



# ECZ

## IN PERSPECTIVE

*News about the Examinations Council of Zambia*

Issue No. 7

July to December 2015

### MINISTER OF GENERAL EDUCATION ANNOUNCES THE MAIDEN AUGUST GCE EXAMINATION RESULTS



#### Inside this issue:

The ECZ New Council  
Inaugurated

Zambia to Host the 2016 SAAEA  
Conference

ECZ wins 2015 CADAP Inter-  
Company Soccer Tournament



The Examinations Council of Zambia (ECZ) was established by an Act of Parliament Number 15 of 1983 with a mandate to set and conduct examinations and award certificates to successful candidates. Before enactment, the Ministry of Education and Culture, under the Examinations Section used to conduct the examinations. The full launch and operationalisation of the ECZ began in 1987 as a semi-autonomous public institution (parastatal).

### **VISION STATEMENT**

The Examinations Council of Zambia will be a leading examining Board in providing accurate and timely assessment and certification systems reflective of the competencies of learners and the education system in a prospering economy.

### **MISSION STATEMENT**

The Examinations Council of Zambia will provide an effective and efficient system for setting and conducting assessments of comparable international standards.

Dear Readers,

This 7th Edition of the 'ECZ In Perspective' Newsletter marks the last publication produced in the Strategic Plan 2009 to 2015. We are pleased to disclose that 2015 was yet another year filled with wonder and great success for the Council. Through collective efforts, the unwavering desire to combine creativity and innovation to manage and drive positive change within and outside the institution, the ECZ has made commendable strides and scored remarkable successes in the key thematic areas in the current Strategic Plan in providing internationally accepted assessments to the majority of Zambians.

Pursuant to its mandate enshrined in the ECZ Act, Chapter 137 of the Laws of Zambia, the Council moved to develop the Grade 7, 9, 12 and Teacher Education Assessment Schemes in 2014, through a heavily consultative process, following the roll out of the revised Curriculum by the Ministry of General Education. The publication of the Assessment Schemes, Specimen Papers and Past Examination Question Papers have been implemented through a Private Public Partnership arrangement between the ECZ and Book World Africa.

The Ministry of Higher Education has given the ECZ the mandate to conduct examinations for Primary Teacher's Diploma and the Early Childhood Education Teacher's Diploma Courses under the revised Curriculum, effective 2015. The Diploma programmes have been designed to meet the current needs of society in the education sector. Apart from covering the current needed skills and competencies, the Curricular has also created uniformity and consistency in Teacher Education at these levels in the nation.

The timely release of the maiden 2015 August General Certificate of Education (GCE) Examination results profoundly signaled the successful implementation of the decision by the Government of the Republic of Zambia in 2014 to completely separate the GCE Examination from the School Certificate Examination. It was however, gratifying to note that there was no leakage of examination question papers recorded during the conduct of the GCE Examination. The GCE Examination provided a second opportunity for the citizenry who wished to improve their Grades and ultimately improve their opportunity to either access tertiary education or employment in Zambia.

We are excited for successfully piloting the developed Online Candidate Registration System (OCRS) conducted in all ten (10) provinces of the country. The OCRS has been developed to replace the current Electronic Candidate Registration System (ECRS). It is in the interest of the ECZ and stakeholders that the use of Information Communication Technology (ICT) in education is embraced to improve on quality, data validity, integrity and the qualifications obtained by our learners through enhanced security at various levels of registration and processing.

The ECZ is also set to host the 2016 Southern African Association for Educational Assessment (SAAEA) Conference and Research Forum in May 2016 in Lusaka, Zambia. The Conference will provide a platform for test developers, educationists, administrators, curriculum specialists and researchers to exchange ideas and good practices of conducting educational assessment within the Southern Africa Development Community (SADC) sub-region. All the stakeholders in education and assessment in Zambia and beyond are called upon to be part of this important event.

We look forward to improved examinations administration processes and systems so that we continue to demonstrate high benchmarks for administrative integrity and performance in the delivery of internationally recognized examinations and certification. As we develop and implement the new Strategic Plan 2016 to 2020, the ECZ will endeavour to work with stakeholders and the Government of the Republic of Zambia to realise efficient service delivery in the provision of public examinations in the country.

Ronald M. Tembo  
Corporate Affairs Officer  
Examinations Council of Zambia

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# MESSAGE FROM THE DIRECTOR



**Dr. Michael M. Chilala**

Management and staff of Council introduced this newsletter in 2012 for the purpose of disseminating information about the operations of the Council, emphasising on innovations, achievements, challenges and strategies for meeting the challenges. On this occasion of Issue No. 7, the Council had changed management 36 months (3 years) before. It was therefore timely to review the Progress that Council had made over the period December 2012 to December 2015, covering a total of 36 months of our new leadership. Looking back, we had achieved a lot in almost all areas of operations.

In examinations, we moved to separate the General Certificate of Education (GCE) Examination from the School Certificate (SC) examination. Arising from the separation, control and security of examinations was enhanced, freeing the named examinations from leakages since 2014. The separation also increased the opportunity for the out of school and those in open and distance learning to improve their qualifications and use the results to aspire for either tertiary education or employment. We had also run leakage free examinations since 2013 at Grade 7 level, and moved to complete processing the Grade 7 Composite Examination results within four weeks following an examination. This enabled the Grade 8 pupils to open on the first day of the school calendar effective January 2015. We developed the Examination Syllabi (Assessment Schemes) for Grades 7, 9, 12 and Teacher Education based on the revised or new curricula for the levels. The Grade 9 Examination Syllabus (Assessment Scheme) was published through a Private Public Partnership (PPP) arrangement with Book World Africa, and launched in September, 2015.

Technology wise, we developed the SMS Results Release System (SRRS), and the Systems for Accumulating GCE Certificates and Grade 9 Statements of Results. Building on the Electronic Candidate Registration System (ECRS), we developed the Online Candidate Registration System (OCRS) which was piloted in July 2015. We also developed the Query

Tracking System (QTS) which was ready to be launched to the public upon review and approval by management.

Concerning Research and Development, we attended all the annual conferences under the International Association for Educational Assessment (IAEA), the Association for Educational Assessment in Africa (AEAA) and the Southern Africa Association for Educational Assessment (SAAEA). During the period, we successfully hosted the 32nd AEAA Conference and ascended to the Presidency of the AEAA (August 2014 – August 2015), and currently Chair the Research Forum of the SAAEA. Under our leadership, the AEAA developed the first ever strategic plan and the AEAA Journal was developed with the ISSN number, while the SAAEA completed the Comparative Report on the Education Landscape of the Countries in the SAAEA. We participated in the Southern Africa Consortium for Monitoring Education Quality (SACMEQ) and enrolled into the Programme for International Student Assessment (PISA) for Development.

Within the country, the Council conducted the inaugural Grade 9 National Assessment Survey (2013), the Grade 5 National Assessment Survey (2014), the Study on Learner Absenteeism from Public Examinations and two studies in the area of assessment of learners with Special Educational Needs (SEN). We also participated in the Grade 2 National Assessment Survey and supported the Zambia Expenditure Tracking survey conducted by DFID. To support teaching and learning, we introduced the Annual Performance Review (APR) strategy after all results from public examinations are released. Initially the APR was only at national level, but has since been extended to provincial and district level. The Council generates analytical reports which highlight the characteristics of responses from candidates whose performance was high, average and poor in all subjects, to enable the teachers identify the gaps and focus on them for remedial.

In line with staff welfare, the Council for the first time moved to participate in the Labour Day celebrations and give Labour awards to its deserving staff. In 2014, Council expanded its participation to the International Women's Day celebrations. To date, Council has awarded a total of 24 members of staff for contributing to the growth of the organisations at different levels and in divergent ways. We have tried amid deficit financing to improve the conditions of service and salaries for our staff, and supported acquisition of movable and non-movable assets by a good number of our staff through our staff loan schemes, both internal and through agreements with banks and other financial institutions.

We participated in several benchmarking

activities and standard fixing meetings in several of our sister examination boards, where we drew lessons that we adopted, adapted and implemented in Zambia. We received delegations to learn from our way of doing business from the Parliament of the Republic of Tanzania and the Ministry of Education from Afghanistan. We also sent our professional staff to learn from Uganda and Kenya on the best practices in the assessment of learners with Special Educational Needs. We also have moved to implement our Training and Development Policy (TDP), culminating into the first ever Graduate at Masters' Degree level sponsored by the Council. There were 22 out of 140 members of staff, of all ranks, pursuing different relevant programmes through different modes of study under sponsorship of the Council.

In terms of financial management, services to the public and work environment, we moved to reform the system for collection of examination and other fees through the Bill Muster agreement with Zanaco. Through prudent management of resources, Management liquidated the K7 million indebtedness with the NAPSA in 2014. We developed and opened a Service Centre in Woodlands Lusaka for the convenience of our clients. We moved away from transacting in cash by introducing direct bank deposits for our services and products and through the tailor implant agreement signed with Zanaco in 2015, our clients now can deposit their fees right at the Centre without having to go to the bank. We have shown commitment towards bettering it by lifting the face of our main building, procuring and installing appropriate ICT infrastructure and replacing old broken-down furniture with new ones to support our desired efficiency and effectiveness. We established, furnished and equipped our business continuity or Disaster Recovery Centre to ensure continued service even under very strenuous circumstances.

We have won the awards, certificates of recognition, commendations and most recently a trophy through our madala's social football club. We have also gone through public scrutiny, ridicule and frustration. Based on our experiences, we have now developed a Strategic Plan for the period 2016-2020, where our shared vision is to be "An Examining Body of Excellence." We hope to achieve this through our Mission to "Efficiently Conduct Assessments and Award Certificates of comparable International Standards through a competent and motivated workforce using Appropriate Information and Communication Technologies."

We invite all our stakeholders to stay on board as we move together and participate actively in this interesting ride.

# ECZ launches Grade 9 Examination Syllabus

By Ronald M. Tembo



Ministry of General Education Permanent Secretary - Mr Chishimba Nkosha

**O**n 29th September 2015, the ECZ officially launched the Grade 9 Assessment Schemes and Guidelines for the Administration and Management of Examinations. The occasion which was held at Mulungushi International Conference Centre in Lusaka was graced by the Permanent Secretary in the Ministry of General Education- Mr Chishimba Nkosha. This is the first time since the Council's establishment in 1983 that an Assessment Scheme or Examination Syllabus has been developed by the ECZ. Suffice to state that the Grade 7 and 12 Assessment Schemes have also been developed and were undergoing editing before they were made available by January 2016.

An Assessment Scheme is a document that explains the design of examinations, tests and any other modes of assessment to be used on a teaching syllabus. It covers the Teaching and Learning Syllabus such as the assessment objectives, the format of examination, the type (s) of assessment to be carried out, how the examination is specified in terms of its length, coverage and structure, the approach to and marking an aggregation, how students' responses will be scored and the criteria that will be applied and when the examination will be conducted.

During the same occasion, the Permanent Secretary also launched the Guidelines for the Administration and Management of Examinations in Zambia. This is a document which provides elaborate guidelines on the proper conduct and management of examination. Conducting examination of acceptable standard require standard guidelines that would ensure similar and comparable practices throughout the country. It is therefore, a requirement that all stakeholders adhere to the standards that are stipulated in the revised Guidelines to ensure integrity, quality and validity of the examinations conducted by the ECZ.

Pursuant to its mandate enshrined in the ECZ Act, Chapter 137 of the Laws of Zambia, the ECZ moved to develop the Grade 9 Assessment Schemes in 2014, through a heavily consultative process, following the roll out of the revised Curriculum by the Ministry of General Education.

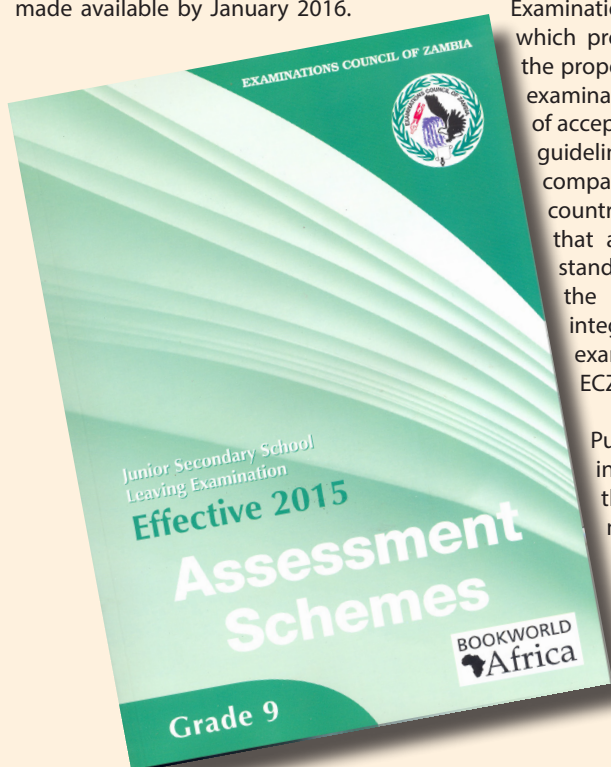
The publication of the Assessment Schemes, Specimen Papers and Past Examination Question Papers have been implemented through a Private Public Partnership arrangement between the ECZ and Book World Africa. Through the agreement, the ECZ develops while Book World Africa publishes the materials and sells them through their outlets in all parts of the country.

Officiating during the Launch, Mr Nkosha commended the ECZ for developing the Assessment Schemes without direct Government financing and having them published by Book World Africa. He appreciated the role Book World Africa had played to publish and make the materials available to schools, teachers and learners by way of sale.

