# **TANGANYIKA**



No. 6 of 1962

28TH FEBRUARY, 1962

An Act to provide for Common Terms and Conditions of Employment among teachers by the Establishment of a Unified Teaching Service and for matters incidental thereto and connected therewith

[2ND MARCH, 1962]

ENACTED by the Parliament of Tanganyika.

1. This Act may be cited as the Unified Teaching Service Act, 1962. Short title

2. In this Act-Interpreta-

"Area Committee" means a Committee established under section 5;

"Board" means the Central Board of the Unified Teaching Service to be appointed by the Minister under section 4-,

"local authority" means a municipal council established under the Municipalities Ordinance, a district council or a town council established under the Local Government Ordinance or a native authority established under the Native Authority Ordinance;

cap .105 cap .333 cap. 72

"Minister" means the Minister for the time being responsible for

"Service" means the Unified Teaching Service established by section 3; "teacher" means a person registered as a teacher under section 26 of

the Education Ordinance, 1961, and employed in a school registered  $^{\rm Ord.~1961}_{\rm No~37}$  under section 25 of that Ordinance.

- 3. There shall be, and is hereby established, a body to be known as the Unified Teaching Service to which, subject to the provisions of any regulations made under section 6, all teachers shall belong.
- 4.-(I) The Minister shall by order appoint a -Board, to be known as the Central Board of the Unified Teaching Service, to advise him on ment and the matters in regard to which he is empowered by this Act to make regulations, and to carry out such other functions as may be prescribed or conferred on the Board by the Minister.

  function of function of central Board
- (2) The provisions of the First Schedule to this Act shall have effect as to the constitution, proceedings and acts of, and otherwise in relation to, the Board.

Establishment of Unified Teaching service Establish

Establishment of Area Committees

- 5,(I) The Minister may by order establish Committees to exercise jurisdiction under this Act in such areas of Tanganyika as may be specified in the order.
- (2) An Area Committee shall, in respect of, the area for which, it is appointed, advise the Board on such matters as may be referred- to it by the Board and shall carry out such other functions as may be, prescribed or conferred on the Committee by the Minister.
- (3) The provisions of the Second Schedule to this Act shall have effect as to the constitution, proceedings and acts of, and otherwise in relation to, any Area Committee.

Regulations

- 6--(1) The Minister may make regulations with regard to all or any of the following matters affecting members of the service:-
  - (a) professional qualifications;
  - (b) the maintenance of professional standards, professional conduct, discipline and appeals against disciplinary action;
  - (c) terms and conditions of service and employment, including but not limited to such matters as engagement, discharge, promotion, leave, scales of salary, allowances and benefits;
  - (d) registration, suspension and dismissal;
  - (e) the establishment, management and control of any provident fund, superannuation fund or pension scheme;
  - (f) the functions, powers and procedure of the Board;
  - (g) the functions, powers and procedures of Area Committees;
  - (h) any matter which is to be or may be prescribed under this Act;
  - (i) the furtherance generally of the aims and objects of this Act.
- (2) Any. regulations made under this section may provide for their application to any specified class or description of teachers, whether by reference to place or terms of recruitment, types of schools, the posts in which teachers are employed, their qualifications, length of service, status or to any other matter.

### FIRST SCHEDULE

## (Section 4)

(a) Constitution of Central Board

- 1. The Board shall consist of-
- (a) a Chairman appointed by the Minister; and
- (b) twelve other members appointed by the Minister, of whom-
  - (i) two shall the Government and of this number at least one shall be an officer the Ministry of Education;
  - (ii) five shall represent the managers of schools, and of this number three shall represent the managers of assisted schools other than schools owned by local authorities and two shall represent local authorities;
  - (iii) five shall represent teachers.
- 2.-(I) Subject to the provisions of sub-paragraphs (2) and (3) of this paragraph, a member appointed under paragraph I shall hold office for such period as the Minister shall at the time of his appointment direct and, if no such direction is given, for a period of three years from the date of his appointment and shall be eligible for re-

appointment.
(2) The Minister may at any time revoke any appointment made by him under paragraph 1.

