

1. POLITICAL & INTERNATIONAL

1.1 SUSPENSION OF THE COSATU GENERAL SECRETARY

Noting that:

- The court decision lifting the suspension of the COSATU General Secretary
- The intervention of the ANC and former leaders in fostering unity within COSATU.
- The suspension of the CEC agenda pending the conclusion of the intervention by the ANC
- The General Secretary has done little to respect the decision of the CEC for members to avoid public spats and allow the ANC intervention process to unfold
- The ANC is taking long to conclude on its intervention
- Silence on the suspended staff member involved on the matter.

Believing that:

- COSATU's unity is critical in fighting against worker exploitation.

Resolved that:

- Reaffirm the NGC 2013 Resolution on the matter
- Fight for unity and cohesion in COSATU and its affiliates
- The next CEC should deal with the agenda of the adjourned meeting
- The ANC Intervention should be taken into account

Mover: Commission

Seconder: Gauteng

1.2 RACISM

Noting that:

- Racism is a disease and is still rife in some schools (in particular former Model C) and Institutions of Higher learning in the country,
- Racism has manifested itself through patterns of admissions, attitudes and utterances toward black learners / students, teachers as the case may be
- No positive response has been received from the departments of education (Basic & Higher) on the racism incidents in schools and higher education institutions,

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Believing that:

- Racism hampers effective teaching and learning and also is unconstitutional,
- The constitution of the country abhors racism in any manner in which it manifests itself,
- Racism should be strongly condemned and Nation building and reconciliation should be honoured and adhered
- Racism undermines the gains of our democracy in healing the wounds of the past,
- SGBs in former Model C schools are not doing enough to combat racism in these schools,

Resolved that:

- Progressives/ activists should be encouraged to make themselves available Reaffirm the NGC 2008 resolution on xenophobia and racism
- Conducting of anti-racism education programmes in school and institutions of higher learning,
- The Union should cause both the Basic and Higher Education Departments to develop a programme of action to combat racism in schools and institutions of higher education,
- The teaching of South African history should be made compulsory in schools as SGB members in former Model C schools

Mover: Commission

Secunder: Limpopo

1.3 SYNDICALISM

Noting that:

- The emergence of a Syndicalism trait within the trade unionism,
- The deliberate blurring of the lines between trade unionism and revolutionary leadership of the working class,
- The nature, character and purpose of a trade union,
- A trade union cannot be a political party; and that the adventures of NUMSA in this regard have weakened the unity of COSATU and the working class
- That the corresponding adventures of the AMCU phenomenon in refusing for five months to bargain, have produced no proportional result but negative results for the workers
- That the vanguard revolutionary party of the working class is only one, namely the SACP, as recognised by SADTU and by COSATU

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- That SADTU rejects workerist, syndicalism, anarchy and economism and maintain its alliance, through COSATU, with the SACP and the ANC

Believing that:

- The leadership for the struggle for a socialist society cannot be led by a trade union,
- It is imperative to preserve the peculiarity between trade unionism and revolutionary leadership of the working class as no trade union can clutch on to this dual function,
- Trade unionists who think that they can discard and dispose of the guidance and leadership of the Communist Party are on a perilous path to ruin.
- The quest for revolutionary political power is the task of revolutionary political parties.
- The Communists do not form a separate party opposed to other working class parties.
- Division of the platinum mineworkers has caused death and starvation among these miners
- The divisions within COSATU threaten to cause set-backs to the gains of the working class.
- There is no advantage in creating an alternative and oppositional movement because such an alternative is nothing but a split.
- That urgent measures are required to remedy such threats

Therefore resolve that:

- Congress re-emphasise the vanguard leadership of the Communist Party as the genuine vehicle through which to overthrow bourgeois supremacy and conquest of political power by the proletariat.
- To reject the illusion that a trade union can initiate and lead a revolutionary political movement
- To continue to struggle for the unity of the working class and the Alliance with the SACP and the ANC.

Mover: Commission

Seconder: Free State

1.4 UNITY AND COHESION OF SADTU

Noting that:

- The disciplinary hearing of the former President of SADTU, Mr. Thobile Ntola
- Mr. Ntola was found guilty on each of ten charges of misconduct, including six charges of specific acts of corruption, and four charges of misrepresenting the posi-

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tion of SADTU, notably in relation to the on-going disciplinary case against the General Secretary of COSATU

- The NEC decision on the dismissal of Mr. Ntola and that his membership of SADTU be suspended for ten years.
- All constitutional systems of democracy, including SADTU's, rely on the periodical delegation of authority to the centre, and the reciprocal submission of the centre to the authority of mass membership, via congresses and conferences; and that this reciprocal authority is known as Democratic Centralism, and it is binding on all members, high and low.

Believing that:

- Due process in terms of the SADTU constitution was strictly followed by the union in this case
- That utmost good faith in the conduct of her or his office is required of all office bearers in SADTU, and all the more so in the highest office
- Submission of the individual to the collective is a requirement of all office bearers, whose only authority comes from that collective
- Discipline is the mother of victory, and that due process should equally be followed in COSATU as in SADTU.
- A strong trade union movement & SADTU is a weapon to defeat the employers
- Our union leadership needs continuous support from members.

Therefore resolve that:

- Full support for the SADTU NEC decision to dismiss the former president and to ban him from membership for ten years
- That SADTU should continue to widely communicate the contents of the "Special Report on the disciplinary hearing of comrade Ntola; this communication must be particularly intensively clarified in all Provinces.
- That intensive induction of leadership into the detailed understanding of the constitution and the structure of SADTU and COSATU, and also the ANC and the SACP, should become the rule and not the exception in SADTU; and that this induction should pay particular attention to the principle known as Democratic Centralism.
- To reject all forms of tribalism, cult of personality, and faction
- All members must respect internal union processes and SADTU members must defend SADTU, its constitution and its leadership
- To systematically list and add e-mail addresses of leadership and addresses of ordinary members to the SADTU Political Education E-mail Forum; and to improve internal communication within the union, in general, and by all possible means.

