

REPUBLIC OF SOUTH SUDAN
Ministry of General Education and Instruction
Office of the Minister

Our Ref: RSS/MoGE&I/OM/J/33/3-

Date: 31st October 2017

Ministerial Order No. 17/2017

Subject: Professional Conduct of Teachers in the Republic of South Sudan

In accordance with the powers conferred upon me under Article 114 (1) of **The Transitional Constitution of the Republic of South Sudan, 2011, (Amended 2016)**, and Sections 6, 7, 11, 12, 14, 18, 19, 20, 22, 23, 24, 25, 27, 28, 30, 31, 32, 33 and 34 of **The General Education Act, 2012**, I, Deng Deng Hoc Yai, Minister of General Education and Instruction, Republic of South Sudan, do hereby issue this Ministerial Order No. 17/2017 on Professional Conduct of Teachers in the Republic of South Sudan with effect from the date of the signing of this Ministerial Order as follows:

1. Title and Commencement

This Ministerial Order may be cited as the "**The Ministerial Order on Professional Conduct of Teachers in the Republic of South Sudan, 2017**", hereafter abbreviated as "the Ministerial Order", and shall come into force on the date of its signature by the Minister.

2. Authority

The authority for making issue **The Ministerial Order on Professional Conduct of Teachers in the Republic of South Sudan, 2017**, hereafter referred to as the **Ministerial Order**, is derived from **The General Education Act, 2012**, Sections 24(e) and 34 and many other sections cited above.

3. Repeal and Saving

The Ministerial Order repeals and replaces **The Teachers' Code of Conduct, 2008**, and any other laws, regulations and codes that have been issued previously which are not compatible with the Ministerial Order, 2017. Any laws, regulations or codes that are in harmony with the Ministerial Order shall be saved.

4. Purpose

The purposes of **The Ministerial Order on Professional Conduct of Teachers in the Republic of South Sudan, 2017**, are:

1

- (a) To promote integrity of the teaching profession and Teacher professionalism through the provision of direction and guidance to the Teachers;
- (b) To guarantee the fundamental right to quality education for all citizens of the Republic of South Sudan;
- (c) To ensure that the teaching profession's value system, Teachers' personal and professional ethics are compatible with those of the civil service; and
- (d) To establish a common legal framework that can be used for disciplinary action for Teachers throughout the country.

5. Application and Scope

The Ministerial Order shall apply to all Teachers and all other staff working in schools in the Republic of South Sudan, whether they are serving in public or private schools, on full-time or part-time employment, in Early Childhood Development (ECD), Primary school, Secondary School, or Alternative Education Systems (AES) Centres. In addition, the Ministerial Order shall apply to all Teachers holding administrative and supervisory positions in schools.

6. Definitions of the Terms

In this Ministerial Order, unless the context otherwise requires the following interpretations shall apply:

A learner: Means someone being taught by a Teacher.

Appropriate authorities: Include the Education Officers at National, State, County, and Payam levels, Head-teachers, Teachers and Members of the Board of Governors or the Governing Bodies.

Code of conduct: Means the regulations governing the personal and professional behavior of Teachers.

Private tuition: Means unauthorized teaching outside school normal working hours.

Dress code: Means to dress in an acceptable manner without much ado, lavishness or out clannishness but appropriate to the circumstances.

Derogatory: Means the use of bad, dirty, abusive, discrediting and demeaning language.

Disrespect: Means failing to give due respect to the authority, any person or institution.

Disrepute: Means causing disrespect, low esteem and abuse of professional services or tarnishing the professional image.

Disturbance: Means causing unrest and disorder in the school.

Gift: Means anything given to induce or influence a Teacher or Head-teacher in the discharge of his/ her duties.

Governing body: Means authority that gives directives and policies from time to time in an institution.

Instruction: Means directives and policies issued by appropriate authorities from time to time.



Marriage: Means marry legally according to one's faith or other laws governing marriage in South Sudan.

Ministry: Means the National Ministry responsible for General Education;

Misconduct: Means violation of the Teachers' Ministerial Order on professional conduct of Teachers.

On duty: Means carrying out teaching, administrative roles, demonstration of lessons to the class outside or inside the classroom or any other official duty assigned to a Teacher in writing by an authorized official of a school in accordance with the Ministerial Order and the Law.

Parenthood: Means having children from a relationship with a person of the opposite sex or by legal means or through adoption of the children.

Person directly concerned with the child's welfare: Means the Head-teacher, members of staff, parent, guardian or legal institution established for the purpose.

