BRINGING EDUCATION INTO THE 21ST CENTURY

PROFESSIONS IN EDUCATION ACT
An Act to regulate the professions in Education

1. The short title of this Act is the Professions in Education Act

Definitions

2. "adaptation period" means a period during which a person may exercise the work of an educator in Malta under supervision in a licensed school, or in any other manner as the Council may decide, which period may include the provision of such further training to such person, as may be required by the Council,

"Commission" means the Commission for General Education established under the Education Regulatory Act

"Council" means the Educators’ Council established by article 2 of this Act;

“Educator” means teachers, kindergarten assistants and learning support assistants;

“Licence” means a licence issued under the provision of articles 12 and 13

“Licenced School” means a school licenced under the provisions under the Education Regulatory Act

"Minister" means the minister responsible for Education in Malta;

“professional and ethical standards” includes standards relating to the general conduct of educators, including the behaviour of such member towards his students, during or consequential to the exercise of his job, and behaviour of such member towards other educators and towards society;

“temporary licence” means a temporary licence issued under article 15

"temporary warrant" means a temporary warrant issued under article 14

"to practise" in relation to the profession of an educators includes the taking up or pursuit of the work of a teacher, kindergarten assistant or learning support assistant as the case may be, in Malta at compulsory education or at Kindergarten level as bound by the curriculum or by any other programme approved by the minister in a licensed school;

"warrant” means a warrant issued under article 11;
Establishment of the Educators’ Council

3. (1) There shall be a Council to be known as the Educators’ Council, which shall be composed of the following members:

(a) a President appointed by the Minister who has served, or who has the qualifications to serve, as magistrate or judge;

(b) three registered teachers who have practised the profession of teacher for not less than eight years, appointed by the Minister, two of whom shall represent the state sector and will be chosen in respect of one of them from among the officials of the Commission and the other from among the officials of the Department established under Part II of this Act.

(c) four registered teachers who have practised the profession of teacher for not less than eight years, elected by and from among all registered teachers, provided that two of whom shall be teaching at the primary level and the other two at the secondary level of education, and in either case one shall be teaching in the State school sector and the other in the non-State school sector, and for the purposes of this paragraph the voting for the election of these members shall be according to those procedures as may be prescribed;

(d) two practising registered educators from among registered educators and who have practised as educators for not less than eight years, nominated by the trade union registered with the Council in accordance with the provisions of this Act and which satisfies the Council that the majority of the registered educators are its members;

(e) one kindergarten assistant who has practiced this profession for not less than eight years, elected by and from among all registered kindergarten assistants, provided that and for the purposes of this paragraph the voting for the election of these members shall be according to those procedures as may be prescribed;

(f) one learning support assistant who has practiced the work of a learning support assistant for not less than eight years, elected by and from among all registered learning support assistants and for the purposes of this paragraph the voting for the election of these members shall be according to those procedures as may be prescribed;

Provided that in relation to the first appointments, "kindergarten assistant” and "learning support assistant” means any person who is qualified to be so registered under this Act.

(g) one member nominated by the University from among the permanent academic staff of the Faculty responsible for the education and training of teachers;

one member nominated by the Malta College for Arts Science and Technology from among the permanent academic staff of the College having responsibility for educational matters;

(h) a parent nominated by the parents’ associations.
(2) The nominations made in terms of the preceding sub-article shall, for the first time, be made within two weeks from a request in writing made therefor by the Minister, and for any subsequent nomination, within one month from the occurrence of any vacancy or when the vacancy arises due to the expiry of the term of office, within one month prior to the said expiry. In the absence of any such nomination, the Minister shall make the appointment from among teachers or parents as the case may be.

(3) On the occurrence of any vacancy of a member elected in accordance with subarticle (1) (c), (e) and (f), where possible, the Minister shall appoint the person who was the runner-up in the elections previously held for such purpose, and any person who is so appointed shall keep on occupying such post up to the termination of the term of office of the person being so substituted.