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Mover: Commission

Seconder: Western Cape

1.5 2016 LOCAL GOVERNMENT ELECTIONS

Noting that:

- The local government elections are to be held in 2016 and that the ANC as the leader of the Alliance will be contesting these elections
- There are still challenges of transformation in the administration of local government and that such negativity affect delivery of services to the communities
- SADTU campaigns for the ANC during elections
- SADTU relies on its human resources and in particular the leadership to engage in such campaigns
- The IEC code of code of conduct prevents its officials from campaigning for any political party
- The ANC has championed service delivery in many Municipalities to change the lives of the people
- The local government is the main centre of service delivery
- Very little percentage of the municipalities receives clean audits
- The performance of the ANC during 2014 general elections has dropped. (i.e. Gauteng Province, a drop of 10% to with only 54,92%)
- There are service delivery protests linked to new opportunistic emerging social formations
- The role that should be played by ward committees in our different communities.
- The 2014 National General Election results in Provinces and the decline in support for the ANC in some of the Country's key Metro's.
- That 20 years of democracy and progress is a good story to tell
- The less-than-satisfactory condition of ANC branches, COSATU Locals and Socialist Forums
- The emergence of EFF in South African politics and the changing political landscape, including the phenomenon of some young people joining opposition parties
- The list processes perceived as being non-transparent

Believing that:

- The ANC remains a trusted leader of the society in delivering services to communities
- There is a need to take stock of the gains and service delivery challenges facing the Local Government

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- Service delivery is a right not a privilege and improvement on service delivery will ease tensions in our different communities.
- The involvement of SADTU leaders as IEC officials weakens our campaigns
- Competent and qualified personnel should occupy key positions
- COSATU must play an important role in determining the local government elections at the level of the alliance to ensure that the issues as raised by the society are addressed
- Political direction is crucial in assisting the nomination of candidates for 2016 local government elections
- Municipalities should respond quickly and introduce programmes that will accelerate the alleviation of service delivery backlogs
- The practice of laying-off/putting on leave farm workers during elections in some of the provinces
- The need for the alliance to monitor the practice by farmers not to allow workers to participate during elections

Therefore resolved that:

- Reaffirm the 2010 Congress resolution on Local Government Elections
- SADTU and COSATU should support the ANC during the upcoming Local Government elections in 2016
- The Local Government deploys to make comprehensive service delivery report available ahead of the 2016 local government elections
- ANC must go back to communities on challenges raised during the 2014 General Elections and constant engagements with communities should be maintained as build up towards the full-blast election campaign
- Reiterate the importance of SADTU members becoming ANC volunteers and should fully participate in list processes in their own capacity as ANC members.
- Performance audits should be done annually and deployed cadres who compromise the core mandate of local government should be recalled
- Comprehensive Campaign programmes be developed with the Alliance for the 2016 Local Government Elections and funding be prioritised for such.
- SADTU through COSATU should ensure that our municipalities are efficient in providing service to our different communities and Union structures must engage Councilors on service deliverables.
- We need to put more effort into our campaign towards the strategic programmes of dislodging the DA and the EFF in the Provinces
- SADTU should assist in the renewal of proper ANC branch life in all Wards, assist the general recruitment of new cadreship in the ANC, and assist political education in the ANC

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- Counter revolutionary organisations must be exposed to our learners and communities for what it really stands for, therefore an in-depth analysis to be conducted by the vanguard (SACP) and the true character of the EFF including its surrogate AMCU.
- SADTU in collaboration with the Progressive Youth Alliance (YCLSA, ANCYL, COSAS & SASCO) should organise political sessions as part of our campaign with young people particularly in our Sector.
- Advertisements are required, carrying the logo of the ANC, which remind the public of what has been gained and continues to be gained under the successive ANC governments since 1994.
- That SADTU should work with consultation with ANC to ensure that all Door to Door concerns raised by communities during elections are progressively addressed to ensure that our people continue to have confidence in government

Mover: Commission

Seconder: North West

1.6 COSAS/SASCO

Noting that:

- Unhealthy and counter-revolutionary attacks by COSAS on SADTU nationally
- Manipulation of COSAS structures by departmental officials
- The constitution of COSAS on eligibility of non-learners to lead COSAS
- Dysfunctionality of COSAS structures more especially at school level
- The existence of ANCYL and SASCO structures within the same institution, contesting against each other.

Believing that:

- A healthy relation between SADTU and COSAS is a necessary ingredient to advance the course of basic education
- Effective capacitating of COSAS structures would make them immune from manipulation by departmental officials
- COSAS Constitution on leadership eligibility is overtaken by events

Therefore resolved that:

- SADTU should play a role in revitalising COSAS structures at school level through site stewards

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- Reaffirm the resolutions “Building COSAS and Representatives Councils of Learners” NGC 2008; “Education Alliance” 7th National Congress 2010 and “Friends of the Youth League (FYL)” NGC 2012
- SADTU should lobby COSAS to amend its constitution on leadership eligibility.
- SADTU to develop a political programme to capacitate COSAS leaders.
- Re-affirm the unions resolve to support COSAS and SASCO, and provide political guidance.

- The union must discourage the YCL, ANCYL and SASCO from contesting against each other during SRC elections as that compromises the strength and hegemony of students towards improved quality of Higher education.

Mover: Commission

Secunder: North West

1.7 SOLIDARITY WITH PALESTINE

Noting that:

- The continued illegal occupation of Palestinian territories by apartheid Zionist Israel
- The continued military offensive and killing of the people of Palestine by Israel
- The silence and indecisiveness of the so called super powers such as USA on the continuous onslaught of the Palestinian people and the barbaric occupation of Gaza.

Believing that:

- That the people of Palestine also have human rights including the right to live peacefully in their land
- That people of Palestine also have the right to have their own land and the right to self-determination
- United Nations has the responsibility to defend the people of Palestine and their land

Therefore resolve that:

- That South Africa boycotts the import and export of goods from and to Israel in pledging solidarity with Palestine.
- The lobbying of other countries to support the BDS campaign.

