

TEACHERS UNION OF MALAWI

STATEMENT OF PROFESSIONAL ETHICS AND CODE OF CONDUCT FOR TEACHERS

1.0 PREAMBLE

The Teachers Union of Malawi (TUM) has noted with concern the current trend of lowering standards of teachers and the teaching itself. Some of the current trends are:

- The mode of teacher training leaves a lot to be desired. We need to develop a comprehensive Teacher Education and Development Programme.
- The mode of recruitment of prospective teachers does not conform to the professional procedures.
- The school environment, infrastructure, the attitude of the general public and even behaviour of school children do not entice prospective teachers into the profession.
- The coming in of the democracy to indiscipline by both teachers and learners done to misconception of democracy.
- The status of teachers in the community is at low ebb.
- There is general deterioration of teachers' morale.
- The economic environment is not conducive to the boosting of the profession.
- There are inadequate teaching/learning materials.
- There are cross cutting issues which affect education such as HIV/AIDS, Poverty, Hunger, Traditional Culture, Child Labour, Prostitution, Floods and some other Natural Disasters.

CODE OF ETHICS

Code of Ethics guides to teachers in maintaining at all times the high standards of their profession.

1.0 GENERAL DUTIES

Any member of the teaching profession is expected to display and discharge the following general duties:

- 1.1 Shall demonstrate highest professional competence.
- 1.2 Shall preserve the dignity of the teaching profession.
- 1.3 Shall uphold the highest integrity.
- 1.4 Shall maintain ethical standards and expectations of the public.

- 1.5 Shall display honour of the teaching profession.
- 1.6 Shall strive to accomplish advanced standards through study and/or upgrading courses.
- 1.7 Shall live to defend the profession in the eyes of the general public.

2.0 **DUTIES OF A TEACHER TO EDUCATION AUTHORITIES**

- 2.1 Shall comply with the Education Act.
- 2.2 Shall comply with the contents of the Teaching Services Commission Act, Labour Relations, and Employment Act.
- 2.3 Shall cooperate with the Ministry of Education Science and Technology in all its development endeavours.
- 2.4 Shall adequately and properly deliver his/her duties in a professional manner and consistent with the policy of the Ministry of Education.
- 2.5 Shall comply with all international conventions and recommendations which Malawi has ratified.
- 2.6 Shall conform to the code of dress as generally accepted in the profession.
- 2.7 Shall respect authority.
- 2.8 Shall adhere to rules and regulations contained in the Teaching Service Rules and Regulations book.
- 2.9 Shall respect agreements made with the Government.
- 2.10 Shall make sure he/she has a licence and authority to teach.

3.0 **DUTIES OF A TEACHER TO STUDENTS**

- 3.1 Shall impart the right knowledge to the student.
- 3.2 Shall implement the approved curriculum.
- 3.3 Shall maintain a social distance with the pupils/students.
- 3.4 Shall inculcate proper moral behaviour.
- 3.5 Shall demonstrate a spirit of parental care.
- 3.6 Shall involve pupils/students in co-curricular activities.
- 3.7 Shall ensure safety of students at all times.

- 3.8 Shall create a conducive learning atmosphere in the classroom.
- 3.9 Shall demonstrate maturity and responsibility in his dealings with the pupils.
- 3.10 Shall impart leadership skills which shall lead pupils/students to maturity and responsibility in behaviour.
- 3.11 Shall demonstrate a sense of purpose and devotion to duty through competent and effective teaching in the school.
- 3.12 Shall respect pupils fundamental human rights.

4.0 **TEACHER TO FELLOW TEACHERS**

- 4.1 Shall respect fellow teachers.
- 4.2 Shall under no circumstance put a fellow teachers' into disrepute.
- 4.3 Shall accommodate views of other teachers on professional issues.
- 4.4 Shall respect other teachers families by observing morality.
- 4.5 Shall willingly share knowledge to fellow teacher to enhance professional development.
- 4.6 Shall participate in the promotion of socio-economic status in the school.

5.0 **THE TEACHER AND THE COMMUNITY**

- 5.1 Shall win and maintain the confidence of the people.
- 5.2 Shall demonstrate maturity in the way he/she uses his resources.
- 5.3 Shall competently maintain his/her status at all times.
- 5.4 Shall act as link between Government and parents on educational matters and policies.
- 5.5 Shall maintain the confidence of the people as a custodian of knowledge.
- 5.6 Shall demonstrate and maintain a spirit of willingness to be of assistance in community life.
- 5.7 Shall demonstrate commitment and integrity in performing expected roles of enhancing development in the society.
- 5.8 Shall embody values and virtues of society.

6.0 **THE TEACHER AND HIS ORGANISATION**

- 6.1 Shall belong and subscribe to a professional organisation.
- 6.2 Shall take professional advice from the organization.
- 6.2 Shall speak to employer on any professional or general conditions of his employment through the professional organization.
- 6.4 Shall be guided by the Code of Conduct of his professional organization on professional matters.
- 6.5 Shall respect leadership and their decisions.
- 6.6 Shall protect and safeguard the image and status of the organization.