Register: Means the roll call of the school.

Rewards: Means an incentive given to a Teacher as recognition for his/her work.

Riot: Means causing turmoil, disorder and unstrained disturbance that breaches peace/ havoc to life and school property.

Service: Means all the activities / duties carried out by a Teacher.

School: Means a center in which learners regularly receive instruction under the guidance of a Teacher following a specified curriculum. It includes all categories and types of pre-primary, primary, secondary and alternative education programmes.

School property: Means all the school assets including but not limited to books, money, reference books, desks, buildings etc.

State Ministry: Means the State Ministry responsible for General Education.

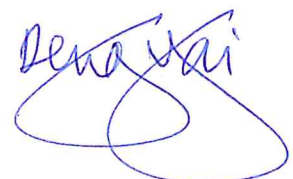
Teacher: means a person registered in this position with the Ministry, the State Ministry or another Proprietor who has as a main task to instruct a learner in a school to which this Ministerial Order on professional conduct of Teachers applies as stated in 1.3.

Working hours: Means time within which the daily activities of the school are carried out.

7. The Guiding Principles

This Ministerial Order is based on the five key principles that underpin Teachers' role to educate children, which are:

- (a) **Respect:** Teachers shall uphold human dignity, promote equality and emotional and cognitive development; they shall demonstrate respect for spiritual and cultural values, diversity, social justice, freedom, democracy and the environment in their professional practice.
- (b) **Integrity:** Honesty, reliability and moral actions are embodied in integrity; Teachers shall exercise integrity through their professional commitment, responsibilities and actions.
- (c) **Care:** Teachers practice shall be motivated by the best interests of learners entrusted to their care; Teachers shall show this through positive influence, professional judgment and empathy in practice.



- (d) **Trust:** Teachers' relationship with learners, colleagues, parents, school management and the public shall be based on trust; trust embodies fairness, openness and honesty.
- (e) **Professionalism:** Teachers are regarded as highly competent professionals; they shall demonstrate professionalism in the way they conduct themselves and do their jobs.

8. Membership of the Teaching Profession

Membership of the teaching profession shall be open to:

- (a) A person who has met the minimum criteria for recruitment of Teachers stipulated in **The General Education Act, 2012**, has been granted a license to teach in accordance with Section 22 of the Act, and whose name has been entered in the national register of Teachers in the Republic of South Sudan as per the provisions of Section 22 (4)(ii) of the Act, 2012.
- (b) A person who does not fulfill the requirements of sub-section (a) above of this Ministerial Order but has been granted a temporary registration and a temporary license to teach by the Ministry as dictated by shortage of qualified Teachers.

9. Rights of Teachers

All Teachers shall have the following rights:

- (1) In accordance with Section 23 of the General Education Act, 2012, the conditions of service of Teachers shall be created maintained:

The Ministry shall ensure that every teacher is provided with:

- (a) Protection as far as is reasonably possible from molestation, abuse, assault and buttering in the process of carrying out his or her professional duties; inside or outside the school, provided that the teacher is engaged in authorized activities.
 - (b) Compensation for injury to body and mind, damage to or loss of material possession while executing his or her duties, provided that the damage or loss is not caused due to his or her negligence. Such injury, damage or loss of property shall be proven by competent authority.
 - (c) All teachers must appear in descent dress, in particular, while on duty.
 - (d) In-service teacher training shall be administered to untrained teachers.
 - (e) Performance assessment and promotion of teachers shall be conducted in accordance with The Civil Service Act, 2011.
- (2) In accordance with Section 24 of the General Education Act, 2012, Teachers shall enjoy the following rights:

Every teacher shall have the right to:

- (a) Be a member of a professional body or association such as a club, a professional



association or a union and to participate in activities of such a body in accordance with the Law.

- (b) Participate in civic, cultural and political activities of the community provided that these do not interfere with his/her professional duties.
- (3) In addition, Teachers shall enjoy the job security and protection of tenure provided by The Civil Service Act, 2011, together with other rights stipulated therein.
- (4) Teachers shall have access to in-service teacher training opportunities to increase their capacity and improve their professionalism and meet the National Professional Standards for Teachers in South Sudan, 2012, as per Section 23(d) of the Act, 2012.
- (5) Teachers shall have equal opportunity to benefit from the South Sudan Government and States Scholarships Programme as per Section 27 of the General Education Act, 2012.