Mover: Commission

Secunder: North West

1.8 BRAZIL, RUSSIA, INDIA, CHINA & SOUTH AFRICA (BRICS)

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Noting that:

- SACP in its Multi Term Vision declared the international sphere as a site of struggle in which the working class hegemony and power has to be built
- South Africa is part of BRICS
- The establishment of the BRICS bank and the relevance of its regional office in South Africa
- Accelerating rate of unemployment, poverty and inequalities in the country
- Declining socio-economic conditions of the overwhelming majority of the people of South Africa

Believing that:

- BRICS is a site upon which we can seek to end the colonial type dependence on the Western countries
- It provides a huge opportunity to break the economic and trade dependence on Western imperialism
- It seeks to be the beneficial to international relations

Therefore resolve that:

- South Africa focuses on developing the domestic manufacturing and productive capacity of our economy as a platform upon which to transform the semi colonial character of our economy and create jobs.
- South Africa adopts a revolutionary rather than a liberal or tenderpreneurial approach to our international relations in order to advance the agenda of the working class and the poor.
- SADTU through COSATU engages SACP to play a in monitoring and evaluating economic benefits of South Africa as a BRICS member state.
- SADTU through COSATU engage progressive federations of workers in BRICS member states with a view of consolidating and advancing the working class struggles

Mover: Commission

Secunder: KwaZulu Natal

1.9 ABDUCTION OF NIGERIAN GIRLS

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Noting that:

- The brutal treatment and kidnapping of 230 schoolgirls by Boko Haram from a school in Chibok, Borno State in the Federal Republic of Nigeria.
- Security in African schools is a challenge
- The government of Nigeria is not doing enough
- The whole world is looking forward to South African government to support and intervene in this scourge.

Believing that:

- That no religion or socio –economic conditions should be used to justify cruelty to women and children and vulnerable groups
- The government of South Africa through AU should make sure the safety of those girls
- Nigerian government should make sure they rescue the girls
- No learner needs to be tortured
- Unity of the world can put pressure on Boko Haram

Therefore resolved that:

- Reaffirm the COSATU 10th Congress Resolution on the International Criminal Court (ICC) global justice & human rights.
- SADTU should work with COSAS, PYA, other progressive formations and communities to highlight the plight of abducted girls and support and actively participate in the “Bring back our girls campaign” aimed at the release of the abducted school girls by Boko Haram

Mover: Commission

Secunder: Gauteng

1.10 MANDELA DAY

Noting that:

- That Mandela Day was declared an international Mandela Day by the United Nation.
- That Mandela was and still the international icon.

Believing that:

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- That Mandela Day be respected and observed by all.
- That the Mandela embodied the power of hope and forgiveness.
- That his Image and standing among all men will forever stand tall.

Therefore resolve that:

- That all members of SADTU should celebrate the Day by making various contributions.
- SADTU should stress the role of the ANC in the story of and the development of the role of Nelson Mandela in our history
- That the SADTU should develop a programme to enable the membership to participate effectively in the campaign

Mover: Commission

Seconder: Mpumalanga

2. SOCIO ECONOMICS

2.1 GOVERNMENT EMPLOYEES HOUSING SCHEME (GEHS)

Noting that:

- The Consolidated Labour Demands for the 2015/16 public Service Wage negotiations which includes GEHS;
- There have been task teams dealing with matters of benefits but there is no progress registered.
- For more than 3 years the housing subsidy has not changed at R900.
- There is a negative impact of the increase of the repo rates.
- There is a Presidential Remuneration Review Commission dealing with the remuneration of educators.

Believing that:

- There is a delaying tactic which is deliberate.
- The union should put more focus on benefits such as housing and medical aid (*As noted in the 2013 NGC resolutions*)
- SADTU accepts the COSATU position paper on GEHS (*As noted in the 2013 NGC resolutions*)

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- PSCBC must complete the work on GEHS before the end of current financial year (*As noted in the 2013 NGC resolutions*)
- Initial capitalization of the scheme be funded by the government (*As noted in the 2013 NGC resolutions*)
- PSCBC should speed up the processes of GEHS with attached clear time frames for implementation by January 2015 such that implementation coincides with the next round of negotiations (*As noted in the 2013 NGC resolutions*)

Therefore resolve that:

- We re-affirm and support the Consolidated Demands as tabled for 2015/16 Public Service Wage negotiations at the PSCBC.
- We re-affirm the resolution on GEHS, that each spouse be entitled to the allowance because each contributes separately.
- A portion of the interest of the GEPF must be used to advance the aim of home ownership.
- There be automatic qualification of educators to the housing scheme
- Housing to be well located, that is affordable, and that is part and parcel of building communities, with parks and sport facilities, should be made accessible to workers irrespective of whether they are the middle class.

Mover: Commission (Reaffirming the 2013 NGC resolutions on GEHS) Seconder: Eastern Cape/ Free State/KwaZulu Natal/ Gauteng/ Northern Cape Limpopo/Mpumalanga/North West

2.2 ON THE CLEAN-BREAK PRINCIPLE

Noting that:

- The adverse effect of the introduction of the clean-break principle rules of the GEPF applicable to divorcing spouses.

Therefore resolve that:

- That the 50% allocated in terms of the clean break principle to the spouse in the cases of divorce should not to be regarded as a loan.
- Engage the Board of Trustees through our representatives to change such provisions.

Mover: Commission Seconder: North West/Eastern Cape/Gauteng/KwaZulu Natal /Mpumalanga

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2.3 GOVERNMENT EMPLOYEES MEDICAL AID SCHEME (GEMS)

Noting that:

- The administration of GEMS is outsourced.
- GEMS is very expensive and every teacher is forced by the State to take GEMS as after 2008 and is not assisting the members
- The unequal medical aid subsidy towards government employees despite the escalating medical aid costs
- There are enormous challenges experienced by our members.

Believing that:

- If GEMS can be administered internally, resources can be saved.
- The involvement of SADTU will influence the strategic direction of GEMS.
- Benefits can be increased with premiums increment and market inflation.

Resolve that:

- GEMS must remain state controlled in all respects and facets.
- The employer contribution towards medical aid subsidy should be equal among all public service employees including those on private schemes
- SADTU must develop a campaign to influence the strategic direction of GEMS.
- SADTU must swell the ranks of the board of trustees of GEMS.
- We reaffirm previous resolutions on NHI.

