



# University of Mauritius

## Corporate Governance Report 2013



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## SECTION 1 INTRODUCTION

### 1.1 University of Mauritius

The University of Mauritius is a body corporate constituted under the provisions of the University of Mauritius (Amendment) Act 2012.

The objects of the University are to provide facilities for and to engage in teaching and research and thereby to promote the advancement of learning and knowledge and, in particular, to provide a university education responsive to the social, administrative, scientific, agricultural and technological needs of Mauritius; to hold out, on such terms as it thinks fit and within the limits of its resources to suitably and academically qualified persons who in the opinion of the University are able and willing to benefit from the facilities it offers, the opportunity of acquiring education befitting a university of the highest standing.

As per Section 5, “General Powers of the University”, of the University of Mauritius Amendment Act 2012, the University of Mauritius may:

- (a) acquire by purchase, gift by way of donation *inter vivos*, bequest or otherwise, hold, possess and manage property, both movable and immovable;
- (b) sell or exchange any property;
- (c) lease, rent or take on lease any property on such terms as it thinks fit;
- (d) compound or compromise any action, suit or proceedings or any debt;
- (e) receive all sums due and give full and valid discharge and sign any receipt therefore;
- (f) open any account at any bank, effect any payment into that account or withdraw any sum there from;
- (g) draw, sign and endorse any cheque, draft, bill or other negotiable instrument;
- (h) effect or accept any payment;
- (i) borrow money, mortgage any immovable property;
- (j) invest any monies in such securities, movable or immovable, in such manner as it thinks fit;
- (k) consent to the erasure or removal of any inscription seizure, attachment or other prohibition, with or without payment;
- (l) make such donations as it thinks fit;
- (m) organise flag days or other functions for the raising of funds;
- (n) do all such other acts or things which a corporate body may do.

The functions of the University are outlined in Section 7 of the University of Mauritius (Amendment) Act 2012.

### 1.2 Vision

The University of Mauritius aspires to be a leading international university, bridging knowledge across continents through excellence and intellectual creativity.

### 1.3 Mission

The core mission of the University is the creation and dissemination of knowledge and understanding for the citizens of Mauritius and the international community for social, environmental and economic development.

### 1.4 Strategic Directions of the University of Mauritius

To achieve this mission, the University is committed to:

- Develop the required competence, knowledge, flair, adaptability and team skills in its students and staff to enable them to serve as active citizens and to enhance their employability, *inter-alia*, through lifelong learning and ethical reflections;
- Engage in research focusing on more innovative and cutting-edge themes, deliver high quality learning and teaching and pursue community outreach initiatives for societal development and well-being;
- Develop and sustain an intellectual, innovative and facilitating environment that nurtures entrepreneurship and leadership through various networking activities in the local, regional and international arena.

The strategic directions of the University are:

- |                           |  |
|---------------------------|--|
| 1. knowledge creation     | 4. quality culture and good governance                 |
| 2. knowledge diffusion    | 5. national, regional and international collaborations |
| 3. investing in resources | 6. community outreach                                  |

### 1.5 Core Values

The UoM's core values are: Integrity, Openness and Transparency, Excellence, Accountability, Equity, Respect, Community Service, Innovation, Teamwork and Collaboration.

### 1.6 Corporate Information

University of Mauritius  
UoM Campus, Réduit  
Republic of Mauritius  
Tel : (230) 403 7400  
Fax : (230) 454 9642  
Email : [vc@uom.ac.mu](mailto:vc@uom.ac.mu)  
Website : [www.uom.ac.mu](http://www.uom.ac.mu)

## **1.7 Amendment of the University of Mauritius Act**

Following the enactment of the Economic and Financial Measures (Miscellaneous Provisions) Act 2012, the University of Mauritius (Amendment) Act 1992 was amended and the new legislation, effective as from 22 December 2012, provides for (1) the UOM Trust registered on 23 October 2006 to be deemed as having been set up by the University under the amended University of Mauritius Act, and (2) the setting up of a Consultative Committee for the purpose of ensuring ongoing collaboration between the University and the private sector.

The UoM Act is now referred to as “The University of Mauritius (Amendment) Act 2012”.

As per the provisions under Section 15(1) of the University of Mauritius (Amendment) Act 2012, the Council of the University of Mauritius is the executive body of the University and has the custody, control and use of the common seal of the University.