(4) The members of the Council shall hold office for a term of three years.

(5) The members of the Council shall, on the expiration of their term of office, be eligible to be re-appointed, but they may not serve the Council for more than three consecutive terms.

(6) In the event that any Council member vacates his office before completing the appointed term, the person appointed in his stead shall be appointed for the remaining period of the original appointment.

(7) The Minister shall designate a public officer to act as secretary to the Council, but such secretary shall not have a vote.

Functions of the Council

4. (1) It shall be the function of the Council to regulate the profession of educators in Malta, and in particular to:

    (a) keep under review and assess education and training standards and on the fitness to educate of each person who chooses to practise a profession in education;

    (b) advise the Minister in relation to these standards, proficiency, experience and qualifications required for holding and retaining of a warrant or licence under this Act;

    (c) consider and advise the Minister with regard to applications for comparability and recognition of qualifications in education;

    (d) examine applications for a warrant to practise the teaching profession and decide on the award or refusal thereof

    (e) examine applications for a licence to practise the profession of a kindergarten assistant or learning support assistant and decide on the award or refusal thereof

    (f) keep an official register of all registered teachers and another register of those holding a temporary warrant, and record therein any suspension, cancellation and reinstatement of a warrant;
(g) keep an official register of all registered kindergarten assistants and another register of those holding a temporary licence, and record therein any suspension, cancellation and reinstatement of a licence;

(h) keep an official register of all registered learning support assistants and another register of those holding a temporary licence, and record therein any suspension, cancellation and reinstatement of a licence;

(i) keep an official register of all persons conducting practical sessions in the process of obtaining the necessary qualification as teachers, kindergarten assistant or learning support assistants.

(j) Not later than three months after the end of each year, publish in the Gazette a list of persons or who on the 31st December of the said year, were registered for the first time in the registers of teachers, kindergarten assistants and learning support assistants.

(k) make recommendations to the Minister, following consultation with interested stakeholders under the provisions of this Act, on the code of professional standards and ethics that may be prescribed for the professional behaviour of educators.

(l) inquire into any allegation of professional misconduct, gross negligence or incompetence by an educator;

(m) advise the Minister on any matter on which the opinion of the Council is sought by the Minister, including any advice on persons who practise the profession of an educator;

(n) draw up and publish a report every three years concerning its activities in general.

(o) perform such other functions as may arise from this Act or any other law, or as may be assigned to it by the Minister.

(2) The Council shall, not later than three months after the end of each year, publish in the Gazette a list of persons or partnerships who on the 31st December of the said year, were registered for the first time in the register of teachers or in the register of partnerships of teachers.

(3) The Council shall, in the performance of its functions, keep in consideration the public interest, and draw up and publish a report every three years concerning its activities in general.

**Proceedings of the Council**

5. (1) The meetings of the Council shall be summoned by the Chairperson and the Council shall meet as often as may be necessary, but at least once every month.

(2) The number of members present necessary to constitute a quorum at the meetings of the Council shall be half the members plus one, but subject to the presence of a quorum, the Council may act notwithstanding any vacancy among its members.
(3) The chairperson of the Council shall have both an original vote and, in the case of a tie, a casting vote.

(4) Without prejudice to the aforesaid and to what may be prescribed, the Council may make its own rules and otherwise regulate its own procedures.

(5) In the exercise of its functions under this Act, the Council may consult with such persons as it may deem appropriate. For such purpose, the Council may invite any such person to attend meetings of the Council.

(6) The Council shall keep a true and correct record of all its proceedings and the Council shall give to the Minister such information as he may require.

Decisions on applications for warrants and licences

6. (1) The Council shall consider and take decisions on an application for a warrant to practise the teaching profession as soon as is reasonably practicable, but in no case later than four months from the receipt of the application the Council shall notify the applicant of its decision, together with the reasons upon which these were based.