Mover: Commission (Reaffirming NGC resolution 2008, Pg 140, 2010 National Congress resolution, Pg 229, NGC 2013) Second: Eastern Cape/ KwaZulu Natal /Northern Cape /Free State

2.4 QUALITY MANAGEMENT SYSTEM

Noting that:

- The 2013 NGC passed a resolution on QMS.
- There is a reworked draft document developed by the negotiators.

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- There are challenges raised by members in the implementation of IQMS.

Believing that:

- Democratic principles will promote transparency, trust and objectivity.
- Development of educators is critical.

Resolve that:

- We reaffirm the NGC Resolution on the retention of democratic principles embedded in IQMS.
- We reaffirm the NGC resolution that the current document on QMS should be strengthened and any element of subjectivity to be removed so that the instrument can be more acceptable and credible.

Mover: Commission (Reaffirming 2013 NGC resolution on QMS) Seconder: North West/ Eastern Cape / Gauteng / kwaZulu Natal / Mpumalanga

2.5 ACCESS TO FUNDS MANAGED BY THE PUBLIC INVESTMENT COOPERATION

Noting that:

- The financial challenges faced by members in public service.
- The policy passed by the former Minister of Finance on partial retirement.
- The current economic conditions that is not favourable to the workers.
- Educators and or education workers are in most cases sole bread winners whom should redress the family backlogs
- Other sectors like business and municipalities can access their pensions whilst government or education workers cannot access
- The PIC is a structure which purpose is to invest money of its members.
- Members of the GEPF are struggling to secure housing finance and Bonds from major financial institutions.

Believing that:

- Members must not be financially challenged, whilst encouraged to work until their retirement age

Therefore resolve that:

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- As SADTU we should encourage members to remain in the system and not to access their pension funds that will have detrimental effects at retirement age.
- The interest generated by the GEPF as managed by the PIC be used as fund which public servants can access as would be determined from time to time by the NEC.
- The UNION should through COSATU call for the amendment of the GEPF rules to ensure that while the pension fund is not tempered with the interest that is managed by PIC should be made available for members in time of need.
- Mobilize that excess funds from the GEPF in the PIC be used for the establishment of a Workers Bank, within the next 2 years.
- We reaffirm the NGC Resolution that we embark on an aggressive financial education programme.

Mover: Commission (Reaffirming 2013 NGC, 2009 NGC Pg 182 & 2007 NGC Pg 83)

Seconder: Gauteng / Northern Cape/ Free State

2.6 POST PROVISIONING MODEL (PPM)

Noting that:

- Peter Morkel model is inefficient and anti-revolutionary.
- Many discrepancies on the final 2014 PPM that destabilise schools.
- The current model is based on class size.
- The current model ignores the curriculum delivery complexity, resulting in small and rural schools being compromised.
- Redeployment of educators causes instability and rivalry that compromise teaching and learning.
- Subject weighting disadvantages rural school.

Believing that:

- A change in the current model is a progressive move.
- Political will in implementing the proposed model could resolve most of these challenges.

Therefore resolve that:

- Determination of posts should consider the curriculum complexity in schools.
- Post provisioning should consider weighted subjects as taught in rural areas.

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- The model should be reviewed such that it becomes biased towards the poor and must incorporate Grade R.
- Call for amendments to the regulations so that MTEF consultations resulting in the post establishments be done over a three year multi-term period in order to establish stability in the schooling system.
- Redeployment of Educators declared additional should also be done on a three year cycle.
- Engage in a National Campaign for the implementation of the ANC's Mangaung Conference resolution on post provisioning.

Mover: Commission (To note 2006 NGC on School Financing, Pg 37-Reaffirming 2011 NGC Pg 262 & 2007 NGC Pg 85)North West/Eastern Cape/Free State/Gauteng/Limpopo/Mpumalanga/Western Cape/KwaZulu Natal

2.7 MULTI-GRADE TEACHING

Noting that:

- The low enrolment in small schools and the structuring of grades in such schools resulting in multi-grade teaching.
- The current post provisioning model is unable to cater for the contextual factors faced by schools with multi grade classes.

Believing that:

- The current post provisioning model is disadvantaging schools with multi-grade classes.
- Learners in schools with multi-grade classes deserve to be given the same human resources given to other schools.

Therefore resolve that:

- In principle the Union rejects the concept of multi – grade schooling
- That a revised post -provisioning model be developed to address small schools to progressively to eradicate multi grade schooling.

Mover: Commission Seconder: Mpumalanga/KwaZulu Natal/Free State/ Eastern Cape/Gauteng

2.8 EARLY CHILDHOOD DEVELOPMENT/AET (ABET)

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Noting that:

- The continuous shifting of goal posts by DBE to make these educators permanent on the basis of qualifications.
- The Provisions of chapter 19 of the NDP.
- There is a dire shortage of ECD Practitioners.
- The deplorable working conditions of ECD Practitioners.

Believing that:

- These educators play a pivotal role in the education system and deserve better conditions of service.
- South Africa is one country. Same work should receive same payment.

Therefore resolve that:

- Practitioners that are not properly trained should undergo an RPL programme and career patting should take place.
- The Union should make submission on the new qualification framework for ECD, which indicate from the qualification of 0-4 its level 5 and pre schooling B.ED.
- There should be translation in qualification from level 5 to B.ED
- Those with grade 12, should enroll for NPDE ECD
- The conditions of service for the ECD Practitioners should be the same with those in the main stream and should further be appointed in terms of Employment of Educators Act.
- A national campaign be developed for the formalization of the ECD sector to deal with 0-4 and pre schooling (pre-grade R and Grade R).
- Accredited workshops should be made available with SETA.
- Fundza Lushaka bursaries should be extended to such Practitioners.