## **1.8 Restructuring of the University of Mauritius and Amendment of the University of Mauritius Statutes**

Pursuant to Section 9 of the University of Mauritius (Amendment) Act, 1992, and Section 4 of the Statutes of the University of Mauritius (Amendment), 1997, Mr Dharam Dev Manraj was appointed as Visitor to the University of Mauritius by the Honourable Prime Minister in October 2012.

On 25 February 2013, the Visitor submitted his Report on the Restructuring of the University of Mauritius, containing a number of recommendations aimed at improving the conditions of students and faculty, enhancing the quality of education offered, establishing a more responsible management, coping more easily with the fast-paced technological evolution, producing more world class graduates, and ultimately positioning the University of Mauritius as an internationally recognised Institute of Higher Learning, Research and Development.

The Report was considered by the UoM Council on 14 March 2013, and approved *in toto*.

The new University of Mauritius Statutes 2013 were approved by the UoM on 15 April 2013 and were published under Government Notice No. 93 of 2013 in the Government Gazette No. 40 of 04 May 2013.

The UoM started implementing the recommendations laid down in the Visitor’s Report soon after the publication of the new UoM Statutes 2013.

The change brought to the Statutes has laid down the framework for the University of Mauritius to adhere more closely to the principles of good governance. Sections 30(3) – 30(7) of the University of Mauritius Statutes 2013 explicitly provide for more openness and transparency in the workings of the decision-making bodies of the University.

## SECTION 2 COUNCIL OF UNIVERSITY OF MAURITIUS

### 2.1 Role and Functions of the University of Mauritius Council

The role and functions of the UoM Council are set out as per Section 21 of the University of Mauritius Statutes 2013.

### 2.2 Structure of the University of Mauritius Council

The Council, as stipulated at Section 20 of the University of Mauritius Statutes 2013, consists of:

- (a) the Pro-Chancellor as Chairperson;
- (b) the Vice-Chancellor;
- (c) the Pro-Vice-Chancellor (Academia);
- (d) the Pro-Vice-Chancellor (Planning and Resources);
- (e) the Chief of Facilities and Services;
- (f) a Dean of Faculty to serve by rotation for six months;
- (g) an elected representative of the academic staff of the University;
- (h) an elected representative of the non-academic staff of the University;
- (i) an elected representative of the Students of the University;
- (j) such other members not exceeding 9, 3 of whom shall be from the Public Sector, nominated by the Prime Minister from among persons who have been recommended to him by the appropriate professional bodies or institutions and who have distinguished themselves in the fields of education, agriculture, the arts, government, science and technology, business and the professions.
- (k) other members will attend in a consulting capacity as and when required.

### 2.3 Composition of the University of Mauritius Council and Attendance at Council Meetings

Membership	Name/Position	Attendance (out of total of 14 meetings)
Pro-Chancellor as Chairperson	Professor S Jugessur, <i>CSK, GOSK</i> Pro-Chancellor and Chairperson of Council	14
Vice-Chairperson	Dr J C Autrey, <i>CSK</i> Retired Director, MSIRI; General Secretary, ISSCT <i>Appointed as member of Council under Section 20(j) of the UoM Statute 2013 and elected as Vice- Chairperson of Council</i>	13
Vice-Chancellor	Professor H C S Rughooputh Vice-Chancellor <i>(up to 07 August 2013)</i>	9
	Professor T Ramjeawon, Acting Vice-Chancellor <i>(from 07 August to 07 September 2013)</i>	1