(3) Any member of the Board appointed under paragraph I Board by notice in writing addressed in the case of the Chairman to the Minister and in the case of any other member to the Chairman and as from the date specified in such notice or, if no date is specified from the date of receipt of the notice, such member shall cease to be a member of the Board.

- (4) If, during any period an member of the Board is, owing to illness or an other cause, unable to perform his duties as a member of the Board, the Minister may appoint a temporary member to perform, the duties of such member for the period during which he is so disabled.
  - (b) General Provisions relating to the Meetings, Proceedings and Acts of the Central Board
- 3. The validity of any proceedings of the Board shall not be affected any vacancy amongst the members thereof or by any defect in the appointment 101 any member thereof.
- .4. (I) The Secretary to the Board shall be an Officer Of the Ministry of Education appointed for the purpose by the Chief Education Officer.
- (2) The Secretary to the Board shall attend all meetings of the Board but shall not vote, thereat.
- 5-(1) The Board shall meet at least once in every year at such time and place as may appoint.
- (2) The Chairman may at any time call a meeting of the Board and-
- (a) shall call a meeting within six weeks of receiving a request in that behalf specifying the reason for the meeting and addressed to him and signed by three members of the Board;
- (b) shall call a meeting when directed so to do by the Minister.
- 6. The Chairman may in his discretion invite any person to attend any meeting of the Board and any such person may take part in the proceedings of that meeting but shall not be entitled to vote thereat.
- 7---0) If the Chairman is unable to be present at any meeting of the Board the Minister may appoint an officer of the Ministry of Education to be chairman at that meeting.
- (2) If no appointment is made by the Minister under sub-Paragraph Q) the members present at the meeting shall elect a temporary chairman from among their number.
  - 8.--(l) At any meeting of the Board, eight members shall form a quorum.
  - (2) The Board may-
- (a) appoint, and decide the constitution and powers of, committees of the Board;
- (b) subject to the provisions of this Act and of any regulations made hereunder, regulate its own procedure.
- (3) The Board, when appointing any committee under this paragraph, may authorize the committee to co-opt as members of the committee Persons who are not members of the Board.
- 9. All questions that come before the Board shall be decided by the votes of the majority of the members present at the meeting and in the event of an equality of votes the Chairman shall, in addition to his vote as a member, have a casting vote.
- 10. The Chairman shall report to the Board the action taken on any matter in respect of which the Board has tendered advice to the Minister.

# SECOND SCHEDULE

#### (Section 5)

- (a) Constitution of Area Committees
- 1. An Area Committee shall consist of a Chairman and such number of other members appointed by the Minister as is specified in the order establishing the Committee.
- 2. A member of a Committee shall hold office for a period of three years from the date of his appointment but shall be eligible for re-appointment.
- 3. Any member may resign from the Committee by notice in writing addressed in the case of the Chairman to the Minister and in the case of any other member to the Chairman and as from the date specified in the notice or, if no date is specified, from the date of receipt of the notice such member shall cease to be a member of the Committee.

- 4.-(I) lie Minister may at any time revoke the appointment of any member of a Committee and appoint another person in his place.
- (2) If the place of any member of a for any reason falls vacant, the Minister may appoint another person to fill such vacancy.
  - (b) General Provisions relating to the Meetings, Proceedings and Acts of Area Committees
  - 5.-41) Every Area Committee shall meet at least twice in every year.
- (2) The quorum at meeting of a Committee shall be not less than two-thirds of the total membership of the Committee.
- 6. All questions that may come before an Area Committee shall be decided by the votes of the majority of the members Present at the meeting and in the event of an equality of votes the Chairman shall, in addition to his vote as a member, have a casting vote.
- 7--41) The Chairman of an Area Committee may invite any person to attend and to speak on any matter, at any meeting of a Committee, but no such person shall vote upon any matter.
- (2) The Minister or the Chairman of the Board may empower any person to attend any meeting or meetings of a Committee and any person so empowered may attend such meeting or meetings and may take part in the proceedings thereat, and, he so requests, his advice on any matter shall be recorded in the minutes of the meeting but he shall not vote on any matter.
- 8. Subject to the provisions of this Act and of any regulations made hereunder, an Area Committee may regulate its own procedure.

Passed in the National Assembly on the seventeenth day of February, 1962.

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