Mover: Commission Seconder: Mpumalanga/KwaZulu Natal/Free State/ Eastern Cape/Gauteng/ Northern Cape/Eastern Cape

2.9 ADULT EDUCATION AND TRAINING (AET)

Noting that:

- There is shortage of educators
- Claiming takes long to process
- AET Educators are not informed on issues that affect them

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Believing that:

- AET practitioners Educators' responsibility is to educate and should therefore be treated as professionals.
- Learners must attend for them to learn
- Human resource is part of the basic needs
- Educators must be involved and make inputs on issues that involve them

Therefore Resolve that:

- Our organogram should have educators, deputy centre manager, centre manager, circuit coordinator, district coordinator, provincial coordinators and national coordinators.
- A post provisioning model to be developed for AET educators.
- A National Policy on AET be developed and implemented by all provinces.
- Coordinators who are dedicated to deal with AET issues should be employed.
- There should be support to both educators and learners to avoid learner drop outs
- Agreements made in the ELRC should be considerate of conditions of service of AET

**Mover: Mover: Commission (To note 2010 Congress Pg 227 & 2011 NGC Pg 264) Sec-
onder: Mpumalanga/KwaZulu Natal/Free State/ Eastern Cape/Gauteng/ Northern
Cape/Eastern Cape**

3. EDUCATION

3.1 Inclusive Education

Noting that:

- There is White Paper 6 which is not fully implemented and financed
- Full Service Schools are not working as expected
- There is no vocational education in most schools
- The inequalities in our communities and schools
- Inconsistency in provision of incentives
- Non recognition of Braille as a subjects
- Lack of developmental programmes in LSEN schools
- Training offered not relevant to the curriculum

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- Non weighting of Braille and sign language
- Teachers are confronted with learners with barriers to learning in the mainstream schools and are not properly trained to deal with these barriers
- Policy indicates that learners must move with their age cohort
- Standard of learning amongst learners with learning barriers is still not at expected level
- There are some schools that are allocated support classes

Believing that:

- All schools should be given a remedial post automatically just like previous Model C schools that are still enjoying the privilege of remedial classes
- This will lessen the burden on both educators and the learners as far as performance is concerned
- The dropout rate could be reduced if teachers are able to deal with learners barriers in the mainstream
- Learners with specific barriers needs specific intervention to move with their age cohort
- Selectiveness in remuneration of employees will demoralise them
- Incentives if equally distributed to educators will motivate educators
- Braille is a vehicle to accessing curriculum for blind learners

Therefore resolved that:

- We advocate the full implementation and financing of White Paper 6
- All schools and not only special school should be provided with support staff e.g., therapist, psychologist to support teachers to deal with learners with barriers in the mainstream

Mover: Gauteng (NGC 2013) Seconder: Limpopo Western Cape Free State

3.2 Incremental Introduction of African Languages

Noting that:

- The minister's intention to incrementally introduce African Languages
- The union's position on same
- English as a medium of instruction is a barrier
- Non inclusion of African Languages in the FUNZA Lushaka bursary allocation

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Believing that:

- English as a medium of instructions is not assisting learners who are not English speakers
- Learners learn better in their home language- African language
- For our country's literacy levels to improve, learners must be taught in their home languages

There resolve that:

- African languages should be developed and accepted as medium of instruction, especially in the Foundation Phase.
- A uniform policy should be developed and should be implemented by all provinces and districts.
- All schools should be provided with human resources with regards to teaching in that language.

Mover: Limpopo Seconder: Eastern Cape / KwaZulu Natal Limpopo Western Cape Free State

3.3 Early Childhood Development (0-4 years)

Noting that:

- Non provision of policy for ECD practitioners
- Lack of training for ECD practitioners
- Professional support done by unqualified personnel

Believing that:

- Proper training is fundamental in the foundation phase
- Support provided by relevant, qualifying personnel will assist to develop ECD practitioners

Therefore resolve that:

- DBE must introduce structured and compulsory qualification for all ECD practitioners.
- Only qualified personnel in ECD should run capacity building programmes.

Mover: Limpopo Seconder: Gauteng/ Western Cape /Free State

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3.4 Annual National Assessment

- There is a 2013 NGC resolution on ANA

4. ORGANISATIONAL

4.1 Subscription Increase

Noting that:

- The R60.00 subscription fee is no more sufficient to cover costs for union activities due to increasing commodity prices.
- Some branches cannot afford to attend union activities due to insufficient allocation.
- Some regions have vast branches and it becomes difficult to substantially service the members
- Subscription debate is a matter of the Congress
- The prices and High financial dictates sky rockets
- The current subscriptions do not make it to the expectation and daily demands to sustained the organization

Believing that:

- The increase of subscription will go a long way in enhancing service delivery in all structures of the union.
- Inadequate subscriptions compromise and deter service delivery
- The financial challenges the structures are facing right now, that this amount is enough to render services to the members

Therefore resolve that:

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- Once off increase of R10, 00 thereafter the subscription be increased with R2, 00 every year.

Mover: Commission Seconder: Unanimously adopted by all provinces

4.2 Eastern Cape Provincial Executive Committee

Noting that:

- The current investigation instituted by the NEC in the Eastern Cape Province
- The need to rebuild the union in the province.
- The PEC of the Eastern Cape took the NEC to court and further applied for leave to appeal against the Bisho judgement.
- The vexatious and frivolous legal action pursued by the Eastern Cape PEC against the union, places a huge financial burden on the union.
- The Eastern Cape violation of the NEC decision not to take further legal action; in its application for leave to appeal against the Bisho judgement,

Believing that

- The decisions of higher structures are binding on all lower structures.
- They did not utilise the internal available dispute resolution mechanisms.
- The constitution provides for adequate measure to resolve its disputes internally without resorting to the courts.

Therefore resolve that:

- The NEC must expedite the investigation in the Eastern Cape and implement remedial actions based on the investigations.
- The NEC must implement the road map to rebuild the union in the province.
- That the application for leave to appeal the decision of Bisho High Court judgement be withdrawn with immediate effect.

