



# AFRICA FORUM OF TEACHING REGULATORY AUTHORITIES

( Le Forum d' Afrique d'Enseigner Régulateur Autorités)

**HEADQUARTERS:** Teachers Registration Council of Nigeria

(Federal Ministry of Education)

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## MINUTES

### **OF THE 4TH AFTRA STEERING COMMITTEE MEETING HELD AT THE TEACHERS SERVICE COMMISSION, KENYA, APRIL 10-11, 2013**

#### **1. ATTENDANCE**

<b>SN</b>	<b>NAME</b>	<b>DESIGNATION</b>	<b>ORGANISATION</b>
1	Rej Brijraj	SACE CEO/AFTRA Chair	South African Council for Educators
2	Prof. Addison Mark Wokocha	TRCN CEO/AFTRA Secretary General	Teachers Registration Council of Nigeria
3	Sibusiso Mchunu	SACE Deputy Chair	South African Council for Educators
4	G.K. Lengoiboni	TSC CEO	Teachers Service Commission, Kenya
5	Dr. Steve Nwokeocha	AFTRA Executive Director	Teachers Registration Council of Nigeria
6	Ms. Nancy N. Macharia	Director Teacher Management	Teachers Service Commission Kenya
7	Mary Rotich	SDD <sup>TM</sup>	Teachers Service Commission Kenya
8	Hilary Lukhafwa	DD	Teachers Service Commission Kenya
9	H. K. Kamotho	PR	Teachers Service Commission Kenya
10	Gratian A. Mukoba	President	Tanzania Teachers Union
11	U. M. Mohammed	Treasurer	Tanzania Teachers Union
12	Catherine W. Mwaura	ADD	Teachers Service Commission Kenya
13	Idris A. Ibrahim	SIEO	Kenya National Union of Teachers

## 2. OPENING SESSION

The meeting began with an opening session where the host and Chief Executive Officer of the Teachers Service Commission (TSC), Kenya, Mr Gabriel Lengoiboni specially welcomed delegates and formally addressed the meeting. The following is summary of issues he touched upon during his address:

- *TSC took part in the AFTRA Roundtable in Nigeria in 2010; South Africa in 2011 and Tanzania in 2012. This trend underscores the fact that Kenya is a founding member of AFTRA, has been committed to AFTRA affairs and will continue to give maximum support to AFTRA dreams and aspiration.*
- *Expressed joy about peaceful election and inauguration of the Kenyan President.*
- *Explained efforts made to get approval to host the AFTRA Roundtable and Conference from the Head of Public Service in absence of Parliament.*
- *Explained the statutory functions and structure of the TSC.*
- *TSC is largest employer of workers in the Kenya.*
- *TSC has autonomy of managing its employees and resources.*
- *TSC is both employer and regulator of teachers.*
- *TSC can also discipline teachers in private schools when it comes to deregistration and dismissal.*
- *TSC believes that AFTRA will help it to maintain standards.*
- *Said he learnt at the AFTRA Roundtable in Arusha that in Nigeria university teachers must have pedagogy and it's something Kenya could learn from Nigeria.*
- *He also learned at Arusha that unions should go beyond negotiation for salaries to engage with AFTRA and general issues. He strongly supported the unions being part of AFTRA, held discussions with the Kenya National Union of Teachers.*
- *TSC is now constitutionally autonomous and on equal footing with the Ministry of Education.*

AFTRA Chair, Mr. Rej Brijraj responded to the address of the TSC CEO, stating that AFTRA was very proud of the TSC for its very high level of commitment. He congratulated Kenya for a smooth change in government and the peaceful and colourful inauguration of the new President. He particularly appreciated the acceptance of the TSC to host the 2013 AFTRA programmes which for the first time would be collocated. He finally regretted the inability of the AFTRA Steering Committee to meet earlier due to exigencies at SACE.

The opening session ended with the exit of the TSC CEO who was due for another national assignment elsewhere.

## 3. CONTINUATION OF THE MEETING

The meeting was co-chaired by AFTRA Chair, Rej Brijraj and Deputy Chair of SACE, Mr Sibusiso Mchunu.

