



EDUCATORS' UNION OF ZIMBABWE

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04 February 2025

The Director
Zimbabwe Schools Examinations Council
No.1 Upper East Rd. Mt Pleasant
Harare
Cc: The Permanent Secretary, Ministry of Primary & Secondary Education

Dear Sir / Madam

Received by
W.C. Munzira
06/02/24
0242-304905

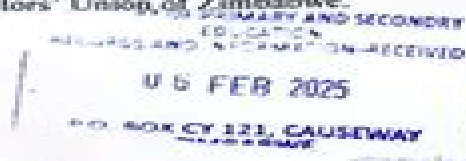
REF: LETTER OF DEMAND ON BEHALF OF 2024 EXAMINERS

- 1.0. **EDUCATORS' UNION OF ZIMBABWE** is duly registered in terms of S.I. 45 of 1998 with the Ministry of Public Service, Labour and Social Welfare to represent Teachers.
- 2.0. It has come to our attention that Teachers who rendered their services to ZIMSEC sometime between October and December 2024 have not yet been fully paid their dues to this day, 04 February 2025.
- 3.0. We also gather that ZIMSEC, as usual, did not provide any Contract of Employment as a pre-condition for their engagement. ZIMSEC only provided an Invitation Letter and transport fares for examiners to travel to respective centres to render their services.
- 4.0. Such a conduct is inconsistent with fair labour practice, and clearly violates Section 65(1) and (4) of the Constitution of Zimbabwe (2013) and Section 12 of the Labour Act.
- 3.0 We therefore make the following demands:
 - 3.1. In 14 days, you pay all teachers the amounts owed. For future examinations, pay your financial obligations to examiners by the end of the marking period and in accordance with the Contracts of Employment.
 - 3.2. In all your future examinations, you shall provide a Contract of Employment according to Section 12(2) of the Labour Act of 2019 which directs you to provide, inter alia, "particulars of the employee's remuneration, its manner of calculation and the intervals at which it will be paid".
- 4.0 In event of failure to comply with our demands in 14 days, be advised that we shall seek refuge with the courts through arbitration, at your own costs. We also expect your response to this correspondence in 14 days.

Yours faithfully,

Tapedza Zhou
Secretary General

Educators' Union of Zimbabwe.



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SA Dillow



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