Membership	Name/Position	Attendance (out of total of 14 meetings)
Vice-Chancellor( <i>cont.</i> )	Professor R Mohee Acting Vice-Chancellor( <i>from 09 Sep to 15 Dec 2013</i> ) Vice-Chancellor ( <i>as from 16 Dec 2013</i> )	3
Pro-Vice-Chancellor (Academia)	Professor R Mohee ( <i>as from 09 September 2013 to 15 December 2013</i> )	
Pro-Vice-Chancellor (Planning and Resources)	Dr P W Currant ( <i>as from 14 October 2013</i> )	2
Chief of Facilities and Services	Mr H Goolap( <i>as from 09 September 2013</i> )	3
A Dean of Faculty to serve by rotation for six months	Professor T Ramjeawon ( <i>up to 06 March 2013</i> )	1
	Professor Y Jaufeerally-Fakim ( <i>from 07 March to 06 September 2013</i> )	10
	Associate Professor S K Ramchurn ( <i>as from 07 September 2013</i> )	3
An Elected Representative of the Academic Staff of the University	Mr M Bunwaree Senior Lecturer	14
An Elected Representative of the Non-Academic Staff of the University	Mr D Surnam Services Superintendent	14
An Elected Representative of the Students of the University	Mr S K Dhunoo ( <i>up to 08 February 2013</i> )	1
	Miss L Mooneeram ( <i>with effect from 12 February 2013</i> )	13
Such other members not exceeding 9, 3 of whom shall be from the Public Sector, nominated by the Prime Minister from among persons who have been recommended to him by the appropriate professional bodies or institutions and who have distinguished themselves in the fields of education, agriculture, the arts, government, science and technology, business and the professions	Mrs U N Demkah-Bagha Human Resource Manager	14
	Dr T K Gunness Director, Cardiac Services Cardiac Surgeon	7
	Dr A Jeetun Director, Mauritius Employers' Federation ( <i>up to 31 January 2013</i> )	--
	Mrs S Naiken Chief Executive Officer, Financial Reporting Council	12
	Mr G Ng Wong Hing, Attorney-at-Law ( <i>Resigned as Council Member on 14 December 2013</i> )	14
	Mrs P Subrun, Retired Educator	11
	Mrs N Nababsing, Permanent Secretary, Ministry of Tertiary Education, Science, Research and Technology( <i>as from 09 July 2013</i> )	5
	DrL D Mamet, Director, Regional Training Centre ( <i>as from 09 July 2013</i> )	6
	Mr G Gopee, Director, Office of Public Sector ( <i>as from 09 July 2013</i> )	5
Served as Secretary to Council (under previous Statutes 1997)	Mrs S R Issur-Goorah( <i>up to 03 May 2013</i> )	3
Council Secretary ( <i>post created upon publication of the UoM Statutes 2013 under GN93 in Government Gazette 40 of 4 May 2013</i> )	Mr G Ng Wong Hing( <i>Served as Secretaryto Council on 14 March and 15 April 2013</i> )	2
	Mr M Bunwaree( <i>Acted as Council Secretary as from 07 May 2013</i> )	9

Membership	Name/Position	Attendance (out of total of 14 meetings)
<b><u>In Attendance:</u></b>		
Mrs K C Bholah	Finance Director	13
Mrs B Ramano	Assistant Registrar restyled to Administrative Manager as from May 2013	13
Mr SSGungah (up to 30 September 2013)	Assistant Registrar restyled to Administrative Manager as from May 2013	8

## 2.4 Role of the Council of University of Mauritius

Under Section 15 of the University of Mauritius Act Amendment 2012, the Council of the University of Mauritius is:

- the executive body of the University and shall have the custody, control and use of the common seal of the University.
- is responsible for the management and administration of the revenue and property of the University, and shall have general control over the conduct of the affairs of the University.

## 2.5 Conflict of Interests

The University abides fully by the provision under Section 13 of the Prevention of Corruption Act 2002 amended 2006.

## 2.6 Role and Functions of the Chairperson of Council

The role and functions of the Chairperson of the Council of the University of Mauritius is set out in Section 30 of the University of Mauritius Statute 2013.

## 2.7 Role and Functions of the Vice-Chancellor of the University of Mauritius

As per Section 11 of the University of Mauritius Act (Amendment) 2012, the Vice-Chancellor:

- is the Principal academic and administrative officer of the University, and has the general responsibility to the Council for maintaining and promoting the good order and efficiency of the University.
- shall chair Senate and be an ex-officio member of the Convocation, the Court, the Council and all committees and sub-committees of such bodies except the Committee constituted under paragraph (1).

As per Section 6(4) of the University of Mauritius Statutes, the Vice-Chancellor shall:

- confer degrees during the inability of the Chancellor through illness or any other cause;

- (b) refuse, without being required to explain his decision, to admit any person to be registered as a student;
- (c) suspend, on what he deems to be good cause, any member of the staff of the University, or any student, until consideration by the next Council or Senate; and
- (d) prepare, after consultation with the Pro-Vice-Chancellor (Academia), Pro-Vice-Chancellor (Planning and Resources), the Chief of Facilities and Services, the Finance Director, the Deans of Faculties and such other persons as he may deem expedient, an annual budget for the succeeding financial year of the University's operation for submission to the Budget and Infrastructure Committee.