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Mover: Commission Seconder: Unanimously adopted by all provinces

4.3 Court Actions Instituted Against The Union (SADTU) By Members And Structures.

Noting that

- SADTU is established as a voluntary association in terms of the Labour Relations Act 65 of 1995 (as amended).
- The congress notes the constant violation of the union's media protocol.
- It is well documented that the Union has been in the newspapers everyday portraying SADTU in negative light.
- Instead of the National Executive Committee ("NEC") of the Union focusing on pursuing and advancing the aims of the Union to promote and further the interests of its members on matters pertaining to education, it has been in courts and at pains to defend the Constitution of the Union.
- That structures and individuals have taken the union to court without exhausting the internal processes provide by the constitution

Believing that:

- Members join the union voluntarily.
- All members of the Union are bound by the provisions of the Union's Constitution.
- The constitution provides clearly defined rules which must be followed by all irrespective of the position one holds.
- Non adherence to the rules provided in the Unions constitution and policies is a violation of the union's Constitution.
- A voluntary association allows members to join and resign on their own accord.

Therefore resolve that:

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- Members of a voluntary association must respect the rules of that association, namely the Union.
- All members and structures of SADTU must exhaust all internal processes provided by the union and its constitution.
- Union structures intending to institute legal action on behalf of members on labour related matters must follow the provisions of the constitution.
- Any member; group of members or structure that chooses not to follow due processes, as provided by the union and its constitution including taking the union to court, shall be regarded as having terminated their membership of the Union. In the case of a structure it be dissolved.

Mover: Commission Seconder: Unanimously adopted by all provinces

4.4 Motion of outstanding resolutions

Noting that:

- The congress has serious time constraints
- The union had adopted the 2030 vision.

Believing that:

- The union had adopted the 2030 vision which guides the programmes of the Union

Therefore resolve that

- All outstanding motions are deferred to the NEC for finalization.
- That all motions adopted must be circulated to the all structures of the union.

Mover: Western Cape

Seconder: Gauteng

5.CONSTITUTIONAL AMENDMENTS

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BACKGROUND

SADTU presently represents more than **250 000** teachers **and workers in the education sector**, making it the largest teacher organisation in the country. It has become an affiliate of COSATU, the trade union federation in South Africa. The Union also enjoys international affiliation to Education International (EI), the All Africa Teachers' Organisation (AATO) and the Southern Africa Teachers' Organisation (SATO).

Suggested amendment entails insertion of 250 000, and expansion of the scope of organisation to include all workers employed in the education sector.

Mover: North West

Secunder: Mpumalanga

Clause 6

6.14

Noting that:

- Inconsistencies and disparities in the present constitution

Believing that:

The constitution needs to be amended and it can only be amended by Congress

Therefore resolve that:

Clause 6.14 should read "to establish and administer funds for the benefit of members and their dependents; **such as death or funeral benefits schemes**

Proposed additions

Mover: North West

Secunder: Mpumalanga

Clause 7

7.7.1 Resignation by member

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7.7.1.1 Any member may resign from the Union after giving three month's written notice to her or his Branch Secretary.

7.7.1.2 The member must pay all amounts owing to the union.

- This is a new clause
- Old clause, change in terms of numbering

7.7.2

Therefore resolve that:

- Delete "**COUNCIL**" and insert "if a member act in a manner that is detrimental to the code of conduct, the BEC or PEC shall recommend for a summarily termination of membership to the NEC"

Propose deletion & Additions to clause

- Last sentence should read as "**A member may further exercise a final appeal opportunity to the NEC**"

Additions to the clause

7.7.3 Suspension or expulsion of members

7.7.3.1 Should a member, in the opinion of the BEC, conduct herself or himself in a manner which is detrimental to the interests of the Union and its members, her or his membership and benefits arising there from may be suspended, or she or he may be expelled from the Union. Before any such sanctions are invoked the relevant committee shall invoke disciplinary proceedings. If a member act in a manner that is detrimental to the code of conduct, the BEC or PEC shall recommend for a summarily termination of membership to the NEC. The member may appeal in writing the decision to the next higher structure and relevant committee with jurisdiction. The appeal shall be lodged with the Secretary of the relevant structure in writing within seven days upon receipt of sanction. A member may further exercise a final appeal opportunity to the NEC or any other structure.

Propose new clause / Propose Renumbering/ Propose insertion/ Proposed

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Deletion

Mover: North West

Secunder: Gauteng /Mpumalanga

7.7.4

Therefore resolve that:

- The clause to read as follows:

"A member whose contract of employment [as defined in Clause 7.1] in the education sector has been terminated but who intends resuming employment as such shall remain a member for a period not exceeding twelve months. Membership shall automatically cease if she or he has not recommenced employment as a teacher or a position in the education sector at the expiry of twelve months.

Propose amendments deletion

Mover: North West

Secunder: Limpopo

Clause 8

New Clause 8.3

SADTU shall function according to the conventional principles of democratic centralism that SADTU traditionally adhere to.

- To secure the unity and cohesion of the organisation, members are obliged to defend the union and to carry out its decisions. All decisions taken by higher structures are binding on all lower structures and individual members. Members shall have the right to pursue their views internally in the lead up to conferences or congresses with powers under this constitution to determine or reverse SADTU policies. No groupings with their own ideology, theory and discipline shall be permitted.

Propose New Clause

Mover: Limpopo

Secunder: Mpumalanga/Northern Cape

8.2.5 Regional Biennial General Meeting

The Regional Biennial General Meeting shall consist of the Regional Office Bearers,

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Branch Office Bearers (“**BOB’s**”) and one Branch delegate per 100 paid-up members or part thereof, provided that each Branch shall be entitled to at least one delegate.

Clarify the difference between the BOB and BEC. Insertion for clerical correction)

Mover: North West

Seconder: Gauteng

Clause 9

Clause 9.1

Demarcation of Sites

For the purposes of this clause a Site refers to the registered scope of the applicable legislation of the employment of members in any other institution where there are members of the Union

Proposed amendment of the clause

Mover: North West

Seconder Limpopo

Clause 10

10.2.1

The BBGM of all members of each Branch shall be held on a date fixed by the Site Steward Committee in the place of Branch Executive Committee:

Insertion of Site Stewart Committee in the place of Branch Executive Committee

10.2.3

Proposed New Clause - BBGM Duties

Noting that:

- The 2010 Constitution is silent about the duties of the BBGM with regard to decision taken at Site Steward Council and Sites Biennial General Meetings

SADTU 8th NATIONAL CONGRESS RESOLUTIONS

Believing that:

- The SSC and SBGM's decisions should not supersede the BBGM's.
- The SSC and SBGM's decisions should be constitutionally ratified, amended or reversed by the BBGM

Resolving that:

- The following section should be added in section 10.2 of our constitution as 10.2.3 which is suggested as follows:
 - ✓ The BBGM shall have such powers and duties as may be assigned to it by National and Provincial structures and shall ratify, amend or reverse any decision of the Site Steward Council Meeting or a Site Biennial General Meeting of a Site within the Branch.

