

Introducing



**TEACHERS REGISTRATION COUNCIL
OF NIGERIA**

Revised Edition

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1. VISION

To control and regulate teacher education, training and practice at all levels and sectors of the Nigerian education system in order to match teacher quality, discipline, professionalism, reward and dignity with international standards.

2. MISSION

To promote excellence in education through effective registration and licensing of teachers; and to promote professionalism through accreditation, monitoring and supervision of teacher training programmes, mandatory continuing professional development and maintenance of discipline among teachers at all levels of the education system.

3. MOTTO

Teaching for Excellence

4. ESTABLISHMENT/MANDATES OF TRCN

The Council was established by Decree (now Act) 31 of 1993. Several decades of agitation by professional teachers and other stakeholders for the establishment of a regulatory agency led to the enactment of the Act.

The Act in section 1(1) charged the Council with the following responsibilities:

- i. Determining who are teachers for the purpose of this Act.*
- ii. Determining what standards of knowledge and skills are to be attained by persons seeking to become registered as teachers under this Act and raising those standards from time to time as circumstances may permit.*
- iii. Securing in accordance with the provisions of this Act the establishment and maintenance of a register of teachers and the publication from time to time of the lists of those persons.*
- iv. Regulating and controlling the teaching profession in all its aspects and ramifications.*

- v. *Classifying from time to time members of the teaching profession according to their level of training and qualification.*
- vi. *Performing through the Council established under this Act the functions conferred on it by this Act.*

5. IMPLICATIONS OF TRCN MANDATES

The TRCN Act has far-reaching implications for the teaching profession. This reality can be appreciated by the fact that the content of the TRCN Act is one and the same with the contents of the Acts that established the Councils that regulate and control the professions of Law, Medicine, Engineering, Pharmacy, etc. It suffices therefore to state that teachers will henceforth undergo all those necessary intellectual, professional, moral, social and even psychological rigors characteristic of the other noble professions and which have set them far apart from quacks and lay people.

Also, as it is applicable to the other professions, no category of teachers is exempted from regulation and control. It is obvious that all medical doctors, lawyers, engineers, pharmacists, etc at all levels of our national life, both in the public and private sectors submit to the provisions of the Acts regulating their respective professions. In the same way, all persons who perform jobs that rightly and legally constitute teaching as well as those who administer teaching and learning in the Nigerian education system must be trained teachers, registered and regulated.

6. PROGRAMMES OF TRCN

In accordance with the TRCN legal provisions and conventions common to the professional regulatory agencies, the Council is systematically implementing the following programmes and activities:

- *Registration and licensing of qualified teachers.*
- *Accreditation, monitoring and supervision of the courses and programmes of teacher training institutions in Nigeria to ensure that they meet national and international standards. The institutions include the Colleges of Education, Faculties and Institutes of Education in Nigerian universities, Schools of Education in the Polytechnics, and the National Teachers Institute.*
- *Organisation of Internship Schemes and induction programmes for fresh Education graduates to equip them with the necessary professional skills before licensing them for full professional practice.*
- *Conduct of professional examinations and interviews to determine teachers that are suitable for registration.*
- *Establishment of national minimum standards for and execution of Mandatory Continuing Professional Development (MCPD) to guarantee that teachers keep abreast of developments in the theory and practice of the profession.*
- *Organisation of Annual Conference of Registered Teachers (which is the first of its kind in Nigeria) intended to unite all teachers irrespective of social class or the level of education system to which they belong.*
- *Publication of a register of qualified and licensed teachers in Nigeria in hard copies and available through the World Wide Web.*
- *Enforcement of professional ethics among teachers using the Teachers Investigating Panel (TIP) and the Teachers Tribunal.*

- Prosecution in the law court of unqualified persons performing the job of teachers in contravention of the TRCN Act section 17(2).
- Acting as the voice of the voiceless teachers and continuously initiating/driving public policies and practices that could reposition the teaching profession in Nigeria as first among equals.

7. TRCN TAKE-OFF

The Council became operational by June 2000 with the appointment of a pioneer Registrar/Chief Executive in the person of Chief Anjikwi Musa Ciwar (OON) by the President and Commander-in-Chief of the Armed Forces of Nigeria. By 2008 when the pioneer Registrar/Chief Executive retired, the Council had recorded unprecedented success in institutionalizing itself as a national organization. It attracted a core of motivated and technically efficient staff from diverse sectors of the economy and the education system. All states of the Federation including the Federal Capital Territory had a fair share of this core of staff as their indigenes. Similarly the Council opened offices in all 36 states and the Federal Capital Territory. The Council also has twelve state-of-the-art zonal offices, two in each geo-political zone of the country.

The quick spread of the Council across the country was made possible by the overwhelming support received from the Executive Governors of the various states, together with their Ministries and parastatals of Education, the Nigeria Union of Teachers, the Vice Chancellors of universities, Rectors of polytechnics, Provosts of Colleges of Education, and other stakeholders. Indeed, most of the state and some zonal offices were donated and furnished by the State Governments to demonstrate their support for the professionalisation of teaching in Nigeria.

Over 700,000 (seven hundred thousand) teachers had been registered. The registration cuts across all levels of the education system- primary, secondary and tertiary – in the public as well as private educational institutions. The registration covered over 80 % of teachers in the public primary and secondary schools in the country, some teachers in the private schools, some teachers in polytechnics, many lecturers and professors from the universities, and many teachers in administrative positions in the education system including Directors of Education, Permanent Secretaries, Honorable Commissioners and Ministers of Education, Vice Chancellors, Governors and veteran teachers.

The Council also registered many Nigerians abroad who applied for registration because the foreign countries like Britain, Australia, Canada, and United States of America required evidence of registration with TRCN before registering them as teachers.

TRCN: Restoring the lost glory of the teaching profession in Nigeria!

