



THE UNIVERSITY OF GOROKA COUNCIL RECOMMENDATIONS & RESOLUTIONS FROM THE IIC REPORT INTO THE STUDENT BOYCOTT 2010

Introductory Remarks from the Chancellor of the University of Goroka

A student led boycott of classes at the University of Goroka from 8th February to 22nd March, 2010 affected normal operations of the University. All teaching and learning activities ceased to operate during the boycott. Academic staff members were unable to conduct classes during this period. Support services and other non-academic activities continued as best as they could under the circumstances.

The boycott of classes came to a close when the Minister for Higher Education, Research, Science and Technology, Hon Michael Ogio, intervened and Top Management Team (TMT) stood aside and appointed a Caretaker TMT to attend to the affairs of the University in the interim period. An undertaking was made to establish a full Council immediately. An Independent Investigation Committee (IIC) was also tasked to provide an independent report on the boycott to the Council.

The Standing Committee (SC) of the Council met on 1st June in Port Moresby to consider the IIC Report recommendations. The Council recognised the importance of having all stakeholders made aware of many of the recommendations of the IIC and therefore at its June meeting endorsed the Caretaker TMT to disseminate those recommendations including the decisions or actions taken so far.

There are many recommendations in the IIC Report, and some will take time to consider and implement. There will be recommendations that have major financial implications for the University and the Government. Some recommendations will require major legislative amendments to the UOG Act, including organisational restructure of the University. You can be assured that the Council will deliberate on them in a responsible manner, and all stakeholder positions will be taken into account.

The University and its stakeholders must be prepared for major likely decisions of the Government in respect to higher education and universities in the country. These will also be disseminated to you all.

Benais Sabumei MBE

Chancellor

University of Goroka

I. Recommendations Made by the Independent Investigation Committee (as per IIC report)

A. Recommendations regarding Council, Boards and Committees

- (a) That the TMT take immediate steps to establish the Standing Committee of the Council and a TMT Steering Committee;
- (b) That Vice Chancellor in consultation with the TMT examine opportunities to delegate his powers to appoint managers and academic leaders to chair committees and implement decisions;
- (c) That the Statutes and By-laws governing the UOG Council Boards and Committees be reviewed and made accessible to the University community.

B. Recommendations regarding whether the University standing regulations were followed by SRC

- (a) That the TMT lay disciplinary charges against the SRC executives and, where appropriate, refer them to Police for independent investigation of any criminal allegations of unlawful conduct.
- (b) That the TMT develop a *post-drama strategy* program to conduct activities aimed at changing the hearts, minds and culture of the students and other stakeholders.

C. Recommendation regarding whether the approach and actions by NASA were appropriate

That the TMT lay disciplinary charges against the NASA executives and, where appropriate, refer them to Police for independent investigation of any criminal allegations of unlawful conduct.

D. Recommendations regarding the Top Management Team

- (a) Review the decision of the Interim Council to reappoint the TMT for a further 3 years in the light of the conclusions in this report.
- (b) Advertise the Top Management Team positions internationally and locally.
- (c) Review the position descriptions of the two Pro Vice Chancellors and consider the establishment a new position of Pro Vice Chancellor/Registrar with administration skills to attend to the in-house administrative functions of the University.
- (d) Instill a sense of honour, prestige, respect and grandeur that should normally surround appointments to University Committees. Every committee member should not work for self but for everyone and uphold that office with dignity.

- (e) Avoid politicking, pin pointing, developing and cherishing grudges, grouping into interest groups.
- (f) Develop an environment where people speak freely and intellectually for the common good without fear or favour.

E. Recommendations regarding academic administration services

- (a) That all academic vacancies should be advertised nationally and internationally,
- (b) That all academic and non-academic positions should be filled in a transparent process,
- (c) That annual increments with staff appraisal should be reintroduced,
- (d) That new wage structures for academics should be negotiated as a matter of urgency,
- (e) That alternative staff arrangements such as transfer and exchange from national and international institutions be investigated,
- (f) That the existing staff development program be invigorated,
- (g) That a program be developed to focus on retention of staff.

F. Recommendation regarding overseas students' welfare

That the UOG develop a special desk for overseas students.

G. Recommendations regarding the library

- (a) The University should prepare a realistic budget with increased funding for the library, alerting Government of the real needs.
- (b) Other offices should be relocated to free the library for its principal use to provide academic service to scholars.
- (c) Subscribe to more journals and magazines.
- (d) Management should review library staff concerns and attend to them where necessary rather than ignoring them could lead to industrial action.

