

# TEACHING SERVICE COMMISSION

## DISCIPLINING OF TEACHERS

### TABLE OF CHARGES, OFFENCES AND PENALTIES

CHARGE	NO	OFFENCE	PENALTY		
			1 ST BREACH	2 ND BREACH	3 RD BREACH
1. IMPROPER CONDUCT WHILE IN SCHOOL	1	Wearing Shirt unbuttoned low down the chest	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
	2	Smoking in front of class	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
	3	Eating and Spitting in the classroom during sessions	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
Possible Criminal Matters which may require Court Proceedings	4	Physical Assault & Abuse	Interdiction from Duty/Dismissal		
	5	Child Abuse specifically emotional abuse	Interdiction from Duty/Dismissal		
	6	Attempted Rape	Interdiction from Duty/Dismissal		
	7	Touching/Fondling of students' private parts	Interdiction from Duty/Dismissal		
	8	Indecent Exposure, exposing of private parts in view of children	Interdiction from Duty/Dismissal		
	9	Showing of pornographic films and pictures to students.	Interdiction from Duty/Dismissal		
2. NEGLIGENCE OF DUTY	10	Idling, malingering or sleeping on the job	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal/ Transfer
	11	Not attending adequately to duties assigned e.g. assembly, dismissal	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal/ Transfer
	12	Inadequate plan & preparation of work	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal/ Transfer
	13	Improper or no marking of registers, class work, and home work.	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal/ Transfer
	14	None or late distribution of Report Cards and other Academic Results	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal/ Transfer
	15	Not keeping good statistics and records	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal/ Transfer
	16	Refusal to accompany students on supervised visits/activities	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal/ Transfer
	17	Refusal to execute any lawful duty assigned whether given orally or written	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal/ Transfer
3. MISCONDUCT  Possible Criminal Matters which may require Court Proceedings	18	Use of official school property without permission from authority	Interdiction from Duty/Loss of Pay/Dismissal		
	19	Misuse of money belonging to others in schools	Interdiction from Duty/Loss of Pay/Dismissal		
	20	Stealing/pilfering of items belonging to schools and members of the school community	Interdiction from Duty/Loss of Pay/Demotion /Dismissal		
	21	Fraudulent conversion of school funds/teachers salaries	Interdiction from Duty/Loss of Pay/Demotion /Dismissal		
	22	Suppression/Destruction/ Defacement of records	Loss of Pay/Demotion/Dismissal		
	23	Insubordination/Disobedience to Headteacher and other Supervisory Staff	Warning	Loss of Pay	Dismissal
	24	Divulging of Confidential Information	Warning	Loss of Pay	Dismissal
	25	Forging of Documents	Interdiction from Duty/Loss of Pay/Demotion /Dismissal		
	26	Impersonation/fraud	Interdiction from Duty/Loss of Pay/Demotion /Dismissal		
4. INEFFICIENCY	27	Inability to meet deadlines	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
	28	General failure on part of Headteachers and other administrative staff to give guidance to non-administrative staff, Poor supervision	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
5. UNFITNESS	29	Personal Uncleanliness, inappropriate attire and deportment	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
	30	Displaying effects of a hang-over	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
	31	Being under the influence of alcohol	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
6. IRREGULARITY	32	Frequent absence without permission from authority	Warning	Loss of Pay	Dismissal
	33	Absence from duty without leave or adequate excuse	Loss of Pay	Dismissal	Dismissal
	34	Persistent unpunctuality (30% late coming per term)	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
7. CONDUCT UNBECOMING A TEACHER	35	Leaving the country without notification	Dismissal		
	36	Vulgar/Inappropriate behaviour by teachers in school e.g. cursing	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal
	37	Fighting/Gambling by Teachers in school	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning/ Suspension	Dismissal
8. LACK OF DISCIPLINE ON THE PART OF ANY TEACHER	38	Contravention of TSC Rules: Failure to give Statutory Notice	Dismissal		
	39	Failure to observe Chapter 39:01, s.94 (1)-(4) on the administering of Corporal Punishment in Schools.	1 <sup>st</sup> Warning	2 <sup>nd</sup> Warning	Dismissal