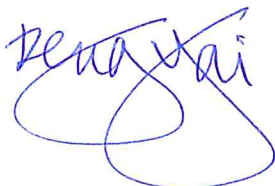
10. Duties of Teachers Towards the Learners

1. Every Teacher shall observe **The Ministerial Order on Professional Conduct of Teachers, 2017**. It is the responsibility of the Ministry and State Ministries to make the Ministerial Order available to Teachers.

2. In accordance with Section 24 of the General Education Act, 2012, Teachers shall fulfill the following duties:

Every teacher shall have the duty to:

- (iii) Carry out all teaching responsibilities with a high degree of professionalism that promotes higher standards of learning and contribute towards achievement of the strategic goal of building educated and informed nation.
- (iv) Generate reports and maintain whatever registers, records or other forms as maybe required by the Headteacher, Undersecretary of the Ministry or this Act; and make those registers records or forms available for inspection by the Headteacher, the Undersecretary of the Ministry or other persons authorized by the Ministry.
- (v) Observe the standards of behaviour and conduct as established by the teachers' code of conduct.
- (vi) Promote and maintain positive relationships with learners, parents or guardians, members of the school community as well as persons and bodies outside the school that may have a stake or interest in the school.
3. A Teacher's main responsibility is towards the learner under his or her care and he or she shall guide each learner in and out of a school in order to develop him or her in all aspects - body, mind, soul, character and personality.
4. Teachers shall not engage in any form of sexual relationship with learners.



5. Corporal punishment is prohibited and no Teacher shall use any form of corporal punishment to avoid any physical, psychological or social harm that such a harmful practice may inflict on the learners.
6. A Teacher shall respect the confidential information concerning each learner and may give such information only to persons directly concerned with the learner's welfare.
7. A Teacher shall maintain high professional standards of practice in relation to pupils or learners by teaching consistently, regularly and objectively with diligence, honesty and professionalism.
8. A Teacher shall prepare the relevant schemes and lesson plans, lesson notes and teaching – learning aids well in advance to ensure effective teaching and learning.
9. A Teacher shall make schemes of work, lesson plans, record of work and lesson preparation books and available them to the Head-teacher, Deputy Head-teacher or the Head of their department for inspection.
10. A Teacher shall apply their knowledge and experience in facilitating learners' holistic development.
11. A Teacher shall maintain and keep in a good manner, records of learners' performance in examinations, tests, class assignments and co-curricular activities to enable him or her report factually and objectively on each learner's progress.
12. A Teacher shall set adequate amount of written and practical exercises promptly to ensure effective teaching and learning.
13. A Teacher shall conduct all his or her lessons without discrimination or bias against any learner in his or her class on the basis of the learner's disability, race, religion, tribe, origin or political affiliation.
14. A Teacher shall mark and evaluate all written and practical exercises done by learners promptly and carefully.
15. A Teacher shall conduct all internal and external examinations issued from time to time by competent authorities and shall not commit any offense in violation of the examination regulations in place.
16. A Teacher shall devote such time to his or her duties as is required by the terms of reference of his and her post.

9. Obligations of Teachers Towards the Learners

1. A Teacher shall have the following obligations towards the learners:
 - (a) A Teacher shall not teach when under the influence of alcohol or drugs or come to school while drunk.



- (b) A Teacher shall not chew or eat any food while conducting a lesson except when required for the purpose of teaching or on medical grounds.
 - (c) A Teacher shall not carry to a class dangerous items like sticks, clubs, guns, grenades, arrows or knives unless cleared by the school authority.
 - (d) A Teacher shall not use insignia in a learning environment or classroom except for the purpose of teaching or aiding learning.
 - (e) A Teacher shall not engage in private or personal activities when he or she expects to teach or supervise learning or other co-curricular activities.
 - (f) Without authorization from his or her Head-teacher, not demand any money, present or other rewards from the pupils or the public in relation to the discharge of his or her duties.
2. Security forces who are serving as Teachers shall not go to a school or any other learning institution in uniform when in a school attended by civilians.
 3. A Teacher shall maintain and keep in safe manner all records of school properties under his or her care and account for such properties when asked to do so by the Head-teacher or the Administration.
 4. A Teacher shall demonstrate commitment to all the rights of children - both in a school and outside a school - and act professionally with dignity and honesty.
 5. A Teacher shall observe all regulations and instruction regarding private tuition or instruction issued from time to time by the authorities.
 6. A Teacher shall use proper channels of communication and flow of information.
 7. A Teacher shall allow the Head of Department or the Head-teacher to observe his or her lesson(s).
 8. A Teacher shall show respect for school rules and regulations and shall assist in their implementation.
 9. A Teacher shall use his or her time, skills and expertise to achieve the expected goals of his or her school and the national goals of general education.
 10. A Teacher shall obey and implement the lawful directives of the Head-teacher, Deputy Head-teacher or any other supervisor or senior Teacher.
 11. A Teacher shall carry out any duties assigned to him or her effectively and efficiently.



