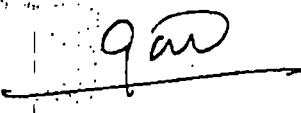


ETHICS, INTEGRITY AND APTITUDE

Time Allowed: 3 hr.

Max. Marks: 250

Q.	Marks	Instructions to Candidate
1.		<ul style="list-style-type: none">• There are 18 questions.• All questions are compulsory• The number of marks carried by a question/part is indicated against it.• Content of the answer is more important than its length.• Answers must be written in the space provided. <p>Any page or portion of the page left blank in the Question-cum-Answer Booklet must be clearly struck off.</p> 
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1. Invigilator Signature _____

2. Invigilator Signature _____

Name MALLIKA SUDHIRRoll No. ETS2016160

Mobile No. _____

Date 29/10/16Signature Mallika

SECTION - A

- Q1. What is the difference between a 'good man' and a 'good citizen'? Suggest measures to mitigate the differences. (150 Words) (10 Marks)

The idea of an ideal human being has always occupied the minds of philosophers. With this the idea of a ideal citizen also came into being as nation states developed.

~~While~~ A good man may be doing good deeds in his private conduct. As a father, parent, brother, sister, daughter he may have good conduct. He/she might be truthful, caring, loving towards them.

A good citizen has perfect conduct in public. With regards to the state, he/she ~~is~~ acts ~~obediently~~ obediently. He/she follows all rules, regulations in place and encourages others to do so too. He/she is patriotic and also works for the betterment of the nation.

Remarks

A good man, for instance, is caring for his family but may not act in interest of the nation.

To protect one's kin, he/she may talk to terrorists/anti social elements but a good citizen will trust the state and let it take the call.

To mitigate the differences, it is necessary that both the ideals are propagated.

A good citizen can not be there without a good person. Personal conduct decides the public conduct as well.

- In schools, emphasis can be laid on virtues of good citizen.
- Awarding citizens who have acted exceptionally in private capacity.
- Citizenship classes can be started as in France.

Bridging this divide is important for a nation to come into its full fledged being.

Functional citizenship and virtue.

Remarks

(-2+1/2)

Q2. Write short notes on the following:

- Knowledge is contingent and conditional, relative to various fluid perspectives or interests.
- Differentiate between 'Perfect' and 'Imperfect' duties.
- Western Buddhism
- Rationality

(75 Words each) (5×4 = 20 Marks)

Q2. Knowledge is w/ absolute rationality
 a) Knowledge is dependent on one's interest. One learns only what one is interested in. Also, it may be diverse.

A person interested in maths may also be interested in classical music.

It may also change with age and over a period. It does not remain constant.

Whereas wisdom is not conditional. It is not dependent on perspectives. It remains the same. Although one might become more wise with age.

Remarks

Knowledge involves ability to look at subjects critically. Wisdom involves knowing what is right.

b) Perfect duties are those which are handled perfectly. In which there is no scope of negotiation. Imperfect duties are those which can be handled and negotiated.

d) Rationality
Rationality is questioning and functioning out of a logical enquiry.

It is not blind faith but faith based on logic.

It involves questioning the motives, the implications. Rationality has been the virtue of the enlightened man.

22

Remarks

Remarks

Q3. Differentiate between 'act utilitarianism' and 'rule utilitarianism'. Which of them offers a better basis of taking decisions? Give reasons. (150 Words) (10 Marks)

Remarks

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Remarks

Q4. What is Citizen Charter? Why Citizen Charters are considered as proactive approach to good governance? Critically examine Indian experience to Citizen Charter. Suppose you become the head of District Health Office. How will you display your proactive approach in this respect?
(150 Words.) (10 Marks)

Somjee
A citizen charter is a set of injunctions that inform the citizens about their rights in the particular govt. office where it is placed. It assures timely delivery of services to the citizens.

It is considered proactive approach to good governance because:

- It assures timely delivery of services.
- It puts onus on the state to fulfill the needs of the citizens.
- Citizens can demand services in case of non-fulfillment.
- It is consistent with Rights based approach.

In Indian experience, citizen's charters have not been well implemented. Not all states have come up with citizen's charter. Also, lack of awareness among citizens have

Remarks

~~raised~~ hampered the working of citizen's charter.

