

GOVERNMENT OF GRENADA

CIRCULAR NO: 27/ 2021

FROM: CHIEF EDUCATION OFFICER (AG.) - MINISTRY OF EDUCATION, HUMAN RESOURCE DEVELOPMENT, RELIGIOUS AFFAIRS AND INFORMATION

TO: OFFICERS OF THE SCHOOLS AND CURRICULUM DIVISIONS, HEADS OF THE STUDENTS SUPPORT SERVICES AND THE TESTING AND MEASUREMENT UNITS, MANAGERS, SUPERVISORS, GRENADA UNION OF TEACHERS, PRINCIPALS AND STAFF OF PRIMARY AND SECONDARY SCHOOLS, TEACHERS-IN-CHARGE OF ALL PRE-PRIMARY SCHOOLS

DATE: 12TH MARCH, 2021

SUBJECT: PERFORMANCE OF DUTIES- RIGHTS AND OBLIGATIONS OF TEACHERS

It has come to the attention of the Ministry of Education Human Resource Development, Religious Affairs and Information, that teachers have been walking off their respective jobs at various schools throughout the State without the expressed permission of principals or other relevant authorities. It has also come to the attention of the Ministry that teachers have been attending classes and remaining silent; refusing to speak to students or to engage in normal instruction as required by the Education Act and the teaching profession.

Reportedly, some teachers at various times, have been arriving on the job purposefully late, thus disrupting the normal business of teaching and the functioning of educational institutions.

All of the above occurrences are said to be pursuant to Industrial Action called by the **Grenada Union of Teachers (GUT)**.

For the purposes of clarity and information the following is brought to the attention of Principals and Teachers:

1. Any teacher who leaves the school during working hours without first seeking the permission of the institutions' authority; or
2. Any teacher who performs his or her duties in a negligent manner; or
3. Any teacher who fails to attend work beyond the number of days allowed for absence without an excuse;

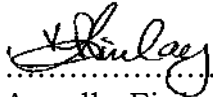
will be in breach of their Contract of Employment and the Education Act.

TRADE UNION & WORKERS and EMPLOYERS RIGHTS and DUTIES

The Ministry recognizes the rights of Trade Unions as stated in the Labour laws of Grenada as well as the Collective Labour Agreement signed between the Government and the Grenada Union of Teachers. All of these instruments setting out and governing the employment relationships clearly establish rights and duties of both employer and employees.

Fundamentally, with each right comes a duty. Principals and Teachers have a duty of care and individual responsibility to ensure that whatever advice, instruction or direction is issued by the GUT leadership is properly informed by and in compliance with the Labour laws of the State, the Education Act, relevant rules of the Public Service and their respective Contract of Employment.

Please be guided accordingly.



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Angella Finlay (Mrs.)

CHIEF EDUCATION OFFICER (AG.)