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Vol. 256

PRETORIA, 31 OCTOBER 1986
OKTOBER

No. 10506

PROCLAMATION

by the
State President of the Republic of South Africa

No. 205, 1986

DATE OF COMMENCEMENT OF SECTION 14 OF THE
NATIONAL EDUCATION POLICY AMENDMENT ACT
(HOUSE OF ASSEMBLY), 1986 (ACT 103 OF 1986)

Under the powers vested in me by section 16 of the National Education Policy Amendment Act (House of Assembly), 1986 (Act 103 of 1986), I hereby declare that section 14 of the said Act shall come into operation on the date of publication of this Proclamation.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-fourth day of October, One thousand Nine hundred and eighty-six.

P. W. BOTHA,
State President.

By Order of the State President-in-Council (Ministers'
Council of the House of Assembly):

P. J. CLASE,
Minister of the Ministers' Council of the
House of Assembly.

GOVERNMENT NOTICE

ADMINISTRATION: HOUSE OF
ASSEMBLY

DEPARTMENT OF EDUCATION
AND CULTURE

No. 2291

31 October 1986

NOTICE IN TERMS OF SECTION 8B (1) OF THE
NATIONAL EDUCATION POLICY ACT, 1967

I, Petrus Johannes Clase, Minister of Education and Culture (House of Assembly) hereby give notice in terms of section 8B (1) of the National Education Policy Act, 1967 (Act 39 of 1967), that I recognise the Teachers' Federal Council as a juristic person with the object of promoting the prestige of the White teaching profession.

PROKLAMASIE

van die
Staatspresident van die Republiek van Suid Afrika

No. 205, 1986

DATUM VAN INWERKINGTREDING VAN ARTIKEL
14 VAN DIE WYSIGINGSWET OP DIE NASIONALE
ONDERWYSBELEID (VOLKSRAAD), 1986 (WET 103
VAN 1986)

Kragtens die bevoegdheid my verleen by artikel 16 van die Wysigingswet op die Nasionale Onderwysbeleid (Volksraad), 1986 (Wet 103 van 1986), verklaar ek hierby dat artikel 14 van die genoemde Wet in werking tree op die datum van publikasie van hierdie Proklamasie.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Vier-en-twintigste dag van Oktober Eenduisend Negehonderd Ses-en-tagtig.

P. W. BOTHA,
Staatspresident.

Op las van die Staatspresident-in-rade (Ministersraad van
die Volksraad):

P. J. CLASE,
Minister van die Ministersraad van die
Volksraad.

GOEWERMENTSKENNISGEWING

ADMINISTRASIE:
VOLKSRAAD

DEPARTEMENT VAN ONDERWYS
EN KULTUUR

No. 2291

31 Oktober 1986

KENNISGEWING KRAGTENS ARTIKEL 8B (1) VAN
DIE WET OP DIE NASIONALE ONDERWYSBELEID,
1967

Ek, Petrus Johannes Clase, Minister van Onderwys en Kultuur (Volksraad) gee hiermee kennis ingevolge artikel 8B (1) van die Wet op die Nasionale Onderwysbeleid, 1967 (Wet 39 van 1967), dat ek die Federale Onderwysersraad erken as 'n regspersoon met die oogmerk om die aansien van die Blanke onderwysprofessie te bevorder.

GENERAL NOTICE**NOTICE 766 OF 1986****PROFESSIONAL CODE OF CONDUCT FOR
TEACHERS**

It is hereby notified that the Teachers' Federal Council has in terms of regulation 5 of the Regulations in respect of the Teachers' Federal Council, drawn up the professional code of conduct for teachers set out in the Schedule, which is hereby published for general information.