H. Recommendations regarding the academic structure

- (a) the Statutes of the University be changed to reflect that the Deans be selected on merit following national and international advertisement,
- (b) the University consider elevating the status of pay for Deans of Faculty to U6 or Professor Level,
- (c) the University appoints Heads of Department from the Professors, Associate Professors and Senior Lecturers, where they exist. Where junior staff must be appointed as Heads of Department, they continue to be remunerated at U4 or Senior Lecturer level.
- (d) These recommendations should be embraced in the recommended organizational and academic restructures.

- (e) The University of Goroka develop strategies for streamlining its Committee and Academic structures.

I. Recommendation regarding the academic programs

That the UOG negotiate with the Office of Higher Education for the approval of its one year teacher diploma following the four year degree programs.

J. Recommendation s regarding accreditation and linkages

- (a) That the University of Goroka develops and implements quality assurance procedures for the internal audit and monitoring of its programs,
- (b) That the University of Goroka immediately audits all of its programs using external reviewers.

K. Recommendation regarding the way forward

That the staff and students of the University explore the Vision and Mission statements of the University of Goroka and develop plans to implement them for the benefit of the University and the Nation.

L. Recommendations regarding errors in 2006 financial reports

- (a) That as fixed assets represent 82% of the University's total assets, a proper fixed assets register be established that gets Management approval and is updated regularly.
- (b) That an audit is carried out into the University's Fixed Assets and establish the existence, ownership and values of fixed assets.
- (c) That, since more care must be exercised in preparing the University's financial reports, an external accountant be employed annually to assist in preparing the University's annual financial reports.

M. Recommendations regarding the Differences in MYOB generated reports, financial reports and bank statements – 2007

- (a) That the University carries out a review of its finances and establish its true financial position, and

- (b) Having achieved that, the University should establish a process under which the Administration has control over the Bursary on behalf of the University.

N. Recommendations regarding inaccuracies between MYOB generated reports and financial reports presented to management

- (a) That the University identifies the financial information requirements that the Bursary will supply, without which the Bursary will supply information that may not be relevant;
- (b) That the University ensures it controls moneys received for Public Investment Programmes so as to ensure that the cash balances agree with amounts held in Deferred Income Account;
- (c) That the University ensures moneys under PIP taken up in Deferred Income should strictly be used for the purpose for which the money was allocated;
- (d) That an independent audit is carried out to establish the exact reasons why the differences between the PIP Capital Expenditure Bank Account and the Deferred Income Account.

O. Recommendation regarding the multi-level student hall of residence

The Independent Investigation Committee recommends that the University establish a project oversight committee to manage and coordinate capital projects involving huge amounts of money. The committee must possess the necessary knowledge to monitor and evaluate projects together with the Architects.

P. Recommendations regarding Unigor Limited

- (a) That a qualified accountant needs to be hired to complete the company's financial reports, income tax returns and annual returns, and also to facilitate the audit.
- (b) That the directors need to establish the truth surrounding the rumoured payments of K2.9 million in management fees, whether or not it involved double-dipping by certain persons and any recovery action needed to recover the money and penalize the perpetrators.

Q. Recommendations, remedial actions and way forward regarding financial issues

- (a) That the University conduct an immediate review into its finances to establish its exact financial position. An audit will not address this as the auditor's function is to establish that the financial reports present what actually happened.
- (b) That the University conduct a review into its accounting and reporting of its finances and if necessary, establish a workable system that will supply the University's financial information regularly to enable it to manage the University.

- (c) That the University employ a qualified external accountant to complete the University's 2007, 2008 and 2009 financial reports to be presented to the Auditor General for audit. The accountant will generally be able to complete the entire accounting of the
- (d) University's finances including Unigor's financial statements for the three years ended 31 December 2007, 2008 and 2009.
- (e) That the external accountant reviews the University's existing accounting system, the staff strength and make appropriate recommendations to produce accurate and timely financial reports for the University including acquittals for TESAS scholarships.
- (f) That the accountant establishes the University's accounting procedure manual.
- (g) That the accountant, in consultation with Council establish a financial reporting format that will contain the necessary information required by Council which must be implemented to furnish Council with the necessary financial information for decision making and control purposes.
- (h) That the University takes full control and ownership of capital projects occurring on the University to its own advantage. Contractors and architects, if not properly held accountable, will not protect the University's interests sensing the indifference demonstrated as a sign of weakness to seriously break contractual terms, certain that no further serious repercussions will accrue. The University's immediate attention is the completion of its Music Building and the multi-storey student hall of residence.