**Mr. Rej in his speech captured the following issues:**

- *Regretted again for the delay in scheduling the Steering Committee meeting due to dynamics at SACE. He said the delay would put pressure on TSC due to short time but believed that TSC would still excel in organising the Roundtable and Conference.*
- *He requested to give a brief about SACE as the CEO of TSC did and stated that TRCN should also give a brief about TRCN.*

- *He said SACE has 30 Council members most of whom are teachers and the rest are representatives from higher education and independent bodies.*
- *SACE is in charge of the registration of teachers and professional development with a sophisticated system. SACE also certifies teachers and watches over their code of conduct. Once a teacher is deregistered he or she cannot be employed anywhere in South Africa.*
- *SACE does not handle qualifications of teachers as it is not a qualifications authority.*
- *He said the 4th Steering Committee is basically to prepare for the 2013 AFTRA Conference and Roundtable to be held in June in Mombasa hosted under the auspices of the TSC.*
- *He said it's quite interesting how AFTRA started and said it's important to start writing the history of AFTRA. He said AFTRA is already a giant and tomorrow people would like to know how it was born.*
- *He recalled that the idea started at IFTRA through the brotherhood between SACE and TRCN .*
- *The main goals of AFTRA and IFTRA are basically to promote professionalism in teaching, setting up minimum standards and cooperation for mutual benefits of AFTRA members and countries.*
- *He said that teacher unionism is important as well though it's not main business of regulators but since teachers are involved AFTRA must encourage teacher unionism and work with teachers unions.*
- *He quoted Mandela as saying that education is the best way to change society and stresses the importance of education and quality teacher.*
- *He urged AFTRA to aim far by working together and cooperatively.*
- *He asked TSC to comment on shortage of teachers and private schools - how many teachers are there? Is there any form of control for private schools other than registration of teachers?*
- *He also invited both TRCN and Tanzania Teachers Union to also give make their own remarks and briefs.*

**The Chief Executive Officer of TRCN then addressed the meeting on the following points:**

- *Says the benefit of AFTRA goes beyond Africa; that because of TRCN membership of IFTRA TRCN now collaborates with teaching councils all over the world. Thus TRCN exchanges letters of professional standing and Nigerian teachers are placed at par with their peers in the host country. That is one benefit TRCN has got from being member of AFTRA and IFTRA.*
- *Said TRCN was established by TRCN Decree of 31 of 1993 (now TRCN Act CAP T3 of 2004) and that TRCN is 100% a Federal public agency.*
- *TRCN regulates teaching at all levels and in public and private sectors throughout Nigeria.*
- *TRCN also accredits Teacher Education programmes for professional accreditation in the Colleges, Faculties and Institutes of Education in Nigeria.*
- *TRCN has 23-member Governing Board with the Registrar/Chief Executive and Chairman of the Governing Board appointed by the President of Nigeria. The rest are representatives of several stakeholder institutions and organisations.*
- *He said TRCN and NUT collaborates in several respects e.g. in teacher development.*
- *Spoke of the 4 categories of teachers in Nigeria (Categories A, B, C and D).*
- *Distinguished between certificate of registration and teaching license.*
- *Said Teachers Investigating Panel is established in every state and Teachers Tribunal in TRCN Headquarters.*
- *He concluded that with AFTRA teachers from Africa will have equal opportunity with their peers anywhere in the world.*

**The President of the Tanzania Teachers Union (TTU), Mr Gratian Mukoba on his part highlighted the following issues:**

- *Since last meeting in Tanzania, much progress has not been achieved.*
- *Had a stakeholders meeting where surprisingly the Ministry of Education decided to move backwards. He said TTU earlier reached stage of draft bill that was supposed to go to the Parliament.*
- *He said there was shortage of teachers in Tanzania. Some teachers newly recruited did not stay because of hardship and poor pay.*
- *TTU had strike last year demanding 100% salary increase and TTU was disappointed with the steps taken by government because the government went to court to declare the strike illegal.*
- *During the year, there would be pay raise for public workers for 20% including teachers but TTU is not happy because there was earlier raise from which teachers did not benefit, so any new raise which includes other public workers means that teachers will remain perpetually lower in pay than the other public workers.*
- *More than 6.6% of students who got division 0.*
- *Government did not seem to be feeling the shocks that TTU feels with poor performance of students.*
- *Libraries and other facilities were lacking in schools.*
- *The money voted for education did not show that Government was serious with education.*

**Response by AFTRA Chair:**

The Chair stressed that based on matters arising from the briefs, it would be very necessary, beginning from the next Roundtable, for every member organisation to give country report or brief and then AFTRA should discuss how to help member organisations and countries - At AFTRA Roundtables, country reports should be taken with a view to seeing how to help each other, for instance, AFTRA could meet the Minister of Education to exchange ideas, not to tell the Minister what to do but to do a gentle persuasion.