The Permanent Secretary stated that the schemes would make teaching and learning easier and enhance the preparedness of candidates for examinations. He added that the schemes were expected to contribute directly towards improvement of the quality of assessment, examinations and performance of learners.

In his closing remarks, Mr Nkosha encouraged the users especially the teachers to study the Assessment Schemes carefully and use it together with the Teaching Syllabus.

The Permanent Secretary was expectant that all the stakeholders in the conduct of examinations would strictly adhere to the revised Guidelines for the Administration and Management of Examinations in Zambia adding that non-adherence was punishable and should be avoided at all costs.



# The Importance of the Examination Syllabi



By Japheth Chanda

The then Ministry of Education, Science, Vocational Training and Early Education now separated into two Ministries; The Ministry of General Education and Higher Education respectively revised the School Curriculum in the year 2014 to incorporate practical aspects using the newly introduced vocational pathway which complements the traditional academic one. In line with good practices in educational assessment the world over, the ECZ embarked on the process of developing Assessment Schemes (Examination Syllabi) to align its examinations to reflect changes in the Curriculum at different examinable levels. This is a novel development in assessment of learners in Zambia.

Assessment Schemes are important in that learners, teachers and other

stakeholders need to be well-prepared in terms of what to expect, the duration and any other information critical to the examinations. The schemes define assessment objectives which outline what is to be tested. It gives an overview of subject content without necessarily providing a detailed list of content. It provides information such as what the examination consists of, how many papers, how the content is distributed across each component and whether each paper has a particular area of focus. It looks at what question types will be in the examination and the relative proportions of each question type.

Curriculum coverage or a grid referencing the knowledge elements that will appear in an examination is given in the Assessment Schemes. If at all there is any significance given to some areas of the curriculum compared to others, weighting procedures are explained. The difficulty of the test items is clearly laid out so that learners devise strategies for responding to questions. Difficulty levels are also arrived at taking into consideration the amount and type of subject knowledge required to be assimilated. The complexity or number of cognitive processes required and whether the learners have to generate responses to questions from their own knowledge is considered too. The Schemes also explain the format of the examination.

The Assessment Schemes give a guideline of how many marks are available for each question, how the questions will be marked and the rules that will be applied. The idea is to ensure that the examination is marked consistently. Aggregation methods, access arrangements, any subject-specific administration arrangements and other statistical procedures used to ensure tests are comparable over time are outlined. Curriculum backwash is explained if the intention is for teachers to use the examination as a model for good teaching.

Further, notes and guidance in the Assessment Schemes provide any other information that would be useful to teachers and learners preparing for examinations. Among some of the questions addressed in the Assessment Schemes include; are there formulae that will be used in the examination? Where can past examination question papers be accessed? Is there someone to contact if necessary?

The document developed by the ECZ provides a description of the Assessment Schemes that will be used for the Grade 7, 9, 12 and Teacher Education Examinations. The Council hopes that the learners, teachers and other stakeholders will find the material useful.

## Good News! Good News! Good News!

### Examination Syllabi Now on Sale

The Examinations Council of Zambia (ECZ) has developed Examination Syllabi also known as Assessment Schemes at Grade 7, Grade 9 and Grade 12 levels, under the revised Curriculum.

The schemes define assessment objectives which outline what is to be tested and provide the learners an opportunity to know how questions will be set and designed in line with the revised Teaching Syllabus.

The Assessment Schemes have been developed for the first time since the establishment of the ECZ and are available for sale in all Book World Africa Stores countrywide.

**Hurry and grab a copy of the Assessment Schemes while stocks last!**

# ECZ set to Conduct Primary and Early Childhood Teacher Education Examination



By William B. Walawala

The then Ministry of Education, Science, Vocational Training and Early Education (MESVTEE) through the Curriculum Development Centre (CDC) and the Teacher Education and Specialised Services (TESS), revised the Curricular for Teacher Education Programmes. The two years Certificate Programmes will now be three years Diploma Programmes.

The revised Curriculum moves the Primary Teacher's Course to Primary Teacher's Diploma Course (PTDC) and the Pre-School Teacher's Course to the Early Childhood Teacher's Diploma Course (ECTDC). With reference to the ECZ Act which mandates the Council, among other functions, to conduct examinations and award certificates and Diplomas, the Ministry of Education, Science, Vocational Training and Early Education then, authorised the ECZ to conduct examinations and award Diplomas for these two Teacher Education Programmes beginning 2015.

The revised Curricular for the Primary Teacher's Diploma and the Early Childhood Education Teacher's Diploma Courses have been designed to meet the current needs of society in the education sector. Apart from covering the current needed skills, the curricular has also created uniformity and consistency in Teacher Education at these levels in the nation. The two programmes have categorized courses into two namely; Education Courses and Teaching Courses.

During the development of the Assessment Schemes and Consultative meetings with the then MESVTEE now called the Ministry of General Education and Ministry of Higher Education respectively and with various stakeholders, a number of observations and

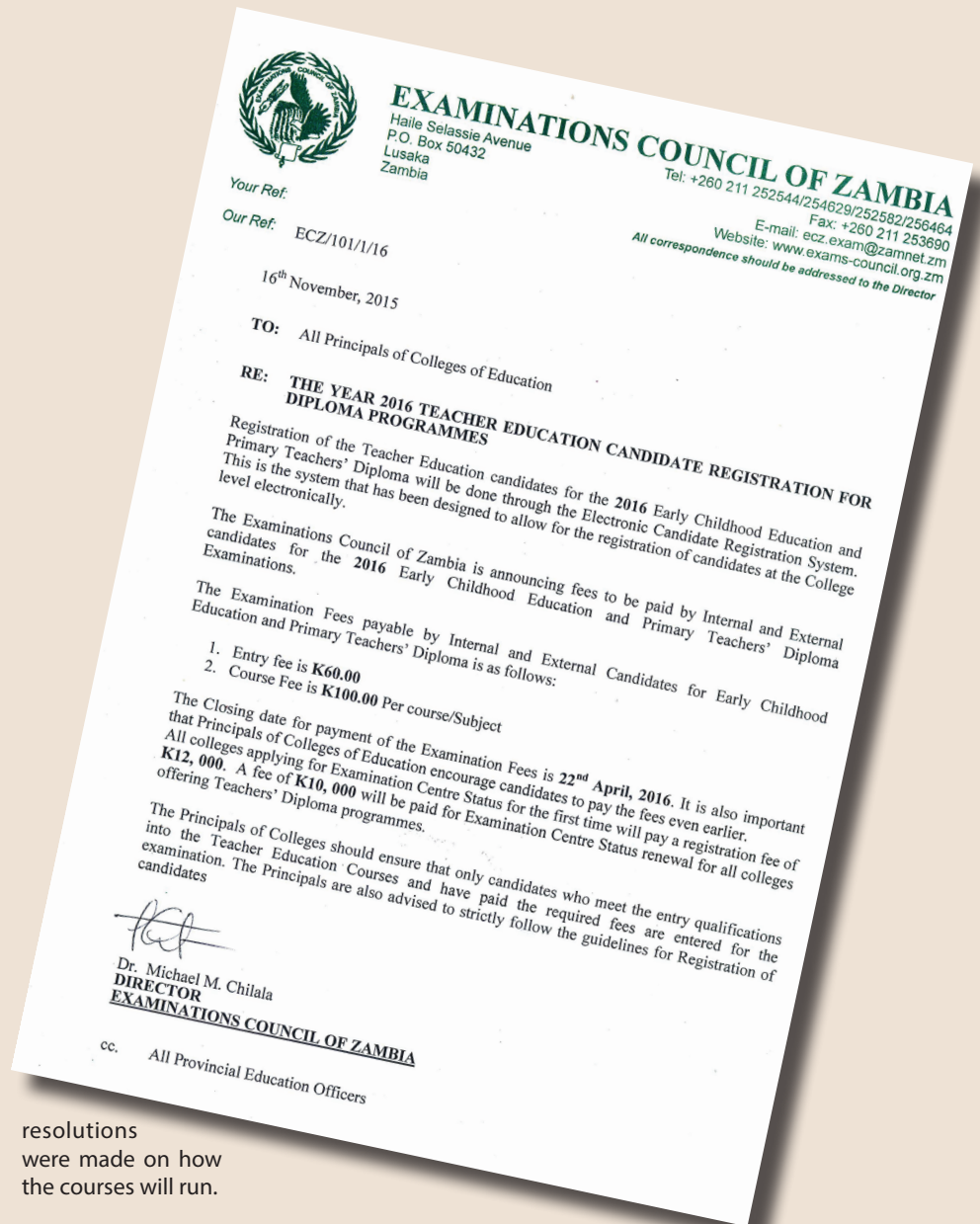
resolutions were made on how the courses will run.

The Primary Teacher's Diploma Programme will have 29 courses to be covered in three years while the Early Childhood Teacher's Diploma Programme will have 27 courses also to be covered in three years. On average, the candidates will sit for an average of 8 courses per year. Courses in each year will appear on the results transcript to indicate courses done in that particular year. The final award of the Diploma will be based on a point aggregation system that will give equal weighting of all the courses to be covered in three years.

The Assessment Schemes have also been designed to meet the Curricular demands. At this level of training, the Schemes will have School Based Assessment which is

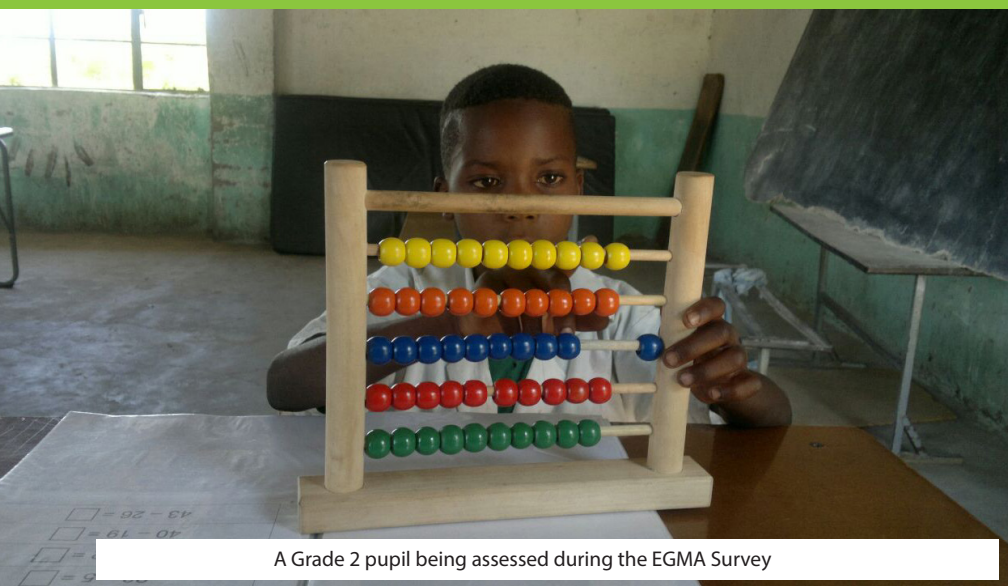
Continuous Assessment (CA) and centrally set examinations. CA and the examinations will have equal weighting towards the award of the final grade for a Diploma.

The ECZ has produced the Assessment Schemes for the two programmes explaining in details the assessment objectives and test designs of the various Courses in each Programme. Furthermore, the Council will also prepare specimen papers for the courses in the two programmes. Both documents will be made available to the Training Providers as well as students in due course. Arrangements are also underway to make the documents accessed by members of the public.



# Zambia Shares Grade 2 National Assessment Survey Findings

By Charity Meki Kombe



A Grade 2 pupil being assessed during the EGMA Survey

In continued efforts to provide empirical information on the learning achievement levels of learners in the country, Zambia conducted its first ever National Assessment Survey at Grade 2 level. The results of the survey which was conducted in November 2014 were disseminated during a two day event that was held on 1st to 3rd July 2015 at Sandy's Creation Conference Centre in Chilanga district.

The event was conducted in collaboration with the Ministry of General Education, the ECZ, the United States Agency for International Development (USAID/Zambia), the British Department for International Development (DFID), the Institute of Economic and Social Research – University of Zambia (INESOR – UNZA) and Research Triangle International (RTI).

The objective of the meeting was three-fold: To share the results of the survey; generate recommendations to improve learning achievement levels among learners as well as to set benchmarks and targets in numeracy and literacy.

Speaking during the Launch of the results, the ECZ Director- Dr Michael Chilala was happy that the Grade 2 Survey was officially added to the National Assessment Programme that was inaugurated in 1999 by the Ministry of Education. He added that during the past 16 years, the country had conducted 6 surveys at Grade 5 level and a Baseline Survey at Grade 9 in 2013.

The overall objective of the programme was to measure the major outcomes of the education system in terms of access and learning achievements in relation to inputs and processes. The implementation of the Survey meant that Zambia was going to monitor performance at Grades 2, 5 and 9 levels.

Dr Chilala stressed that the results of the Survey were vital to the Ministry and other stakeholders because the study was undertaken in the year 2014 when the revised Curriculum was implemented. He also noted with gratification that the Survey focused on literacy and numeracy: areas that were critical at Grade 2 level. The ECZ Director therefore implored stakeholders to use the information from the Survey to put in place robust interventions and strategies to help improve the quality of education for all the learners in Zambia.

He also expressed gratitude to the cooperating partners (DFID and USAID) for supporting the implementation of the Survey. Dr Chilala particularly thanked them for the guidance and resources that made the Programme a success.