12. Where a Teacher considers that he or she is being asked to act improperly, he or she shall report the matter to his or her superiors in accordance with the laid down procedures.
13. A Teacher shall put off or switch off his or her telephone or any other material that may distract the teaching and learning process.

10. Duties of Teachers Towards The Teaching Profession and Colleagues

1. At all times, a Teacher shall maintain professional attitude towards colleagues, avoid derogatory, slanderous and unfair criticisms against his or her colleagues and shall at all times create and maintain harmony within the school establishment.
2. A Teacher shall refrain from having sexual relationships at the workplace. Likewise, he or she shall avoid all types of conduct which may constitute:
 - (a) a sexual harassment;
 - (b) Pressure for sexual activity or sexual favors with a fellow Teacher or staff;
 - (c) Rape, sexual battery and molestation or any sexual assault;
 - (d) Intentional physical conduct which is sexual in nature such as unwelcome touching, pinching, patting, grabbing and or brushing against another staff's body, hair or clothes;
 - (e) Sexual proposition, gestures, noises, jokes, comments or remarks to another person about one's sexuality or body; and
 - (f) Offering or receiving preferential treatment, promises or rewards and offering or submitting to sexual favors.
3. A Teacher shall give due weight and consideration to official views submitted by fellow employees and subordinates.

11. Obligations of Teachers Towards the Teaching Profession and Colleagues

1. For efficient performance, a Teacher shall perform his or her duties diligently and with a high degree of discipline.
2. A Teacher shall strive to promote his or her continuous professional development but not at the expense of learners or their disadvantage.
3. A Teacher shall create a culture that encourages purposeful collaboration and dialogue among colleagues and stakeholders.
4. A Teacher shall take pride in the teaching profession.

12. Duties of Teachers Towards Parents, Guardians, Communities and the Society

1. A Teacher shall establish a relationship of trust with parents and guardians in the interest of learners.
2. A Teacher shall project a good image in the community where he or she lives and or works by participating appropriately in the activities of the community.



3. A Teacher shall set a good example to the learners and the public by obeying lawful and established authority and being law abiding.

13. Obligations of Teachers Towards Parents, Guardians, Communities and the Society

1. A Teacher shall not engage in illicit activities and illegal trade or transaction.
2. A Teacher shall attend, where practically possible, religious functions of his or her persuasion and respect other recognized religions within the school where he or she is teaching.
3. A Teacher shall lead by example, among others, by ensuring his or her own conduct is an inspiration to the community and the school.

14. Duty of Teachers to Promote Professional Conduct

1. Teachers shall:
 - (a) At all times, live up to the standards of the profession and avoid any conduct which may bring the profession and the service in to disrepute;
 - (b) Attend to his/ her personal appearance, ensuring a neat pleasant outlook while on duty and in public places and shall avoid uncombed hair and un-kept beard;
 - (c) Observe the laws of the Republic of South Sudan, particularly in matters of sex, marriage and parenthood and at all times set a good example to children, peers or fellow Teachers and community;
 - (d) Promote a climate of mutual respect for others and their opinions, self-respect, self-discipline and responsible behavior;
 - (e) Be caring, fair and committed to the best interests of the pupils/learners entrusted to his/her care, and seek to motivate, inspire and celebrate effort and success of learners;
 - (f) Acknowledge and respect uniqueness, individuality and specific needs of learners;
 - (g) Be committed to equality and inclusion i.e. matters relating to gender, religion, age, disability and ethnicity; and
 - (h) Seek to develop positive relationships with pupils/learners, colleagues, school management and others in school community.
2. A Teacher shall promote professional conduct and lead by example in school at all times.

15. Prohibition of Misconduct

1. No Teacher shall:
 - (a) write, circulate or cause to be written or circulated any anonymous letter, or any malicious document with malicious intent;
 - (b) teach under the influence of alcohol or drugs;
 - (c) Use bad, indecent or vulgar language in a school; or
 - (d) Bring to class any pet, baby or any child not being registered in the school since this will interfere with the discharge of school duties.



3. While out of office, a Teacher shall conduct his/ her personal life in such a manner that it does not affect his/her services or bring the teaching profession into disrepute. He/she shall, therefore, refrain from becoming drunk, using narcotic drugs and any other unacceptable behavior.