As District Health Officer, proactive approach can be implemented as follows:

- Encourage people to follow citizen's charter.
- Put up citizen's charter in office.
- Issue instructions to office staff to adhere to it.
- Institute a fine for non adherence to citizen's charter.
- Engage in monthly informal sitting with district ~~city~~ people where their grievances can be heard.

Remarks

Q5. Two statements about patriotism have been given below. Interpret and explain their meaning in contemporary context.

- a) Patriotism is not a short and frenzied outburst of emotion but the tranquil and steady dedication of a lifetime. (150 Words) (10 Marks)
- b) Patriotism is when love of your own people comes first; nationalism, when hate for people other than your own comes first. (150 Words) (10 Marks)

a) The greatest virtue of a citizen, patriotism has come to be associated with jingoism. To look at it objectively, patriotism has to be evident in one's behaviour towards the land one is born on.

~~Amidst~~ ^{Have} ^{first} It is rooted in emotion. Love for one's country is the basic fundamental of it. But this love should not only be evident on the Independence and Republic days or in a cricket match.

In fact, it should be evident in when one does not litter on the streets. Even small acts like these contribute to the wellbeing of the country.

Remarks

Emotion or ~~feeling~~ of emotion can cloud one's judgement and may not lead to objective assessment of the country's situation.

As a result, solutions which can be acted upon cannot be found. this hurts the country more than anything else.

Calling other people's patriotism into question just because they think differently than you stifles active discussion.

Patriotism involves commitment to the very ideals with which the polity of the nation has been established. In this case, it is the constitution.

Being against secular ideals and lack of commitment and faith in liberty, equality and fraternity is being unpatriotic.

Not following fundamental duties in article 51 and curtailing others

fundamental rights is being unpatriotic

The only test of patriotism is adherence to the constitution and nothing else.

b) The rise of nationalism in the 19th Europe has taken every nation in the world in its stride. Nationalism has been confused with patriotism.

Patriotism has been existent long before nationalism. ~~Patri~~ The former is love for one's motherland while the latter involves a blind devotion to the nation.

A nation is a cultural construct which involves adherence and love for a common ideal/heritage.

A country is a geographical entity with people who may or may not have developed a common culture. Like USA or India, there are multiple cultures.

Remarks

Patriotism, then, is based on love for fellow country ~~men~~ people while nationalism is based on 'us vs. them'.

As a result, nationalism has danger of falling into jingoistic emotional outbursts. It exists in relation to some 'other' while patriotism is complete in itself.

Nationalism sees one's nation as the best where as patriotism accepts the flaws in one's country and may try to rectify them.

Also, nationalism has fueled the war hysteria among nations during world war. Patriotism has not resulted in any such hysterical outbursts.

While the ^{idea} ~~idea~~ behind nationalism may ~~not~~ be flawed but the form that it acquires in practice creates problems.

- Q6. Examine the ethical issues in international relations. What are the major factors, which affect 'Ethics in International Relations'? Do you think that International Institutions have played its role well in promoting 'Ethics in International Relations'? Critically analyze.
(150 Words.) (10 Marks)

Ethical understanding permeates all spheres of human activity and conduct, including international relations.

The issues in international relations are:

- Territorial sovereignty of nations
- Non interference in internal affairs
- Equality among nations (Kyoto protocol & WTO negotiations)
- Respect for feelings of people

The factors which affect 'ethics in international relations' are:

- The divide between rich and poor nations decides the outcome of many international treaties.
- The regional agreements between nations groupings follow particular ethical standards as they are driven by common ideology.

Remarks

• The ideal of democracy
Democracy is seen as a virtue and decides whether nations like USA should topple regimes in the middle east.

• Environmental ethics
is an important deciding factor

The role of international institutions like UNO, WTO, IMF have always been questioned as they have been funded by nations like USA, France, Britain, Russia and now even China.

But these nations have used these multilateral organs to promote their agenda. IMF and World Bank have been promoting capitalism and asking poor seeking countries to put concerns of poverty on back burner.

UNO has ~~been acting~~ acted independently on certain occasions. like in UNGA, passed resolution condemning Britain activity in Egypt on Suez crisis when security council had ~~refuted~~ vetoed.

But it has failed to protect nations when USA has taken unilateral action violating UNO authority.

Q7. Write short notes on the following:

- Love is not patronizing and charity isn't about pity, it is about love.
- Difference and similarity between values and virtues.

(75 Words each) (5×2=10 Marks)

a) Human need for love has been insatiable. Love is unconditional and does not expect the other person to do something in return.