Speaking during the same function, USAID Education Director- Irish Young stressed that USAID put a lot of priority on numeracy and literacy and added that it was for this reason that the Agency partnered with the ECZ, the Ministry of Education and DFID to conduct the Survey. She expressed hope that stakeholders would use the results to inform

policy and practice that would ultimately help to improve the quality of education delivered at Early Grade Levels.

Meanwhile, the Curriculum Development Centre Principal Languages- Mr Bostor Mwendende who spoke on behalf of the Ministry of General Education, implored all stakeholders to use the information generated by the Survey to eradicate illiteracy among the Zambian learners.

The purpose of the Survey was to identify the state of learning outcomes in the early grades, when pupils were expected to gain the foundational reading and mathematics skills upon which all later learning was built. The Survey instruments included the Early Grade Reading Assessment (EGRA) and Early Grade Mathematics Assessment (EGMA) instruments. In EGRA, the assessments basically tested the ability of learners to read fluently with comprehension while in EGMA, learners' understanding of foundational mathematics skills was evaluated.

The Survey was undertaken in 486 schools and involved 4,855 Grade 2 pupils across all the 10 provinces of Zambia. In addition to the tests, an interview with each learner was conducted with a view to collecting background information such as learners' sex, age and the socio-economic status.

Overall, the EGRA findings showed that on average the Grade 2 pupils were struggling to read fluently with an average oral reading fluency rate for the local languages ranging from 1.84 to 8.40 words per minute. This indicates that the typical Grade 2 pupil could sight and recognise a few words but struggled to string the words from a passage into a coherent sentence.

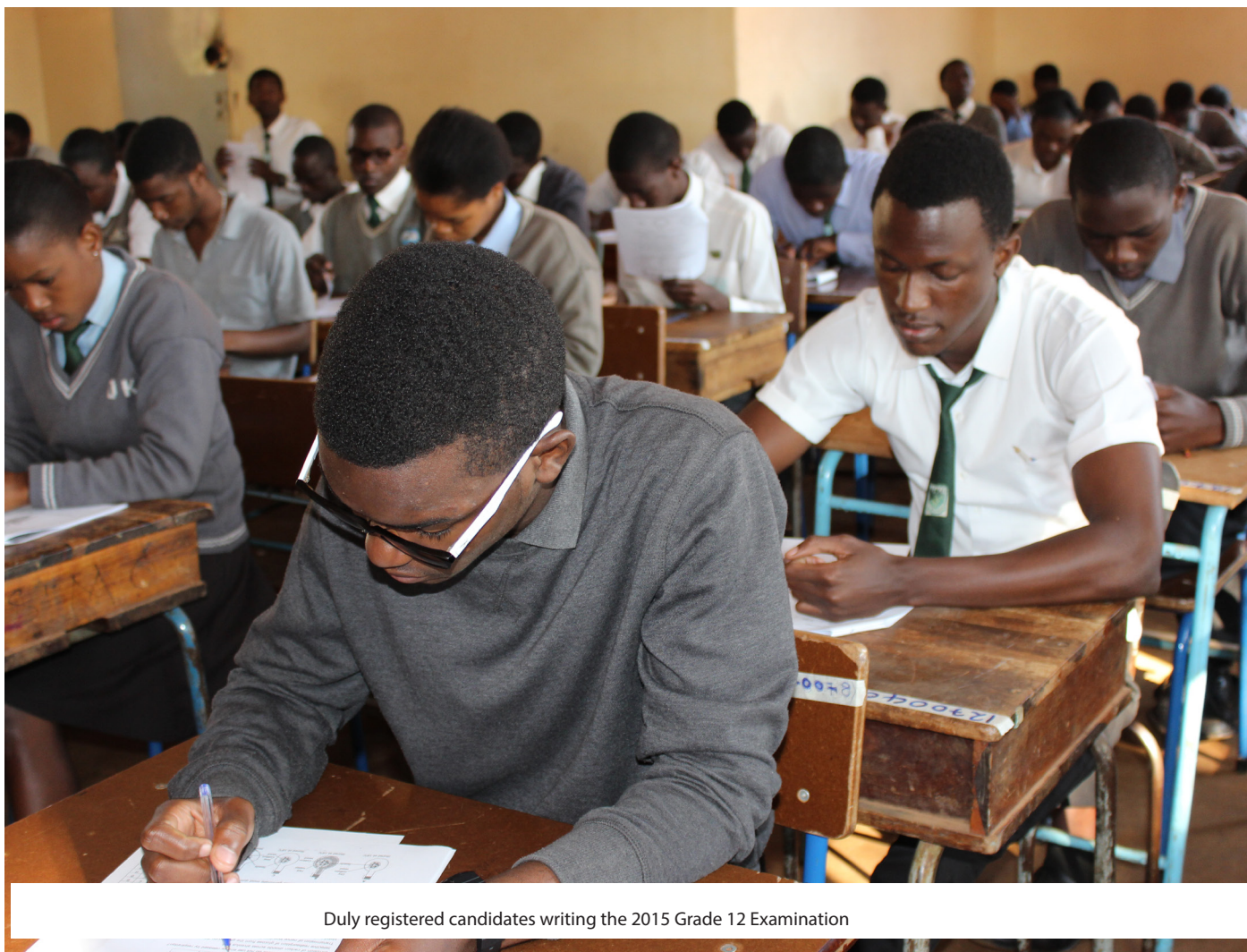
In the case of EGMA, the results showed that learners were able to identify numbers and take on simple addition and subtraction tasks. However, they were unable to engage in more complex problem-solving techniques.

The meeting was attended by various stakeholders drawn from the Ministry of Education, ECZ, cooperating partners (USAID, DFID, Irish Embassy), UNZA-INESOR, RTI, Civil Society Organizations (ZANEC, CAMFED, Catholic Secretariat, Zambia Open Community Schools, Room to Read) and members of the press. The attendees were drawn from all the 10 provinces of Zambia.



# ECZ Stops Processing Results For Illegal Candidates

By Nicolas Nkhuwa and Ronald M. Tembo



Duly registered candidates writing the 2015 Grade 12 Examination

The ECZ in collaboration with the Ministry of General Education have strived to ensure that only candidates who are duly registered sit the examinations by improving registration systems and providing comprehensive guidelines on the registration of candidates.

The ECZ has assigned the task of capturing candidate's details for the examinations to the Schools/Examination Centres. The task of candidate registration for all the levels is coordinated by the Headteachers, District Education Board Secretary (DEBS) and the Provincial Education Officer (PEO). Therefore, all candidates in examination classes are expected to ensure that their details are captured correctly by the School/Examination Centre where they will write the examination from within the set period of registration.

According to the Examination Guidelines, a candidate is duly registered for the ECZ examinations if their registration details are correctly captured by the School/Examination Centres; they have verified by signing in the Provisional Examination Register that the details are correct, they have paid in full the examination fees where applicable, and candidate's entries have been accepted by the ECZ.

Regrettably, it has been observed in the recent past that some Examination Centres have allowed unregistered (Illegal) candidates to sit the examinations. To that effect, the ECZ wishes to inform all stakeholders and the general public that results for unregistered (illegal) candidates will not be processed with immediate effect, including those that wrote the 2015 August GCE Examination.

The decision was announced by the Permanent Secretary in the Ministry of General Education-Mr Chishimba Nkossa during the Launch of the Grade Nine Assessment Schemes and Guidelines for the Administration and Management of Examinations in Zambia held at Mulungushi International Conference Centre on 29th September 2015 Lusaka.

As ECZ, we implore on all prospective candidates to ensure that they have their details captured correctly by the School/Examination Centres within the set period of registration and that they verify their details by signing in the Provisional Examination Register to avoid having their results unprocessed by the ECZ.

# No Results for Candidates Who Fail to Follow Examination Instructions

By Nicolas Nkhuwa and Ronald M. Tembo

The Ministry of General Education and the ECZ have observed the continued failure by candidates to follow instructions during examinations especially those that use Optical Mark Reader (OMR) Answer Sheets.

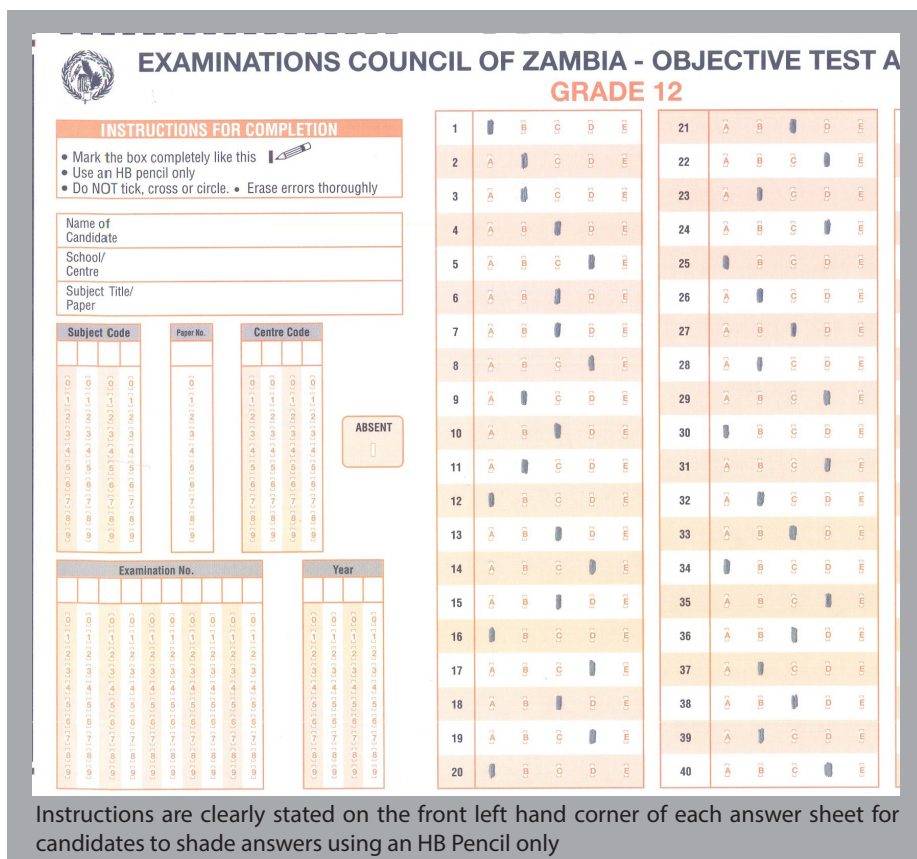
On the front left hand corner of each Answer Sheet are instructions which clearly state that the candidates are supposed to use only an HB Pencil when shading the correct answer. The instructions further guide the candidates to shade only one answer per question; erase errors thoroughly; not to Tick; Cross or Circle the answers.

In addition, these instructions are on every Question Paper that candidates answer, Time Tables and "The Guidelines for the Administration and Management of Examinations in Zambia". The same instructions are attached as an appendix to the Guidelines.

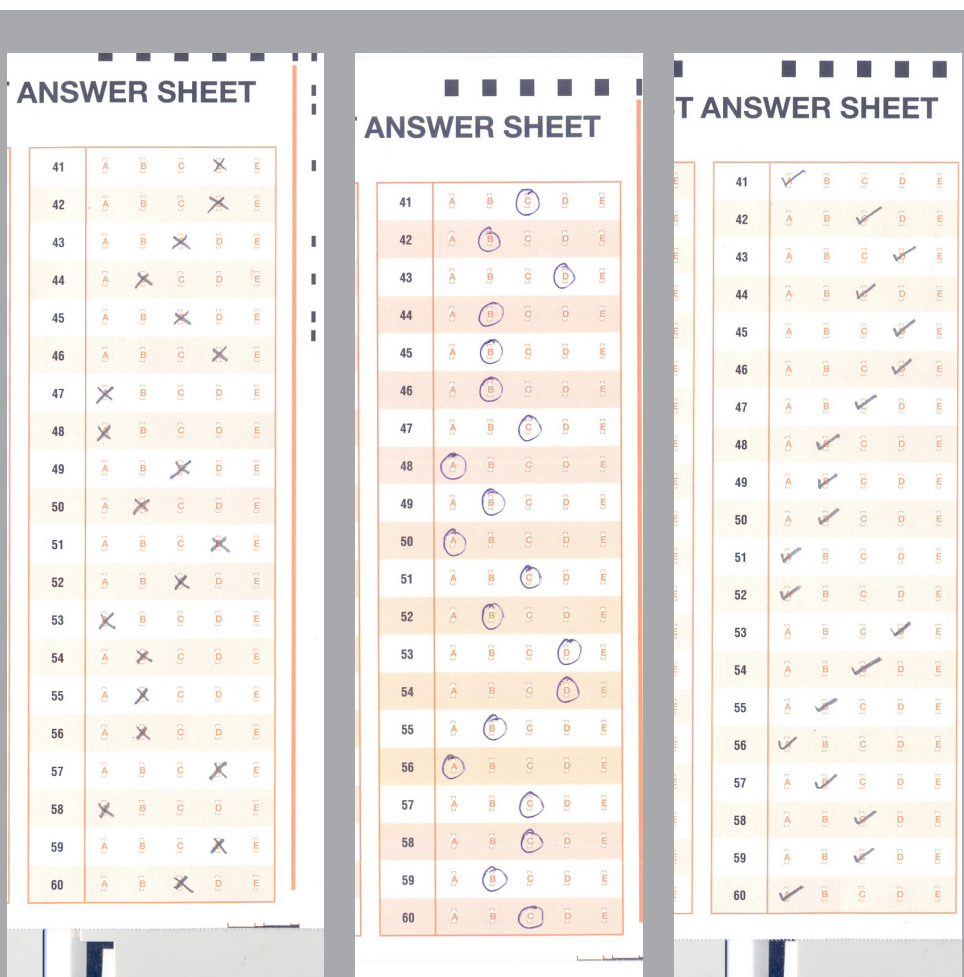
Despite these very clear and concise instructions, some candidates abrogate them and instead choose to Tick, Circle, Cross or Use Ink to indicate their responses on the OMR Answer Sheets.