## 2.8 Role and Functions of the Pro-Vice-Chancellors

The role and functions of the Pro-Vice-Chancellor (Academia) and Pro-Vice-Chancellor (Planning and Resources) of the University of Mauritius are set out in Section 7 and Section 8 respectively, of the University of Mauritius Statutes 2013.

## 2.9 Remuneration of Council Members

In accordance with the provisions of the 2013 PRB Report, the Pro-Chancellor and Chairperson of Council was paid a monthly allowance of Rs28 500 i.e. a total of Rs342000 for 2013. The allowance covered all the responsibilities of the Pro-Chancellor and Chairperson of Council, which also included the chairing of the UoM Budget and Infrastructure Committee (up to 06 May 2013), amongst others.

During 2013, the fees paid to UoM Council Members according to their attendance at Council meetings up to 13 December 2013 (last Meeting of Council for year 2013) are summarized below:

NAME	ANNUAL FEE (Rs)
Dr Autrey J C, CSK	11050
Mr M Bunwaree	14 735
Mrs U N Demkah-Bagha	11 900
Mr S Dhunoo	850
Miss L Mooneeram	11 050
Dr T K Gunness	5 950

Dr A Jeetun	Nil
Mrs S Naiken	10 500
Mr G Ng Wong Hing	11 580
Mrs P Subrun	9 350
Mr D Surnam	11 900
Mrs N Nababsing	4250
Dr L D Mamet	5100
Mr G Gopee	3400

Elected and nominated Members of Council were remunerated for their attendance at Council. UoM Staff serving as *ex-officio* Members on Council did not draw any remuneration for their attendance at Council Meetings. The UoM Finance Director, who was in attendance at Council Meetings, did not draw any remuneration either. Mrs B Ramano and Mr S SGungah were remunerated only for work performed outside normal working hours.

## 2.10 Selection of Members of Council

The composition and appointment of members of Council are prescribed in Section 20 of the University of Mauritius Statutes 2013.

## SECTION 3 STATUTORY COMMITTEES

### 3.1 Staff Committee

#### 3.1.1 Role and Functions of the Staff Committee of the University

The role and functions of the UoM Staff Committee are set out as per Section 17 of the University of Mauritius Statutes 2013.

#### 3.1.2 Structure of the Staff Committee

The Staff Committee shall consist of :

- (i) a Chairperson appointed by the Council (who shall not be the Chairperson of Council);
- (ii) the Vice-Chancellor;
- (iii) threemembers chosen by Council from among its members;
- (iv) the Dean of Faculty concerned for appointments in a particular Faculty; and
- (v) the Director of Human Resources may be co-opted as and when required.

#### 3.1.3 Composition of the Staff Committee and attendance at Staff Committee meetings

The Staff Committee was composed of the following Members during 2013:

Name	Title	Chairperson/ Members	Attendance
Mrs U N Demkah-Bagha	Human Resource Manager	Chairperson	24/24
Professor H C S Rughooputh	Vice-Chancellor from 20.06.12 to 06.08.13	Member	18/18 <i>From 01/01/13 to 06/08/13</i>
Professor (Mrs) R Mohee	Ag. Vice-Chancellor & Pro-Vice-Chancellor (Academia) from 09.09.13 to 15.12.13 Vice-Chancellor as from 16.12.13	Member	5/6
Pro-Vice-Chancellor	Pro-Vice-Chancellor (Academia) Vacant from 01.01.13 to 08.09.13	Member	NIL
Mrs S Naiken	Chief Executive Officer (FRC) <i>(Resigned as from 19.11.13)</i>	Member	20/21
Mr G Ng Wong Hing	Attorney at Law <i>(resigned as Council and Staff Committee Member as from 14 December 2013)</i>	Member	23/24
<b>Co-opted Member</b>			
Dr P B W Currant	Pro-Vice-Chancellor (Planning & Resources) from 14 October 2013	Member	1/1