Also, it is not patronizing. Otherwise the person beloved becomes an object and a means to satisfying one's ego.

Love is about equality. While patronizing the equal relationship changes to inequality. As love becomes a master, the one who patronizes, the one who claims to know all.

In relationships, many women end up being patronized by the all knowing male counterparts. This makes relationships unequal. Charity, another highly acclaimed virtue has been associated with pity but it should be love

Remarks

that should drive it.

As Mother Teresa said, the greatest poverty is being unloved. Pity only gives sympathy not love. Charity should be driven by love for a fellow being.

charity may not only involve material donation but also giving some one time. Nothing can be more precious than time.

b) Values are certain accepted set of approved behaviour, like honesty. Virtue is when values are acclaimed highly for their goodness.
 • Values are mere philosophical whereas virtue is when they are acted out in reality.

A virtuous man is someone who acts on the values. A valueless man can not be virtuous.

12

Remarks

Q8. 'Problem-preventing values' have more importance than 'Problem solving skills.' Do you agree? Substantiate your opinion with suitable illustration.

(150 Words) (10 Marks)

Prevention is better than cure is an old adage. It is true in both medicine and society.

If a problem can be prevented resources can be saved, which can help in addressing other problem areas which are already there.

Also, prevention will save energy. Solving problems require more energy.

Further, such skills will help in nipping the problem in the bud instead of waiting solving it when it becomes a cancer.

This can be understood through international relations. Opening up of diplomatic channels is important to prevent a war like situation.

Remarks

while near can only be the
solution when no other avenue
remains open.

analysis could
have been better

32

Remarks

Q9. What is corruption - A legal problem? A social problem? A moral problem? or just a grease that runs a system seamlessly? (150 Words) (10 Marks)

Corruption is a malice that strikes all societies at different levels. Although it manifests in public life and is treated as a ~~social and moral prob~~ legal and social problem, in reality, it is a deep rooted moral problem.

As a legal problem : It is sought to be treated by prevention of Corruption Act etc. this is a topical remedy like acne being treated with anti pimple cream. This does not act at the root of the problem. Also, if it ~~was~~ ^{were} a legal problem such measures should have been sufficient but they are not.

As social problem : It affects the poor in case of day to day corruption. It reflects lack of morals in the society ~~not~~ as a whole.

Remarks

The fact that corrupt relatives are not boycotted by people says a lot. As moral problem: It is deep rooted and reflects lack of honesty, integrity in people. Corruption is not just monetary but also moral. It begins from lack of morality.

Treating people unequally is being corrupt as is taking bribe. A poor person is treated as less important than an MP/MLA. is reflective of the same malice.

It is not a grease that is required to run a system. It has been accorded that status by the common people who fail to question the status quo.

At the end, corruption is a moral problem which requires ethical overhauling. This can be done by educators, proactive citizenry and instituting code of ethics for civil servants at all levels.

Remarks

Why under
so much

You are so
No need for
extra pain to
impress!!

Q10. Is 'success' and 'failure' in carrying out an action is the same as doing 'right' and 'wrong' respectively? What are the things that need to be kept in mind while choosing to act in the morally right way? Which of the two - consequences of actions or motives of the person who carries out the action - makes the action right or wrong?

(150 Words) (10 Marks)

Success and failure are subjective notions. One may feel that he/she has succeeded even when one has failed and vice versa.

But doing what is right is true success and if one does something wrong then one is has failed.

Right decision lead to right outcomes mostly and ~~bad~~ wrong decisions result in wrong bad outcomes.

To act in morally right way one needs to be sure:

- whether the act leads to benefit of others.
- ~~whether~~ whether or not it affects people negatively.

Remarks:

- whether it violates basic human values of justice, equality, tolerance.
- whether personal conscience is happy with the action or does it make one guilty.

Both consequences of action and motive of person who carries them out makes the action right/wrong.

As Gandhiji said, if one sows bawal tree one can not expect roses. So, motives & intentions are important.

Also, consequences decide the outcome of the action. So, they need to be in tune with the motives. Good motives resulting in bad consequences can affect people materially and while bad motives will affect one psychologically.

Remarks

Q11. It is said that a Civil Servant should have 'officer like qualities'.

