



LESOTHO

THE GOVERNMENT OF THE KINGDOM OF LESOTHO

AGREEMENT

In the matter between

THE GOVERNMENT OF LESOTHO

AND

LESOTHO ASSOCIATION OF TEACHERS, LESOTHO TEACHERS' TRADE UNION AND LESOTHO SCHOOLS' PRINCIPALS ASSOCIATION

ISSUES IN DISPUTE AND HOW PARTIES AGREED TO SETTLE THEM:

| | DEMANDS | AGREEMENTS | TIME FRAMES |
|---|--|--|---|
| 1 | <p>Review of teachers' career and salary structure</p> <p>While both parties had agreed to proceed with the implementation of the career and salary structure, there was a delay for which 8% salary increase was then demanded for 2019/2020 FY</p> <p>M1200.00 tax credit as an alternative to the 8% salary</p> | <p>a) Both parties agreed to continue the review of the salary structure</p> <p>b) The structure will be implemented in 2020/2021 fiscal year.</p> <p>c) Participation by all teacher formations and ununionised teachers is agreed upon.</p> <p>d) The structure will be completed by end of June, 2019 to ensure that it is included in the 2020/2021 budget estimates.</p> <p>As government could not offer the 8% in the FY2019/2020, both parties agreed to negotiate the 8% salary increase in the 2020/2021 career and salary structure.</p> <p>Both parties settled to increase the tax credit from M605.00 to M800.00 (amounting to M195.00 monthly) effective from October 2019.</p> | <p>2020/2021</p> <p>30 June 2019</p> <p>30 June 2019</p> <p>2020/2021</p> <p>1 October 2019</p> |

| | | | |
|---|---|--|--|
| | increase which government could not offer | This adjustment will affect all income tax payers and a gazette will be issued by the 1st April 2019. | 1 April 2019 |
| 2 | Promotions on qualifications for approximately 440 teachers already at school in 2016 upon amendment of the teaching service regulations 2002 | Government agrees to promote the aforementioned teachers subject to the following: a) A list of concerned teachers submitted and verified using an appropriate form; b) A circular is issued for submission of forms on or before 5 April 2019; c) The verification, vetting and budget allocation of all teachers affected shall be completed by end of April 2019; and d) Subject to item (c) above, the submissions will be made to Cabinet for approval to amend the regulations. | 30 April 2019 17 May 2019 |
| 3 | Schedule 17 (on 24 teachers) | a) Both parties agree that the concerned teachers will be absorbed into the teaching service as per the Cabinet decision. b) This shall be preceded by the amendment of the law to accommodate placement for special cases. c) Parties agree to enact the Teaching Service Regulations that are commensurate with the principal law (Education Act no 3 of 2010 as amended) on appointment of teachers. | 31 May 2019 |
| 4 | Implementation of the new curriculum | a) It is agreed that training for grade 8 teachers shall commence during the week beginning 25 th March 2019 in Maseru. b) On the text books for grade 8 it is agreed that the Ministry should continue distributing the books to all secondary schools in addition to 289 schools at which deliveries have been made. c) It is agreed that delivery of the textbooks should be completed by the end of March 2019. By the 1 st of April the Ministry should begin re-distribution of textbooks for top-ups where there are shortages for grade 8. Top ups for other grades should also be delivered in this period. d) With regard to grade 7 books it is agreed that the Sub Committee will persuade the court to expedite the delivery of judgment. e) Information dissemination on the implementation of the | 25 March to 20 April 2019 30 March 2019 30 April 2019 19 April 2019 Continuous |

