarily wealthy. And those who are educated don't always lead successful lives. It is all decided by chance-by being in the right place at the right time.

Ecclesiastes 9:11.

Biology says that after sexual intercourse, about 200 to 300 million sperms are deposited by the man, they all begin to swim upwards within the track to meet with the ovum, out of the 200 million that are deposited only 300 to 500 actually reach the site (others get tired on the way because it's not an easy race) and of the 300 that manage to reach the ovum (egg), only one fertilizes the egg and in this case the winning one is YOU.

Have you ever thought about this? You ran a race without your eyes and your legs but you WON.

You ran a race without your education and you WON. You ran without certificate and you WON. You ran without help and you WON. What makes you think you will Lose now?

Now that you have both eyes and legs, now that you have the knowledge of God's word; now that you have plans, visions and dreams-beloved you didn't give up on day one, so you can't give up now. Giving up now is an insult to your Creator.

It doesn't matter what you see now. Take it as a challenge and always remember that you WON from womb.

You will win this your present battle in Jesus name.

***YOU WON LONG TIME AGO!
CONTINUE UNLEASHING YOUR WINS!***

Nomatseмба

Ufike kimi, watsi kimi
 "Ngimi litseмба, tseмба mine
 Cinisela kimi
 Ngimi litseмба, tseмба mine
 Kwengca onkhe ematseмба
 Ngikukhetsile kubo bonkhe bantfu
 Tjela bonkhe bantfu Kukhona mine, tseмба mine"
 Kusile, ngilele ngavuka
 Ngatelula ngatibuka, kusile
 Ngikhumbula konkhe lokutsembisile
 Uhamba nami Imphatfo yakho netetsembiso takho
 Lutsandvo lwakho nekwentwa kwakho
 Nayi ingoma, ivusa litseмба Isungulwe nguwe, nomatseмба
 Ibhalwe nguwe, itsi anghlale ngingasuki
 Isho tintfo letiningi
 Ivusa litseмба itsi litseмба alibulali, ngingangabati
 Isho njalo itsi ebe litseмба liyabulala ngabe aningati
 Buntjilo ntjilo iyatiphindza phindza
 Labaphuk' umoya iyabacinisa
 Labaphatsekile iyabaphilisa
 Labalahlekelwe ibanika litseмба
 Uhambe wabuya Ubuye kimi, watsi kimi
 "Ngimi litseмба, tseмба mine
 Ngitokukhanyisela indlela"
 Ngikhanyisele indlela ungphe kutetseмба
 Ngihambe ngiyotjela nalabanye
 Kutsi ukhona wena nomatseмба
 Labaphatsekile uyabaphilisa
 Labaphuk' umoya uyabacinisa
 Labalahlekelwe ubanika litseмба
 Kuko konkhe lesendlule kuko
 Kuwo onkhe ematseмба langabakhona
 Yandlula iminyaka. Ubuye kimi, watsi kimi
 "Ngimi litseмба, tseмба mine
 Cinisela ubambelele kakhulu kunakucala
 Tjela bonkhe bantfu
 Kukhona mine"