8. STRATEGIC PARTNERS

In strategizing to accomplish its programmes and activities, the Council regularly interacts with the following stakeholders, among others:

- Honorable Minister(s) of Education.

- *Federal Ministry of Education and its parastatals and agencies.*
- *National Council on Education, which is the highest decision making body on Education in Nigeria.*
- *Executive Governors of the various states of the country.*
- *Honourable Commissioners of Education of the states.*
- *State Ministries of Education and their parastatals (SUBEB, SEMB, TESCOM, etc).*
- *Senate and House Committees on Education in the National Assembly.*
- *Vice chancellors of universities, Rectors of polytechnics, and Provosts of Colleges of Education.*
- *Deans of Faculties and Directors of Institutes of Education in the universities.*
- *Nigerian Academy of Education*
- *Teachers unions and associations – NUT, COEASU, ANCOPSS, STAN, COPSHON, etc.*
- *National Association of Proprietors of Private Schools.*
- *The media.*
- *Regulatory agencies of other professions – Council of Legal Education of Nigeria, Medical and Dental Council of Nigeria, Pharmacists Council of Nigeria, Council for the Regulation of Engineering in Nigeria, etc.*
- *Teacher Regulatory agencies abroad – Britain, Canada, USA, Australia, South Africa, etc.*
- *Development partners – World Bank, British Council, UNESCO, ILO, USAID, COMPASS, ENHANSE, DFID, JICA, etc.*
- *Civil society organizations particularly CSACEFA and many other stakeholders.*

9. TRCN ORGANISATIONAL STRUCTURE

As an agency of the Federal Government, TRCN in administrative terms is structured much the same way as the other related organs of Government. It has a hierarchical authority structure that runs from the President and Commander in Chief of the Armed forces of Nigeria, through the Honourable Minister of Education down to the Governing Board and Management.

As provided in the Nigerian Constitution and the TRCN Act, the President of Nigeria appoints the Registrar/Chief Executive of TRCN and constitutes the TRCN Governing Board in the best interest of the country. He further makes the final decision on all matters that, according to extant national regulations, fall beyond the jurisdiction of the Governing Board and the Honorable Minister of Education.

10. TRCN GOVERNING BOARD

The Board is the policy making arm, which regulates the vision, mission, goals and targets to be pursued by TRCN. It checks and balances the activities of Management and reserves the right to approve or disapprove significant undertakings by TRCN. The TRCN Act also provided for a broad-based governing board which ensures that all relevant stakeholders in the teaching profession are adequately represented. Few other agencies have such wide spectrum of representation and large membership. Below is the list of membership as provided by the law:

- a. Chairman*
- b. Representatives of each of the committees of*
 - i. Deans of Education and Directors of Institutes of Education in Nigerian*

- universities
- ii. Provosts of Colleges of Education
- iii. Rectors of polytechnics
- c. One person representing each of the following bodies:
 - i. National Universities Commission (NUC).
 - ii. National Commission for Colleges of Education (NCCE)
 - iii. National Board for Technical Education (NBTE).
 - iv. National Teachers Institute (NTI).
- d. A Representative of the Federal Ministry of Education (FME).
- e. Six (6) persons representing the State Ministries of Education (SMOE). They will be elected in rotation among the various states of the Federation and be appointed for a term of two years by the Federal Ministry of Education.
- f. Two (2) persons representing the Nigerian Academy of Education (NAE).
- g. Five (5) persons elected by the Nigerian Union of Teachers (NUT).
- h. The Registrar of the Teachers Registration Council of Nigeria.

11. DEPARTMENTS OF TRCN

TRCN operates four departments to maintain a lean, fast-paced and pragmatic structure that can meet its daunting challenges. These are:

i) Office of the Registrar/Chief Executive: This has four units as follows:

- a) Internal Audit
- b) Information
- c) Legal Unit
- d) Servicom

ii) Department of Administration and Finance: Has five units as follows:

- a) Establishment/Council Secretariat
- b) Staff Welfare/ General Services
- c) Funds Management
- d) Expenditure Control and Final Accounts
- e) Budget and Budgetary Control

iii) Department of Professional Operations: This Department has Divisions as follows:

- a) Field Operations
- b) Registration and Documentation
- c) Certification and Licensing
- d) Education and Accreditation
- e) Professional Regulations and Special Duties
- **The Department of Professional Operations further controls all 36 State and 12 Zonal Offices of the Council.**

iv) Department of Planning Research and Statistics: Has four Divisions:

- a) Planning
- b) Research and Statistics
- c) Library and Publication
- d) Computer services

12. TRCN ZONAL OFFICES

For purposes of elaboration, the following are the locations of 12 TRCN Zonal Offices (two for each geopolitical area) and states under them:

- (i) Minna – Niger, Kwara and Kogi States*
- (ii) Kaduna – Kaduna, Kano, Katsina, and Jigawa States*
- (iii) Sokoto – Sokoto, Kebbi and Zamfara States*
- (iv) Maiduguri – Borno, Bauchi and Yobe States*
- (v) Yola – Adamawa, Taraba and Gombe States*
- (vi) Jos – Plateau, Benue and Nasarawa States*
- (vii) Enugu – Enugu, anmbra and Ebonyi States*
- (viii) Owerri – Imo and Abia States*
- (ix) Uyo – Akwa Ibom, Cross River and Rivers States*
- (x) Benin – Edo, Delta and Bayelsa States*
- (xi) Akure – Ondo, Ekiti and Osun States*
- (xii) Lagos – Oyo, Ogun and Lagos States.*

13. MANDATORY REGISTRATION PRIOR TO PRACTICE

As obtains in the other noble professions, the law makes it an offence for any one to engage in teaching without registration. This is clearly spelt out in section 17(2) of the TRCN Act which states that:

If on or after the commencement of the Act, any person not being a registered member of the profession or in expectation of reward, takes or uses any name, title, addition or description implying that he is in practice as a registered member of the profession, he shall be guilty of an offence.