Arising from that, the ECZ has with immediate effect stopped processing results for candidates who fail to follow these simple instructions, including those that wrote the 2015 August GCE examinations. The decision was announced by the Permanent Secretary in the Ministry of General Education- Mr Chishimba Nkossa during the Launch of the Grade Nine Assessment Schemes and Guidelines for the Administration and Management of Examinations in Zambia held in Lusaka at Mulungushi International Conference Centre on 29th September 2015.

Going forward, prospective candidates for the 2016 examinations are thereby warned to read through the instructions and follow the guidelines given to them before they begin writing their examinations for specific subjects that are answered on Optical Mark Read (OMR) Answer Sheets at Grade 7, Grade 12 Internal and GCE Levels.



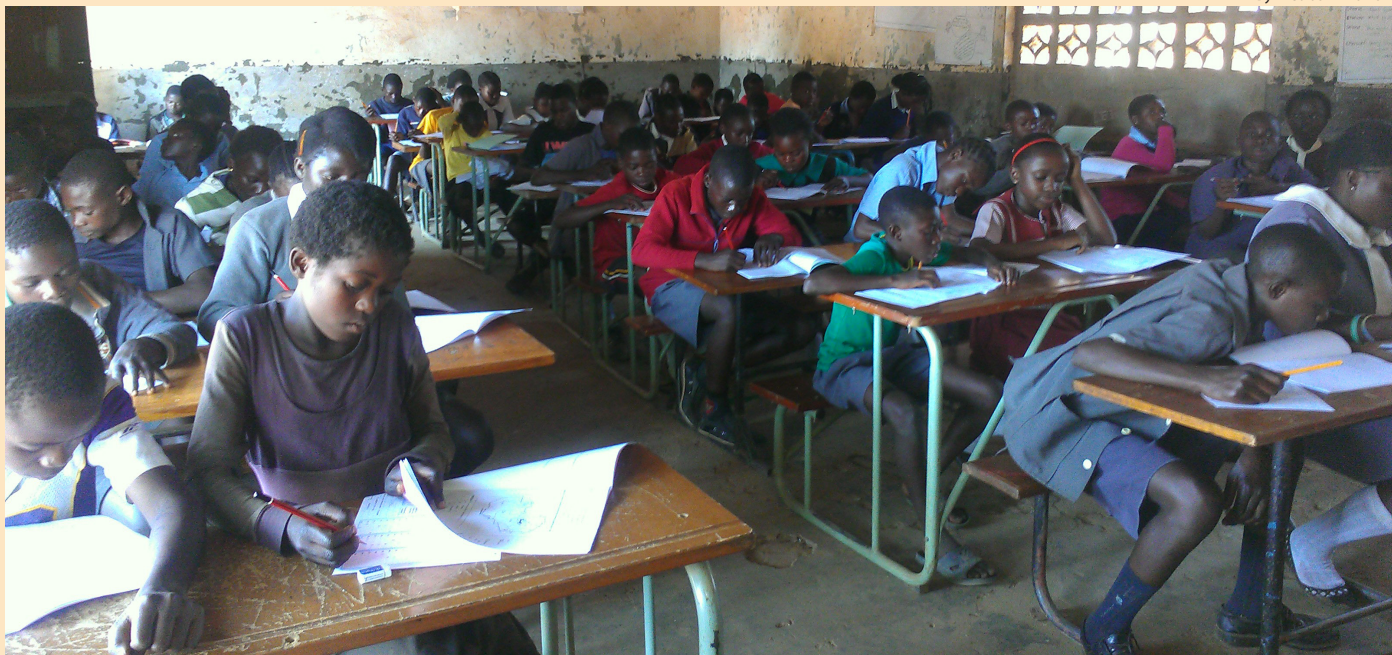
Instructions are clearly stated on the front left hand corner of each answer sheet for candidates to shade answers using an HB Pencil only



Despite these clear instructions some candidates abrogate them and instead choose to Cross, Circle, Tick or use ink to indicate their responses on the answer sheet

## The Difference Between an Under Protest Candidate and an Illegal Candidate

By Nicolas Nkhuwa



**B**efore any examination is written, the ECZ provides an opportunity to all candidates in examination classes and even those on Open and Distance Learning (ODL) and General Certificate of Education (GCE) to register for the examinations at their preferred School/Examination Centre within a specified period. The School administration through the District Education Board Secretary and the Provincial Education Officer conducts the registration on behalf of the ECZ using the Electronic Candidate Registration System (ECRS) to capture candidate details such as the full names of the candidate, date of birth, sex, subjects to be sat and the nationality. These details are then forwarded to the ECZ for further processing.

After the registration process and before the candidate entries are sent to the ECZ, candidates verify and confirm their details

and subjects by signing on the Provisional Examination Registers that the schools produce from the ECRS. The ECZ receives the entries after all the candidates at the schools have been entered for the examinations and after the verification has been done at the school.

When a registered candidate decides to write or sit for an additional subject he/she did not register for during registration and at the time of the examination their name does not appear on the subject register, such candidates are referred to as Under Protest Candidate. Meanwhile, his/her name would be appearing on other registers for the subjects registered for during the registration process. Under-protest candidates are penalised by the ECZ.

On the other hand, an Under protest candidate is different from an illegal candidate. An illegal candidate is one who opts to write an examination without

registering and does not appear on any subject attendance register and is not captured in the ECZ database. According to the guidelines, a candidate can only sit the examination conducted by the ECZ once he/she is duly registered for the examinations.

All candidates in examination classes are urged to ensure they verify their entries after registration at the school to avoid penalties and other consequences that come with non adherence to the set guidelines on candidate registration. Prospective candidates should take keen interest to ensure that their registration details are correct before they are sent to the ECZ. As a matter of policy, the ECZ does not change names of candidates once they are received from the School/Examination Centres. During the examinations, candidates are further advised to read through the instructions and always write their correct examination number and names on all answer scripts provided in the examination rooms.

## The Fight Against Examination Malpractices, The Fight for All Zambians

By Nicolas Nkhuwa

**T**he fight against Examination Malpractices is a fight for all well-meaning Zambians. We should be focused to build better communities and a society that is well educated and disciplined.

As people pass through our education system, they should feel proud to have genuine results and certification that they truly worked and went to school for.

Having a Certificate with Distinctions printed on it cannot be worth if one has not acquired the knowledge represented by the Distinctions. Have confidence in everything you do and not allow yourself to stick to malpractices at any level of your life be it academic or professional.

Together we can fight examination malpractices and ensure we have the labour force that is well educated for the betterment

and development of our country.

Join the fight against examination malpractices by reporting all forms of examination malpractices to the ECZ offices situated along Haile Selassie Avenue in Long Acres area in Lusaka or dial 8383 Toll Free line currently available on Zamtel Network Only or simply report such cases to the nearest Ministry of Education offices or the Police Station in your area.

# ECZ Pilots Online Candidate Registration System

By Kasonde Kembani

The Information Technology Department (ITD) of the ECZ has developed the Online Candidate Registration System (OCRS) to replace the current Electronic Candidate Registration System (ECRS). The ECRS has a number of challenges and limitations which the OCRS seeks to address. The purpose of the pilot was to ascertain Internet connectivity and system scalability in different parts of the country.

The pilot exercise was conducted in all ten (10) provinces of the country. In each province, two districts were selected and within the selected districts, one rural and

one urban Examination Centre was selected respectively. From the schools selected in each district, one had School Certificate (Grade12) and GCE Examination Centre Status, while the other school had Grade 7 Examination Centre Status.

Riding on the existing infrastructure of mobile service providers, Internet dongles were used to connect to the Internet. The results of the pilot exercise were encouraging. The OCRS is expected to go fully fledged during the 2016 candidate registration.

The OCRS is envisioned to achieve the

following:

1. Candidates registering using either premature or expired examination numbers will not be allowed;
2. An examination number will not be used by more than one candidate i.e. shared examination numbers will not be allowed;
3. Candidates registering at more than one Centre thereby giving incorrect statistics on the number of absentees will not be allowed;
4. The OCRS will eliminate data consolidation and avoid the submission of data Compact Discs (CD) by provinces to ECZ Head office in Lusaka. This will remarkably shorten the processing cycle of candidate registration.
5. Candidate details at G12 registration will not be allowed to be amended because candidate information will be retrieved as at G9 registration. This will enforce the validity and integrity of data.

It is in the interest of the ECZ and all the stakeholders that going forward, the use of ICTs in education will improve on quality, data validity, integrity and the qualifications obtained by our learners through enhanced security at various levels of registration and processing. The OCRS will also save on resources in the district as officers will not need to travel to Lusaka to deliver the entries. Time taken to register candidate will also be improved.

(<https://systems.exams-council.org.zm/ocrs>)

## 2016 Approved Scale of Examination Fees

By Ronald M. Tembo

The Examinations Council of Zambia (ECZ) wishes to inform all prospective candidates, stakeholders and the general public that candidate registration for the 2016 Grades 7, 9, 12 Internal, General Certificate of Education and Teacher Education (TED) Examination Session commenced on Monday, 9th November 2015. The following are the Scale of Examination Fees for the 2016 Examinations:

### GRADE 7 COMPOSITE EXAMINATION

- There are NO Examination Fees paid at this level.

The closing date for registering candidates in Schools/ Centres for the 2016 Examination is **Friday, 26th February 2016**.

### JUNIOR SECONDARY SCHOOL LEAVING (GRADE 9) EXAMINATION

- There are NO Examination Fees paid at this level.

The closing date for registering candidates in Schools/Centres for the 2016 Examination is **Friday, 26th February 2016**.

### SCHOOL CERTIFICATE (GRADE 12) INTERNAL EXAMINATION

Entrance/Registration Fee- K10.00 per candidate

- Subjects Fee - K8.00 per subject

The closing date for registering candidates in Schools/Centres for the 2016 Examination is **Friday, 26th February 2016**.

### GENERAL CERTIFICATE OF EDUCATION (GCE) EXAMINATION

- Entry fee - K50.00 per candidate
- Subject fee - K100.00 per subject

The closing date for registering candidates in Schools/Centres for the 2016 Examination is **Friday, 26th February 2016**.

### TEACHER EDUCATION (TED) EXAMINATION FOR DIPLOMA PROGRAMMES

The Examinations Fees to be paid by internal and External candidates for Early Childhood Education and Primary Teachers Diploma is as follows;

Entry Fee	-K60.00
Course Fee	-K100.00 per course/Subject

The closing date for payment of Examination Fees is **Friday, 12th April 2016**.

*Please NOTE that there will be NO extension to the Closing Date for receipt of entries as the date for procurement of examination question papers cannot be changed.*

# Personal Computer (PC) Security

By Samson M. Shiwanwa



**A** Personal Computer (PC) is a small and relatively inexpensive computer designed for use by an individual user. Examples of PCs include Desktop and Laptop computers. Desktop computers are meant for use in a fixed and stable position while Laptop computers are mobile and convenient for the user on the go. In terms of price, PCs can range anywhere from a few thousand kwachas to many thousands of kwachas.

At home, PCs are popularly used for internet browsing, playing games, research, and personal document management. Businesses, on the other hand use PCs for word processing, accounting, desktop publishing, and for running spreadsheet and database management applications.

With these uses, PCs need certain basic configurations and installations in order to reduce the risk of acquiring computer viruses and falling victim of cyber-attacks. Below are the basic configurations and installations that need to be present before you get to use your PC:

1. Create your computer restore media: This media can either be created on

a flash disk drive or on DVDs. The restore media will contain all the original software your computer was shipped with. You can use this media to restore your computer to its original factory settings if the need ever arose.

2. Register your computer on your computer manufacturer's website: This will help you get personalised support for your product and may also assist you track your device in case it got stolen.

3. Install antivirus software to protect your computer from computer viruses: Install a Popular, legitimate and licensed antivirus software and update it immediately. Avoid using free antivirus software products as these tend to be ineffective because of their nature (free). Some free antivirus software also tend to be spyware and will secretly send your personal information to some remote cyber-criminal. Ensure to keep your antivirus software up to date at all times.

4. Enable automatic updates for your operating system and ensure that you have the latest updates installed on your computer: Operating system updates enable your computer's operating system's manufacturer to send small pieces of software to your computer to seal some

loopholes they may have left in your system at the time of manufacture. These small holes if left unsealed could be used by cyber-criminals to dubiously enter your computer and steal information from a remote location.

5. Create one user account with administrator privileges and one or more (as needed) user accounts with standard user privileges: Ensure also to create strong passwords for all accounts created. Use the Administrator account for computer administrative tasks only such as software installations and major system configurations such as system backup and restore settings. Use standard accounts for day to day computer usage. You will avoid certain types of advanced cyber-attacks with such a setup.

6. Install basic user application software such as PDF reader and office productivity software such as word processing and spreadsheet applications: These will enable you perform basic home and office productivity tasks.

7. Create a cloud storage account for cloud backup: you could use free services such as 'Google Drive' or 'Drop box' or Microsoft's 'OneDrive'. This cloud storage can be used to back up your device data which may come in handy in case you lost your computer or wanted to access your data away from your PC but have access to the internet.

The above recommendations does not guarantee total security of your PC as no such statement exists in Computer Security. The steps will however, surely give the bad guys a good battle to get to your machine. One more thing worth mentioning is always scan any external media for viruses before using it.