SCHEDULE**PROFESSIONAL CODE OF CONDUCT FOR
TEACHERS****DEFINITIONS**

1. In this code, unless the context otherwise indicates, any word or expression to which a meaning has been assigned by section 1 of the Act and the regulations shall have the same meaning and—

“Act” means the National Education Policy Act, 1967;

“code” means the professional code of conduct defined in the regulations concerning the Teachers' Federal Council;

“pupil” includes a student; and

“teacher” means a registered teacher or person, and also a provisionally registered person.

PREAMBLE**2. The teachers—**

whose names are entered in the register of the Teachers' Federal Council are conscious of the high calling of their profession to educate the future citizens of their country;

believe that the ideals, aspirations, training and conduct of members of the teaching profession determine the quality of education in this country; and

therefore pledge themselves as teachers to honour and obey the laws of the country and to conduct themselves in accordance with the high ideals of their profession as expressed in this code.

CREDO*The teacher and the pupil***3. A teacher—**

3.1 practises his calling in an awareness that education in this country is founded on the Bible. He shall nevertheless in the implementation of the policy in regard to the Christian character of education at all times respect the convictions of both parents and pupils in regard to religious education and religious ceremonies;

3.2 accepts that education has a broad national character that must be cultivated through the conscious expansion of every pupil's knowledge of the country, its language and cultural heritage, history, traditions and national symbols;

3.3 accepts character development as part of the task of education and promotes the highest moral standards by word and example;

3.4 undertakes as his professional responsibility the guidance of each pupil in his care in the pursuit of knowledge and skills and in the development of his full potential so that he may become a responsible and self-supporting citizen of a democratic state;

ALGEMENE KENNISGEWING**KENNISGEWING 766 VAN 1986****PROFESIONELE GEDRAGSKODE VIR
ONDERWYSERS**

Hierby word bekendgemaak dat die Federale Onderwysersraad ingevolge regulasie 5 van die Regulasies met betrekking tot die Federale Onderwysersraad, die professionele gedragkode vir onderwysers in die Bylae vervat, opgestel het, wat hiermee vir algemene kennisname gepubliseer word.

BYLAE**PROFESIONELE GEDRAGSKODE VIR
ONDERWYSERS****WOORDOMSKRYWING**

1. Tensy uit die samehang anders blyk, het enige woord of uitdrukking waaraan 'n betekenis by artikel 1 van die Wet en die Regulasies geheg is, in hierdie kode dieselfde betekenis, en beteken—

“kode” die professionele gedragkode omskryf in die Regulasies betreffende die Federale Onderwysersraad;

“leerling” ook 'n student;

“onderwyser” 'n geregistreerde onderwyser of persoon, en ook 'n voorwaardelik geregistreerde persoon; en

“Wet” die Wet op die Nasionale Onderwysbeleid, 1967.

AANHEF**2. Die onderwysers—**

wie se name in die register van die Federale Onderwysersraad ingeskryf is, is bewus van die hoë roeping van hul professie om die toekomstige burgers van hul land op te voed;

glo dat die ideale en strewe, die opleiding en optrede van die lede van die onderwysprofessie die gehalte van die opvoeding in hierdie land bepaal; en

belowe derhalwe plegtig om as onderwysers die wette van die land te eerbiedig en te gehoorsaam en op te tree in ooreenstemming met die verheve ideale van hul professie soos in hierdie kode vervat.

CREDO*Die onderwyser en die leerling***3. Die onderwyser—**

3.1 oefen sy roeping uit in die erkenning van die beginsel dat die opvoeding in hierdie land gegrondves is op die Bybel. In die toepassing van die beleid met betrekking tot die Christelike karakter van die onderwys eerbiedig hy egter ook te alle tye die geloofsoortuigings van die ouers en leerlinge wat godsdiensonderlig en godsdienstige plegtighede betref;

3.2 aanvaar dat die onderwys 'n breë nasionale karakter het wat beslag moet kry deur die doelbewuste uitbouing van elke leerling se kennis van die vaderland, sy taal- en kultuurerfenis, sy geskiedenis, tradisies en nasionale simbole;