R. Recommendations regarding the financial costs and the costs of the boycott

- (a) That the Provincial Police investigate the theft of the perimeter fencing with a view to laying charges;
- (b) That the Okiufa landowners be served a bill for the repair of the fence at an estimated cost of K100,000;
- (c) That the OHE be advised of the total financial costs of K1.7 million and request reimbursement of the operational funds of the University.

S. Recommendations regarding landowner issues

- (a) That the Management needs to be fair and firm in its handling of landowner related problems in the interest of everyone and in accordance with the law of the land. Any criminal acts incited by landowners must be referred to the Police or handled in the Courts of the land.
- (b) That a Memorandum of Understanding between the two landowner groups and the University must be negotiated and signed in which all the duties and benefits of all parties are clearly spelt out.
- (c) That any larger criminal or threatening acts should be handled at the larger national level rather than with the immediate landowners, for example, the provincial government, other highlands provincial governments etc., to instil the national importance of this University into the locals' mentality of the potential harm to the national interest.

- (d) That if the landowners' agreement cannot be negotiated or the agreement is broken, the University should be relocated.

T. Recommendations concerning ex-employees

- (a) That the University reviews the status of its employees, particularly the non-academic staff and take appropriate actions in accordance with the relevant laws to avoid adverse consequences to the University.
- (b) That the University needs to work closely with its lawyers and obtain sound legal advice in its running of the University, particularly on contentious issues ahead of effecting the decisions.
- (c) That the University establish the involvement of ex-employees in the recent boycott of classes and refer those involved to the Police for prosecution.

II. Council's Standing Committee/Council Recommendations & Resolutions

Please note: the Standing Committee and Council resolutions are printed in red, and the IIC's recommendations are printed in blue.

A. Recommendations regarding Council, Boards and Committees

The Committee resolved to note that Standing Committee of Council was established on 14th May 2010. No TMT Steering Committee is set up yet.

- (a) That the TMT take immediate steps to establish the Standing Committee of the Council and a TMT Steering Committee;
- (b) That Vice Chancellor in consultation with the TMT examine opportunities to delegate his powers to appoint managers and academic leaders to chair committees and implement decisions; **is yet to delegate these powers and referred to A/VC for Action**
- (c) That the Statutes and By-laws governing the UOG Council Boards and Committees be reviewed and made accessible to the University community. **Is yet to review these documents and referred these to A/VC to Action**

RESOLUTIONS

Resolved to endorse the above recommendation on the following conditions:

- (i) **That TMT establishes the Steering Committee with its Terms of Reference (TOR) immediately and;**
- (ii) **Inform Council on the chemistry of the members and the timing of implementation.**
- (iii) **The Vice Chancellor must study the statutes carefully before conferring powers.**

B. Recommendations regarding whether the University standing regulations were followed by SRC

The Committee resolved to take the following actions:

- (a) **Vice Chancellor to refer them to Student Disciplinary Committee for further action.**
- (b) **CSC appointed Dr. Sam Kari & Mr. Thompson Harokaqveh to develop post-drama strategy program for students.**

- (c) That the TMT lay disciplinary charges against the SRC executives and, where appropriate, refer them to Police for independent investigation of any criminal allegations of unlawful conduct.
- (d) That the TMT develop a *post-drama strategy* program to conduct activities aimed at changing the hearts, minds and culture of the students and other stakeholders.

RESOLUTIONS

Resolved to endorse the above recommendations as presented

C. Recommendations regarding whether the approach and actions by NASA were appropriate

That the TMT lay disciplinary charges against the NASA executives and, where appropriate, refer them to Police for independent investigation of any criminal allegations of unlawful conduct.

The Committee resolved that the Chancellor and Acting Vice Chancellor to take action to refer them to Staff Disciplinary Committee for immediate action against them. Mr. Tetaga and Dr. Najike to take charge of staff post-drama programs.

(a) Noted the following comments and concerns:

- I. This item has serious implications on UOG if delayed longer.
- II. Unions must be informed after the internal audit and legal advice is sought. The outcome of the decision must be conveyed to respective stakeholders by the representatives accordingly.
- III. The audit must verify the report by the IIC prior to any decision because the area of Finance is more serious.
- IV. Mr. Tetaga and Dr. Najike to take charge of the above before 5th of July, 2010.

