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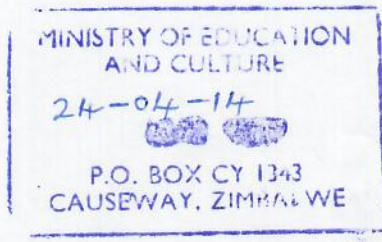
Ministry of Primary and
Secondary Education
P.O Box CY 121
Causeway
Zimbabwe

22 April, 2014

THE SECRETARY'S CIRCULAR MINUTE NO. 6 OF 2014

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- Association of Trust Schools



CANCELLATION OF INCENTIVES IN SCHOOLS

This Circular Minute cancels and replaces Secretary's Circular Minute Number 5 of 2009.

1.0 Background

The teachers' incentives were introduced in schools in May 2009 with parental support to augment the teachers' salaries that were pegged at one hundred dollars per month during that time. However the situation has since improved not only for the teachers but for the rest of the Civil Service. There has been a gradual increase in salaries and other related conditions of service. All the teachers are now also earning transport and housing allowances and the teachers in rural areas are paid a rural allowance.

Incentives have been fraught with challenges such as uneven distribution, rural/urban divide, abuse, leading to disharmony and poor service delivery in schools.

2.0 Concerns over Teachers' Incentives

Teachers' incentives are contrary to the achievement of Millennium Development Goal Number 2 as they increase the cost of Education. In addition incentives have caused an outcry from the Ministry's internal and external clients such as the teachers stationed in rural areas, administration staff, internal auditors, parents, School Development Committees, other civil servants, responsible authorities, staff associations and politicians. Consultations were held with Heads Associations, Teachers' Associations, Representatives of School Development Committees, Responsible Authorities and Church Education Secretaries and these agreed that incentives were increasing the cost of education and should therefore be removed. The above stakeholders have contributed to the Ministry's decision to revise its position on teachers' incentives owing to the numerous demerits enumerated below:

- i. Teacher incentives are not based on merit.
- ii. The teachers' incentives are unevenly distributed. Teachers in rural areas earn less than their urban counterparts due to the low levies paid in their communities.
- iii. Owing to this uneven distribution of incentives, some new teacher graduates are shunning rural area deployment preferring to be deployed in urban areas where better incentives are paid.
- iv. The schools in rural areas are struggling to retain qualified teachers.
- v. There is a yawning gap between urban and rural teachers in terms of financial status.
- vi. Teacher Incentives are being abused. According to the Secretary's Circular Minute No. 5 of 2009 only 10% of the collected levies at a school was supposed to be paid to teachers as incentives. However several audit reports have revealed that many schools have been paying more than 10% of levies as incentives.
- vii. Some school heads have misappropriated the funds meant for teacher incentives. This has resulted in numerous misconduct charges being raised against such heads, leading in some cases to loss of qualified personnel in our school system.
- viii. There has been very little or no development at some schools as the levies are channelled towards teacher incentives.
- ix. There have been reports of irregularities in the payment of incentives with some school heads paying less to teachers with whom they have personal differences.
- x. The payment of teacher incentives has brought divisions and discontent in the civil service.
- xi. Teacher incentives have strained relations between schools and communities.

- xii. Children whose parents cannot afford to pay teachers' incentives are being deprived of their right to education.
- xiii. The administrative functions of deployment and transfer of teachers are being hampered by the disparities in teacher incentives paid in different schools.

3.0 Policy Position

Incentives have rendered education inaccessible to some children from low income groups and are in this regard, contrary to the provisions of the Constitution of Zimbabwe which guarantees the right to education for all Zimbabweans, and also provides every person the right not to be discriminated against on the basis of their economic or social status.

According to Section 36 of the Education Act, 2006, as amended, levies are for the development of the school. In terms of the Public Service Act, the setting of conditions of service for any member of the Civil Service is the responsibility of the Civil Service Commission as the employer.

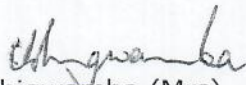
In light of the above Secretary's Circular Minute No. 5 of 2009 is in conflict with the provisions of the Constitution and the Public Service Act.

In view of the foregoing, authority to pay incentives is withdrawn forthwith.

4.0 Conclusion

All concerned are urged to take note and comply with the provisions of this Circular Minute with immediate effect.

The interpretation of this Circular Minute rests with the Secretary for Primary and Secondary Education.



C. Chigwamba (Mrs)

SECRETARY FOR PRIMARY AND SECONDARY EDUCATION

- c.c. Hon. Minister
- Hon. Deputy Minister
- Secretary for Civil Service Commission