The Act further states that employers and other officials who aid and abet the employment of unqualified/unregistered teachers are themselves guilty of the same offence and shall receive same punishment. This is made clear in section 17(6) of the Act as follows:

Where an offence under this section which has been committed by a body corporate is proved to have been committed with the consent or connivance of, or to be attributable to any neglect on the part of any director, manager, secretary or other similar officers of the body corporate or any person purporting to act in such capacity, he as well as the body corporate shall be deemed to be guilty of that offence and shall be liable to be proceeded against and punished accordingly.

The Act stipulates that the punishment shall be a fine of N5,000 (five thousand Naira) or two years jail term or both.

14. EXTENSION OF THE 2006 DEADLINE FOR UNQUALIFIED TEACHERS

The National Council on Education at its 50th session at Yenagoa, Bayelsa State in 2003 fixed the year 2006 as deadline to unqualified teachers already in the education. Those with Teachers Grade Two were to upgrade to the NCE while graduates without teaching qualifications were to get the Post Graduate Diploma in

Education (PGDE) or Professional Diploma in Education (PDE) before the expiration of the 2006 deadline. The National Council on Education also directed a halt to the recruitment of unqualified teachers with effect from 2003. The National Universities Commission, National Board for Technical Education and the National Commission for Colleges of Education on their part, since 2004, despatched appropriate directives to the Vice Chancellors, Rectors and Provosts, respectively, making it clear that their teachers irrespective of Faculties/Schools/Colleges are affected by the TRCN Act and should comply with the necessary professionalisation guidelines emanating from TRCN.

*However, the National Council of Education at its 2006 Extra Ordinary meeting at Abuja reviewed the progress made so far by States and teachers in complying with the 2006 deadline. The NCE discovered to its disappointment that the progress had been rather too slow and figures gathered from States and the National Teachers Institute indicated that there could still be well over 70,000 teachers in the Nigerian public schools with no more than the Teachers Grade Two Certificate. Consequently, the NCE set up a Task Team to advise on strategies for the accelerated upgrading of the affected teachers within the shortest time. The outcome of the Task Team's Report was the adoption of a new strategy called **SPECIAL TEACHER UPGRADING PROGRAMME (STUP)**, intended to upgrade the Teachers Grade Two Certificate holders to the Nigeria Certificate in Education. The Federal Government is currently sponsoring the programme using the Education Trust Fund and every affected teacher who fails to take advantage of the programme runs the risk of losing his or her job when the period of grace given to STUP candidates expires. The programme is running for two years and is being coordinated by the National Teachers Institute. Meanwhile, the National Council on Education had directed that all other categories of unqualified teachers with less than the Teachers Grade Two Certificate should immediately leave the school system as they are not qualified to benefit from STUP. TRCN intends to start prosecuting such teachers if they fail to heed the directive.*

15. TRCN's EFFORTS IN ASSISTING UNQUALIFIED TEACHERS TO GET QUALIFIED

*TRCN is very much conscious of the challenge posed by the pressure exerted since the past years on the unqualified teachers. Therefore, it stepped up efforts to assist the teachers concerned to get qualified. For instance, TRCN collaborated with the Institute of Education of Ahmadu Bello University (ABU) Zaria to work out a new teacher education programme called **Professional Diploma in Education (PDE)**. The PDE successfully passed the screening of TRCN consultants, Deans/Directors of Faculties/Institutes of Education in Nigerian universities, and TRCN Governing Board. It is therefore certified as meeting TRCN national minimum standards. The Senate of ABU has also approved the PDE and it is already running in that university. Over seven Colleges of Education approved by TRCN for that purpose have also commenced the programme and more Colleges and universities are gearing up to join from 2008.*

The unique features of PDE include flexibility because it can be run full time, part time, sandwich and long distance. It has specializations for teachers at different levels of the Education system. It has included all the relevant and most contemporary areas of knowledge, and the entry requirement is not only degrees but

also OND and HND. We know that there are many good teachers with OND but who are not admitted into the Post Graduate Diploma in Education (PGDE). Therefore, the PDE offers them a wonderful opportunity. A graduate teacher without teaching qualification can do either PGDE or PDE and not both as the two programmes have met the TRCN minimum professional standards.

Again, TRCN has kept touch with all Faculties and Institutes of Education, constantly reminding them of the need to come up with qualitative and flexible strategies for assisting unqualified teachers to get the relevant qualifications. TRCN also requested them to constantly furnish it with accounts of efforts they are making in that direction. The progress reports from these institutions show that they have taken the challenge seriously and have tripled their efforts to train unqualified teachers in the system.

Furthermore, TRCN has even financially sponsored certain teacher education programmes of some of these institutions and teacher professional associations. TRCN relentlessly continues the sensitization of the public about the deadlines and the advantages of having qualified teachers in the Nigerian school system.

16. QUALIFICATION FOR REGISTRATION

To be registered as a professional teacher, a person must possess a teaching qualification not lower in standards than the NIGERIA CERTIFICATE IN EDUCATION (NCE). This is the minimum standard stipulated by the National Policy on Education. Holders of Teachers Grade Two with effect from 2006 are no longer being registered. The grace period given in consideration of the thousands of teachers in this category already in the education system, which allowed for the registration of such teachers in the past years, has expired. However, all Teacher Grade Two Certificate holders undergoing the STUP programme who were earlier registered by TRCN are condoned and will at the successful completion of the programme be issued with the standard teachers registration certificate at no extra registration fee.

The other acceptable qualifications are degrees in Education (B. Sc Ed; B. Ed; M. Ed; PhD). Those with degrees/Diplomas in non-Education fields must possess Post Graduate Diploma in Education (PGDE) or Professional Diploma in Education (PDE). The Technical Teachers Certificate (TTC) acquired not later than 2008 is also valid but from 2009 the PDE will replace the TTC totally.