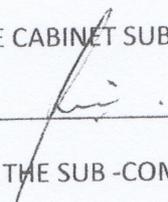
| | | | |
|---|--------------------------|---|--|
| | | <p>new curriculum, It is agreed that the Ministry makes an official statement on national television requesting the public to voluntarily assist as resource personnel where need be in the implementation of the new curriculum. This information shall further be disseminated through radio programmes such as:</p> <ul style="list-style-type: none"> ➤ Buoa le Tichere on Mondays at 20:30hrs ➤ Thuto ke Leseli on Tuesdays at 20:30hrs ➤ Habo Molepe on Wednesdays at 20:30hrs ➤ Thuto ka Ngollano on Thursdays at 19:30hrs ➤ Furthermore, the ministry shall continue disseminating this information to district education managers, community councillors and chiefs through public gatherings and parents meetings at school level. | |
| 5 | Arrears | <ul style="list-style-type: none"> a) Both parties shall submit, exchange and verify the list of teachers whose payments are in arrears. b) It is agreed that a circular shall be issued requesting the concerned teachers to submit claims by the 30th April, 2019. Teachers are also expected to complete forms indicating the period within which they are in arrears. c) Ministry shall compile a payment plan in terms of when the arrears were incurred. d) All the teachers' arrears shall have been paid by the end of the second quarter of the financial year 2019/2020. | <p>30 April 2019</p> <p>30 August 2019</p> |
| 6 | Pending issues | <p>The second phase of negotiations shall encompass the following points:</p> <ul style="list-style-type: none"> ➤ Pension benefit statement ➤ 50/50 lump sum take home for employees upon retirement ➤ Appointment of Principals ➤ Utility Grants ➤ Unqualified Teachers ➤ Payment of PC gratuity ➤ Rationalization of Fees ➤ Filling of vacancies ➤ Hardship allowance increase ➤ HR related issues and poor service delivery ➤ Subvention fund and any other related matters ➤ Education Bill (amendment Bill) 2019. <p>The parties agree to submit detailed description of the demands.</p> | <p>10 April 2019</p> <p>03 April 2019</p> |
| 7 | Industrial action | <ul style="list-style-type: none"> a) Parties herein agree to suspend the strike until October 2019. Failure by the employer to act and abide by the agreement shall leave the teacher formations with no option save to resume the strike and this shall not be a bar for the said teacher formations to resort to courts of law for intervention. b) It is agreed that individual schools will sort means to make up for the lost time, c) It was agreed that none of the parties shall be subjected | <p>31 October 2019</p> |

| | | | |
|---|----------------------------|--|--|
| | | <p>to disciplinary action and or caused to be victimised as a result of the industrial action.</p> <p>d) Parties herein agree to establish a task team composed of officers from the Ministries of Finance, Law, Education, Public Service and Trade Unions (LAT, LTTU and LESPA) to facilitate the implementation of this agreement.</p> <p>e) Should either party fail its obligation as entailed in the entire agreement, the aggrieved party shall, first notify the Cabinet Sub-Committee for intervention.</p> | |
| 8 | Progress Monitoring | <p>a) Parties agree that the Plenary shall meet at least once a month to get updates, take necessary decisions and or give feedback.</p> <p>b) Parties shall have midterm progress review meeting in July to identify outstanding issues and agree on a plan of action to complete the remaining work.</p> <p>c) Parties shall have a final review meeting at the end of October 2019.</p> | |

THE PARTIES AGREE THAT NO VARIATION OF THIS AGREEMENT WILL BE LEGALLY BINDING UNLESS REDUCED IN WRITING AND SIGNED BY BOTH PARTIES.

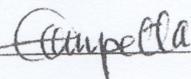
THUS DONE AND SIGNED AT MASERU ON THIS28.....DAY OF MARCH, 2019.

ON BEHALF OF THE CABINET SUB- COMMITTEE ON TEACHERS STRIKE



CHAIR PERSON OF THE SUB -COMMITTEE

ON BEHALF OF THE LESOTHO ASSOCIATION OF TEACHERS



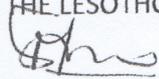
PRESIDENT

ON BEHALF OF THE LESOTHO TEACHERS' TRADE UNION



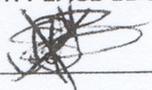
PRESIDENT

ON BEHALF OF THE LESOTHO SCHOOLS PRINCIPALS ASSOCIATION



PRESIDENT

DEVELOPMENT FOR PEACE EDUCATION



WITNESS