Name	Title	Chairperson/ Members	Attendance
Mrs B Ramano	Ag. Director of Human Resources from 07.11.13 to 29.11.13	Co-opted Member	2/2
Mr S SGungah	Director of Human Resources (with effect from 23.10.2013)	Co-opted Member	2/4
<b>Secretary</b>			
Mrs S R Issur-Goorah	Registrar (Secretary up to 504 <sup>th</sup> Meeting of Staff Committee)	Secretary	7/7
Mr S SGungah	Assistant Registrar restyled to Administrative Manager as from May 2013(As from 505 <sup>th</sup> Meeting of Staff Committee)	Secretary	12/12
Mrs B Ramano	Assistant Registrar restyled to Administrative Manager as from May 2013	Ag. Secretary	2/2
Mrs V Boodnah	Ag. Administrative Manager	Ag. Secretary	3/4
Mrs J Riviere-Ramchurn	Principal Executive Assistant	Ag. Secretary	1/1
<b>In Attendance</b>			
Mrs B Ramano	Assistant Registrar restyled to Administrative Manager as from May 2013	-	7/7
Mr S SGungah	Assistant Registrar restyled to Administrative Manager as from May 2013		6/6
Mrs J Riviere-Ramchurn	Principal Executive Assistant	-	1/1

### 3.1.4 Remuneration of Staff Committee Members

- (i) In accordance with the provisions of the 2013 PRB Report, Mrs U N Demkah-Bagha, Chairperson of UoM Staff Committee, was paid a monthly allowance of Rs19,773/- i.e. a total of Rs 237,276 for the year 2013.
- (ii) During 2013, the fees paid to Staff Committee Members according to their attendance of meetings are provided below:

NAME	ANNUAL FEE (Rs)
Mrs S Naiken	20 330
Mr G Ng Wong Hing	19 550
<b>TOTAL</b>	<b>39880</b>

- (iii) The Vice-Chancellor, as *ex-officio* member of Staff Committee and the Registrar were not remunerated for their participation at Staff Committee meetings. Mrs B Ramano and Mr S S Gungah were remunerated only for work performed outside normal working hours.

## 3.2 Budget and Infrastructure Committee

### 3.2.1 Role and Functions of the Budget and Infrastructure Committee of the University

The role and functions of the UoM Budget and Infrastructure Committee are set out as per Section 22 of the University of Mauritius Statutes 2013.

### 3.2.2 Structure of the Budget and Infrastructure Committee

The Budget and Infrastructure Committee shall consist of :

- (a) a Chairperson to be selected by Council from among its members other than the Chairperson of the Council;
- (b) the Vice-Chancellor;
- (c) the Pro-Vice-Chancellor (Planning and Resources);
- (d) the Chief of Facilities and Services;
- (e) the Finance Director; and
- (f) three other persons chosen by Council from among its members.

Four members of the Budget and Infrastructure Committee shall form a quorum.

The Budget and Infrastructure Committee shall select one of the Administrative Managers to serve as its Secretary. He shall be the Secretary of only one Statutory Committee.

### 3.2.3 Composition of the Budget and Infrastructure Committee and attendance at Budget and Infrastructure Committee meetings

Present Composition	Title	Chairperson/Members	Attendance
Dr J C Autrey, CSK	Retired Director, MSIRI; General Secretary, ISSCT	Chairperson (as from 127 <sup>th</sup> meeting)	7/7
Dr T K Gunness	Director, Cardiac Services Trust Fund (Cardiac Centre)	Member	2/7
Mrs U N Demkah-Bagha	Human Resource Manager	Member	5/7
Mrs P Subrun	Retired Educator	Member (up to 127 <sup>th</sup> Meeting)	1/1
Prof H C S Rughooputh	Vice-Chancellor	Member (up to 129 <sup>th</sup> meeting)	3/3
Prof T Ramjeawon	Ag. Vice-Chancellor	Member (as Ag.VC for 130 <sup>th</sup> meeting only)	1/1
Prof R Mohee	Vice-Chancellor	Member (as Ag. VC for 131 <sup>st</sup> and 132 <sup>nd</sup> meetings) (as VC as from 16 December 2013)	3/3
Dr P Currant	Pro Vice-Chancellor (Planning & Resources)	Member (as from 14 October 2013)	2/2
Mr H Goolap	Chief of Facilities & Services	Member (as from 09 September 2013)	7/7
Mrs K C Bholah	Finance Director	Member (as from 04 May 2013)	7/7
Mrs V Bhurtun	Administrative Officer	Secretary (as from 131 <sup>st</sup> Meeting)	3/3