## Minister of General Education Announces the Maiden August GCE Examination Results

By Ronald M. Tembo



Minister of General Education - Honourable Dr John J.N. Phiri, MP announcing the 2015 August GCE Examination Results

**T**he 2015 August General Certificate of Education (GCE) Examination was written from 27th July to 31st August 2015 in the 272 selected Examination Centres across the country, representing an increase by 195 Centres from 77 that administered the maiden 2014 June GCE Examination.

In terms of the candidature, a total of 105,208 candidates entered for the GCE Examination, of whom 36,259 were male and 68,949 were female. This represented a remarkable increase of 450 percent from the maiden 2014 June GCE Examination, which had a total of 18,368 candidates, of whom 6,607 were male and 11,761 were female.

Out of the 105,208 who entered for the examination, 95,036 candidates sat for the examination of whom 32,002 were male and 63,034 were female.

On the other hand, a total of 4,257 were male and 5,915 were female. The absenteeism rate therefore, was 9.67 percent representing a decrease from 11.03 percent recorded during the 2014 GCE Examination.

In terms of the performance of the candidates who sat the examination, a total of 85,898 (90.38%) candidates obtained GCE Certificates, of whom 29,407 (34.23%) were male and 56,491 (65.77%) were female.

This was consistent with the candidates, which comprised more females (66.33%) than males (33.67%). There was an increase in the proportion of candidates that obtained GCE Certificates from 77.45 percent that was recorded in 2014 to 90.38 percent in 2015.

A higher proportion of female candidates (65.01%) than their male counterparts (59.95%) obtained Grades of Credit or better in Social Sciences and Business Studies.

On the other hand, a higher proportion of male candidates (44.97%) than their female counterparts (36.31%) obtained credit or better in English Language and Literature in English. Additionally, more males (49.95%) than females (38.43%) obtained the Grades of Credit or better in Natural Sciences.

It was gratifying that during the conduct of the 2015 August GCE Examination, there

was no reported leakage of examination question papers. It was however, sad that despite the examination being leakage free, there were a total of 105 reported cases of examination malpractices: these were in form of assistance, copying, smuggling of unauthorised materials in the examination rooms, impersonation and collusion.

The 2015 GCE Examination results has signaled the successful implementation of the decision by the Government of the Republic of Zambia in 2014 to completely separate the GCE Examination from the School Certificate Examination.

Over and above this, the GCE Examination has provided a second opportunity for the citizenry who wish to improve their Grades and ultimately improve their opportunity to either access tertiary education or employment in Zambia.

The GCE results will therefore enable many to access better employment and higher education opportunities, thereby positively contributing to national development.

# Zambia to Host the 2016 SAAEA Conference

By Charity Meki Kombe and Shadreck Nkoya



The Research Forum

The ECZ is set to host the 2016 Southern African Association for Educational Assessment (SAAEA) Conference in May 2016 in Zambia. SAAEA was established primarily to provide a platform for test developers, educationists, administrators, curriculum specialists and researchers to exchange ideas and good practices of conducting educational assessment within the Southern Africa Development Community (SADC) sub-region. The objectives of the Association are:

- To encourage and facilitate dialogue and debate among member states and institutions concerning educational assessment issues.
- To promote cooperation among educational assessment agencies within the SADC sub-region.
- To provide a forum where test developers, educationists, curriculum specialists and researchers can exchange ideas and good practices on matters related to educational assessment.

In 2014, the country successfully hosted a similar Conference at continental level – the 32nd Annual Conference for the Association for Educational Assessment in Africa (AEAA) in Livingstone that saw the participation of over 350 delegates from 23 countries within and beyond Africa.



The 2015 SAAEA Research Forum was hosted by the Zimbabwe School Examinations Council (ZIMSEC) from 21st to 23rd May, 2015 at the Cresta Lodge in Harare. The Research Forum saw the handover of Chairmanship from Dr. Rakometsi of Umalusi, South Africa to Dr Michael Chilala of the ECZ. The ECZ Director will be Chair of the Research Forum for a period of three years.

During the handover, Dr Chilala in his address gave tribute to the then outgoing Chairperson of the SAAEA Research Forum, Dr Rakometsi, for the contributions he had made to the birth and growth of the Research Forum.

Dr Chilala stated that with the SAAEA Strategic plan in place, the direction of the Research Forum and SAAEA at large was much clearer. He also challenged the Research Forum to remain resolute as work in the curriculum and reforms that may lead to the achieving of harmonization of qualification frameworks were all dependent on the SAAEA Research Forum.

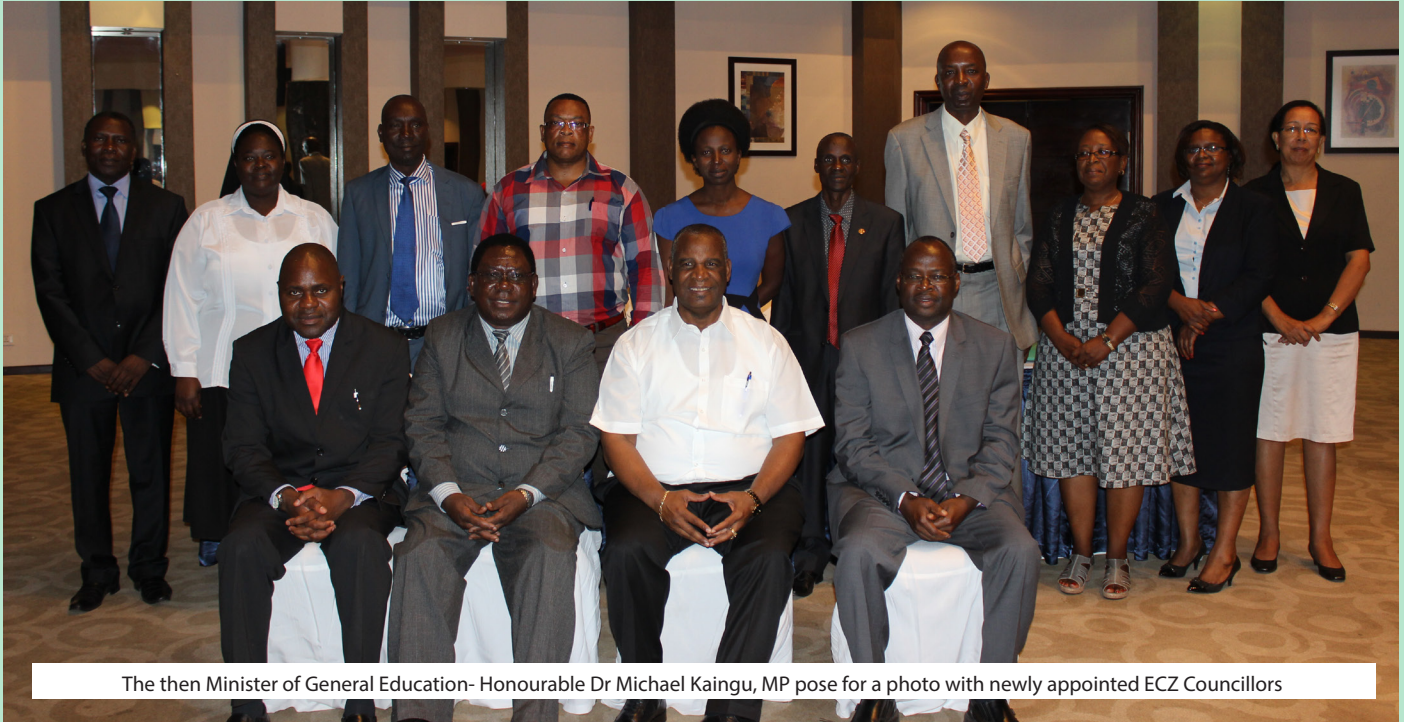
He further encouraged members of the Research Forum to venture into research for policy formulation and strategies for harmonization of qualifications adding that SAAEA was a united entity that appreciated the diversity of its education systems, and was alive to the fact that harmonisation, which the Association was striving to achieve, was not the same as uniformity.

Therefore, member countries as they endeavour to harmonize the assessment systems, needed to embrace and appreciate the geographical and cultural diversity that made member countries unique.

So far, the ECZ is on track to host the 2016 SAAEA Conference and Research Forum and is calling upon stakeholders in education and assessment in Zambia and beyond to be part of this important event from 12th to 16 May 2016. Details regarding the Conference will be provided in due course.

# The ECZ New Council Inaugurated

By Ronald M. Tembo



The then Minister of General Education- Honourable Dr Michael Kaingu, MP pose for a photo with newly appointed ECZ Councillors

The then Honourable Minister of General Education- Dr Michael L. Kaingu, MP expressed optimism that the new Council would provide policy and strategic guidance to the management and staff of the ECZ so that the institution continued to innovate to improve service delivery in the management and administration of examinations in Zambia.

Speaking during the Inaugural Meeting for the new ECZ Council held at Radisson Blu Hotel in Lusaka on 6th October 2015, Dr Kaingu was pleased to inaugurate the new Councillors adding that the ECZ had operated without a Council since 24th April 2015 following the expiry of the three year term of office for the previous Council.

Dr Kaingu stated that since inception, the ECZ had grown from a small institution that was largely dependent on the University of Cambridge Examinations Syndicate, to an independent examining board serving the specific needs of the Country and whose qualifications over the years had gained recognition both locally and internationally.

The Minister disclosed that during the term of office of the previous Council, the ECZ made commendable strides and scored remarkable successes in a number of areas such as the timely release of Grades 7, 9, 12 and GCE Examination results, accumulation of the GCE Results, development and

implementation of the SMS Results Release System, construction and opening of the ECZ Service Centre in Woodlands Lusaka, enhancements of mechanisms to curb and control the levels of examination leakages and malpractices and the successful hosting of the 2014 Association for Educational Assessment in Africa (AEAA) Conference.



Honourable Dr Michael Kaingu, MP delivering the official speech

Dr Kaingu stated that it was the expectation of the Patriotic Front Government for the Council to ensure that it rose up to the challenges currently facing the institution and ensured continued progress from where the previous Council had ended.

The Minister stated that the new Council he was inducting had been meticulously scrutinised and found worth of this important assignment for the nation. He was expectant that the new Council shall remain resolute in ensuring that accountability, integrity, transparency and professionalism continued to be the cornerstone of the ECZ operations.

Dr Kaingu underscored the fact that the PF Government expected nothing less than an ECZ that met its benchmarks, lived to the expectations of all Zambians and issued qualifications that were recognized both locally and internationally.

The Council is the supreme policy making organ of the ECZ. The Council is representative of members from various stakeholder groups and comprises individuals with distinguished professional backgrounds and wealth of experience. Over and above this, the members are of high standing in society to enable them oversee policy development and governance aspects of the ECZ.

The new Council is therefore expected to manage the affairs of the ECZ from 6th October 2015 to 5th October 2018. May the Good Lord guide the new Councillors as they take up this noble task for the nation.



## ECZ Director Conferred With the Doctor of Philosophy Degree

By Ronald M. Tembo



Dr Michael M. Chilala

The ECZ Director- Michael M. Chilala was conferred with a Doctor of Philosophy in Education (Measurement and Evaluation) by the Commonwealth Open University, British Virgin Islands in the United Kingdom on 1st October 2015. The Council, management and staff of the ECZ congratulate Dr. Michael M. Chilala on this achievement.

Since his appointment as ECZ Director in December 2012, Dr Michael M. Chilala has made commendable strides and scored remarkable successes in a number of areas. He will be remembered for his contributions towards the timely release of Grades 7, 9, 12 and GCE results, consolidation of the GCE Results, development and implementation of the SMS Results Release System, construction and opening of the ECZ Service Centre in Woodlands Lusaka, enhancements of mechanisms to curb and control the levels of examination leakages and malpractices and the successfully hosting of the 2014

Association for Educational Assessment in Africa (AEAA) Conference to mention but a few.

The ECZ Director has also managed to open up the ECZ to the media and the public. The ECZ is now able to interact with the media more often and openly so through the facebook page, the Newsletter, the interactive website and the Toll Free Line-8383 currently available on Zamtel Network only.

Dr Chilala has since thanked the Council, management, staff of the ECZ and all stakeholders in the education sector who have congratulated him on his achievement. In replying to the congratulatory messages, this is what Dr Chilala had to say:

"It is with deep appreciation that I take all your messages and share them with my family. I consider your words a challenge and thoughts a weapon for the success of individual members of the ECZ family and of ECZ herself. I know you have made my day

today, but the greatest challenge you have given me is your great expectation. It is one thing to attain a qualification, but another to prove worth of the qualification. I know my colleagues that together we can even do better."

"I just wish to refer to the Bible in Isaiah 55:12 where it says and I quote, 'For you shall go out with joy, And be led out with peace; The mountains and hills Shall break forth into singing before you. And the trees of the field shall clap their hands. Instead of the thorn shall come up the cypress tree, And instead of the brier Shall come up the myrtle tree; and it shall be to the Lord for a name.' I thank the Lord forever for his Humble gift, you my colleagues, without whom I would not have managed," Dr Chilala said.

May the good Lord provide Dr Michael Chilala with divine guidance and wisdom as he continues to lead the ECZ to greater heights in line with the strategic objectives set for the Council.