3.3 aanvaar dat karakteropvoeding deel van die opvoedingstaak is en stel met woord en daad die voorbeeld vir die bevordering van die hoogste sedelike standaarde;

3.4 onderneem as sy professionele verantwoordelikheid om elke leerling onder sy sorg tot kennis, bedrewenheid en die ontwikkeling van al sy vermoëns te lei, sodat hy 'n selfstandige en verantwoordelike burger van 'n demokratiese land kan word;

FURTHER PROVISIONS IN ADDITION TO THE PREAMBLE AND CREDO OF THIS CODE IN REGARD TO THE PROFESSIONAL CONDUCT OF TEACHERS

8. A teacher shall not—

- 8.1 contravene any provision of any law which applies to the teaching profession or fail to comply with such provision if it is his duty to comply therewith;
- 8.2 disobey, disregard or make wilful default in carrying out a lawful order given to him in his capacity as teacher by a person or body having authority to give such order, or by word or conduct make himself guilty of insubordination;
- 8.3 disclose confidential information, acquired in the course of his professional duties as a teacher, otherwise than in the discharge of his professional duties;
- 8.4 conduct himself in a disgraceful, improper or unbecoming manner which is detrimental to his position as a teacher, or in a manner contrary to this code;
- 8.5 make explicit or implicit allusions to or in respect of any pupil, parent, other teacher, person or organisation concerned with education or the teaching profession with a view to causing prejudice or injury to the integrity, efficiency or competence of such person, organisation or the teaching profession;
- 8.6 make excessive use of intoxicants or any other drug;
- 8.7 commit a criminal offence;
- 8.8 misappropriate or illegally use any property of an educational institution or his employer under circumstances which do not constitute a criminal offence;
- 8.9 use his position as teacher to further private or party political aims or to encourage disobedience or resistance to the laws of the State or propagate any idea to cause or promote antagonism amongst any section of the population against any other section of the population;
- 8.10 do, cause, permit to be done or connive at any act which is prejudicial to the administration, discipline, efficiency or status of an educational institution, his employer or any section or organ thereof;
- 8.11 secure or attempt to secure intervention from any source in connection with his position and conditions of service as a teacher in favour of his own or to the prejudice of another teacher's position or status: Provided that nothing herein contained shall prevent a teacher from obtaining redress of any grievance through the proper and recognised channels via his employer or recognised associations; or
- 8.12 be negligent or indolent in the discharge of his professional duties.

9. Should a complaint, charge or allegation of a contravention of a provision of this code be laid or brought against a teacher, the council may act in terms of the powers vested in it by the regulations concerning the Teachers' Federal Council.

VERDERE BEPALINGS TER AANVULLING VAN DIE AANHEF EN CREDO VAN HIERDIE KODE TEN OPSIGTE VAN DIE PROFESSIONELE GEDRAG VAN ONDERWYSERS