(2) The Council shall consider and take decisions on an application for a licence to practise the profession of a kindergarten assistant and learning support assistant as soon as is reasonably practicable, but in no case later than four months from the receipt of the application. The Council shall notify the applicant of its decision, together with the reasons upon which these were based.

(3) Decisions of the Council an application for a warrant or licence in accordance with the preceding sub-articles shall be signed by the Chairperson of the Council.

Inquiries

7. (1) The Council shall set up boards of inquiry to inquire into cases of any alleged professional misconduct, gross negligence or incompetence in relation to an educator.

(2) Any board of inquiry so setup shall be composed of the Chairperson of the Council and at least four (4) other members of the Council.

(3) For the purposes of this article, the terms “professional misconduct”, “gross negligence”, or “incompetence”, shall include the following:

   (a) contravention against the Code of Ethics established under this Act;
   (b) failure to comply with regulations with respect to professional standards or practice;
   (c) acting in a manner which may be detrimental to the education profession;
   (d) displaying lack of skill in the practice of a profession in education or in carrying out of a duty or obligation undertaken in the practice of his profession.

(4) Any person who is the subject of any inquiry carried out by the board of inquiry shall be given the opportunity to make his defence and bring any evidence in his favour and for such purpose he may be represented by a lawyer or by any other person of his choice.
(5) On finalising the inquiry the board of inquiry shall:

(i) if it finds in favour of the person subject to the inquiry, dismiss the case;

or

(ii) if it finds the person subject to inquiry guilty of the alleged professional misconduct, gross negligence or incompetence, make a report of its findings and reasons and impose any one or more of the following penalties:

(iii) suspension or cancellation of the warrant or licence subject to such conditions as may be appropriate;

(iv) imposition of conditions to be attached to a warrant or licence;

(v) administrative fine not exceeding one thousand five hundred euro (€1500) or such other amount as the Minister may from time to time establish by regulations made in accordance with article 23 of this Act;

(vi) reprimand;

(vii) payment to cover the costs of the inquiry;

(viii) order the waiver, reduction or refund of any sums claimed for any services rendered.

(6) The board of inquiry shall give reasons for its decision.

(7) The decision of the board of inquiry shall be notified to the person who was the subject of the inquiry. A decision whereby a warrant or licence is suspended or cancelled shall also be notified, as the case may be, to the employer.

(8) Upon a final decision ordering the cancellation of a warrant or licence, the Council shall strike off the name of such person from the official register of teachers, kindergarten assistants or learning support assistants, as the case may be.

(9) For the purposes of this article, the members of the board of inquiry have the powers that are or may be conferred under the Inquiries Act, and shall conduct their inquiry as provided for in the same Act.

Appeals

8. (1) Any person who feels aggrieved by the decision of the Council to refuse an application for the issuing of a warrant or licence, or where no decision has been notified to the applicant within the time established in article 6, or by any decision of a board of inquiry in cases of any alleged professional misconduct, gross negligence or incompetence, may, within twenty days of the notification of the decision, appeal to the Administrative Review Tribunal in accordance with the provisions of the Administrative Justice Act and any applicable regulations made thereunder.

(2) Notwithstanding that an appeal has been instituted in accordance with the provisions of this article, the warrant or licence shall be considered as suspended or cancelled, as the case may be, pending the final decision of any appeal that may be made from the decision
of the Administrative Review Tribunal in accordance with the provisions of the Administrative Justice Act or any applicable regulations made thereunder.

Reference to Executive Police

9. (1) When the Council is aware of any case where any person practises or assumes a professional competence for which the person is not authorised under the provisions of this Act, the Council shall refer the matter to the Police for prosecution of the offence in terms of article 18 (2) & (3).

(2) When the Council is aware of any case where any person obtained a warrant or licence in a deceitful or fraudulent manner; the Council shall refer the matter to the Police for prosecution of the offence in terms of article 18 (1).