***Congratulations!!!***

# PHOTO

## EXAMINATIONS ADMINISTRATION



Then Minister of General Education- Dr Michael L. Kaingu (R) congratulates Professor Samuel F. Banda on his re-appointment as Council Chairperson



Secretary to the Cabinet - Dr Roland Msiska, officiating during the 2015 Zambia Society for Public Administration Awards Dinner in Lusaka



Unveiling of the Grade 9 Examination Syllabus and Guidelines for the Administration and Management of Examinations in Zambia



ECZ staff (R) explaining the new innovations to a client during the 2015 Zambia Agricultural and Commercial Show in Lusaka



Processing of the 2015 Grade 7 Composite Examination



Loading of the 2015 examination materials at ECZ offices

# FOCUS

## FROM THE ARCHIVES



Minister of General Education - Honourable Dr John J.N. Phiri (R) congratulates Dr Michael M. Chilila on his appointment as the ECZ Director



The then First Lady Dr Christine Kasaba Sata visit the ECZ stand during the 2012 Careers Expo in Lusaka



Offloading of examination materials amidst tight security at ECZ offices



Minister of General Education- Dr John J.N. Phiri MP, officially opens the ECZ Service Centre in Lusaka



A Locomotive Steam Engine Train was one of the Excursion Packages for delegates during the 2014 AEA Conference in Livingstone



An ECZ Member of Staff showcases his dancing skills during the 2013 End of Cycle Party

# 2015 National Library Week Commemoration

By Milimo Mweemba and Ronald M. Tembo



Southern Province Permanent Secretary and his entourage visit the ECZ Stand during the 2015 National Library Week in Choma

One renowned Librarian once said, "Google can provide you more than 20 answers on an issue but the Library will always give you the right information that you need." Indeed, Libraries play a very critical role in promoting the progress of knowledge in all spheres of life.

Under this backdrop, the ECZ successfully participated in the 2015 National Library Week Celebrations held in Choma at the Provincial Library Office from 12th to 16th October 2015. The Library Week is an event which takes place every year presenting an opportunity for institutions and organisations to market library and information services to the community. During this event, institutions exhibit information sources and services to stakeholders and members of the general public.

There were more than 16 organisations from both the public and private sectors who participated in the 2015 celebrations. However, in all provincial offices countrywide, similar activities were taking place in celebrating the National Library Week.

Exhibitions started on Monday, 12th October 2015. As a way of improving literacy skills among pupils, schools organised reading and spelling competitions for Grade 5, 6 and 7. There were also Debate Competitions contested by different schools.

The match past and official opening took place on Wednesday, 14th October 2015 from the Choma Museum to the Provincial Library Office where exhibitions took place. Both events were graced by the Permanent Secretary for Southern Province who officiated the event on behalf of the Minister of General Education- Honourable Dr John J.N. Phiri, MP.

Participants appreciated the information they received from the ECZ. This was evident from the Permanent Secretary's remarks who visited the ECZ stand and said, "I will now look intelligent in my office. You know what! I have a lot of people who visit my office whenever they have problems on examinations and certification. I usually tell them that my office has no information on examination related issues. With the literature you have availed me today, I will walk with my head high to advise the public on different aspects of examinations administration. We appreciate you as ECZ for your participation in the Celebrations," he stated.

The District Education Board Secretaries, Teachers, the District commissioner's and pupil's present also expressed their appreciation at the information resources and services provided by the ECZ. The stakeholders mentioned above expressed hope that the ECZ would continue to participate in future commemorations to raise public awareness on examinations and certification.

The 2015 National Library Week Celebrations signified the beginning of information service outreach to the public who are the primary consumers of the ECZ products and services. It is evident that the ECZ should endeavor to participate in these celebrations of national importance to provide an opportunity to share information with the public which undoubtedly is vital for professional growth for individuals if not institutions and culminates into national development.



The match past to commemorate the Library Week

# ECZ Dates the Media

By Ronald M. Tembo



Media Houses covering the ZSPA Business Breakfast Networking Meeting in Lusaka

**T**he old adage that the media can either make or break you emanates from the fact that there are individuals and organisations who have had their profiles built by the way they relate with the media.

For us, the media remains a very important agent for social and transformative change. Other than its core mandate of educating, informing and entertaining, the media also drives public debate and shapes opinions on how people view certain things.

In this light, the ECZ sponsored the third Chief Executive Officer's Business Media Breakfast Networking organised by the Zambia Society for Public Administration (ZSPA) on 30th September 2015 at Pamodzi Hotel in Lusaka. The ECZ Director- Dr Michael Chilala was the Guest Speaker who shared the organisation's successes and corporate vision with the media and the public.

During the Business Media Breakfast, the ECZ highlighted some of the new developments from 2013 to date related to ensuring that the mandate of developing and managing examinations of high quality was realised. Dr Chilala revealed that the ECZ with an open door policy and innovative thinking by the council, management and staff had led to the organisation making strides in a number of areas such as timely release of Grades 7, 9, 12 and GCE, accumulation of the GCE Results, development and implementation of the SMS Results Release System, enhancements of mechanisms to curb and control the levels of examination leakages and malpractice and many others.

Dr Chilala revealed that the ECZ had

honoured the Government of the Republic of Zambia with two Jubilee events and these were the hosting of the 32nd Annual Conference of the Association for Educational Assessment in Africa (AEAA) which was successfully held at Zambezi Sun Hotel from 11th to 15th August 2014 in Livingstone and the Construction and successful launch of the state of the art ECZ Service Centre in Woodlands, Lusaka.

The ECZ Director was excited to mention that through their collective efforts, the Council was recognised in form of Awards of Recognition from the Zambia Society for Public Administration, the Joint recognition by Zambia Institute of Chartered Accountants (ZICA) and Institute of Directors (IOD) and the Agricultural Show Society of Zambia. This signified that the efforts from the ECZ to a larger extent helped the role, professionalism, image and visibility of Zambia's public service.

Dr Chilala stated that the conditions of setters and markers had been improved as they provided the ECZ with the items required for development of examination papers together with their marking schemes and participate in processing of results through marking and marks capture.

It was further revealed that the reforms related to the timing of examinations for the 2013 session had been implemented in an effort to reduce on the opportunity for examination irregularities with the Grade 12 examination starting with the Theory papers and ending with the Practical papers.

Dr Chilala revealed that the Zambia Information Communication Technology authority (ZICTA) had assigned ECZ a

Short code 8383 for both voice (Toll Free Line) and Short Message Service (SMS) to allow for members of public report examination irregularities or make general enquiries on various Council services.

The ECZ Director was grateful to all the member of the press for making themselves available for the occasion and implored them to help when it came to bringing to the fore the irregular activities in the communities before, during and after the examination to ensure sustained and growing integrity of Zambia's examination systems and processes.

Dr Chilala pledged continued committed service to ensure that the ECZ's mandate was fulfilled and that it brought about meaningful contributions towards the revitalising of an effective and sustainable system of educational assessment and examinations.

The ZSPA Business Media Breakfast provided a highly interactive platform for the public to appreciate the role and relevance of the ECZ not only in the advancement of the education system but also its enormous contributions to the political, social and economic development of the country.

One cannot afford to ignore the media because other than its role of educating, informing and entertaining, it also plays the role of the mediator, monitor and advocate. It is therefore, imperative that the ECZ continues to work with the media because their news coverage helps generate public interest on issues of assessment and examinations.

# ECZ scoops 3rd Prize

By Ronald M. Tembo

The ECZ won the third Prize in the 'Best Educational Institution Exhibit' Category during the 2015 Zambia Agricultural and Commercial Show held in Lusaka from 28th July to 1st August 2015.

For two consecutive years, the ECZ has been awarded for the successful management and administration of examinations. In 2014, the ECZ scooped the second Prize in this same Category. This recognition of award by the Agricultural Show Society of Zambia is a clear testimony to the fact that the ECZ has made commendable strides and scored remarkable successes in a number of areas such as timely release of Grades 7, 9, 12 and GCE Results, accumulation of the GCE Results, development and implementation of the SMS Results Release System, construction and opening of the Service Centre in Woodlands Lusaka, enhancements of mechanisms to curb and control the levels of examination leakages and malpractices and successful hosting of the 2014 Association for Educational Assessment in Africa (AEAA)

Conference.

The 2014 Show was held under the theme: "Innovation Beyond the Golden Jubilee" and attracted a number of firms both locally and internationally. During the Show, the Exhibitors were typically retail outlets, manufacturers and service organisations pursuing to bring their goods and services directly to the end user. The Show was a premier forum and platform of choice for ECZ to showcase the various innovations undertaken in the recent past with a view to improving the quality of service provision to the stakeholders and members of the general public related to examinations.



Some ECZ Staff pose with the 2015 Agricultural Show Society of Zambia Certificate

Through active engagement during the Show, members of the public benefitted from diverse Council information, expert advice and education on the operations of the Council. Through participation, the ECZ benefitted by way of immediate consumer access to various Council products and services, brand awareness, public relations, research and development.

# ECZ Engages the Public at 2015 Trade Fair

By Ronald M. Tembo



Show goers pass through the ECZ Stand

The ECZ was among the hundreds of exhibitors at the 51st Zambia International Trade Fair which took place from 1st to 7th July 2015 under the theme; "Prosperity Through Business Reforms and Linkages."

The ZITF is an annual event through which the ECZ promotes its image and engages with education stakeholders and members

stakeholders. As ECZ, we take the Trade Fair and other national exhibitions very seriously because there could be no better place to engage a wider audience that during such events. The show goers took advantage of the event and visited the ECZ stand to get answers to questions they may have had on examinations, certification, Council services

of the general public. The 2015 ZITF was graced by Zambia's Republican President- His Excellency Mr Edgar Chagwa Lungu and his Kenyan counterpart President Uhuru Kenyatta.

The Trade Fair provided an active interaction with customers and various

and other issues.

A team of 10 exhibitors from the ECZ led by Principal Examinations Officer, Processing and Certification - Mr Albert Semani Siamunako provided advisory services to members of the public who visited the stand especially on the new innovations such as Accumulation of the GCE Certificates, the SMS Results release System and the Separation of the School Certificate from the GCE Examination.

The ZITF is an event of international importance. It is Zambia's largest Trade Fair, presenting complete varieties of goods with a vast attendance and business turnover. Historically, the Trade Fair has been the primary marketing medium of exporting countries.

However, for the ECZ, it is a platform to interact and actively engage the public on examinations administration and accord them an opportunity to access various Council services within their jurisdiction especially our esteemed clients coming from the northern region of the country.

# Fake Qualification- A Rising Menace to the Education Sector



ECZ detects unauthentic Grade 12 School Certificates during verification of results for a named College of Education on the Copperbelt



By Ian Chirambo

**T**he world-over, educational qualifications are held in high esteem. As such, these qualifications are viewed as the reliable and trusted proxy for knowledge, competencies and skills of the bearers (OECD 2001). In view of this, the education sector in many countries makes every effort to award certificates to deserving candidates who can assist in spearheading socio-economic development of their countries.

However, recent observations suggest that this effort is being undermined by the proliferation of forged, fake and other invalid and fraudulently acquired educational and professional qualifications. In today's working world, the demand for a School Certificate or indeed a professional qualification is generously increasing. Most organisations desire to hire qualified human resources who can contribute effectively and efficiently to the organisation's productivity. Employers require human capital capable of operating in a competitive business environment.

Robinson and Baron (2007) define human capital as, 'the aptitudes, competencies, and knowhow acquired by a person as a result of education, instruction or inheritance.' Thus, education qualifications are perceived as a valuable form of personal property which confers advantages over those without them by signifying the potential competence of the holder in employment situations (Marginson, 2004; Noah and Eckstein 2001). Unfortunately, some employers often fail to check the prospective employees' credentials. Of late, there has been an increase in the quantity of fake high School Certificates and Craft Certificates alike. Crimes perpetuated by

fraudsters who pose with fake certificates to unsuspecting organisations and institutions have indeed become endemic. This situation calls for serious concern owing to the fact that the subjects of the crime are people from the general public who may not be aware of the consequence of their acts.

It is in this light that Public and Private Institutions are therefore called upon to raise their alert and vigilant levels by insisting that potential employees or students present to them verified and/or certified copies of Certificates from the Awarding Body, in this case from the Examinations Council of Zambia. Fake qualification or false academic credentials are documents that refer to academic certificates and grades that the holder of the document has not earned. An official copy, 'True Copy' of a false document must also be regarded as a false document. There are several types of false academic certificates, and they are often grouped as follows:

- **Altered Academic Certificates** - These are certificates that were authentic when issued, but have subsequently been manipulated by their content being altered. Their content will thus differ from the content the document had at the time it was issued.

- **Fake Certificates/ Certificates with Incorrect Contents** - Such certificates can be home-made or created by professional forgers. They include imitations of certificates from genuine and established educational institutions, and/or documents that purport to be from an educational institution whose name and logo are similar to an established educational institution, or are from an institution that only exists on paper.

- **Academic Certificates 'Produced'** - These certificates are just produced and issued using the correct templates, stamps and signatures, but they are issued to persons who did not take the education that the document refers to.

To understand the foregoing write up, it will be important to understand the terms usually associated with a qualification or certificate. These terms are certification, verification and translation of a certificate or qualification. Certification – this refers to the confirmation of certain characteristics on a certificate often provided by a review. Its purpose is basically to confirm the truthfulness of origin of results (Confirmation of truthfulness of origin). Usually, individual candidates come to have their certificate certified. It is important to certify examination certificates so that the genuineness or authenticity of the results on the certificate is ascertained as these results are presented to prospective employers for employment or for enrolment in Institutions of learning. Certification of certificates is one service that the ECZ offers.

**Verification** – this is simply the act of verifying or the state of being verified. In other words, it is simply a sworn statement attesting to the truth of the facts in a document to the best of one's knowledge (Confirmatory evidence) (Truth of Facts in a document). Organisations and Institutions normally bring the qualifications of their employees and potential employees and potential students for verification of their certificates. Verification of certificates is yet another service offered by the ECZ. It will be important to note that certification of the results on a certificate

cannot be done independent of verification.