8. 'n Onderwyser mag—

- 8.1 geen bepaling van enige wet wat ten opsigte van die onderwysberoep van krag is, oortree of in gebreke bly om daaraan te voldoen nie indien dit sy plig is om daaraan te voldoen;
- 8.2 nie 'n wettige bevel wat aan hom in sy hoedanigheid van onderwyser gegee is deur enige persoon of liggaam wat gemagtig is om so 'n bevel te gee, nie gehoorsaam nie of verontagsaam of opsetlik nie uitvoer nie, of hom deur woord of gedrag aan insubordinasie skuldig maak nie;
- 8.3 nie vertroulike inligting wat hy in die loop van sy professionele pligte as onderwyser bekom het, openbaar maak nie, uitgesonderd in die vervulling van sy professionele pligte;
- 8.4 hom nie op 'n skandelijke, onbehoorlike of onbetaamlike wyse gedra wat vir sy posisie as onderwyser skadelik is nie, of deur woord of gedrag optree op 'n wyse wat in stryd met die kode is nie;
- 8.5 nie uitdruklik of by implikasie toespelings maak op of ten opsigte van enige leerling, ouer, ander onderwyser, persoon of instansie by die onderwys betrokke of die onderwysberoep ten einde afbreuk te doen of enige nadeel te berokken aan die eerbaarheid, doeltreffendheid of bekwaamheid van sodanige persoon, instansie of die onderwysberoep nie;
- 8.6 nie buitensporige gebruik maak van sterk drank of enige ander dwelmmiddels nie;
- 8.7 nie 'n kriminele misdryf begaan nie;
- 8.8 hom nie eiendom van 'n opvoedkundige inrigting of sy werkgewer wederregtelik toeëien of onbehoorlik daarvan gebruik maak onder omstandighede waarin sy handeling nie 'n kriminele misdryf uitmaak nie.
- 8.9 nie van sy posisie as onderwyser gebruik maak om private of partypolitieke oogmerke te bevorder of om ongehoorsaamheid aan of verset teen die wette van die Staat aan te moedig of om by enige deel van die bevolking propaganda te maak om 'n vyandige gesindheid teen enige ander deel van die bevolking te verwek of te bevorder nie;
- 8.10 nie 'n daad wat nadelig is vir die administrasie, dissipline, doeltreffendheid of status van 'n opvoedkundige inrigting, sy werkgewer of enige afdeling of orgaan daarvan, doen, laat doen of toelaat of ooglukkend toelaat dat dit gedoen word nie;
- 8.11 nie bemiddeling in verband met sy posisie en diensvoorwaardes as onderwyser verkry of probeer verkry uit enige bron ten voordele van sy eie of ten nadele van 'n ander onderwyser se posisie of status nie: Met dien verstande dat geen bepaling hierin vervat 'n onderwyser belet om herstel van griewe deur middel van die regte en erkende kanale deur sy werkgewer of erkende verenigings te probeer verkry nie; of
- 8.12 nie nalatig of traag in die vervulling van sy professionele pligte wees nie.

9. Indien 'n klagte, beskuldiging of bewering van 'n oortreding van 'n bepaling van hierdie kode teen 'n onderwyser ingebring of gemaak word, kan die raad ten opsigte daarvan optree in die uitvoering van die bevoegdhede aan hom verleen ingevolge die regulasies betreffende die Federale Onderwysersraad.

- 3.5 recognises the individuality of every pupil, respects his personality, fosters a healthy environment for education and learning, exercises authority with compassion and refrains from words or actions which are destructive or negative; and
- 3.6 respects the right of every pupil to have confidential information about himself withheld at all times except when required by authorised agencies or by law.

The teacher and the parents

4. A teacher—

- 4.1 endeavours to maintain friendly co-operation with the parents of pupils in his care; and
- 4.2 does everything possible to uphold parental authority, to promote the pupil's confidence in his own home, and to keep parents adequately informed about the progress of their child.

The teacher and the community

5. A teacher—

- 5.1 accepts the principle that an educational institution serves the community and respects the customs and codes of the community as far as this is educationally justifiable.
- 5.2 accepts his responsibilities as a member of his profession to give guidance to the community in respect of the development of correct attitudes to, and the advancement of education, as well as his personal involvement in community and civic affairs; and
- 5.3 recognises that the teaching profession occupies a position of public trust, involving not only the individual teacher's personal conduct but also the interaction of the educational institution and the community, and therefore his actions and conduct shall be of such a nature that he commands the respect of the community and enhances the image of the profession.

The teacher and his employers

6. A teacher—

- 6.1 is loyal to his employers by serving them to the best of his ability, obeying all their lawful instructions and regulations, and by conducting professional business through the proper channels only; and
- 6.2 refrains from discussing confidential and official matters with unauthorised persons.