7.0 **ROLES/DUTIES OF A TEACHER TO THE COMMUNITY SCHOOL MANAGEMENT COMMITTEES**

- 7.1 Shall interpret the education policies to the School Management Committees.
- 7.2 Shall initiate development programmes at the school.
- 7.3 Shall sensitize communities on crucial issues of HIV/AIDS education; population education, deforestation, food security, reproductive health education, Human Rights Knowledge, Counselling and guidance.
- 7.4 Shall provide linkage between government and the community.
- 7.5 Shall assist communities in mobilizing financial resources for the school.
- 7.6 Shall assist in training the community in their roles in the school.
- 7.7 Shall act as a role model in the community.

8.0 **CODE OF CONDUCT**

A code of conduct for teachers may be defined as a body of rules and regulations stipulating a particular form of behaviour expected of teachers.

- a. There shall be only one Code of Conduct for all grades of Teachers at the National Level.
- b. Proprietors of Government Aided Education Institutions may have their rules and regulations, in addition to (a) above, provided that where a proprietors' rule is inconsistent with a national rule, institutional rule becomes void to the extend of such inconsistency and the moral rule shall prevail in the circumstance.

9.0 **MISCONDUCT AND DISCIPLINE**

A teacher shall be guilty of misconduct if he/she:-

- 9.1 Conducts himself or herself so as to impair the efficiency of the school or college.
- 9.2 Absent himself or herself from duty without just cause.
- 9.3 Refuses or neglects to carry out professional duties and lawful instructions as prescribed in these Regulations.
- 9.4 Uses his or her position as an employee to further the ends of any political party or organization.
- 9.5 Displays insubordination by word or conduct.
- 9.6 Continues to be incompetent or inefficient after the expiration of the period fixed in a warning.
- 9.7 Fails to comply with any of the Regulations, Financial orders or stores Regulations or commits a breach of any contract or agreement under the Government Teaching Service Commission Act or the Republican Constitution.
- 9.8 Is under the influence of intoxicating liquor or habit forming drugs during the normal hours of attendance or when required to be on duty.
- 9.9 Habitually takes intoxicating liquor or habit forming drugs.
- 9.10 Is under any statue, adjudged or otherwise declared bankrupt or insolvent or has a writ of civil imprisonment.
- 9.11 Suffers pecuniary embarrassment likely to interfere with the efficient performance of his or her duties.
- 9.12 Discloses or reveals either directly or indirectly the contents of any documents communication or information whatsoever acquired in the course of such duties.
- 9.13 Uses for personal gain information acquired through his or her employment in the service.
- 9.14 Conducts himself or herself on any occasion in a disgraceful manner, improper or unbecoming manner, or while on duty is grossly discourteous to any person.
- 9.15 Makes use of public monies or any property of the Government for private purposes.
- 9.16 Fails to make reasonable care of any Government property in his or her custody or charge.

- 9.17 He/she cedes the whole or part of the salary, allowance or any other remuneration payable to his or her.
- 9.18 Engages himself in an occupation or undertaking or performs any act which might in any way conflict with the interests of the Government or be inconsistent with his or her duties.
- 9.19 Acquires or holds a direct or indirect pecuniary interest in a contract relating to matters falling within the function of her/his department.
- 9.20 Acquired knowledge or holds a direct or indirect pecuniary interest in a firm or company applying or negotiating for a contract with the Government relating to matters falling within the service.
- 9.21 Does or causes any act which is prejudicial to the administration, discipline or efficiency of the service or any part of it.
- 9.22 Commits any of the following offences and is convicted thereof by a court of law:
 - 9.22.1 Extortion, bribery, corruption.
 - 9.22.2 Theft, theft by false pretences, receiving stolen property knowing it to have been stolen.
 - 9.22.3 Fraud, forgery, altering a forged instrument knowing it to have been forged, or
 - 9.22.4 Attempts, incites or conspires to commit an offence under this subsection.
- 9.23 Attempts to secure intervention from political sources in relation to his or her position or conditions of employment in the service.
- 9.24 Takes part or assists any activity subversive to the Government.
- 9.25 Makes to the Government any false claim.
- 9.26 Behaves immorally with any pupil or student of any education institution in the country.

10.0 **DISCIPLINE**

- 10.1 The Teaching Service Commission may inflict one or more of the following penalties upon any officer as a result of proceedings under the provision of this part:-
 - 10.1.1 Dismissal.
 - 10.1.2 Termination of the contract of a contract officer in accordance with terms or his or her contract.
 - 10.1.3 Reduction in grade.

- 10.1.4 Reduction in salary.
- 10.1.5 Stoppage of increment.
- 10.1.6 Withholding of increment.
- 10.1.7 Severe reprimand; and
- 10.1.8 Compulsory retirement under regulation 31.
- 10.1.9 Suspension.
- 10.1.10 Posting.
- 10.1.11 Interdiction.