- a) What do you mean by 'officer like qualities'? (75 Words) (5 Marks)
- b) Do "officer like qualities" come in the way of meeting the junior staff and people without any badge? (75 Words) (5 Marks)
- c) Are 'officer like qualities' prone to generate fear, distance and lack of communication? (75 Words) (5 Marks)

a) 'Officer like qualities' are those qualities which reflect honesty, courage, integrity and confidence. It includes equality in treating people irrespective of gender, race, class, caste etc. Such qualities encourage trust and confidence of the people in the state.

It is the duty of an officer to put people before oneself. He/she does not look at one's own comfort but the comfort of the people one is servicing.

Character
+
competence

Remarks

b) Officers like qualities' do not come in the way of meeting junior staff. In fact it encourages coordination with staff.

This can be done only if one follows the principle of equality. Staff is the only means of achieving organizational goals and they need to be treated with respect.

Respect can not only be verbal but has to be evident in one's practice.

They are the first interface with the people. As a result they need to be treated cordially and equally. Otherwise they will treat the people unequally and without courtesy.

(2)

Remarks

c) Officer like qualities do not generate fear but generate a sense of discipline and commitment among junior staff.

If distance is generated it will defeat the purpose of team ~~lead~~ work. Knowing one's staff well is an important quality of both a good leader and ~~one~~ officer.

Lack of communication will foster inefficiency and maladministration. Communicating well with the staff keeps the officer ~~as~~ abreast of their problems also.

22

Remarks

Q12. Tobacco smoking is a fashion and an addiction too, which has some established relation with the disease of cancer. Government has recently decided that 85 per cent of cigarette packet should display cancer warning, which the tobacco companies opposed and appealed in the court, but the court upheld the decision of the government.

- a) Do you think that such a display on the packet acts as a deterrent to cigarette smoking?
(75 Words) (5 Marks)
- b) What are the other ways by which change in attitude and preferences can be brought in people who smoke out of fashion or addiction?
(75 Words) (5 Marks)
- c) What is the use of prohibiting smoking if it generates revenue on the one hand and gives choice and freedom to enjoy people their lives as they wish? Do you agree? Give reasons.
(75 Words) (5 Marks)

a) Tobacco ruins one's health and hampers thinking if it becomes addictive.

Such display on packets does act as deterrent as it creates a psychological impression. Also those who may not know the ill effects become apprised of them. Deterrence - Attitude - Behaviours link

b) change in attitude can be brought about by:

- involving Bollywood stars in boycotting ^{tobacco} advertisements.
- children can be involved in it (like add-on programme).
- street plays can be organised.

Remarks

1/2

c) Although tobacco and alcohol give revenue and provide choice & freedom, yet they need to be controlled because:

- they affect passive smokers as well.

- They are menace although the person indulging in it may not be aware.

- Sets bad example in front of young adults.

- State has a responsibility to discourage their use (DPSP).

2/2

Remarks

Remarks

Q13. Police stations are more a demon of power center than service center. After getting into civil services, suppose you become Police head of a district. Critically analyze the steps which you will take to improve the image of the police service.

(150 Words) (10 Marks)

Police is the representative of the state among the people. The uniform builds confidence in the local people to approach the police.

But of late, this confidence has been shattered due to unethical behaviour of the police. The police has become a power centre of its own protecting the interests of the powerful.

The uniformed men and women exercise considerable influence on people. But they work in most difficult circumstances and under political pressure.

The steps to improve image of police are:

- Ensure compliance with ethical code.
- Set up an ethical code for district police.

Remarks

- Citizen's charter on filing of FIR:
- Gender sensitize the police!
Police has been accused of being gender insensitive especially in cases of ~~no~~ crime against women.
This will build ~~to~~ up that image
- Appoint a policeman in charge of talking to the public.
- Hold weekly public meetings in urban areas & monthly meetings in rural areas where grievances can be heard.
This will ensure smooth ~~into~~ interaction.

An efficient police force will ensure better law & order management which will in turn affect economic and social prosperity.

42

Remarks

SECTION - B

Q14. People of a slum area are disturbed because of loudspeaker noise coming from nearby religious places. Community members of that area are not happy, as sound is loud and sometime fiery speeches are also made. Also there is a sense of competition between different religious abodes to go louder especially during festivals seasons. They don't have courage to go to community leaders or police stations. You are son of a rich and powerful businessman who is preparing for Civil Services. One of your servant hails from that area and explain his problem to your father. But your father doesn't want to get into that, as he himself is the biggest donor of religious celebration of that area.