Propose new clause

Mover: North West

Secunder: Western Cape

10.3.3

Proposed amendment: One third ($\frac{1}{3}$) of members in the branch shall constitute a quorum.

Mover: Limpopo

Secunder: Gauteng /Mpumalanga

10.4.4

- (a) ratifying, amending or reversing any decision of the BEC or BGM.
- (b) electing delegates and formulating resolutions for submission to a National Congress, Provincial Conference, Provincial General Council and Regional Biennial General Meeting or BGM.

Clerical insertions

Mover: Limpopo

Secunder: Gauteng /Mpumalanga

10.5.3

SADTU 8th NATIONAL CONGRESS RESOLUTIONS

Therefore resolve that:

- Clause must read "Meetings of the BEC shall take place on dates and at times fixed by the Secretary in conjunction with the Chairperson.

Propose consistency throughout the constitution

Mover: North West

Second: Gauteng/Limpopo

10.5.3

Meetings of the BEC shall take place on dates and at times fixed by the [Secretary in conjunction with the Chairperson](#). Members of the BEC shall be notified in writing of the date, time, place and business of the meeting.

10 The duties of the Branch Executive Committee members shall be:

- 10.6.1 Chairperson
- 10.6.2 Deputy Chairperson
- 10.6.3 Secretary
- 10.6.4 Deputy Secretary
- 10.6.5 Treasurer
- 10.6.5 Portfolio Convenors

- **Propose amendment to reflect consistency throughout the constitution**
- **Propose the re-arrangement of positions to result in constitutional hierarchy of Chairperson and his Deputy, the Secretary and his Deputy, and followed by the Treasurer)**

Mover: Gauteng

Second: All provinces

Clause 11

11.2.2

(c)The ratification, amendment or reversal of any decision of the Regional Executive Committee or a Biennial General Meeting of a Branch within the Region.

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Co-ordinate structures, is it empowered to do this? (This clause needs to be debated extensively, if it is deleted in its entirety, the REC will have minimal tasks to attend to)

Mover: Mpumalanga

Secunder: All provinces

New Clause 11.2.3

The RBGM shall meet at least once every 3 years and shall be convened by the Regional Executive Committee on written notice to all branches.

Mover: Northern Cape

Secunder: All provinces

11.3.2

The REC shall meet at least once every three months. Meetings of the REC shall take place on dates and at times fixed by the Secretary in consultation with the Chairperson; or **at the request of branches**

Propose insertion

Mover: Mpumalanga

Secunder: Gauteng

11.4 The duties of the Regional Office Bearers shall be:

11.4.1 Chairperson

The Chairperson shall preside at all meetings of the Region at which she or he is present, enforce observance of the Constitution, sign minutes of meetings after confirmation thereof, represent the Region on the Provincial Executive Committee ("PEC"), Provincial General Council (PGC), National General Council ("NGC") and National Congress (NC) meetings and perform such other duties imposed by decisions of the Union.

11.4.2 Deputy Chairperson

11.4.3 Secretary

11.4.4 Deputy Secretary

11.4.5 Treasurer

11.4.6 Portfolio Convenors

SADTU 8th NATIONAL CONGRESS RESOLUTIONS

- **Propose the re-arrangement of positions to result in constitutional hierarchy of Chairperson and his Deputy, the Secretary and his Deputy, and followed by the Treasurer)**
- **Proposed insertion of the National Congress part of the meetings that the Regional Chairperson must attend)**

Mover: Western Cape

Secunder: All provinces

Clause 12

12.2.2

The Provincial Conference shall meet at least once every [four] years and shall be convened by the Provincial Executive Committee on written notice to all Branches and Regions of the date, time and place and business of the Conference.

Amendments

Mover: KwaZulu Natal

Secunder: All provinces

Clause 12.3.2

Noting that:

- The Constitution dictates on the sitting of PGC; that it shall meet at least once per year except in the year of Conference and shall be convened by the PEC and its functions shall include:
 - ⇒ The ratification of decisions of the Provincial Executive Committee; and
 - ⇒ The adoption of policy issues of major importance in between National Congresses.
- These meetings are also used for accounting purpose to members of the union;

Believing that:

- ✓ Hosting NGCs every year does not adequately afford the structure to implement resolutions taken by the NGC.

SADTU 8th NATIONAL CONGRESS RESOLUTIONS

- ✓ The hosting of NGC every year is expensive and it also compromises membership service on the ground.

Therefore resolve that:

The Provincial General Council shall meet once during the four year term of office and shall be convened by the PEC.

Propose amendments

Mover: Free State/Northern Cape/ Second: North West/Limpopo/KwaZulu Natal

12.4 The duties of the Provincial Office Bearers shall be:

12.4.1 Chairperson

The Chairperson shall preside at all meetings of the Province at which she or he is present, enforce observance of the Constitution, sign minutes of meetings after confirmation thereof, represent the Province on the National Executive Committee ("NEC"), National General Council ("NGC") and **National Congress (NC)** meetings and perform such other duties imposed by decisions of the Union.

12.4.2 Deputy Chairperson

12.6.3 Secretary

12.6.4 Deputy Secretary

12.6.5 Treasurer (The duty to manage and supervise the financial affairs of the Provincial is a duty of the National Treasurer delegated to the Provincial Treasurer. Such delegation may be removed at any time by the NEC).