Working Groups

10. (1) The Council may set up any working groups from amongst its members which it considers necessary or appropriate to facilitate the performance of its functions under this Act.

Warrant to practise the teaching profession

11. (1) Subject to the provisions of this Part, no person shall exercise the teaching profession against remuneration or hold himself to be professionally qualified to do so unless such person is the holder of a warrant issued under this Act.

(2) A person shall not qualify for a warrant unless such person –

(a) is a Maltese citizen, or is otherwise permitted to work in Malta under any law; and

(b) is of good conduct; and

(c) has full legal capacity; and

(d) is in possession of – a degree in education at a minimum of level 7 of the Malta Qualifications Framework which must include:

(i) a minimum of 60 ECTS in educational theory and in the teaching methodology in the one subject area of study available in middle, secondary and post-secondary schools or in the teaching methodology of subjects offered in primary and/or early childhood educational settings and

(ii) a supervised teaching practice component in a formal school setting having, as a minimum, the value of 12 ECTS; and

(e) satisfies the Council that he has received adequate experience in the practice of the teaching profession under supervision in a school or provider of further education as licensed by the National Commission for Further and Higher Education, or in any other manner as the Council may decide, for an aggregate period of at least two (2) scholastic years full-time or its equivalent in part-time following the completion of such degree or such other professional qualification as hereabove mentioned, and for the purposes of this paragraph the practice by such
teacher of the profession to acquire the above mentioned experience shall be deemed to be practice in accordance with this Act

Provided that holders of the Degree of Bachelor in Education in Early Childhood Education and Care who practise at kindergarten level and who satisfy the requirements of paragraphs (a), (b), (c) and (e) shall be eligible for the award of a warrant.

(3) The Minister may prescribe, instead of any of the requirements established under the foregoing provisions of this article, other requirements in terms of any international or multinational treaty or agreement entered into by Malta or with the provisions of any legislation the binding force of which derives from any such treaty or agreement.

(4) Without prejudice to any provision made by or under the Mutual Recognition of Qualifications Act, where the professional qualification in education has a rating of less than level 7 of the MQF or when the components of the qualification are less than those required by sub article (2) (d), or where the applicant does not have sufficient experience in the practice of the teaching profession as required by subarticle (2) (e), the Council may require the applicant to undertake such adaptation, not exceeding twice the shortfall as the Council may specify. In addition the Council may also submit the applicant to a proficiency test.

Licence to practise the profession of kindergarten assistant

12. (1) Subject to the provisions of this Part, no person shall exercise the profession of kindergarten assistant against remuneration or hold himself to be professionally qualified to do so unless such person is the holder of a licence issued under this Act.

(2) A person shall not qualify for a licence unless such person -

   (a) is a Maltese citizen, or is otherwise permitted to work in Malta under any law; and

   (b) is of good conduct; and

   (c) has full legal capacity; and

   (d) is in possession of -

(i) a qualification in early childhood education at a minimum of level 4 of the Malta Qualifications Framework which must include a teaching practice component and a pedagogical component. The qualification must include a minimum of 120 ECTS/ECVETS or their equivalent and to the qualification must furthermore include a Training practice component having a value of at least 16 ECTS/ECVETS or their equivalent, with cohorts of learners aged between the ages of 3 and 5 years; and

   ii) A certificate from a head of school certifying that the applicant has received adequate experience in the practice of the profession of kindergarten assistant for a period of 2 years,

(3) Without prejudice to any provision made by or under the Mutual Recognition of Qualifications Act, where the professional qualification in education has a rating of less
than level 4 of the MQF or when the pedagogical or teaching practice components are
less than those required by sub article 2 (d) (i), or where the applicant does not have
sufficient experience in the practice of the teaching profession as required by subarticle 2
(d) (ii), the Council may require the applicant to undertake such adaptation, not exceeding
twice the shortfall as the Council may specify. In addition the Council may also submit the
applicant to a proficiency test.