16. Duties of the Head-teacher

1. The Head-teacher is the custodian of the profession at the school level. He/she shall provide professional leadership to the Teachers and demonstrate exemplary behaviour and professional conduct in all his/her actions and behaviours both within and out of school.
2. As a Teacher and leader of the teaching profession, a Head-teacher is bound by this Ministerial Order on professional conduct and shall set a good example in the strict observance of all provisions of the Ministerial Order.
3. A Head-teacher shall enforce the observation of the Ministerial Order on professional conduct on all Teachers under him/her in accordance with the laws, regulations and other provisions of the teaching service and promptly deal appropriately with all the breaches of the Ministerial Order.
4. Be the custodian of good educational standards in his/her school and shall aim for high quality educational standards.
5. Oversee the enrollment of learners to school without bias or discrimination and within regulations and provisions of the laws in force in the Republic of South Sudan.
6. If applicable to his or her school, ensure appropriate fees are collected and received in accordance with the policies issued from time to time by the Governing Body.
7. Pay all the wages and salaries to the rightful owners as soon as such salaries and wages are received.
8. Account for all the money as collected and received on behalf of the school.
9. Keep all the school records in his/her custody in safe condition and ensure that such records contain correct information.
10. Not conspire with members of staff or any other person to commit crime or any act that will bring the profession into disrepute.
11. Not conceal any act of misconduct by a member of his/her staff or by any learner of the school whether committed within the school or outside school.
12. Not receive a bribe in relation to the discharge of his/her duties and ensure that his/her staff do not do so.



13. Ensure that punctuality is observed by all Teachers and learners.

17. Obligations of the Head-teacher

The Head-teacher shall-

1. Report factually and objectively on matters of his/her staff as may be required in annual report or when assessing a Teacher's capability for a post to governing body.
2. Report factually or objectively on all matters concerning the learners without fear, favor, bias or any other form of discrimination.
3. Not carry out or transact any private business within or outside school premises when he or she is on official duty.
4. Not take it upon himself/herself to physically or emotionally punish a Teacher involved in the breach of the Ministerial Order or any other regulation in force but use all avenues open to him/her to report such breaches to the appropriate authorities for action.
5. Be present in the school as much as possible and whenever he/she is out of school, he/she shall leave correct information of his/her whereabouts with his/her deputy to act on his/her behalf when h/she is on duty outside the school.
6. Not get involved in other duties outside the school which may compromise his/ her efficiency or reputation.

18. The Role of the Head-teacher in Ensuring Compliance with the Ministerial Order

1. The Head-teacher shall implement the Ministerial Order in the school and ensure full compliance of all Teachers with it.
2. The Head-teacher shall summon a Teacher for advice if he/she fails to perform his/her duties as expected.
3. The Head-teacher shall refer a Teacher to appear before the Governing Body if the Teacher fails to comply with the Ministerial Order after issuing him/her a warning or if the Disciplinary Board recommends dismissal of the Teacher.
4. The Head-teacher shall not dismiss a Teacher without a recommendation of the Governing Body and expressed approval of the Director of the County Education Department.
5. However, in relation to the above, if the Head-teacher thinks the existence of the Teacher in the school is detrimental to the school, he/she can suspend the Teacher for a period not exceeding one month. Thereafter, he/she shall notify the sub-committee on discipline which shall look in the matter and make a ruling.



6. The Head-teacher shall be relieved of his/her duties if he/she fails to adhere to at the Final Warning of the Board of Governors. The Board of Governors shall communicate its decisions to the concerned Director General of the State Ministry responsible for education within 10 working days. The Director General of the State Ministry shall then report the matter to the Undersecretary.

19. School Disciplinary Board

1. There shall be a Disciplinary Board which shall consist of 2 nominated members of staff by the Head-teacher and 3 parents nominated by the Governing Body.
2. The members of the Disciplinary Board shall only be those who have high social standing in matters of ethical conduct in and outside the school community.
3. The Committee of the Board of Governors or the Governing Body on discipline shall report to the Board for a ruling within a period not exceeding two weeks from the date of the ruling for review and final decision.
4. If the suspension of the Teacher is later approved by the Board of Governors or the Governing Body as unfair, he/she shall recover his/her lost benefits.
5. A major disciplinary issue must be solved by the Board of Governors or the Governing Body based on the report of the Disciplinary Committee.