12.6.6 Portfolio Convenors

- **Propose the re-arrangement of positions to result in constitutional hierarchy of Chairperson and his Deputy, the Secretary and his Deputy, and followed by the Treasurer)**
- **Proposed insertion of the National Congress part of the meetings that the Regional Chairperson must attend)**
- **Proposed additions to the duties of the Provincial Treasurer**

Mover: Free State

Second: North West

SADTU 8th NATIONAL CONGRESS RESOLUTIONS

Clause 13

13.3.1

The National Congress shall be the supreme governing body of the Union and shall meet at least once every [five] years.

Propose amendment

Mover: KwaZulu Natal

Secunder: All provinces

13.2.2

Noting that:

- The Constitution dictates on the sitting of NGC; that it shall meet at least once a year and its functions shall include:
 - ⇒ The ratification of decisions of the National Executive Committee; and
 - ⇒ The adoption of policy issues of major importance in between National Congresses.
- These meetings are also used for accounting purpose to members of the union;

Believing that:

- ✓ Hosting NGCs every year does not adequately afford the structure to implement resolutions taken by the NGC.
- ✓ The hosting of NGC every year is expensive and it also compromises membership service on the ground.

Therefore resolve that:

The National General Council shall meet once during the five year term office and its functions shall include:

Mover: Northern Cape / Free State/ Secunder: Western Cape/Limpopo/KwaZulu Natal

SADTU 8th NATIONAL CONGRESS RESOLUTIONS

Propose amendments

Mover: Free State

Seconded: Mpumalanga /Free State

13.3.4

Subject to the provision of this Constitution, the NEC shall have the power to:

- (a) suspend, discipline and dismiss any employees or member of the Union including the General Secretary and to determine their remuneration and to define their duties;
- (b) appoint sub-committees for the purpose of investigating, reporting or administering any structure of the union or duty referred or delegated to it by the NEC, and to dissolve such sub-committees

Propose amendments

- (c) determine any matters of procedure relating to the administration of the affairs of any structure placed under administration

Propose amendments

- (d) on request, authorise any Province, Region or Branch so requesting to institute or defend legal proceedings by or on behalf of or against the union or individual member in relation to their employment or in furtherance of any of the aims and objects of the union provided that it is not inconsistent with any matter specifically provided for in this Constitution.

Propose new clause

- (e) acquire by purchase, lease or otherwise any moveable and immovable property and to hold the same on behalf of the Union and to sell, **let**, mortgage or otherwise deal with or dispose of any moveable or immovable assets of the Union provided that no immovable property shall be acquired, sold, mortgaged, let or leased

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for a period of longer than five years unless four weeks' written notice of intention to do so has been given to each Province, Region and Branch of the Union;

Propose deletion

- (f) dissolve any PEC, REC, or BET for action contrary to the terms of this constitution or to the policies or decisions of the National Congress, NGC, or NEC or to place any PEC, REC or BEC under administration which include amongst other , taking over the management or administration of financial affairs of the Province, Region or Branch until such other Committees are elected or purpose for which the structure was placed under administration is complete. Members of the dissolved structure shall not be legible to stand in the bi-elections, but may in the subsequent elections be eligible if elected.

Propose amendments

Mover: Gauteng

Secunder: Mpumalanga /Free State

13.5.3

The Treasurer shall be responsible for the supervision of the financials affairs of the Union and perform such other duties imposed by decisions of the Union. In conjunction with the Secretary she or he shall ensure that funds are administered and managed in accordance with the financial policy of the union. The duty to manage and supervise the finances of the province may be delegated to the province.

Proposed insertion

Mover: KwaZulu Natal

Secunder: Mpumalanga /Free State

Clause 15

15.1.1

b. Only members in good standing may be nominated

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- c. Any member under suspension may not be nominated until the suspension is lifted by the authorized structure of the union

Proposed new clauses

Mover: Free State

Secunder: Mpumalanga / KwaZulu Natal

15.1.5

Electoral Complaints

- a) The approval by the Election Observers of the election process is crucial to its integrity. To this end, approval will not be sought at the tail end but on completion of different phases of the election. Observers shall therefore be encouraged to bring complaints forward as they occur in order that the **complaints** may be acted upon timeously.

Proposed the clerical correction of the word)

Mover: Northern Cape

Secunder: Western Cape

15.2.2

Noting that:

Section 15 Clause 15.2.1 states that Bi – Elections may be conducted in (NGC, PGC, REC and Branch Mass Meeting) of the Union to elect an office bearer outside the usual term of office where an office bearer:

Clause 15.2.2 (ii) states that the Branch General Meeting shall conduct bi – elections in the presence of the ROB's.

Believing that:

There is a contradiction stated in clause 15.2.1 which correctly states Branch Mass Meetings shall conduct bi – elections instead of clause 15.2.2 (ii) which erroneously refers to Branch General Meetings shall conduct bi - elections.

Therefore resolve that:

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The Clause be amended; Clause 15.2.2 (ii) to state that the Branch Mass Meetings shall conduct bi – elections in the presence of the ROB's.

Proposed amendment

Mover: Northern Cape

Secunder: Western Cape

15.2.1

Propose New Clause on Bi-Elections

Therefore resolve that:

NEC and PEC should be mandated to fill any vacant position in the NWC and PWC.

Mover: Western Cape

Secunder: Northern Cape

New Clause: Leadership positions

All members of the union in good standing shall have the right to stand for any leadership position within the union provided that they have served the union as a member/leader for the following specified period:

- (a) In terms of the SEC one year
- (b) In terms of the BEC one term in the Site Executive Committee
- (c) In terms of the ROB one term in the BEC
- (d) In terms of PWC two terms as an ROB.
- (e) In terms of the NWC two terms as POB.

Mover: KwaZulu Natal

Secunder: Northern Cape

New Clause

15.1.7

- (f) **When the dispute or objection is lodged with the NEC, the NEC shall determine the procedure to be followed in resolving the dispute and may take any action as may in the opinion of the NEC be in the interest of the union pending the finalisation of the dispute**

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Clause 21

21.3.2

“paid-up member” shall mean a full member whose subscriptions

Propose correction from membe to member

Mover: Western Cape

Seconder: Northern Cape