FOR YOUR RECORD:

“A JOB FOR ALL COMERS CANNOT BE RIGHTLY CALLED A PROFESSION”.

- Professor Babalola Borishade, former Honourable Minister of Education, flagging off the nationwide registration of teachers at Abuja on August 1st, 2002.

17. INSTITUTIONS IN NIGERIA OFFERING APPROVED PROFESSIONAL TRAINING IN EDUCATION

The institutions currently are:

- i. National Teachers Institute (NTI)*
- ii. Colleges and Universities of Education*
- iii. Institutes of Education in the universities*
- iv. Faculties of Education in the universities*
- v. Schools or Departments of Education in the polytechnics*
- vi. Any other institution that may be approved by government from time to time*
- vii. Foreign countries with recognized educational training.*

18. TEACHER CATEGORIES AND CURRENT REGISTRATION FEES

The category and cost are based on an individual's qualification:

CATEGORY	QUALIFICATION	REGISTRATION FEES	ANNUAL DUES
<i>A</i>	<i>PhD + Educ.</i>	<i>N10,000</i>	<i>N5,000</i>
<i>B</i>	<i>Masters + Educ.</i>	<i>N8,000</i>	<i>N4,000</i>
<i>C</i>	<i>Bachelors/HND + Educ.</i>	<i>N6,000</i>	<i>N3,000</i>
<i>D</i>	<i>NCE</i>	<i>3,000</i>	<i>N2,000</i>

19. BENEFITS OF PROFESSIONALISATION OF TEACHING IN NIGERIA

*The TRCN Act is the greatest gift bequeathed to the Nigerian teachers by government. This is for the fact that to all wise and noble vocations the rule is, “**seek first professionalism and every other desirables will be added unto you**”.*

Professionalism is the most primary and fundamental need of any vocation that wishes to deliver qualitative services to society and have its members well respected and remunerated. It ensures that only those that are appropriately trained and inducted perform the job. It guarantees that ethics are imbibed, the rules of the game exist and are obeyed by all, clients get value for their money and efforts, public interest is protected, priority is given to nation-building, and above all, that the professionals are regarded with dignity and awe. The professions of Law, Medicine, Engineering, Pharmacy, Accountants, etc realized these secrets early enough and fully exploited them. That is why most people today would like to belong to these other professions.

However, the government has now given the teaching profession the greatest empowerment ever to match the performance and social worth of their counterparts in other professions. They should be proud that at the end, Government has recognized and put into law the fact that only the trained individual can teach. It is a thing of joy and pride to any real teacher. It should also be a thing of joy to parents in this country who have been groaning under the weight of poor quality education, examination malpractices, cultism, and sundry vices most of which are the impact of the invasion of the education system by persons neither trained nor genuinely interested in teaching as a career.

20. SOME NEWS UPDATE ON TRCN ACTIVITIES

NUT/TSS STRUGGLE AND OTHERS:

Collectively, TRCN and stakeholders have taken the teaching profession to higher grounds than existed before the coming into operations of TRCN. The labour of our heroes past has therefore not been in vain. We remember today and always the spirited struggles of the Nigerian teachers under the Nigerian Union of Teachers which in 1993 gave rise to the enactment of the TRCN Decree (now) Act 31 of 1993. Today, NUT is still in the struggle to make the teaching profession even better. Currently, the issue of the long awaited Teachers Salary Structure (TSS) has rage and later got resolved between NUT and the State Governors' Forum. That is calls for celebration among teachers.

It is indeed a well known fact that TRCN together with the NUT and other stakeholders had been at the forefront of the efforts to secure a professional salary scale for teachers for many years. The just retired TRCN Registrar/Chief Executive, Chief Anjikwi Musa Ciwar (OON), over his eight year tenure consistently chaired Committees set up by stakeholders under the umbrella of the Joint Consultative Committee on Education (JCCE) and the National Council on Education (NCE) to actualize TSS. TRCN provided the secretariat for the meetings and went a step further to pay the traveling allowances of stakeholders who came from the various States to take part in the Committee meetings. TRCN's position as of today remains the same as ever: that teachers deserve a professional salary advantage (call it TSS or any other term) like the Medical Salary Scale (MSS) which will set professionally registered teachers apart from the quacks, be they teachers in the classroom, administrative, research or other positions. We are happy that the Government has recognized and agreed with this fact.

REGISTRATION OF TEACHERS/CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD):

Besides the TSS struggle, it is no longer news about the huge number of teachers that TRCN has registered (over 700,000) which cuts across the public and private sectors and the primary through secondary to the tertiary levels. It is also no longer news that TRCN has more than ever before raised awareness about the critical importance of continuous professional development (CPD) in the career of any professional. TRCN did not just raise awareness but demonstrated its advocacy by mounting capacity building programmes yearly across the country for five consecutive years now adjudged to be among the best in the country. Part of the secret of success of its CPD programmes is that when it has to do with the quality of our programmes we do not cut corners. We use only world class resource persons and facilities no matter the cost. When we taught about the eradication of drug abuse, cultism, HIV/AIDS, examination malpractice, etc we got the nation's topmost experts from the National Drug Law Enforcement Agency, National Agency for Control of Aids, the National Examination Ethics Projects, etc. When we wanted to revolutionise/integrate ICT in schools, we worked with the National IT Agency (NITDA), National eGovernment Strategies and even contracted a USA based company, SKILLS4INDUSTRY, to be resident in TRCN to take control of the training. The training was hands-on driven with computers and internet running live in the laboratories established by TRCN for the programme. Examinations were written at the end of the ICT training and the best teachers received gifts of laptops free of charge. Tears of joy rolled down the eyes of the lucky teaches because they had never seen it so good in their career. The most recent was a training in pedagogy entitled, BACK TO BASICS. TRCN contacted the universities to send their

best professors/lecturers in the respective subjects and the resource persons made TRCN, their universities and the teachers proud. The list is endless.