20. Breaches of the Ministerial Order

1. The following behaviours are considered to be breaches of the Ministerial Order:
 - (a) Rape, sexual battery and molestation or any sexual assault;
 - (b) Impregnating a learner or be impregnated by a learner in your school;
 - (c) Sexual harassment;
 - (d) Exerting a pressure on a learner, fellow Teacher or staff for sexual activity or sexual favors;
 - (e) Making an intentional physical contact which is sexual in nature such as unwelcome touching, pinching, patting, grabbing and or brushing against another staff's body, hair or clothes;
 - (f) Making sexual proposition, gestures, noises, jokes, comments or remarks to another person about one's sexuality or body;
 - (g) Offering or receiving preferential treatment, promises or rewards and offering or submitting to sexual favors;
 - (h) Having sexual relationships at the workplace;
 - (i) Using derogatory, slanderous and unfair criticisms against colleagues and creation of disharmony and discord within the school establishment;
 - (j) Using a learners' labour for a private or personal gain;
 - (k) victimizing a learner because the learner refuses to cooperate on sexual matters;
 - (l) Having a sexual relationship with a learner or impregnating a learner in his school (abuse of Teacher-learner relationship and abuse of power);



- (m) exposing learners to pornographic materials or any other materials likely to corrupt the morality of his/ her learner;
 - (n) using school properties or assets for his/her personal ends or gain;
 - (o) Indoctrinating learners towards the Teachers' tenet, dogma or doctrine or to promote extremism or violence;
 - (p) instigating or causing a riot in a school;
 - (q) coming to school drunk or teaches under the influence of alcohol/ drugs;
 - (r) persistently absenting himself/herself without permission from the school authority;
 - (s) Repeatedly denying a learner from attending his/her lesson;
 - (t) Awarding marks to a learner who does not deserve them; or
 - (u) Getting involved in examinations malpractices.
2. A Teacher or Head-teacher is not allowed to dismiss a learner from school without the consent of the school Board of Governors or the Governing Body. Any action contrary to the above shall be investigated and, if found guilty, shall be punishable by a Final Warning, and the action taken by the Teacher or Head-teacher shall not be considered null and void.

21. Penalties for Violating the Ministerial Order

1. Breach of the Ministerial Order of conduct may lead to any or a combination of any of the following penalties:
 - (a) Warning;
 - (b) Final Warning;
 - (c) Fine;
 - (d) Summary dismissal and expulsion from the teaching profession;
 - (e) De-registration;
 - (f) Removal or cancellation of the license to teach;
 - (g) Suspension from teaching profession; or
 - (h) Imprisonment.
2. A Teacher who commits the serious breaches of the Ministerial Order listed in Regulation 20, Section (1) above, shall be subject to dismissal.
3. A Teacher who complicit in committing of the serious breaches of the Ministerial Order listed in Regulation 20, Section (1) above, shall be subject to dismissal or written final warning.
4. A Teacher who commits any minor breaches of the Ministerial Order other than those listed in the Ministerial Order, Section 20, Sub-section (1) above, shall be subject to disciplinary action including written warning and anyone who has been served with a written warning shall be issued a letter of the final warning if such a minor breach is repeated.
5. Any criminal cases by individual Teachers or School Administrators shall be dealt with under the prevailing laws of the Republic of South Sudan.



2. When necessary, the Ministry will take disciplinary actions as corrective measures rather than punitive actions.
3. Each Teacher shall:
 - (a) sign an undertaking to adhere to the Ministerial Order and to accept the disciplinary procedures of the school;
 - (b) observe and respect this Ministerial Order and to report any breach of the Ministerial Order to appropriate authorities; and
 - (c) report to the Head-teacher or the nearest education authority (Payam, County and State) any cases of breach of the Ministerial Order.

23. State Legislations

The Ministers responsible for Education at the State level may make such regulations or ministerial orders and rules as may be necessary to effect a proper and efficient implementation of this Ministerial Order, provided always that such regulations, rules or orders are consistent with this Ministerial Order.

24. Other Matters

Any other matters not resolved or addressed by this Ministerial Order shall be referred to the Minister for appropriate directives or decisions.

25. Right to Appeal

Any Teacher or Administrator affected by a decision taken based on this Ministerial Order can appeal to the Minister through the State Minister responsible for education within one month from the date of the decision.

26. Signature of the Minister

Signed under my hand and seal at the Ministry of General Education and Instruction in Juba this 31st day of the month of October in the year 2017 AD.



Hon. Deng Deng Hoc Yai
Minister of General Education and Instruction