Licence to practise the profession of learning support assistant

13. (1) Subject to the provisions of this Part, no person shall exercise the profession of
learning support assistant against remuneration or hold himself to be professionally
qualified to do so unless such person is the holder of a licence issued under this Act.

(2) A person shall not qualify for a licence unless such person -

(a) is a Maltese citizen, or is otherwise permitted to work in Malta under any law;

and

(b) is of good conduct; and

(c) has full legal capacity; and

(d) is in possession of -

i) a qualification in inclusive education at a minimum of MQF Level 4 which must
include practice and pedagogical components. The qualification must include a
minimum of 16 ECTS/ECVETS or their equivalent, of which, a training practice
component having a value of at least 4 ECTS/ECVETS or their equivalent must be
included, and

a qualification in inclusive education at a minimum of level 5 of the Malta
Qualifications Framework which must include a practice component and a
pedagogical component. The qualification must include a minimum of 30
ECTS/ECVETS or their equivalent of which, a training practice component having a
value of at least 8 ECTS/ECVETS or their equivalent must be included and

an additional qualification in inclusive education at a minimum of level 5 of the
Malta Qualifications Framework which must include a practice component and a
pedagogical component. The qualification must include a minimum of 30
ECTS/ECVETS or their equivalent of which, a training practice component having a
value of at least 8 ECTS/ECVETS or their equivalent must be included;

or

(ii) a qualification in inclusive education at a minimum of level 5 of the Malta
Qualifications Framework which must include a practice component and a
pedagogical component. The qualification must include a minimum of 60
ECTS/ECVETS or their equivalent and the qualification must furthermore include a
training practice component having a value of at least 8 ECTS/ECVETS or their
equivalent, and

e) in addition to the qualifications referred to in subarticle 2 (d) above a
certificate from a head of school certifying that the applicant has received
adequate experience in the practice of the profession of learning support assistant for a period of 2 years,

(3) Without prejudice to any provision made by or under the Mutual Recognition of Qualifications Act, where the professional qualification in education has a rating of less than level 5 of the MQF or when the pedagogical or teaching practice components are less than those required by sub article 2 (d) (i), or where the applicant does not have sufficient experience in the practice of the teaching profession as required by subarticle 2 (e), the Council may require the applicant to undertake such adaptation, not exceeding twice the shortfall as the Council may specify. In addition the Council may also submit the applicant to a proficiency test.

Temporary Warrant

14. Notwithstanding anything contained in the provisions of this Part, the Council may award a temporary warrant having a validity of one year, that may be renewed to any person who, in the discretion of the Council, has the necessary proficiency to practice as a teacher in Malta.

Temporary Licence

15. Notwithstanding anything contained in the provisions of this Part, the Council may award a temporary licence having a validity of one year, that may be renewed to any person who, in the discretion of the Council, has the necessary proficiency to practice as kindergarten assistants and learning support assistant in Malta.

Application for a warrant or licence and its retention

16. (1) Any person seeking to obtain a warrant or a licence in accordance with this Act, shall make an application to the Council which shall be accompanied by all information and relevant documents in support of the application, including certificates issued by the competent authority about the comparability of qualifications and certificates of their authenticity as the Council may require:

Provided that an application made under this article shall not be deemed to have been filed by an applicant unless it is duly filled in and accompanied with all required information and documentation.

(2) The Council’s decision whereby an application for a warrant/licence is refused or whereby a warrant or licence is suspended or cancelled shall be notified in writing to the person who has filed the application or to the warrant or licence holder, as the case may be, and to all licensed schools.

(3) A person shall not be qualified to obtain or shall not retain a warrant or licence in terms of this Act if such person has been convicted by any court of criminal jurisdiction:

(a) for any crime liable to imprisonment for a term exceeding one year; or
(b) of having abused the students’ trust or having used violence in their regard; or
(c) of any crime because of which such person may not, in the Council’s opinion, be fit to practise as an educator.
(4) Where a person loses his warrant or licence following a conviction as is referred to in the preceding sub-article, notice of such loss shall be given by the Council in the Gazette and shall be communicated by the Council to the person disqualified, unless such person has been interdicted by the judgement itself, and to all licensed schools.