**TSC Brief taken by the Director of Teacher Management, Ms. Nancy Macharia. She captured the following issues:**

- *As a constitutional body TSC gets money from the Exchequer and so competing for money with other bodies.*
- *The Early Childhood teachers are currently under Counties; outside this, other teachers are under the TSC.*
- *Said they are encouraged by TRCN teaching license and that is likely the next line of action.*
- *Explained the teaching qualifications in Kenya such as the P1, Diploma and Bachelors teachers, the PhD teachers, etc.*
- *Registration is different because it's if you have qualifications you get registered.*
- *Private schools discipline - the only way now is through dismissing them.*
- *TSC was worried about expatriate teachers because TSC does not know what they are teaching, so now the private teachers and expatriates must be registered.*
- *Teacher shortage was about 80,000 teachers.*
- *There was proliferation of schools in the Counties without adequate planning which was part of the reasons for teacher shortage.*

**AFTRA Chairs response:**

- *The AFTRA Roundtable should have more discussion about private schools - the good and bad sides of the private schools.*

### **Report of the AFTRA Secretary General, Prof Wokocha**

He presented the minutes and reports of past AFTRA meetings and Roundtable which was unanimously adopted for discussion. The AFTRA Chair commended the Secretary General and his team for doing a good for AFTRA. He particularly appreciated efforts made by the Secretary General to widen the coast of AFTRA by making contacts with organisations and countries far and wide, including the USA. on behalf of AFTRA and said that SACE is doing a similar thing by writing to several international bodies. The co-Chair, Mr Sibusiso Mchunu also commended the Secretariat for a good report.

## **4. RESOLUTIONS**

After critically examining minutes, reports and plans made so far regarding the 2013 AFTRA Roundtable and Conference, the Steering Committee came up with the following resolutions:

- *AFTRA appreciates the initiatives of AFTRA Headquarters and TSC Kenya in preparation and documentation for the Steering Committee meeting.*
- *There is need for country reports in the next AFTRA Roundtable based on which AFTRA could help member countries.*
- *The issue of private schools requires full discussion at the next Roundtable so that AFTRA could understand the best strategies to adopt in order to promote good schooling in private schools.*
- *The guidelines for the roles of the participating organisations in respect to the organisation of the 2013 AFTRA conference and Roundtable were accepted in principle. Where gaps are dictated, they would be addressed in consultation with the AFTRA Chair, Headquarters and host.*
- *Ratified the design of the AFTRA Membership Certificate and AFTRA Certificate of Service.*
- *The AFTRA conference registration fees have been resolved and there is need to promote a common understanding of the fees structure for the conference so that AFTRA members could well guide intending participants.*
- *A Draft Protocol for Movement of Teachers in Africa based on the Commonwealth Teachers Recruitment Protocol has been developed by the South Africa Council for Educators and will be made available at the next Roundtable for discussion and adoption.*
- *All member countries of AFTRA are to be contacted by AFTRA Headquarters and urged to mobilise conference participants in their countries. Member countries to give report of what mobilisation they have done and likely number of participants coming from their countries latest mid May 2013.*
- *Commended the interest shown in AFTRA and attendance of the Steering Committee meeting by the Kenya Teachers Union. TSC clarified that the Steering Committee meeting was convened based on the list of membership sent to the TSC from AFTRA Headquarters in Nigeria. Therefore, the letters of invitation issued by TSC was at AFTRA's request to facilitate members' request for visas.*

## **5. ANY OTHER BUSINESS**

TSC Director of Teacher Management, Ms. Macharia explained that the Kenya National Union of Teachers (KNUT) frowned at the invitation to TTU without passing through the union. How Ms. Macharia said TSC had resolved the issue by explaining to the KNUT that the invitations to the Steering Committee meeting were sent only to Steering Committee members and not on basis of

unions. The Representative of the KNUT explained that he attended the meeting in solidarity with the TTU which is a member of SC. He said the union lost its Secretary and his union is fully in support of AFTRA and regards itself as member. He promised that the union will work together with the TSC to make the 2013 events great.

## **6. CLOSING**

The Chair, Mr Brijraj thanked everyone for the support and interest and asked Mchunu, the co-chair to declare the meeting closed. Mr. Mchunu thanked delegates and said so much work rested on the TSC. He charged TSC to persuade academics in Kenya to attend the conference. He also urged all hands to be on deck to have success. He said the meeting was so successful and congratulated everyone. He said the TSC had capacity to host the SC and has proven it.

The meeting ended by 1.45 pm on unanimous adjournment.

**Rej Brijraj**  
**AFTRA Chair**

**Professor A.M. Wokocha**  
**AFTRA Secretary General**

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