RESOLUTIONS

Resolved to endorse the above recommendations subject to the above conditions in subsections (a), (i) & (iv)

D. Recommendations regarding the Top Management Team

The Committee resolved that Acting VC to provide a full contractual cost analysis for the three staff with the involvement of HRM.

To wait for the Auditors financial report prior to making a decision.

- (a) Review the decision of the Interim Council to reappoint the TMT for a further 3 years in the light of the conclusions in this report.
- (b) Advertise the Top Management Team positions internationally and locally. **Not to advertise the positions.**
- (c) Review the position descriptions of the two Pro Vice Chancellors and consider the establishment a new position of Pro Vice Chancellor/Registrar with administration skills to attend to the in-house administrative functions of the University. **A/VC to action**
- (d) Instil a sense of honour, prestige, respect and grandeur that should normally surround appointments to University Committees. Every committee member should not work for self but for everyone and uphold that office with dignity. **A/VC to take lead.**
- (e) Avoid politicking, pinpointing, developing and cherishing grudges, grouping into interest groups.
- (f) Develop an environment where people speak freely and intellectually for the common good without fear or favour.

RESOLUTIONS

Resolved to endorse the above recommendation from (a) to (f) and await Audit and Legal reports

E. Recommendations regarding academic administration services

The Committee resolved that the acting TMT takes the lead with NASA and NANSa to work together towards meeting all these recommendations for the common good and prosperity of the university.

- (a) That all academic vacancies should be advertised nationally and internationally.
- (b) That all academic and non-academic positions should be filled in a transparent process.
- (c) That annual increments with staff appraisal should be reintroduced.
- (d) That new wage structures for academics should be negotiated as a matter of urgency.
- (e) That alternative staff arrangement such as transfer and exchange from national and international institutions be investigated.
- (f) That the existing staff development program be invigorated.
- (g) That a program be developed to focus on retention of staff.

RESOLUTION

Resolved to endorse the above recommendation from (a) to (g) as presented

F. Recommendation regarding overseas students' welfare

Referred to TMT

That the University develop a special desk for overseas students.

RESOLUTION

Resolved to endorse the above recommendation as presented

Recommendations regarding the Library

The Committee resolved to refer these matters from (a) – (d) below to TMT, Librarian, PVC, Academic and Bursary to take action on them.

- (a) The University should prepare a realistic budget with increased funding for the library, alerting Government of the real needs.
- (b) Other offices should be relocated to free the library for its principal use to provide academic service to scholars.
- (c) Subscribe to more journals and magazines.
- (d) Management should review library staff concerns and attend to them where necessary rather than ignoring them could lead to industrial action.

RESOLUTION

Resolved to endorse the above recommendation from (a) to (d) as presented

G. Recommendations regarding the academic structure

The Committee resolved to refer these matters (a) – (e) to TMT, NASA/NANSA & appoint an external Professional HR team to work on and achieve these by this year, 2010.

- (a) The Statutes of the University be changed to reflect that the Deans be selected on merit following national and international advertisement.
- (b) The University consider elevating the status of pay for Deans of Faculty to U6 or Professor Level.
- (c) the University appoints Heads of Department from the Professors, Associate Professors and Senior Lecturers, where they exist. Where junior staff must be appointed as Heads of Department, they continue to be remunerated at U4 or Senior Lecturer level.
- (d) These recommendations should be embraced in the recommended organizational and academic restructures.
- (e) The University of Goroka develops strategies for streamlining its Committee and Academic structures.

(f) Noted the following comments and concerns:

There needs to be a major overhauling of the University Organizational Structure. TMT to pursue two professional consultants to assist in the review to establish a model relevant to the needs of the University.

I. Whatever has been initiated by the sidelined TMT becomes part of the process.

- II. The composition of the group must include: a consultant, Internal UOG members and Stake holders.
- III. This must be an urgent task for the Management.

RESOLUTIONS

Resolved to endorse the above recommendation from (a) to (e) subject to the above conditions in subsections (f), (i) to (iv)

H. Recommendation regarding the academic programs

Referred to TMT

That the UOG justify to the Commission of Higher Education for the approval of its one year teacher diploma following the four year degree programs.