Continuous professional development

17. (1) Warrant or licence holders shall be obliged to periodically carry out such programmes of continuous professional development as may be prescribed by the Minister from time to time.

(2) When a warrant of licence holder fails in his obligation to follow programmes of continuous professional development and of updating, the warrant or licence pertaining to the holder may be suspended until such time as the holder proves that he is fulfilling the requirements of the obligation provided for in this article.

(3) For the purpose of establishing whether an applicant has successfully completed his training as aforesaid, the Council may submit the applicant to a proficiency test under the provisions of this Act or under regulations issued thereunder.

(4) The Council shall regularly draw the attention of registered educators to their obligation to periodically carry out programmes of continuous professional development and of up-dating necessary for the standards and the fitness to work as educators.

(5) The Council shall also periodically request registered educators to provide it with the necessary information showing which programmes they have followed.

(6) Whenever the case may be, the Council shall, formally and in writing, draw the attention of a registered educator of his failure to follow such hours of Continuous Professional Development as may be established by the Council, and shall give him reasonable time to comply therewith.

(7) When a registered educator continues to ignore the request of the Council to follow programmes of continuous professional development and of updating, the warrant or licence, as applicable, pertaining to the holder shall be suspended until such time as the warrant or licence holder proves that he is fulfilling the requirements of this obligation. Should such registered educator fail to comply with the instructions given by the Council he shall be liable to loss of warrant or licence.

Offences and Penalties

18. (1) Any person who, for the purpose of obtaining a warrant or licence under the provisions of this Act, knowingly gives any false information or otherwise acts in a deceitful or fraudulent manner, shall be guilty of an offence and shall, on conviction, have his warrant or licence cancelled and shall be liable to a fine (multa) not exceeding two thousand and three hundred and twenty-nine euro and thirty-seven cents (2,329.37) or to imprisonment not exceeding twelve months or to both such fine and imprisonment.

Provided that upon institution of such proceedings the Court may suspend the warrant or licence until the final determination of the proceedings.
(2) Any person who, not being the holder of a warrant, or a temporary warrant issued under this Act, practises the teaching profession in contravention of the provisions of this Act or any other Act, shall be guilty of an offence against this Act.

(3) Any person who, not being the holder of a licence, or a temporary licence issued under this Act, practises the profession of a kindergarten assistant in contravention of the provisions of this Act or any other Act, shall be guilty of an offence against this Act.

(4) Any person who, not being the holder of a licence, or a temporary licence issued under this Act, practises the profession of a learning support assistant in contravention of the provisions of this Act or any other Act, shall be guilty of an offence against this Act.

(5) Any person or any other organisation who shall employ any person other than a registered teacher or a person holding a temporary warrant for the purpose of practising of the teacher profession shall be guilty of an offence.

Provided that for the purpose of this provision and subject to such regulations as may be prescribed, a person shall not be deemed to be in contravention of this provision if such person is practising the teaching profession during an adaptation period or when in training, in any case under supervision in a licensed school or in any other manner as the Council may decide.

(6) Any person or any other organisation who shall employ any person other than a registered kindergarten assistant or a person holding a temporary licence for the purpose of practising of the profession of a kindergarten assistant shall be guilty of an offence.

Provided that for the purpose of this provision and subject to such regulations as may be prescribed, a person shall not be deemed to be in contravention of this provision if such person is practising the profession of a kindergarten assistant during an adaptation period or when in training, in any case under supervision in a licensed school or in any other manner as the Council may decide.

(7) Any person or any other organisation who shall employ any person other than a registered learning support assistant or a person holding a temporary licence for the purpose of practising of the profession of a kindergarten assistant shall be guilty of an offence.