**Translation of Foreign Qualifications** – Any school level qualification obtained from a foreign examining body before it is presented to employers for employment or institution of learning for enrolment has to be translated into the Zambian standards so that the employers or institutions can interpret and understand it.

The ECZ verifies foreign qualifications obtained from respective awarding organisations with them before translating or equating these qualifications into the Zambian standards. This is done to ensure that the qualifications being presented are genuine before they are translated. Translation of foreign qualifications is another service that the ECZ offers to individuals that have qualifications obtained from foreign awarding organisations.

Qualification fraud destroys the integrity and credibility of the education sector and therefore it must be dealt with at a national level. Education credentials represent true currency that not only guarantees employment and mobility of students and human resources but are

critical for individual, societal and national development. Qualification fraud when discovered, devalues the institution where a qualification was obtained and it makes a mockery of bonafide qualified candidates. If left undeterred, it provides an appealing alternative to genuine students since more people will be prone to lie about their qualifications. If tougher measures are not taken, people begin to think that if others are getting away with fraud there will be no sufficient reason not to follow suit.

Kuo (2005) also found what he described as “a ‘me-too’ mentality to dominate in qualification-hopefuls who are too keen on obtaining a qualification and not the education that underpins the process.” The worst consequence is that professionals recruited on the basis of fake qualifications can cause damage to humanity and the environment. It is therefore imperative that strategies to deter credential fraud are strengthened both at institutional, national and international level.

To curb this scourge, the ECZ offer both the certification and verification services of the certificates that it issues to candidates who have met the requirements for the award

of these certificates after they sit for the respective examinations. It is hoped that eventually certification and verification of certificates will be made mandatory to compel all the organisations and institutions to only employ and/or admit prospective employees and students who presents certified and/or verified copies of their credentials. This move will certainly go a long way in addressing the many challenges of fake certificates that have become so rampant. The other important aspect that will need serious consideration is to stiffen the punishment that is meted on individuals that are found guilty of such crimes.

The general public can also help very much in reducing cases of fake qualifications, as individuals who are perpetrators of such crime do not live in isolation, such that if one is going to pose as having a particular qualification, relatives, former classmates and society at large can whistle blow or report to the nearest Police Station in their area so that investigations may ensue. In order to fight academic fraud holistically, there is need to speed up the process of implementing a qualifications framework. The establishment of the Zambia Qualifications Authority (ZAQA) too is timely.

## 8383 ECZ Toll Free Line



### **8383 is the Examinations Council of Zambia (ECZ) Toll Free Line.**

The stakeholders and the general public are hereby advised to be using the Toll Free Line to make enquiries on the operations of the ECZ and any other Council services by simply dialling 8383.

You may also use the Toll Free Line to report any suspected cases of examination malpractices in your area.

**The ECZ Toll Free Line is available to all Zamtel Subscribers in Zambia and is absolutely free.**



# Transforming Libraries and Information Services

By Milimo Mweemba



Book shelves at Stellenbosch University library.

**T**he International Federation of Library Associations and Institutions IFLA held its 81st World Library Congress in Cape Town, South Africa. This was a great success and a blessing to librarians and researchers in Africa. It was an opportunity for librarians and researchers in African to meet fellow librarians from other countries around the world. This also presented a golden opportunity to acquire new ideals, experiences, values and insights for the growth of the library profession in our country.

Librarianship like any other profession is going through some transformation. Digitisation of library information resources was one of the focus areas of transformation. Digitisation is the process of converting analogy data into digital content or binary. Digitisation helps to protect and preserve published heritage. In this age of information, explosion has posed a challenge on how to manage information resources in libraries and documentation centres. This is more pronounced on the lack of space for storage of information resources and this poses a challenge in information management and dissemination.

It is quite evident that information in

electronic format is easy to manage and disseminate. Librarians try so hard to disseminate pertinent, well researched and organised information to users as opposed to presenting the whole forest of library resources to users. Fortunately, digitisation of documents help in timely dissemination of pertinent information to users.

Free flow of information results in informed and educated citizens who will foster development and unity. This is because libraries focus on facilitating improvements on the quality of research outputs to foster development and innovations. To achieve this, librarians and information professionals

must provide timely, relevant and up-to-date information. To achieve this, there is need to embrace both digital and analogy content.

There has been a public cry by visually impaired people that libraries do not consider them when acquiring information resources. Fortunately, at the World Library Congress, there was a lesson to learn from some European countries on how to provide library and information services to visually impaired individuals.

Some libraries in Europe have traditional audio-books produced using human voice. Audio books are not only for visually impaired, they also help to meet user diverse needs. For some people, upon listening to someone talking that is when they will fully understand the concepts, while others will prefer reading so that they can underline articles and points of interest and the majority prefer this.

Information specialists and librarians must embrace Information Communication Technologies (ICTs) in the provision of information services. ICTs will help in facilitating better ways of answering reference questions and in the provision of information services to users in a much better way.



# Secrets of Time Management

By Nicolas Nkhuwa



Time management is the act or process of planning and exercising conscious control over the amount of time spent on specific activities, especially to increase effectiveness, efficiency or productivity (Wikipedia).

It seems that there is never enough time in the day. However, since we all get the same 24 hours in a day, why is it that some people achieve so much more with their time than others? The answer lies in good time management.

“Don’t say you don’t have enough time. You have exactly the same number of hours per day that were given to Helen Keller, Pasteur,

Michael Angelo, Mother Teresa, Leonardo da Vinci, Thomas Jefferson, and Albert Einstein.”  
- H. Jackson Brown Jr.

The highest achievers manage their time exceptionally well. Always thinking of time can improve your ability to function more effectively, even when time is tight and pressures are high.

Time management may be aided by a range of skills, tools and techniques used to manage time when accomplishing specific tasks, projects and goals complying with a due date. Initially, time management referred to just business or work activities, but eventually the term broadened to include personal activities as well. A time management system is a designed combination of processes, tools, techniques and methods.

Good time management requires an important shift in focus from activities to results: being busy isn’t the same as being effective. (Ironically, the opposite is often closer to the truth).

Spending your day in a frenzy of activity often achieves less, because you are dividing your attention between so many different

tasks. Good time management makes you work smarter – not harder – so you get more done in less time.

It may seem counter-intuitive to dedicate precious time to learning about time management, instead of using it to get on with your work, but the benefits are enormous. These include:

- Greater productivity and efficiency;
- A better professional reputation;
- Less stress;
- Increased opportunities for advancement; and
- Greater opportunities to achieve important life and career goals.

Failing to manage your time effectively can have some very undesirable consequences such as:

- Missed deadlines;
- Inefficient work flow;
- Poor work quality;
- A poor professional reputation and a stalled career; and
- Higher stress levels.

Spending a little time learning about time-management techniques will have huge benefits now – and throughout your career.

<https://www.mindtools.com>  
<http://www.creativitypost.com>

## The Wonders of Water

By Emeldah H. Malungo

It is without doubt that much of human life depends on water. In fact, water makes up more than 60 percent of the human body. However, the quantity needs to be maintained to a certain level for the systems in our bodies to function effectively. Scientists have studied the benefits of drinking water and have advised that one needs to take at least 2.5 liters of water a day. They even advise that about 1 to 1.5 liters should be taken immediately when you wake up from bed in the morning before brushing your teeth or consuming any food.

Water helps to increase energy in the body and relieves fatigue. Since your brain is mostly water, drinking it helps you think, focus and concentrate. Studies have actually revealed that taking a lot of water helps you brain cells and those in the body to remain adequately saturated for better body functioning. When your body is adequately saturated, you become even more alert. In biology, they say water is food. This is because of what has been found to be the benefit of drinking much of it. The

abundance of this natural resource cannot be over-emphasized.

If you are that person who want to shed off a bit of weight, water promotes weight loss by removing the by-products of fats. It also reduces some eating habits by filling up your tummy if consumed prior to meals. It raises your metabolism and reduces hunger. One important benefit is that water has no calories.

The natural wonder of water is also its ability to flush out toxins that eventually reduces the risk of kidney stones and urinary tract infections-UTIs. The Kidneys need about 1.5 to 2 liters of fresh water every day to do their work of cleaning the blood.

When consumed as required, water will improve your skin complexion by moisturizing, softening and making it smooth. Over time you will notice that wrinkles start fading away thereby making it the best anti-ageing treatment around.

Water also aids in digestion and boosts the immune system. Drinking plenty of water will help fight against flu, cancer and other ailments like heart attacks and headaches caused by dehydration. It also hydrates the joints by keeping them lubricated and muscles become more elastic so joint-pains are less likely. The temperature is kept normal thereby putting you in good mood.

The dangers of not taking plenty of water include; dizziness, headache, dry skin, constipation, muscle cramps, heart palpitations, urinary tract infections, lost concentration, inability to sweat, dry mouth and nose, strong urine odor and can lead to fainting. Prevent dehydration by drinking plenty of water, taking a lot of fluids like; soup, juices and other beverages. Make sure you eat a lot of fruits and vegetables.

Donovan D. (1973) *Tips for Healthy Living*. Africa Publishing Company  
<http://www.Mayoclinic.org>

# Building Organisations as Stronger Teams: a Motivational Thought



By Agness M. Manyando

**T**he old story of the Hare and the Tortoise is well known. These two had an argument about who was faster. They decided to settle the argument with a race. They agreed on a route and started off the race.

The Hare shot ahead and ran briskly for some time... then seeing that he was far ahead of the Tortoise. He thought he would sit under a tree for some time and relax before continuing the race telling himself 'Poor guy! Even if I take a nap, he could not catch up with me'. So he sat under the tree and soon sleep caught up with him and he slept. Sleep was so nice for him.... In the meantime knowing his weakness...the Tortoise plodded on and overtook him and soon finished the race, emerging as the undisputed champion. The Hare woke up and realized that he had lost the race!!!

### The moral of the story...

Slow and steady wins the race. In an organization, it is good to still rely on the slow and steady as they always work steady and thus avoid making unnecessary mistakes. The Hare was disappointed at losing the race and he did some soul-searching. He realized that he had lost the race only because he had been overconfident, careless and relax. If he had not taken things for granted, there was no way the Tortoise could have beaten him. After a soul searching, the Hare challenged the Tortoise to another race. The Tortoise agreed. This time, the Hare went all out and ran without stopping from start to finish. He won by several miles.

### The moral of the story....

Fast and consistent will always beat the slow and steady. If you have two people in the organization, one slow, methodical and reliable, and the other fast and still reliable at what they do, the fast and reliable will consistently deliver the results faster than the slow and methodical. It is good to be slow and steady; but it is better to be fast and reliable.

The Tortoise having lost also did some critical thinking and realized that there is no way he can beat the Hare in a race the way it was currently formatted... The Tortoise thought for a while, and then challenged the Hare to another race, but on a slightly different route. The Hare agreed.

They started off and in keeping with his self-made commitment to be consistently fast, the Hare took off and ran at top speed until he came to a broad river. The finishing line was a couple of kilometers on the other side of the river. The Hare sat there wondering what to do. In the meantime the Tortoise trundled along, got into the river, swam to the opposite bank, continued walking and finished the race.

### The moral of the story....

First identify your core competency and then change the playing field to suit your core competency.

In an organization, if you are a good speaker, make sure you create opportunities to give presentations that will enable the organization move forward. If your strength is analysis, make sure you do some sort of research, make reports and just be there. Working to your strengths will not only get you noticed, but will also create opportunities for growth and advancement.

The Hare and the Tortoise, by this time, had become pretty good friends and they did some thinking together. Both realized that the last race could have been run much better, but this time to run as a team. They comforted each other like 'hi, buddy, how about doing our last race again? I think we could do it much better, if we two help each other... Great! They agreed'.

They started off together, and this time the Hare carried the Tortoise till the riverbank. There, the Tortoise took over and swam across with the Hare on his back. On the opposite bank, the Hare again carried the

Tortoise and they reached the finishing line together. They both felt a greater sense of satisfaction than they would have felt earlier.

### The moral of the story...

It is good to be individually brilliant and to have strong core competencies; but unless you are able to work in a team and harness each other's core competencies, you will always perform below par because there will always be situations at which you will do poorly and someone else will have to do better than you. Secondly, teamwork is mainly about situational leadership, letting the person with the relevant core competency for a situation take leadership.

In summing up, the story of the Hare and Tortoise teaches us the following:

- Fast and consistent will always beat the slow and steady;
- Never give up when faced with failure;
- Work to your competencies;
- Compete against the situation, not against a rival; and
- Pooling resources and working as a team will always beat individual performers.

**Organisations would be built as Stronger Teams!!!!!!!**



## YOUR QUESTIONS ANSWERED

By Ronald M. Tembo

*Q. When you are combining the internal and external results (GCE), does the statement of results look the same or some things change? Your feedback will be highly appreciated.*

A. We are not sure what level you are referring to. What we can say is that at Grade 9 level, we do combine Statements of Results to make a Certificate. This is for a simple reason that a candidate is only eligible to sit Grade 12 Examination if he/she possess a Grade 9 Certificate. At Grade 12, we do not combine internal (School Certificate) and GCE results. If one obtained GCE results at their first sitting (Internal candidate) meaning they passed in less than 6 subjects, then their results can be combined with other results for GCE into one accumulated GCE Certificate. The service is accessible, at a cost, at the ECZ Service Centre situated at Plot 1926 Msuzi Road in Woodlands, Lusaka.