- What will you do according to your moral consonance?
- Discuss various options.
- Discuss merits and demerits of various options.
- Compare the best option and explain why you consider it as the best.

(250 Words) (20 Marks)

a) The fact that the peace of the slum is being disturbed due to the loudspeakers at religious places and fiery speeches has to be borne in mind. Equally true is the fact that my father is donor of religious celebration.

Since my father has already refused to get into the problem, I shall definitely help the people.

Although there is nothing wrong with religious celebration provided it does not involve fiery speeches and disturb peace of the area.

Remarks

I shall ask my father to be careful while donating next time.

b) The options available are:

- Talk to the heads of the religious places.
Try to convince them it is only disturbing peace of the area and may lead of communal frenzy.
- Inform the local police and explain the situation.
- Ask people to be careful while donating next time.

c) First option: Talking to religious heads.
Merits:

- The heads are informed of the chaos being created. and the
- they are informed of the communal
- frenzy that is might be created
- It apperises them of their duty

Demerits:

- They may not take it seriously as
I am not an authority.
- They might threaten shun dwellers.

Remarks

Second option: Inform local police & explain situation.

Merits:

- In case of communal situation they would be well informed and may handle it better!
- It is duty of responsible citizen to inform police & not take law in own hands.
- In case of threatening of slum dwellers police will take appropriate action.

Demerits:

- Police may choose to ignore.

Third option: Discouraging people to contribute / ^{make} religious donation.

Merits:

- The funding for competitive noise may get reduced.
- This fund can be used by people in uplifting lives of destitute people.

Demerits:

- People may not agree.
- Not immediate solution.

d) The best option will be to inform local police as they will better handle the situation and also talk to religious heads as they are responsible for the noise.

Remarks

Q15. Land is the most important component of the life support system. The development projects require land but it leads to displacement which get spill over to generations in many ways, such as loss of traditional means of employment, change of environment, disrupted community life and relationships, marginalization, a profound psychological trauma and more.

Suppose you are heading one of such project entrusted with construction of embankment on a river front to handle the menace of regular floods which affects around 70 villages. However, by the construction of embankment there will be displacement of people on the other side of the river. They are protesting against the construction which is becoming violent day by day. Due to this threat your subordinates have opted out of the project.

However construction of embankment is must for the safety and security of the people.

What are the options available before you? Examine the merits and demerits of each possible option and finally suggest best course of action giving reasons.

(250 Words) (20 Marks)

with rapid development, environmental concern has taken a back seat. In this case, displacement of people has to be balanced with the protection from regular floods in which many lives and animals will be lost.

The options available are:

- ~~Inform local police~~ and go ahead with construction.
- Talk to the villagers ^{through gram panchayat} on the other side of river and assure them of compensation.
- ~~Convince subordinates~~ to come back on the project and help out.

Remarks

First option:

Merits:

- The work can be completed
- Violent protests can be handled by police.

Demerits:

- The villagers will continue to be opposed to the project.
- Work may not be completed.

Second option:

Merits:

- As Gram panchayats are involved villagers may agree.
- Consensus can be built up.
- Compensation will be provided.

Demerits:

- It will take time.
- Protests may continue.

Third option:

Merits:

- Convincing subordinates to join will ensure timely completion.

Remarks

The best course would be to build consensus through gram panchayats and keep police ready in case of violence. Subordinates need to be called back to work.

~~Care study structure.~~

Remarks

Q16. There is a 14 year old boy studying in class IX. He lives with his parents. His father is an Excise Superintendent, incharge of different excise outlets besides Head of District Excise Office. His father returns home in drunken condition practically every evening. He also finds that his father brings money every day and put that inside the Almirah. The boy reads in newspaper various stories about corruption and at a relatively younger age, has developed a repulsion for the same.

- a) Bring out and discuss the ethical issues involved in the above case.
- b) What will be the appropriate way of expression to convey the feeling to his father by the boy?
- (250 Words) (20 Marks)

The impressionable age of the boy ~~has made him~~ at which he has been made aware of alcoholism and corruption ~~has made it~~ difficult can leave a lasting impression on his personality.

But the silver lining is that he has been ~~repulsed~~ by the daily ritual of his father — alcohol and corruption.

- a) The ethical issues involved are:
- Impressionable age of boy when he should be looking upto his father as his model and the irresponsible behaviour of his father.