Provided that for the purpose of this provision and subject to such regulations as may be prescribed, a person shall not be deemed to be in contravention of this provision if such person is practising the profession of a learning support assistant during an adaptation period or when in training, in any case under supervision in a licensed school or in any other manner as the Council may decide.

(8) Any person who is found guilty of any offence against contemplated in subarticles 2 to 7 of this article shall be liable on conviction to a fine (multa) not exceeding one thousand five hundred euro (€ 1500), or to three months imprisonment or to both such fine and imprisonment, and in the case of a continuing offence to a fine (multa) of fifteen euro and (€15) for each day during which the offence continues, subject to a maximum of five thousand (€ 5000).

(9) The provisions of this article establishing offences shall be without prejudice to the provisions of any other law establishing offences and punishments in respect of the same
acts or omissions and shall not, in particular, affect the application of any higher
punishment under any other law.

Transitory Provisions

19. A person shall be deemed to remain eligible for a warrant under the provisions of this
Act if he was so eligible under the legislation in force prior to the coming into force of this
Act.

Provided that persons who at the time of entry into force of this Act have already satisfied
the conditions in force prior to the entry into force of this Act, and persons who at the
time of entry into force of this Act had already commenced a qualification which entitles
the holder to apply for a warrant in accordance with the provisions in force prior to the
entry into force of this Act, shall be eligible to apply for a warrant in accordance with the
requirements existing prior to the entry into force of this Act.

20. A person who has been practicing as a kindergarten assistant or as a learning support
assistant for fifteen (15) years prior to the coming into force of this Act and who does not
satisfy the criteria established in articles 12 or 13 as the case may be shall be deemed to be
eligible for the award of a licence under this Act.

Return of Warrant or licence

21. A warrant or licence holder may return his warrant or licence to the Council and make
a request in writing that his name be cancelled from the related register.

Employment Conditions

22. The award of a licence under this Act shall have no effect on the employment
conditions of the licence holder.

Non application of this Act

23. The provisions of this Act shall not apply to a teacher in a school teaching a languages
as a foreign language, or any person who renders a teaching service in cultural, sport and
religious sectors, in so far as this teaching is not being imparted as an integral part of
compulsory education in terms of the curriculum in a licenced school.

Power to make regulations

24. The Minister may, after consultation with the Council, make regulations not
inconsistent with the provisions of this Act, to give better effect to any of such provisions
and generally to regulate the teaching profession and the work of kindergarten assistants
and learning support assistants, and, without prejudice to the generality of the foregoing,
such regulations may in particular include provisions with respect to -
(a) the establishment of standards, practices, procedures and other duties in the exercise of the profession and work of an educator;

(b) the professional conduct and code of ethics of educators and the standards of competency and integrity to be kept by educators;

(c) the requirements, conditions and frequency in relation to the programmes of continuous professional development for the maintenance of a warrant or licence;

(d) the work which can be performed and the services which can be rendered in terms of a warrant or licence, and the terms and conditions which can be attached to such warrant or licence;

(e) the fees that may be charged by the Council in connection with the issue of a warrant or licence, for the making of any registration under this Act, those annual or periodic fees that the Council may deem necessary for its operation under the provisions of this Act;

(f) the fees that may be charged by educators for their professional services;

(g) the procedures to be followed in cases of professional misconduct;

(h) the engagement of persons who are employed to work in a school by virtue of a temporary warrant or temporary licence;

(i) the forms, conduct certificates and other ancillary matters connected with the application for a warrant or licence, a test to establish the legal capacity, the procedures connected with the nomination of members to the Council, and relating to any other procedure which may be adopted by the Council;

(j) the appointment, composition and procedures of committees or sub-committees which the Council may feel necessary to appoint for any one of its functions;

(k) amend the amount of the administrative fee the Council may impose according to article 7(5)(v)

(l) any matter which is required or is authorised by this Act to be prescribed.