TEACHERS INVESTIGATING PANEL (TIP):

In 2007, TRCN rolled out the drums again as the State Chief Judges installed members of the Teachers Investigation Panel for every state of the federation including the Federal Capital Territory. It was historic. Thereafter, the TIP of the various states and FCT have been inducted unto their jobs and have started their responsibilities in earnest. The TRCN Act has given every state the opportunity to appreciate that the TIP is to work for the good of the Education system of their states. Consequently, the TIPs are simply the nominees of their states and cannot perform any magic if the stakeholders of the states do not see the reason for their existence. Yes, the TIPs are federal panels by nature but they are also established for the good of the states. It therefore must take the active support and partnership of TRCN and the states for the TIPs to succeed. The law is clear about the role of the TIPs. They are to investigate allegations/cases of professional misconduct against registered teachers so as to report significant cases to the Teachers Tribunal for prosecution. The law further holds the heads of educational institutions liable for any failure to bring cases of professional misconduct, negligence or incompetence to the TIP. This is the most critical issue concerning Vice Chancellors, Rectors, Provosts, Deans of Faculties of Education, ANCOPSS and COPSHON, etc in the present dispensation. However, as good citizens, everyone (teachers, parents, students, media and the general public) is also expected to report the necessary cases professional misconduct, incompetence or negligence by registered teachers to the TIPs. We have to note at this point that the TIP will prosecute in the law court any quack or unregistered teacher reported to be involved in cases of misconduct as such teachers are not qualified for prosecution by the Teachers Tribunal - since they are not registered members of TRCN. Such teachers are not even supposed to be in the school system in the first place.

TRCN ON THE GLOBAL SCENE:

TRCN has strongly moved onto the global scene the way most of the older agencies have never done or even considered necessary to do. Today we are working effectively and exchanging visits with dozens of Teaching Councils across the continents, from the United States of America to Canada, United Kingdom, Australia, South Africa, etc. Nigerians travel abroad or have friends and relations teaching abroad already have ideas about how this TRCN foreign relations have turned around the image, dignity and opportunity of any Nigerian now teaching or wishing to teach abroad. Just as an instance, it previously took average of two whole years to license a Nigerian to teach in most advanced countries. These two years were spent by the foreign Teaching Councils investigating the veracity of the claims in the curriculum vitae of the Nigerian, his/her educational qualifications, character, etc. But today, it takes only TRCN certificate of registration and a letter from TRCN attesting to the good professional standing of the Nigerian for the Nigerian to get licensed and to start teaching abroad with much better respect and rest of mind! The process of registration for a Nigerian abroad is now completed in a matter of weeks! There had been instances Nigerians already abroad had to return to Nigeria to finalise their registration with TRCN before returning to their foreign countries so as to enjoy the bliss of seamless professional recognition.

TRCN ICT SUPER STRUCTURE:

The Nigerian teacher more than ever before should be a very proud professional now. As the other professions fly their flags on today's information super highway - the internet - TRCN is

doing the same for the teacher. Check out the world class interactive TRCN website. Check out the on-line registration facilities. Check out TRCN partnership with the nation's and world leaders in ICT - the NITDA, NeGSt, SKILLS4INDUSTRY USA INC, etc. Check out the interactive Continuous Professional Development (CPD) portal designed specifically for Nigerian teachers by SKILLS4INDUSTRY USA to upload constantly all the necessary TRCN CPD programmes and learning activities so that teachers that are privileged to have access to computers/internet may now have little need to physically attend trainings before getting their skills updated.

INTELLECTUAL LEADERSHIP:

TRCN has demonstrated its strength even in academic cum intellectual leadership within the teaching profession. Part of the legacies in this regard is the institutionalisation of a ***Nigerian Journal of Professional Teachers***, which has consistently (once every year) hit the academic and library stands since 2004. This is an international multidisciplinary journal that has given Nigerian teachers opportunity to showcase and publicize their research findings, intellectual thoughts, practical and administrative experiences across the globe. The journal is now rated as a best seller and eminent teachers are regularly queuing up to have a space in the journal. We also have made waves with the ***TRCN Professional Diary***, which is a quarterly newsmagazine in colour that captures the "A to Z" of the important events on TRCN. You can never get so much information about TRCN in any other single medium. The Diary is circulated free of charge across the world as well. The Annual survey of the opinion of registered teachers nationwide has been instituted since 2006 and has made remarkable impact internationally. It has provided the kind of scientific picture of the prospects and challenges of the teaching profession in Nigeria which are greatly facilitating the planning and administration of the teaching profession and attracting intervention and the much needed support from the development partners/foreign Teaching Councils in the most critical areas.

PAYMENT OF REGISTRATION FEES AND ANNUAL DUES

Payment is to be made in any of the following banks: UBA, ZENITH, WEMA, UNITY BANK and ETB. ***Payment of cash in any TRCN office is strictly prohibited.*** Upon payment of annual due, a registered teacher shall be issued with a teaching license for the current year only. All teachers licenses in Nigeria have uniform duration, that is, January 1 to December of the year concerned. Therefore paying late in any year does not attract any advantage to the defaulter.

A registered teacher **MUST** carry valid teaching license to remain on the job and to avoid other sanctions. Employers are urged to facilitate the payment of dues by deducting at source and remitting directly to TRCN. Their TRCN Desk Officers shall in turn liaise with TRCN to issue the teachers their current licenses.

PROFESSIONAL QUALIFYING EXAMINATION

With effect from October 2, 2008 teachers applying to register with TRCN shall, after the submission of their duly completed registration forms, sit for professional qualifying examination which will hold periodically nationwide on designated date and centres. Such teachers are advised to review their theoretical and practical pedagogical foundations as well as sharpen their ICT skills in preparation for the examination.

