

Swaziland National Association of Teachers

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Vilakati Sifiso
7614 8200

SNAT Productions

ALL CORRESPONDENCE TO BE
ADDRESSED TO THE
SECRETARY GENERAL
SNAT CENTRE
OPPOSITE WILLIAM PITCHER
PO BOX 1575

MANZINI, SWAZILAND

[+268] 2505 2603

[+268] 2505 6267

E-mail: snatcentre@gmail.com

snatgs02@gmail.com

Web: www.snat.org.sz

UPDATE BY THE SNAT ON THE OUTCOME OF THE JNF MEETING THAT WAS HELD ON WEDNESDAY [06-04-2022]

1. INTRODUCTION

The Public Sector Associations (SNAT, SNAGAP, SNA and NAPSAWU) did attend the Joint Negotiations Forum (JNF) meeting with the Government Negotiations Team (GNT) today (06-04-2022). The meeting was merely on report back assignments wherein, the GNT was expected to give feedback on their consultation with their principals on the Salary Review. When the Wednesday (17-03-2022) meeting adjourned, the GNT was expected to recharge mandate on the argument that had been tabled by the PSAs to the effect that the financial year 2022/2023 is supposed to be a year for both the engagement of the Consultant and the implementation of the recommendations of the Salary Review Report that would have been produced by the Consultant. Since the PSAs had argued that the Government, as the employer of choice, was supposed to come up with a supplementary budget to cater for the implementation aspect of the Salary Review.

2. CRUX OF THE UPDATE

The Swaziland National Association of Teachers (SNAT) National Executive Committee (NEC), therefore, takes this opportunity to update the membership as follows. That;



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- I. The Government of Swaziland maintains that she does not have the capability to implement the recommendations of the Salary Review Report, during the current financial year (2022/2023), even if the Consultant would finish the review exercise in good time.
- II. Government argues that coming up with a Supplementary Budget was a clear impossibility since that item (Salary Review Report Implementation) was not even budgeted for at first instance for the 2022/2023 financial year.
- III. Instead, the Government maintains that only the appointment of the Consultant to conduct the Salary Review Exercise must be engaged this year (2022-2023) and that the implementation of the recommendations of the Salary Review Report will be done during the 2023-2024 financial year, provided resources are available.

The issues so reported in paragraphs (I, II and III mean that Government employees will have to wait until the 2023-2024 financial year for their reviewed salaries. Furthermore, government is not prepared in any way to cushion her workers' in any other way until the 2023/2024 Financial Year.

3. WAY FORWARD

The PSAs national leadership will, as advised by the Public Servants mass meeting of February (26-02-2022), craft a plan through which to report back to the General Membership [GM] on a face to face basis, for a way forward on the matter. A clear line of march will be communicated to members by close of business on Monday (11-04-2022). In the meantime, the National Office Bearers of the four (4) Public Sector Unions will be conducting further consultations on the matter so that we come up with a watertight strategy through which we will launch an offensive against our employer.

Issued by the SNAT SG, on Wednesday, 06 April 2022



SIKELELA J. DLAMINI
(SECRETARY GENERAL)

**SWAZILAND NATIONAL
ASSOCIATION OF TEACHERS**
P. O. BOX 1575, MANZINI
TEL: 2505 2603



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