Remarks

- Corruption as Head of Excise Office.
 - Rampant alcoholism that affects the child and
 - The liquor may also be illicitly gained during raids etc.
 - Lack of morality on father's part.
- b) The appropriate way of expression to convey the feelings can be:
- Write a letter to his father and inform him of his feelings and the neglect that he might feel.
 - Perform a skit with his friends that touches upon alcoholism & corruption.
 - Have one to one talk with his father on a holiday about his alcoholism and corrupt behaviour.
 - He can suggest his father to join alcoholics anonymous, this will shock the father & make him realise his irresponsible behaviour.

Remarks

Alcoholism is a multifaceted problem that affects not only the alcoholic but his/her family too.



Remarks

Q17. You are working in a big government organization as head. Under you, there is a team of seven people. A senior administrative officer has recently joined it. He is very short tempered and yells at his subordinates even on small issues. Due to his position no one utter a word but feel very humiliated. You have noticed the lack of participation of subordinates in the project due to his behaviour. Also you know that your subordinates and colleagues expect something from you.

- What are the options available to you?
- Evaluate each of these options and choose the option, you would adopt, giving reasons.

(150 Words) (10 Marks)

As the head of the organization, it is my responsibility to ensure that a cordial work environment is created and effective participation is ensured.

1) The options available are:

- Talk to the senior administrative officer that his work ethic needs to be modified. Subordinates are feeling humiliated due to his anger issues.
- Talk to the subordinates and ask them to be little more careful and inform them about talking to the administrative officer.
- Motivate the subordinates by scheduling a post office hours get together and invite the senior administrative officer.

Remarks

- Put up cards on humility, mutual respect, teamwork and friendship.

b) First option : Talk to the senior officer.

Merits

- He/she will be apprised of the situation and may chose to mend.
- Gap will be bridged.

Demerits

- He/she may feel wronged.

c) Second option : Talk to subordinate staff.

Merits

- Since they are important part of the team ~~they~~ need to be motivated
- Their grievances can be better heard.
- They will feel cared for.

Demerits

- Senior officer may feel left out.

d) Third option : Post-office hours get together

Merits

- Since senior officer is a new entrant he will be broken and he will know subordinates better.
- Subordinates will know senior officer better.
- Stress levels will come down.

e) Fourth option : Putting up cards.

Merits

- This will constantly remind staff of respect & humility.

Demerits : Senior officer might see it as an attack on him

Remarks

Q18. A private school has dismissed a teacher after claiming that she had failed to complete her six-month probationary period to a satisfactory standard. But the actual reason was that she had been suspended from the job after just three months on the grounds of her HIV status. But school does not want to make it as a formal reason for dismissal. She is friend of your wife. She is hesitating in making a formal complaint to competent authority. Your wife informally discussed this with you as you are a District Collector. She expects something from you but she fears that if matter goes to public it will hurt the sentiment of victim as she herself doesn't want to do anything.

Discuss course of action that you will take and justify every step.

(250 Words) (20 Marks)

The private school has acted irresponsibly by suspending the teacher without letting her complete her probation on grounds of HIV. People with HIV have equal rights to work and life as any other citizen.

She is unwilling to file a complaint as it will intrude her privacy.

The course of action available is:
a) Talk to the principal of the school informally about the merit and issue. Inform him/her of the legal consequences that the school may face if legal recourse is taken.

merit
• This will dissuade them from

Remarks

~~suspending the~~
 dismissing the teacher.

- The matter can be handled informally as the complainant is unwilling to reveal her identity in case of legal complaint.

Demerits:

- The school may not agree.
- Other similar cases may still continue.

b) Encourage the teacher to file legal complaint and not to worry about the privacy as it will set a precedent for others in similar situation.

Merits:

- A precedent will be set.
- Her problem will have permanent solution as

Demerit:

- Her privacy will be compromised.
- Her social life may become difficult.

Remarks

c) Go ahead with formal action
despite lack of formal complaint.
Merit:

- The problem may be resolved.

Demerit:

- There will be lack of formal ground to act against the school.
- It can be called into question in court.

d) Talk to the school to let the
teacher complete the remaining
three years of probation.

Merit:

- Her probation will be complete & there will be strong ground on which she can act.
- School can give no excuse.

Demerit:

- School may still not agree to continue her service.

6

Remarks