REGISTRATION OF GRADUATING EDUCATION STUDENTS

With effect from the 2007/2008 session, all Faculties, Institutes and Colleges of

Education in Nigeria are required to ensure that their successfully graduated students are registered with TRCN and inducted in a colourful ceremony in their institutions before the discharge of the graduating students from the institution. Teachers registered at point of graduation are exempted from the Professional Qualifying Examinations.

Also, for EVERY ACADEMIC SESSION starting from 2007/2008, all Faculties, Institutes and Colleges of Education in Nigeria are required to submit a register of their matriculated and graduated students to TRCN through the TRCN office in their State.

RECAPTURE OF SOME OF THE TRCN MILESTONES:

- Our offices are re-opened in all States of the Federation and the FCT.
- We are getting closer and closer to the people, talking one-on-one.
- Teachers Tribunal has been established at TRCN Headquarters Abuja.
- Teachers Investigating Panel (TIP) has been installed in all States and the FCT.
- New regime of registration fees and annual dues has taken effect.
- Registered teachers must now carry teaching licenses valid for each year.
- School drop-outs still teaching in our schools are to be prosecuted.
- New Mandatory Continuous Professional Development (CPD) Manual for teachers and all CPD providers is out.
- Guidelines for the Accreditation and Monitoring of the Education programmes ALL Faculties, Institutes and Colleges of Education in Nigeria are out.
- National Teachers Professional Standards document is out.
- The Teachers Code of Conduct has reached every nook and cranny of the country.
- Graduating Education students will now get registered and inducted before discharge from their institutions.
- Teachers applying to register will now write Professional Qualifying Examinations (PQE).
- Over 700,000 teachers at all levels of the Education system have been registered and counting...
- Private school proprietors are now being held responsible for any unregistered teacher in their schools.

21. FREQUENTLY ASKED QUESTIONS AND THEIR ANSWERS

- **What is TRCN?**

Teachers Registration Council of Nigeria

- **Which Ministry is TRCN?**

TRCN is an agency of the Federal Ministry of Education, Nigeria.

- **What does TRCN do?**

TRCN carries out the following programmes and activities:

- Registration and Licensing of qualified teachers.*
- Accreditation, monitoring and supervision of the courses and programmes of Teacher Training Institutions in Nigeria.*
- Organization of internship schemes for fresh education graduates.*

- (iv) *Conduct of professional examinations and interviews.*
- (v) *Execution of Mandatory Continuing Professional Education (MCPE).*
- (vi) *Organization of the Annual Conference of Registered Teachers in Nigeria.*
- (vii) *Publication of a register of qualified and licensed teachers in Nigeria.*
- (viii) *Enforcement of ethical conduct among teachers and actually prosecuting erring ones using the Teachers Tribunal.*
- (ix) *Prosecuting in the law court, all unqualified persons performing the job of teachers in contravention of the TRCN Act.*
- (x) *Acting as the voice of the voiceless teachers and continuously initiating/actualizing public policies and practices that will reposition the teaching profession as first among equals.*

- **Who can register with the TRCN?**

- *Only qualified teachers with the following qualifications: NCE,*
- *B. ED, MED, Ph.D + Education e.g. PGDE or PDE.*

- **Can one register in his/her state?**

TRCN has offices in all the 36 states of the Federation including FCT. A candidate is free to register in any of the offices, including our national headquarters at Abuja. Other registration points are Ministries and agencies of Education at the State and Federal levels, Faculties and Institutes of Education, Colleges of Education, etc which have TRCN Desk Officers.

- **What do I still need a certificate for when I have taught for several years?**

Certification is a major yardstick used to draw a line between the professionally trained personnel and those not trained. Certification legally confers on a practitioner all the rights, privileges and obligations expected of a professional as contained in the enabling laws and conventions.

- **How will this be enforced in the private schools?**

The Law has empowered the Council to professionalise teaching at all levels of the Education system, in the public and private sectors. Therefore, the proprietors of private schools are advised to ensure that only professionally qualified and registered teachers are engaged. TRCN has power to close down schools which are not using qualified and registered teachers and to prosecute the proprietors of such schools.

- **What is the penalty for teaching without registration?**

The TRCN Act 31 of 1993 section 17(2) makes it clear that with the commencement of the Act, any individual teaching, using the identity of a teacher or earning the reward of a teacher without being registered is liable on conviction to a fine of N5000 or two-year jail term or both. The Act further stipulates that the employer of such unregistered teacher will face the same penalty.

- **Will the certificate add any thing to my salary?**

By getting rid of quacks in the profession, the economic value of registered teachers will rise significantly. The Teachers Salary Structure and other related benefits are to be earned only by registered teachers.

- **Why do you have different numbering on your certificates?**

The certificate with two alphabets and twelve digits were randomly generated from the computer system with the intention of giving specialty and security to the certificates. However, along the line, the computerization system was changed. Now a registration number is coded to show the candidate's state of employment, the level he teaches/works, and other personal identities.

- **What happens to qualified retired teachers who still need the certificates?**
They are also allowed to register for professional identity and pride.

- **What happens if I obtain a higher qualification, e.g. from Bachelors to a Masters degree?**

The certificate will not be changed but while renewing your license the current category will be indicated. You also need to apply formally for upgrading and pay a fee which is the difference between the Bachelors and Masters Degrees registration fees.

- **As seen on your certificates explain the meaning of P/S/T/R?**

These are the various levels that have been added to your certificates for special purposes e.g. to identify the level you were teaching/working at the time the certificate is issued.

P – Stands for primary. All teachers at this level have this code.

S – Secondary teacher

T- Tertiary teachers/lecturers in the higher institutions.

R – The rest, i.e. Teachers in administration, business, retired, etc.

I registered since 2002 and my certificate is not ready.

All certificates of registered teachers have been moved to their states. Rush to the TRCN office in your state for collection. Complaints should be supported with the necessary evidence(s) and immediate attention will be given to address them.

