

# **SCHOOL HEADS BRIEFING ABOUT Withdrawal from Extracurricular Activities By Teacher Organisations**

**24 JAN 2003.**

- In a recent meeting with President Mogae towards the end of 2002 the teacher organizations informed the President in the presence of Ministry of Education officials (Minister, PS, Director and other senior government officials) that teachers will not be participating in extra curricular activities this new year. The President was informed of the reasons for withdrawal and appreciated the teachers concern. He then impressed upon the MOE to sit down with teachers to put an allowance for this in place. He also ordered that parallel progression be reinstated and wondered why it was stopped in the first place. The Ministry of Education has since released a directive instructing school heads to progress those teachers who were disadvantaged by the stoppage of parallel progression.
- The President was also informed that the teachers will not participate in these activities until such an allowance is in place. Hence his call on the Ministry of Education to have this in place as soon as possibly.
- The Ministry of Education officials are however reluctant to discuss the allowance issue with the teachers, despite the President's order.
- Reports coming from different schools around the country unfortunately reveal that School Heads are now threatening teachers that they will not fill their forms for progression. School Heads should know that teachers are entitled to express their dissatisfaction through such acts, as per ILO standards. Strikes and withdrawal from extracurricular activities are not related to the delayed parallel progression. School Heads should not harass those teachers but should fill up the forms as expeditiously as possible. They should not contribute to the teachers already low morale. By so doing, you are also straining your relationship with the teachers.
- Director of TSM has been informed about this and the last time was on the 22 Jan, 2003. He said School Heads that refused to fill up Parallel progression for teachers because of the above reasons should be reported to him and may face legal charges if such teachers take them to court. School heads to Desist from such acts.

- Teachers throughout the country have embarked on an indefinite withdrawal from extra curricular activities. One of the reasons is that Government should pay them for this extra work.
- Other government employees enjoy a string of allowances, like overtime, commuted, professional and technical.
- Teachers do not have a single allowance specially tailored for them.
- For numerous occasions, the teachers have raised this issue of inconsistency of remuneration and called for payment of professional allowance, but the government has given it a deaf ear.
- The most recent was during the 1998 presidential commission on the review of salaries and conditions of service of public servants. Teachers request for a professional allowance was not entertained at all. The Ministry of Education (BOFESETE meeting with Minister Kgoroba in year 2000), also told teachers that it is not yet convinced that teachers deserve to be remunerated for working long hours and doing other extra tasks. Teachers feel that extra-curricular activities are not part of their core business.
- The issue has been raised in other different fora by the teacher organizations but the government has not given it the seriousness it deserves.

### **Victimization and intimidation**

- Due to last years' industrial action by the teachers, it has since emerged that those who participated in it are being systematically victimized.

### **Transfers**

- A member of the BOFESETE national executive has been transferred to a school that will make it quite difficult for him to contribute meaningfully in the executive. The transfer is a clear case of victimization. The member has been quite vocal and active in Selibe Phikwe and the authorities out there feel he has to transfer out of S-Phikwe.

### **Acting Appointments**

- The Ministry of Education advertised posts of responsibility in May 2002.
- Many teachers have not received responses to date.
- Apparently, the industrial action is being used to deny teachers the posts.

- A preliminary emerging trend is that the posts are being awarded to expatriate teachers who did not participate in the industrial action. Some locals who did not strike have been rewarded too.
- Teachers should have been appointed for the posts last year.
- Teacher organizations' concern is that the Ministry of education is now delocalising the senior posts. Expatriate teachers were mainly employed to teach, and not to be administrators.

### **Refusing to sign officials documents**

- Since last years industrial action, some Ministry of education officials throughout the country have been refusing to sign some official documents for teachers. Teachers who have been nominated for further studies have forms that need to be signed by Moe officials. But the officials are refusing to sign the documents for teachers, and are telling them to take them to teacher's organizations for signing.
- Some school heads are also refusing to fill up the forms for teachers' parallel progression that is meant to address the anomalies. This is progression for teachers who were disadvantaged by the unceremonious stopping of parallel progression in 2000. This progression has got nothing to do with the current boycott of extra-curricular activities since it occurred before the current boycott. School heads are threatening teachers with this policy.
- Parallel progression was stopped in 2000 and many teachers have not progressed since then. School heads are also using the 2002 strike and these are unrelated with the 2000 parallel progression.
- In May 2001, worker organisations comprising of ABOTEL, BCSA, BTU, BOFESETE, BULGASA & NALGMWU contributed to what became The Tsa Badiri Consultancy. They had recommended a professional allowance for all teachers to cater for extra curricular activities and long working hours. This was not entertained at all.
- **Add other issues pertinent!!!!!!!!!!!!**