RESOLUTIONS

Resolved to endorse the above recommendation as presented

I. Recommendations regarding accreditation and linkages

Referred to TMT

- a) That the University of Goroka develops and implements quality assurance procedures for the internal audit and monitoring of its programs
- b) That the University of Goroka immediately audits all of its programs using external reviewers.
- (c) **Noted the following comments and concerns:**
 - I. It is necessary to engage independent external auditors internationally to come in on schedule to get program structured and implemented.

- II. **Develop UOG strategic plan to meet the needs and expectations of the 2050 vision.**
- III. **Consult Planning and Treasury departments prior to costing of the programs.**

RESOLUTIONS

Resolved to endorse the above recommendation from (a) and (b) subject to the above conditions in subsections (c), (i) to (iii)

J. Recommendation regarding the way forward

Referred to A/VC and TMT

That the staff and students of the University explore the Vision and Mission statements of the University of Goroka and develop plans to implement them for the benefit of the University and the Nation.

RESOLUTION

Resolved to endorse the above recommendation as presented

K. Recommendations regarding the errors in 2006 financial reports

The Committee resolved to request for a full Auditor General to check the following:

- (a) That as fixed assets represent 82% of the University's total assets, a proper fixed assets register be established that gets Management approval and is updated regularly.
- (b) That an audit is carried out into the University's Fixed Assets and establish the existence, ownership and values of fixed assets.
- (c) That, since more care must be exercised in preparing the University's financial reports, an external accountant be employed annually to assist in preparing the University's annual financial reports.

RESOLUTION

Resolved to endorse the above recommendation to be part of the TOR for the Auditors

- L. Recommendations regarding the Differences in MYOB generated reports, financial reports and bank statements – 2007**

The Committee resolved to request for a full Auditor General Financial Report and to use the firm used by UPNG if required to check the entries and to successfully achieve the matters (a) & (b) below as recommended by the IIC Report.

- (a) That the University carries out a review of its finances and establish its true financial position, and
- (b) Having achieved that, the University should establish a process under which the Administration has control over the Bursary on behalf of the University.

RESOLUTION

Resolved to endorse the above recommendation to be part of the TOR for the Auditors

- M. Recommendations regarding inaccuracies between MYOB generated reports and financial reports presented to management**

The Committee resolved to request for a full Auditor General's Financial Report and to use the firm used by UPNG to check the entries and to accomplish the matters from (a) – (d) below as recommended by the IIC Report.

That the University identifies the financial information requirements that the Bursary will supply, without which the Bursary will supply information that may not be relevant.

- (a) That the University ensures it controls moneys received for Public Investment Programmes so as to ensure that the cash balances agree with amounts held in Deferred Income Account.
- (b) That the University ensures moneys under PIP taken up in Deferred Income should strictly be used for the purpose for which the money was allocated.

- (c) That an independent audit is carried out to establish the exact reasons why the differences between the PIP Capital Expenditure Bank Account and the Deferred Income Account.

RESOLUTION

Resolved to endorse the above recommendation to be art of the TOR for the Auditors

N. Recommendation regarding the multi-level student hall of residence

The Independent Investigation Committee recommends that the University establish a project oversight committee to manage and coordinate capital projects involving huge amounts of money. The committee must possess the necessary knowledge to monitor and evaluate projects together with the Architects.

The Committee resolved to refer this matter to A/VC & TMT to ensure that future project funds are managed and monitored by UOG not to cause delays as experienced now when funds for projects are managed in Waigani.

No Committee has been set up yet.

RESOLUTION

Resolved to endorse the above recommendation and TMT maintain the contact with the relevant stakeholders for fund administration

O. Recommendations regarding Unigor Limited

The Committee resolved to refer this matter to the Unigor Board to Action (a) – (b) below as recommended by the IIC Report.

- (a) That a qualified accountant needs to be hired to complete the company's financial reports, income tax returns and annual returns, and also to facilitate the audit.
- (b) That the directors need to establish the truth surrounding the rumoured payments of K2.9 million in management fees, whether or not it involved double-dipping by certain persons and any recovery action needed to recover the money and penalize the perpetrators.

RESOLUTION

Resolved to endorse the above recommendation on the condition that the books will be updated and audited simultaneously with the UOG finance

P. Recommendations, remedial actions and way forward regarding financial issue

The Committee resolved to request for a full Auditor General Financial Report and the engagement of the firm used by UPNG to check the entries.