- **I am a qualified graduate with B.ED and I am not working, do I still need to register?**

Yes, you need the certificate mostly because it is a major criterion for employment in teaching now, in case you will at any time be interested in teaching. Registration is also necessary for professional identity even if the person is not in practice. For instance, many lawyers who are not practicing saw the need to attend Law School and get called to Bar.

- **Now that I have a provisional certificate as a Teacher Grade Two Certificate holder, will my certificate be changed when I obtain a new qualification?**

Yes on presentation of the higher certificate acquired, your provisional certificate will definitely be changed to the qualified type.

- **2006 is here, when will TRCN control and sanitize the teaching profession as regards private schools that go for cheap labour to maximize profit at the expense of pupils?**

TRCN has long started this drive to ensure that private schools conform to TRCN regulation. The drive will be sustained and intensified in the months ahead.

- **What is the purpose of registration?**

Registration is for the purpose of professionalisation to facilitate the upliftment of teachers' status and dignity as professionals.

- **What is the procedure for registration?**

The procedure is that you pay your money according to your level, to the bank. You use the bank teller to obtain TRCN form from desk officers of our stakeholders, TRCN state coordinators or headquarters. Return the filled form to the point of purchase which will be processed accordingly for certification.

- **What is the qualification for registration?**

*To be registered as professional teacher, a person must possess a teaching qualification not lower in standards than the NIGERIA CERTIFICATE IN EDUCATION (NCE). This is the minimum standard stipulated by the National Policy on Education. The other acceptable qualifications are **Degree in Education (B.Sc Ed; B.A Ed; B.Ed; M.Ed; PhD)**. Those with Degrees/Diplomas in non-Education fields must possess **Post Graduate Diploma in Education (PGDE) or Professional Diploma in Education (PDE)**. Foreign teaching qualifications can also be accepted if proved to meet the standards of the Nigeria Certificate in Education.*

- **What are the benefits of registration?**

It ensures that:

- *Only those that are appropriately trained and inducted perform the job,*
- *The rules of the game exist and are obeyed by all,*
- *Clients get value for their money and efforts,*
- *Public interest is protected,*
- *Priority is given to nation-building, and*
- *Professional growth*
- *Job security*
- *Teacher Salary Structure (TSS) and related packages*
- *Ethical rejuvenation in the profession*
- *Higher status of teachers in Nigeria*
- *Fulfillment of legal professional requirements*
- *Halt in brain drain in the teaching profession*
- *Rise in Educational standard*
- *International recognition*
- *Higher status and identity*
- *Tougher standards of entry into the Profession*
- *Promotion of Continuous Professional Development of teachers.*
- *Provision of authentic data of teachers in Nigeria.*

- **What rank will I get in my place of work after registering?**

Registering with TRCN at the moment may not give you rank but recognition as a professional. However, TRCN is working towards getting specific automatic salary grading advantages for registered teachers.

- **Can we get teaching job for registering?**

As a policy of the government, you stand the best chance to get employed for teaching when you attend interview since the non-qualified will eventually be stopped from practicing. TRCN cannot give job, but create job opportunity when getting rid of quacks in the system.

- **When will the registration close?**

Registration is a continuous process for those qualifying and those coming out of training. However, all practicing teachers have been advised to register and those not qualified to enroll for qualifying programmes like: NCE, PGDE, and PDE.

- **What will happen to those who are teaching already without the teaching qualification?**

Those who make no move to qualify risk tough sanctions.

- **What is professionalization of Teaching all about?**

Professionalisation is a process, procedures or measures employed to turn teaching into a respectable and exclusive vocation or profession.

- **How would professionalization improve the standard and quality of Education?**

Only professionally trained teachers will teach and manage the Nigerian schools. This will guarantee compliance with professional competence, discipline, tenets, attitudes and behaviour.

Who is a professional teacher?

He or she is one:

- *Trained on the job of teaching*
- *Passed all prescribed courses in Education including teaching subjects.*
- *Participated on supervised teaching practice.*
- *Has other values and orientations prescribed by the National Policy on Education.*
- *Is certificated at least with minimum qualification of National Certificate in Education*
- *Registered and licensed by the regulatory agency, TRCN.*

- **How would a professional teacher be distinguished from the non-professional?**

All professionally qualified and registered teachers will have certificates of registration and practicing licenses to show.

- **In what ways will the professionalization of teaching promote the image of the teacher?**

- *The practices of all conventional professions will be observed and upheld by teachers.*
- *Teachers will be remunerated appropriately.*
- *Teachers will be encouraged to building up their capacity on continual basis.*

- **Why are teachers not addressed with titles (e.g. Tr) like other professionals?**

An appropriate title for teachers will be discussed and adopted at the Annual National Conference of Registered Teachers.

- **What are the objectives of the Teachers Mandatory Continuing Professional Education programmes?**

- * *Provide a forum for cross-fertilization of ideas and experiences.*
- *Offer intellectual, social and emotional engagement with ideas, materials and colleagues.*
- *Maintain competence and relevance of the teachers in economic, technological, political and social environment.*
- *Keep teachers abreast with the latest innovation in the teaching profession.*
- *Maintain professional excellence at all times.*
- *Serve as an on going process of change in order assist teachers adopt, contribute and participate actively in the implementation of challenges ahead.*
- *Enhance teachers' commitment to the teaching profession.*

- **How does TRCN ensure quality of teacher education?**

TRCN does this through the accreditation, monitoring and supervision of all courses and programmes of teacher education institutions in Nigeria. They include the Faculties and Institutes of Education in Nigerian universities, Colleges of Education, etc. TRCN is however doing that in collaboration with sister agencies such as the National Universities Commission and National Commission for Colleges of Education.