The teacher's obligation to his colleagues and his profession

7. A teacher—

- 7.1 contributes his share to the dignity and public image of the teaching profession both by his exemplary personal behaviour and conduct and by his fair and loyal dealings with all other members of his profession;
- 7.2 accepts the authority and instructions of those who are placed in a position of authority without necessarily suppressing his own professional views or surrendering his professional independence;
- 7.3 accepts his responsibility together with all other citizens of the country for the development of sound public opinion and policy but refrains from exploiting his professional position of trust to promote party political or contentious aims; and
- 7.4 identifies himself with his profession and its demands, *inter alia* by participating in educational activities and by keeping abreast of educational thought and development.

- 3.5 erken die individualiteit van elke leerling, eerbiedig sy persoonlikheid, skep 'n heilsame opvoedings- en onderwysmilieu, oefen gesag met liefde uit en weerhou hom van kwetsende optrede; en

- 3.6 eerbiedig die reg van elke leerling dat vertroulike inligting aangaande homself te alle tye weerhou sal word, behalwe wanneer dit deur gemagtigde instansies of by wet vereis word.

Die onderwyser en die ouers

4. Die onderwyser—

- 4.1 streef na hartlike samewerking met die ouers van die leerlinge wat onder sy sorg is; en
- 4.2 doen alles moontlik om die ouerlike gesag te handhaaf, om die vertroue van die leerling in sy ouerhuis te bevorder, en om die ouers voldoende op die hoogte te hou met betrekking tot die vordering van hul kind.

Die onderwyser en die gemeenskap

5. Die onderwyser—

- 5.1 aanvaar die beginsel dat 'n opvoedkundige inrigting in diens van die gemeenskap staan en respekteer die gebruike en kodes van die gemeenskap in soverre dit opvoedkundig verantwoordbaar is;
- 5.2 aanvaar sy verantwoordelikhede as lid van sy profesie wat leiding aan die gemeenskap moet gee in verband met gesindheidsvorming en die bevordering van die opvoeding, asook sy persoonlike betrokkenheid by plaaslike en burgerlike aangeleenthede; en
- 5.3 erken dat die onderwysprofessie 'n openbare vertrouensposisie beklee waarby nie alleen die persoonlike gedrag van die individuele onderwyser betrek is nie, maar ook die wisselwerkingsverband tussen opvoedkundige inrigtings en gemeenskap en dat sy handelinge en gedrag daarom sodanig moet wees dat dit die agting van die gemeenskap afdwing en die beeld van die profesie versterk.

Die onderwyser en sy werkgewers

6. Die onderwyser—

- 6.1 is lojaal teenoor sy werkgewers deur hulle na sy beste vermoë te dien en al hul wettige opdragte en regulasies te gehoorsaam en deur professionele aangeleenthede slegs langs die regte kanale te hanteer; en
- 6.2 weerhou hom daarvan om amptelike en vertroulike sake met ongemagtigde persone te bespreek.

Die onderwyser se verpligtinge teenoor sy kollegas en sy profesie

7. Die onderwyser—

- 7.1 dra sy deel by tot die waardigheid en openbare aansien van die onderwysberoep deur die navolgenswaardige voorbeeld van sy persoonlike optrede en gedrag en deur regverdige en lojale verkeer met alle ander lede van sy profesie;
- 7.2 aanvaar die gesag en opdragte van diegene wat in 'n gesagsposisie geplaas is, sonder om daardeur noodwendig sy eie professionele standpunte te verswyg of sy professionele selfstandigheid prys te gee;
- 7.3 aanvaar sy verantwoordelikhede gesamentlik met alle ander burgers van die land vir gesonde openbare menings- en beleidsvorming, maar weerhou hom daarvan om sy professionele vertrouensposisie te gebruik om partypolitiek of omstrede oogmerke te bevorder; en
- 7.4 vereenselwig hom met sy profesie en die eise wat dit stel, onder meer deur sy deelname aan onderwysbedrywighede en deur op die hoogte van opvoedkundige denke en ontwikkeling te bly.

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