*Q. How true is it that Colleges and Universities will be writing examinations under the ECZ?*

A. It is not true that Colleges and Universities will be writing examinations under the ECZ. Only Primary and Early Education Teachers Diploma Courses will have their examinations from the ECZ. This because the Ministry of Higher Education has developed uniform Curriculum for these programmes which have been linked to the Primary and Early Childhood Education School Curricular. The situation which has been happening is that each College had its own Curriculum for teachers and this was not linked to the School Curriculum. With the mandate given to the ECZ by the Ministry to administer the two Courses, that is the standard way to go so that all teachers produced in all the Colleges are trained under a uniform Curriculum that links to the School Curriculum.

*Q. Good evening. I sat for my GCE in 2012 at Mufulira High School on the Copperbelt. I wrote two subjects Mathematics and Science. I got a Credit in Mathematics and Satisfactory in Science. I even obtained my statements of results from the School. Now, I have misplaced the statement of results and i have forgotten my examination number. What should I do to collect my Certificate?*

A. The Certificates for the 2012 Examinations are ready. The fact that the Certificates are ready, you cease to use the Statement of Results. The statement is a temporal document or testimonial availed to the candidate after the results have been released to ensure that they use it for admission to college, university or apply for employment if need be as they await for the actual Certificate to be printed by the ECZ. However, when the Certificates are ready, you are required to go and collect the original Certificate from the School/Examination Centre where you wrote the examination from. Your Grade 12 Certificate is ready. Find time to pass through the School/Examination Centre to collect the document at no cost.

*Q. I would like to find out if at all there is any possibility to correct the names on a Grade 12 Certificate if a sworn-in affidavit is attached to the application of name amendment? I will be grateful once more to hear from you.*

A. It is extremely impossible to amend or correct names when the Certificates are printed. However, on exceptional cases, misspelt names can be corrected by the ECZ. The fact that your Certificate is already printed, the correction will be made at the cost of Certificate replacement which is K920. If you are requesting for addition, subtraction or change of name on the Certificate, the ECZ does not do that. Visit the ECZ Service Centre on Plot 1926 Msuzi Road Woodlands, Lusaka for further guidance on this issue.

*Q. I am Imataa Walubita. How do I access the ECZ Examination Timetables?*

A. It is very simple. All you need to do is to visit the ECZ Website at [www.exams-council.org.zm](http://www.exams-council.org.zm) and download at no cost. For further details, you can email us at [info@exams-council.org.zm](mailto:info@exams-council.org.zm) or visit our facebook page at [www.facebook.com/examsCouncilZambia](http://www.facebook.com/examsCouncilZambia).

*Q. My name is Noah Sambo Jr. I want to get hold of the candidate's performance in Mathematics for the 2014 Grade 12 results if possible in Transformations. It is my research proposal. Your response will be highly appreciated.*

A. The Request for statistics is one of the services that the ECZ offers to the public at a cost. All you need to do is to write officially through the office of the Director-Examinations Council of Zambia to request for that service. The Director will instruct the concerned department within the ECZ to provide the statistics you need.

# Puzzle

By Charity Meki Kombe

F	A	C	E	B	O	O	K	C	R	E	D	I	T	O	L	L
I	L	L	E	G	A	L	V	E	M	A	N	D	A	T	E	O
R	C	O	R	R	E	C	T	S	T	O	P	P	E	D	V	S
E	G	J	F	A	I	L	S	I	M	P	L	E	B	L	E	S
V	R	T	F	I	R	S	T	O	Z	F	A	I	R	S	R	O
I	A	M	E	N	D	M	E	N	T	W	O	U	T	U	I	N
S	D	Z	A	M	T	E	L	Y	J	F	I	V	E	R	F	L
E	E	S	M	S	C	O	N	D	U	C	T	P	R	V	Y	Y
D	A	R	E	S	U	L	T	S	Q	O	S	A	A	E	A	K
O	F	R	O	M	A	H	O	S	T	E	Q	M	A	Y	p	Q
M	Z	E	U	N	R	E	G	I	S	T	E	R	E	D	A	R
R	A	C	C	U	M	U	L	A	T	I	O	N	J	K	G	O
Q	N	T	I	N	S	T	R	U	C	T	I	O	N	S	E	Y

Read the sentences below and spot the underlined words from the puzzle.

Remember, as you read and work out the puzzle, you will get important information about the Examinations Council of Zambia that concerns **YOU**. Read the sentences below and spot the underlined words from the puzzle.

Remember, as you read and work out the puzzle, you will get important information about the Examinations Council of Zambia that concerns **YOU**.

- The Examinations Council of Zambia will host the Southern Africa Association for Educational Assessment (SAAEA) conference in May 2016. Look out for details in the press.
- According to the Guidelines for the Administration and Management of Examinations in Zambia, No Amendment shall be effected after the Certificates have been printed. The candidates are expected to verify that their details are correct during registration at School/Examination Centre.
- Zambia conducted its first ever National Assessment Survey at Grade Two Level in 2014.
- It has been observed in the recent past that some Examination Centres have allowed unregistered (Illegal) candidates to sit the examinations. To that effect, the ECZ has with immediate effect stopped processing results for illegal (unregistered) candidates.
- You can check your results for Grade 7, 9, 12, GCE and Teacher Education by typing the full 10 digit examination number, the examination year, the level of the examination grade and sending the SMS to 8383. The cost for this service is K4 on Zamtel, Airtel and MTN.
- The ECZ have made remarkable observation on the continued failure by candidates to follow instructions during the examinations especially those that use Optical Mark Reader (OMR) Answer Sheets. In view of this, the ECZ has with immediate effect stopped processing results for candidates who fail to follow these simple instructions during examinations.
- You can call 8383- The ECZ Toll Free line available on Zamtel Network only make enquiries and report any suspected examination Malpractices.
- The Ministry of Higher Education has given the ECZ the mandate to conduct examinations for Primary Teacher's Diploma and the Early Childhood Education Teacher's Diploma Courses under the revised Curriculum, effective 2015.
- Like our Facebook page at [www.facebook.com/examsCouncilZambia](http://www.facebook.com/examsCouncilZambia) and share your views.
- ECZ combines GCE Certificates for different examination sittings into one accumulated certificate. The accumulation of results shall only be allowed upon attainment of a Credit or better in five subjects (i.e. five 'O' levels) through different examination sessions.
- Say NO to Examination Malpractices, you will make all ECZ examinations fair for all candidates.
- You can obtain information on the ECZ from the ECZ website at [www.exams-council.org.zm](http://www.exams-council.org.zm).

## CONGRATULATIONS



**Mr Ian Chirambo**

The Council, Management and Staff of ECZ wishes to congratulate Mr Ian Chirambo on his appointment as Principal Examinations Officer in-charge of Security and Logistics in the Examinations Administration Department. He takes over from Mr Daniel Chapi. He took up the appointment on 1st October 2015. Prior to

his appointment, Mr Chirambo was managing the ECZ Service Centre as the Senior Records officer. He was also the Senior Examinations Officer in charge of Grade 7 Examination in the same Department. We congratulate Mr Chirambo on his well deserved appointment



**Mr Boniface Lisuba**

The Council, Management and Staff of ECZ wishes to congratulate Mr Lisuba on his appointment as Senior Research Officer in the Research and Test Development Department. Prior to his appointment, he held the position of Senior Examinations Specialist in charge of Biological Sciences in the same Department. We wish him the very in his new role in the Council.

## FAREWELL



**Mr. Daniel Chapi**

He bid farewell to ECZ on 31st August 2015. He held the position of Principal Examinations Officer in-charge of Security and Logistics in the Examinations Administration Department. He was very skillful and supportive and ensured that the all Council business was timely achieved. The Management and Staff of

ECZ wish him the best in his future endeavors.



**Mr Paul Mbewe**

He retired from the ECZ on 2nd August 2015. He held the position of Senior Records officer. He competently supervised the operations at the ECZ Service Centre in Woodlands Luaka. Prior to his appointment as Records officer, he worked in the TEVET section under the ECZ. Mr Mbewe's contributions towards TEVET examinations

administration were enormous. The Council, management and staff of the ECZ wish him the very best in his retirement.



**Mr Gershom Chileshe**

He retired from the ECZ on 15th August 2015. He held the position of Quality Assurance Officer in the Examinations Administration Department. He was very skillful and ensured that the procedure both for internal and external matters were done accordingly. The Management and Staff of ECZ wish him the best in his retirement.



**Ms. Nyembezi Lungu**

She bid farewell to ECZ on 5th July 2015. Ms Lungu rose from the position of Cleaner to a supervisory role of all sanitary cleaners at ECZ. She was very dependable and dedicated to her work. We wish her the very best in her retirement.

## NEW MEMBERS



**Mr Sitali Macwani**

Joined the ECZ on 1st September, 2015 as Senior Examinations Specialist in-charge of Biological Sciences. Before joining ECZ, he worked as a teacher at Munali Girls Secondary School in Lusaka for 20 years. Whilst at Munali Girls, he was appointed as Head of Biological Sciences Department, a position he held from 2006 till 2015. Mr Macwani holds a Bachelor of Science

with Education Degree from the University of Zambia. He also has skills in Educational Leadership and Management and Psychosocial Counseling. The Management and Staff of ECZ wish him the best in his new position.



**Mr Evans Zulu**

Joined the ECZ as Assistant stores officer on 31st August 2015. Prior to joining the ECZ, he worked for the Curriculum Development Centre as a Stores Officer. Mr Zulu holds a Higher Diploma in Stores Management.



**Mr Darius Mukangwa**

Joined the ECZ as Computer Operator on 12th October, 2015. Prior to joining the ECZ, he worked for KAM Innovations as an IT Technician. Mr Mukangwa holds an advanced Diploma in Computer Studies.

## ECZ wins 2015 CADAP Inter-Company Soccer Tournament

By Nicolas Nkhuwa and Ronald M. Tembo



ECZ Staff pose with the 2015 CADAP Trophy

If there is one amazing thing that has happened in the arena of sports at the Council in 2015, it is the victory of the ECZ Madala's Soccer team. The team conquered the opponents and vividly showed the world what the Council is made of. The collective efforts to improve the skills and techniques on the field of play made the ECZ Champions of the sport for the first time.

Thumbs up to the ECZ Madala's Soccer team who were crowned Champions of the 12th edition of the Campaign Against Drug Abuse Project (CADAP) Inter-company Madala's Soccer tournament after overcoming Total by 1 - 0 in the finals that were played at Zamsure Sports Complex.

The one day tournament was held at Zamsure and NAPSA Sports Complex on 29th August 2015 in Lusaka. The tournament was organised by CACAP, a Non-profit and Non-Governmental Organisation (NGO) established to alert the general public on the dangers of alcohol and drug abuse. The tournament was held under the theme: "Scaling up awareness on drug and alcohol abuse in work places for high productivity" and attracted more than eight companies.

ECZ Madala's team was participating in the football category for the second time from

the 2014 tournament when the team was eliminated in the group stage. The team was humiliated in the group stages of the tournament. This time around, the team organised itself by avoiding the mistakes made in the last tournament to qualify to the semi-finals with seven points, coming second in the group stage after beating Medical Stores Limited 1-0, held to a 2-2 draw with Total and also managed to beat the indomitable and physically inclined team from Zambia Bureau of Standards 2-1.

In a spectacular but tantalizing magic exchanges of passes that left the opponents formation if not mid field in total disintegration and failing to catch up with the exhilarating pace, the ECZ created many chances in that fashion and later converted them into goals. The team's success and strength was in such a way that the defenders, mid-fielders and strikers were closely coordinating not to give the opponents any chance to shoot on the goal.

Other categories in the tournament included pool and Women netball. ECZ soccer team successfully participated in the football category. Participation in this tournament did not only give an opportunity for the player to exercise but also to mingle and network with other institutions together sensitising the general public against alcohol

and drug abuse and creating awareness on the dangers of alcohol and drug abuse in places of work.

In a post-match interview, the ECZ team manager, Mr. Samson Shivanwa thanked all the ECZ players for their splendid display and team work that resulted in lifting the trophy. He said the team is now focusing on physical training of the players and more of ball handling techniques. "The team is also scheduled to organise friendly matches with other companies to keep the players in form. We are looking forward to retaining the championship next year and also win more trophies when the team participates in other tournaments," Mr Shivanwa said.

Gerard C. Eakedale said, "Recognition is the greatest motivator and William James said, "What every genuine philosopher (every genuine man, in fact) craves most is praise – although the philosophers generally call it 'recognition'!" For the ECZ Madala's Soccer team, we say congratulations on another great season. Congratulations on the big win. You have climbed to the top! Enjoy your success today, and look forward to a future. You are CHAMPIONS and may your legend grows with this new title as the Winners of the 2015 Campaign Against Drug Project Inter Company Tournament.

# MOTIVATION AND INSPIRATION

By James Banda

## Apart from God, Life is Fleeting and Empty

### PSALM 39:4 - 7

LORD, remind me how brief my time on earth will be. Remind me that my days are numbered-how fleeting my life is.

5 You have made my life no longer than the width of my hand.  
My entire lifetime is just a moment to you;  
at best, each of us is but a breath."

6 We are merely moving shadows, and all our busy rushing ends in nothing.  
We heap up wealth, not knowing who will spend it.

7 And so, Lord, where do I put my hope? My only hope is in you.

**No matter who you are or what you do without God's Spirit in your mind, you are nothing.**

God made everybody the way they are for a reason, and He doesn't make MISTAKES.  
God has a purpose for each one of us, and it's our duty to find out what His purposes are and then to fulfil them.

**Be ready. Plan Ahead! It wasn't raining when Noah was building the Ark.**

One of the most important things you will ever do in this world is to make sure that you are prepared to **LEAVE** it!

**Life is fragile; Death is inevitable; what lies ahead?**