- **How committed is the Council to professional development of teachers?**

The Council collaborates with a myriad of stakeholders in Education to attract free training programmes for teachers. It has notably organized joint capacity building workshops and seminars for teachers with the World Bank, UNESCO, and other international and national agencies. Also, every year it tours the entire country with experts from various fields training teachers in critical areas needing urgent improvement. In the 2006, the Council trained teachers nationwide in Information and Communication Technology (ICT) using experts from Nigeria and the United States of America.

- **Will there not be conflict in the role of TRCN and other agencies like the National Universities Commission (NUC), National Commission for Colleges of Education (NCCE), etc?**

There will be no conflict as TRCN and these other agencies are of the same Federal Ministry of Education, pursuing complementary objectives. TRCN plays exactly the same roles as the agencies regulating Law, Medicine, etc and these other agencies have collaborated effectively with NUC, etc in the accreditation and supervision of courses in their various areas. Therefore, TRCN will do just the same.

- **What is the relationship between the Federal Government and TRCN?**

TRCN is an agency established under the Federal Ministry of Education through Act No. 31 of 1993 to cater for the professionalisation of teachers.

- **What is the relationship between TRCN and ICTON?**

TRCN has no relationship with ICTON (Institute of Certified Teachers of Nigeria).

- **Why is the categorization of teachers by TRCN based on academic qualification and not on salary grade level?**

To encourage teachers to aspire for higher qualifications. Teaching must be founded on very high intellectual base as the mother of all other noble professions.

- **Will TRCN carry along other bodies in its activities?**

Certainly yes, TRCN cannot be successful without the involvement of the stakeholders that deal with teachers at various levels. They include the Colleges of Education Academic Staff Union, Nigeria Union of Teachers, Science Teachers Association of Nigeria, employers of teachers at all levels, Local, State, Federal and international agencies working in Education.

- **Will TRCN allow stakeholders to continue recruiting untrained and unqualified teachers?**

No. The National Council on Education has in 2003 endorsed the TRCN policy which recommended a ban on the recruitment of unqualified teachers. The ban has already come into effect. Employers that violate it will surely face sanctions soonest.

- **What will TRCN do with university lecturers and other tertiary institution lecturers who may not want to register?**

Dialogue is an important approach in order to make them realize what they and the nation stand to gain if they become professional teachers. TRCN is also working together with the Faculties and Institutes of Education to fashion out flexible programmes for the lecturers which will suit their tight schedules. Again, the agencies supervising the tertiary institutions (NUC, NCCE, NBTE, etc.), are members of TRCN Governing Board. Therefore, directives will very easily flow from TRCN down to the teachers of tertiary institutions as and when it becomes necessary.

- **Will TRCN start arresting and prosecuting unqualified teachers soon?**

Yes. It is a matter of time. TRCN has the same powers as other professional regulatory agencies to prosecute quacks and will not shy away from that assignment.

TRCN: THE DAWN OF A NEW ERA!



Teachers Registration Council of Nigeria (TRCN)

Commencement of online Registration of Teachers

ARE YOU A TEACHER?

TEACHERS, GO ONLINE - TRCN ANNOUNCES



"One of the key mandates of the Teachers Registration Council of Nigeria is to REGISTER & LICENSE all professionally qualified teachers in Nigeria and to publish a register of such teachers from time to time."

■ A. M. CIWAR OON, MNAE - Registrar/CEO TRCN ■

HOW DO I REGISTER?

PLEASE FOLLOW THE PROCEDURE BELOW

Register online

- Step I** Obtain TRCN Scratch Cards from any branch of Skye Bank Plc. throughout the Federation or from any of the NeGst Certified eDealers and eAgents listed below. You will be guided as regards Portal Access card of N200 and TRCN Registration Fees cards of N1,050; N2,050, N3,050 and N5,050
- Step II** Log on www.enigeria.com.ng or www.trcn.gov.ng at any local cybercafé, home or office and follow the instruction; or go to any of the under-listed eDealers/eAgent

CERTIFIED AGENTS

Certified eRegistration Centres

NAME	ADDRESS
WETLANDS TECHNOLOGIES	McPherson House, Block 101, East West Road, Rumuodara Port Harcourt. Rivers State
C-LINK 2000	123, Old Aba Road Rumuobiakami Road Port Harcourt. Rivers State
ROGER FRED INT. LTD.	12, Echi Road. Eku. Delta State
WILSTER COMPANY	89, Old Ojo Road, Kuje-Amuwo, Opposite Festac-Town, Lagos State
FORESIGHT EDU. RES.	8, Alhaja Kolaworola Crescent, Off Awolowo Way Ikeja. Lagos State
LORDS FAVOUR NIG. LTD	42, OGC En Consult Building Former USIS Building UI Secretariat Road, Ibadan. Oyo State
RESILLINIA NIG. LTD.	6, Campbell Street, Lagos Island Lagos State.
SAFEWAY INFOTECH LTD	10, First Avenue Green Junction, Abesan Estate Ipaja, Lagos State

NAME	ADDRESS
ISAAC AKIN OBE	Suite 34, 1st Floor Kafan Plaza, 1st Floor, 26 Idimu Road Ikotun Lagos State
MEID BUSINESS & CONSULTANT SERVICES ENTERPRISES	Opposite New Motor Park, Sango, Eruwa. Oyo State
WEBPLACE COMPUTERS & CAFÉ	Maikudi House, 107 IBB Way, Katsina. Katsina State
DATA CURRENCY LTD.	17B Primate Adejebi Crescent Anthony Village, Lagos State
TREND COMPUTER LTD.	1st Floor Aje House, 1 Lebanon Dugbe Ibadan Beside Radio Nigeria, Oyo State
NIYI BRAM NIG. ENTERPRISES	21, Yemi Ajibade Street Ilesha Rd. Akure. Ondo State.
GEM PROFESSIONAL COMPUTERS SYSTEM	27, Ejele Rd. Calabar, Cross River State
C-LINK 2000	213 Igboere Street

For more information on how to become an eDealer or eAgent, please text 0805 734 6968 or visit www.enigeria.com.ng

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