The Committee further resolved to engage an external accounting firm to look into the issues from (a) – (g) below as recommended by the IIC Report.

- (a) That the University conducts an immediate review into its finances to establish its exact financial position. An audit will not address this as the auditor's function is to establish that the financial reports present what actually happened.
- (b) That the University conduct a review into its accounting and reporting of its finances and if necessary, establish a workable system that will supply the University's financial information regularly to enable it to manage the University.
- (c) That the University employ a qualified external accountant to complete the University's 2007, 2008 and 2009 financial reports to be presented to the Auditor General for audit. The accountant will generally be able to complete the entire accounting of the University's finances including Unigor's financial statements for the three years ended 31 December 2007, 2008 and 2009.
- (d) That the external accountant reviews the University's existing accounting system, the staff strength and make appropriate recommendations to produce accurate and timely financial reports for the University including acquittals for TESAS scholarships.
- (e) That the accountant establishes the University's accounting procedure manual.
- (f) That the accountant, in consultation with Council establish a financial reporting format that will contain the necessary information required by Council which must be implemented to furnish Council with the necessary financial information for decision making and control purposes.
- (g) That the University takes full control and ownership of capital projects occurring on the University to its own advantage. Contractors and architects, if not properly held accountable, will not protect the University's interests sensing the indifference

demonstrated as a sign of weakness to seriously break contractual terms, certain that no further serious repercussions will accrue. The University's immediate attention is the completion of its Music Building and the multi-storey student hall of residence.

RESOLUTION

Resolved to endorse the above recommendation to be part of the TOR for the Auditors

Q. Recommendations regarding the financial costs and the costs of the boycott

The Committee resolved to refer these matters from (a) – (c) below to A/VC & TMT for action as recommended by the IIC Report.

- (a) That the Provincial Police investigate the theft of the perimeter fencing with a view to laying charges.
- (b) That the Okiufa landowners be served a bill for the repair of the fence at an estimated cost of K100, 000.
- (c) That the OHE be advised of the total financial costs of K1.7 million and request reimbursement of the operational funds of the University.

RESOLUTION

Resolved to endorse the above recommendation as presented

R. Recommendations regarding landowner issues

The Committee resolved to refer these matters from (a) – (d) below to A/VC, Landowner Reps. & TMT for action as recommended by the IIC Report.

- (a) That the Management needs to be fair and firm in its handling of landowner related problems in the interest of everyone and in accordance with the law of the land. Any criminal acts incited by landowners must be referred to the Police or handled in the Courts of the land.
- (b) That a Memorandum of Understanding between the two landowner groups and the University must be negotiated and signed in which all the duties and benefits of all parties are clearly spelt out.

- (c) That any larger criminal or threatening acts should be handled at the larger national level rather than with the immediate landowners, for example, the provincial government, other highlands provincial governments etc., to instil the national importance of this University into the locals' mentality of the potential harm to the national interest.
- (d) That if the landowner's agreement cannot be negotiated or the agreement is broken, the University should be relocated.

RESOLUTION

Resolved to endorse the above recommendation on the following conditions:

- (a) **TMT to furnish all document in respect to this matter to Councillor and Goroka MP, Thomson Harokaqveh to pursue at political level**
- (b) **UOG to provide 2 scholarships each to the two varying clans, TMT to workout the mechanics inline with current student criteria**

S. Recommendations concerning ex-employees

The Committee resolved to refer matters (a) – (c) below to A/VC & TMT to take action as recommended by the IIC Report.

- (a) That the University reviews the status of its employees, particularly the non-academic staff and take appropriate actions in accordance with the relevant laws to avoid adverse consequences to the University.
- (b) That the University needs to work closely with its lawyers and obtain sound legal advice in its running of the University, particularly on contentious issues ahead of effecting the decisions.
- (c) That the University establish the involvement of ex-employees in the recent boycott of classes and refer those involved to the Police for prosecution.

RESOLUTION

Resolved to endorse the above recommendation as presented

T. Councillor Simon Kenehe's resignation as CSC member

Councillor Kenehe's notice to resign from the Council Standing Committee was accepted and Mr. David Gahare was appointed unopposed to replace Mr. Kenehe.

The University Full Council resolved to:

- (a) Endorse all the above recommendations and conditions of the CSC to be implemented as soon as practical and;**
- (b) Inform relevant stakeholders of the outcome of the Council decision on the endorsed CSC recommendations.**