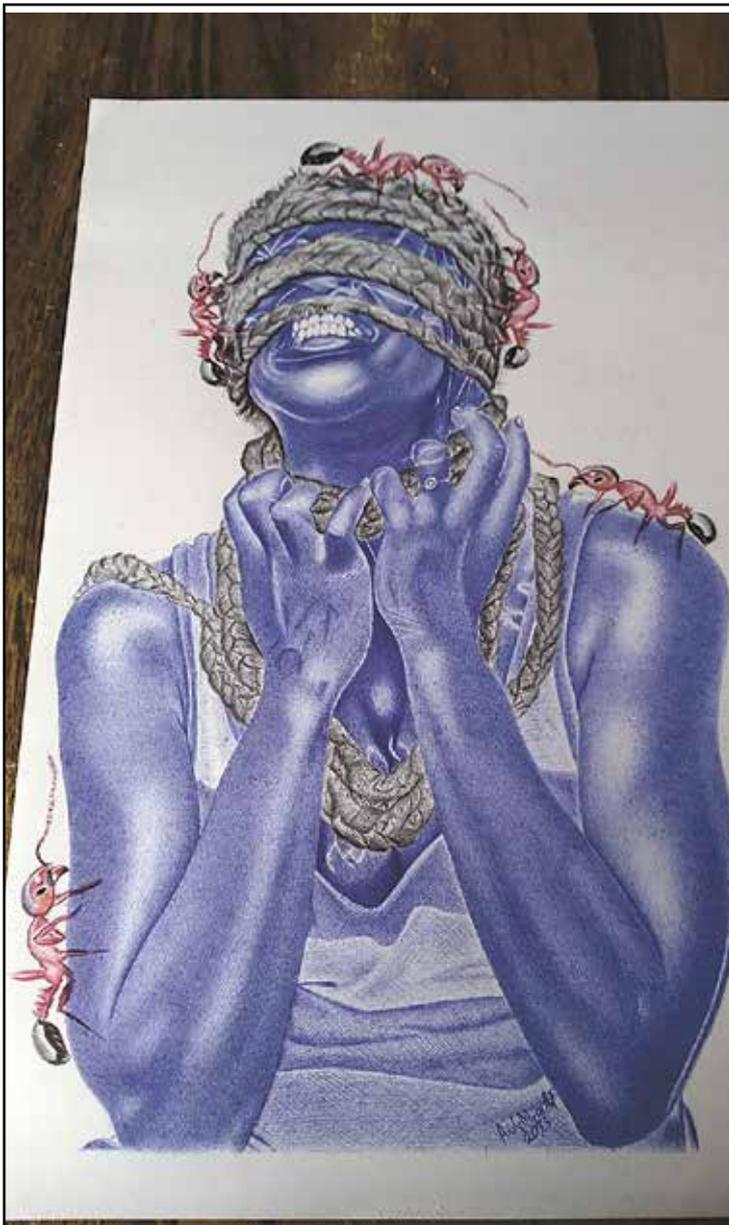
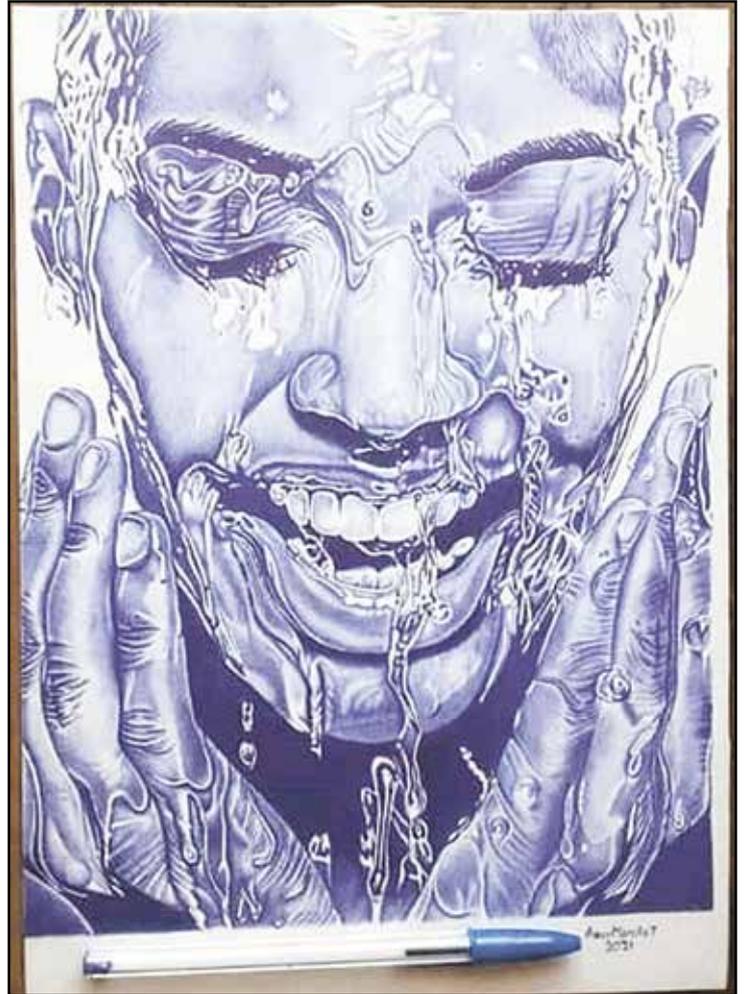
~Thami



Ishelwe ngemanti

Bekumnandzi ihleka
 Ihleka ihlekelela
 Ingahlaliseki igijima iphephetela
 Ikhomba ngalolusekhatsi ishengetela
 Bekumnandzi inatsa
 Iyinhle icwebetela
 Ingesweli ingalambi inetseteka
 Ingesweli ingajabhi imamatseka
 Bekumnadzi yehla yenyuka
 Yehla yenyuka iphishaneka
 Iphila yodvwa icengetela
 Bekumnandzi kute kukhatsateka
 Kukhatsateka kute nekuhlupheka
 Kuhlupheka loku ayikwati yati kukhululeka
 Yati lokushelelako nalo kusitanako
 Yati lokungashi nalo kusutsanako
 Somiso sifikile sahwaya sahwayisisa
 Sahwaya iHawane sayihwayisisa
 Woma Maguga womisisa
 Lwatfwala tandla enhloko Lumphohlo
 lwatsalalisa
 Yavuma Ingwavuma yayohlolisisa
 Bekumnandzi ugcwele ugeleta wenetisisa
 Ugola tintsetse uma likhemetela
 Bekumnadzi ihleka ihlekelela
 Icwebetela ingesweli inetseteka
 Inatsa iyinhle icwebetela

~Thami



HUMOUR IN THE EAGLE

1. Teacher: "Anyone who thinks he's stupid may stand up!"

Nobody stands up

Teacher: "I'm sure there are some stupid students over here!"

Little Johnny stands up

Teacher: "Ohh, Johnny you think you're stupid?"

Little Johnny: "No... I just feel bad that you're standing alone..."

2. Teacher: "Kids, what does the chicken give you?" Student: "Meat!"
Teacher: "Very good! Now what does the pig give you?" Student: "Bacon!"
Teacher: "Great! And what does the fat cow give you?" Student: "Homework!"

3. A child asked his father, "How were people born?" So his father said, "Adam and Eve made babies, then their babies became adults and made babies, and so on." The child then went to his mother, asked her the same question and she told him, "We were monkeys

then we evolved to become like we are now." The child ran back to his father and said, "You lied to me!" His father replied, "No, your mom was talking about her side of the family."

4. Is Google male or female?

A: Female, because it doesn't let you finish a sentence before making a suggestion.

The other day, my wife asked me to pass her lipstick but I accidentally passed her a glue stick.

She still isn't talking to me.

FUNNY JOKES - WWW.PUN.ME

Today at the bank, an old lady asked me to help check her balance.

So I pushed her over.

FUNNY JOKES - WWW.PUN.ME



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For more info contact the SNAT Editor
@ 76065972 / 79065972
Email: motsamcolisi@gmail.com

 (+268) 2505 2603 / (+268) 2505 6267  Email: snatcentre@gmail.com snatg02@gmail.com

 The SNAT Platform  @snatunion90  @SnatSwaziland  SNAT Swaziland  The SNAT Union

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