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

a) Strategy: Member representation/ negotiating conditions of service

Strategic Objective: 1. To implement a bargaining strategy
Programmes:
Create capacity to track budget trends in order to inform bargaining
Implement a stakeholder mobilization programme on collective bargaining
Implement a bargaining strategy demobilisation plan

Strategic Objective: 2. To establish a collective bargaining agreement implementation process
Programme:
Creating a regular meeting calendar with bargaining structures

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

Strategic Objective: 4 To develop a strategy to represent members in cases of Disciplinary matters
Programmes:
Conduct an audit on all policies that must be amended to favour members
Develop a training programme for full time shop stewards
b) Strategy: Teacher professional development/member professional development - non teaching

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

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

Programmes:
Establish the Curtis Nkondo Professional and Development Institute
- Conduct an audit of all training institutions that are aligned to the union and provide a report for the NEC to discuss
- Conduct a teacher based training needs analysis
- Establish a teacher training impact analysis programme
- Create in-service training programmes for teachers
- Create a teacher training stakeholder directory with a view to establishing collaborations
- Create a research capacity to update all teacher training methodologies
- Implement the RPL programme as agreed in the bargaining process
- Develop a SADTU management development programme
c. Strategy: Member benefits/wellbeing

**Strategic Objective:** To develop a member retention strategy

**Programme:**
- Implement retention strategy activities
- Membership cards
- Recruitment packages
- SADTU hospitality benefits
- Member wellbeing benefits
- Develop a sports, arts and culture strategy for membership
d. **Strategy: Growing the organisation**

**Strategic Objective:** 1. To implement effective strategies for organising

**Programmes:**
- Establish a focused plan for the FET sector
- Establish a focus plan for the non-teaching sector of the union
- Establish a focus plan on ECD, ABET and private schools
- Establish a focus plan for student teachers
- Implement an organising strategy
- Develop a training programme for organizers
Strategic Objective: 2. To implement gender based resolutions of conference

Programme:

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

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

Programme:

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