### 3.2.4 Remuneration of Budget and Infrastructure Committee Members

- (i) In accordance with provisions of the 2013 PRB Report, Dr J C Autrey, Chairperson of Budget and Infrastructure Committee, was paid a monthly allowance of Rs19773 with effect from his appointment as Chairperson on 07 May 2013. A total of Rs154357 was paid during the year 2013.
- (ii) During 2013, the fees paid to Members (including travelling allowance, where applicable) based on their attendance at meetings were as follows:

Member	Total Amount Paid (Rs)
Mrs U N Demkah-Bagha	5,350
Dr T K Gunness	1,700
Mrs P Subrun	1,070

The Vice-Chancellor, the Pro-Vice-Chancellor (Planning and Resources), the Chief of Facilities, the Finance Director were not remunerated for their participation at Budget and Infrastructure since they were serving in an *ex-officio* capacity.

## 3.3 Senate of University of Mauritius

### 3.3.1 Role and Functions of the Senate of the University

As per Section 16 of the University of Mauritius Amendment Act 2012, the Senate of the University is the academic authority of the University and subject to the powers and functions of the Council as prescribed by the University of Mauritius Act and the Statutes, is responsible for the academic work of the University both in teaching and in research, the award of degrees, other than Honorary Degrees, Diplomas and other academic distinctions and the regulation and superintendence of the education and discipline of students.

The detailed role and functions of the UoM Senate are set out as per Section 23 of the University of Mauritius Statutes 2013.

### 3.3.2 Structure of the Senate

- (a) The Vice-Chancellor as Chairperson;
- (b) The Pro-Vice-Chancellor (Academia) as Deputy Chairperson of Senate;
- (c) The Deans of Faculties;
- (d) The Registrar;
- (e) The Chief Librarian;
- (f) The Director of Quality Assurance;
- (g) Three full Professors elected University wise and one elected academic staff per Faculty.

- (h) Three members from professional, commercial and industrial sectors nominated by the Senate; and
- (i) One representative nominated by the Students' Union.

### 3.3.3 Composition of the Senate and attendance at Senate meetings

#### Under previous Statutes

Membership	Name/Position	Attendance (out of total of 11 Meetings)
Vice-Chancellor as Chairperson	Prof H C S Rughooputh	7
Pro-Vice-Chancellors	<i>Vacant</i>	
<b>Deans of Faculty:</b>		
Agriculture	Prof Y Jaufeerally-Fakim	3
Engineering	Prof T Ramjeawon	3
Law & Management	Assoc Prof A Ramgooty-Wong Yin Sang	2
Science	Assoc Prof S K Ramchurn	2
Faculty of Social Studies & Humanities	Assoc Prof J Chan Low	3
<b>One Departmental Head for each Faculty</b>		
Agriculture	Mr N Boodia	3
Engineering	Dr V Seebaluck	2
Law & Management	Mr I Vencatachellum	3
Science	Dr P Nunkoo-Gonpot	3
	Assoc Prof V Florens	1
Social Studies	Assoc Prof B Cunniah	2
The Chief Librarian	Mr I Dassyne	3
<b>All Professors of the University holding Appointment on the Permanent and Pensionable Establishment</b>		
	Prof M Bhuruth	2
	Prof S SBunwaree	3
	Prof S Facknath	2
	Prof R Ramasami	2
	Prof S K Sobhee	1
	Prof A H Subratty	3
<b>Three persons associated with research or teaching</b>	Mr P Dinan	1
	Mr R Dubois	1
	Mr A Kalla	3
<b>Three persons appointed by Council</b>	Mr G Gnany	1
	Dr K Pillai	2
	Dr A S Saumtally	1
<b>One Representative of the Students' Union</b>	Mr S M HafeezToofail	2
<b>Registrar &amp; Secretary</b>	Mrs S R Issur-Goorah	3
<b>In Attendance:</b>		
Mrs K C Bholah	Finance Director	3
Assoc Prof B Lalljee	Director, CCRC	3
Mr R Halkhoree	Director, CITS	3
Dr F Khodabocus	Director, Quality Assurance	3



Membership	Name/Position	Attendance (out of total of 11 Meetings)
Dr V Koonjal (Represented by Assoc Prof D Ramdhony)	Director MGI/Officer-in-Charge - MGI & RTI	3
Prof A K Lavania (Represented by Prof S Shukla)	Principal (In Charge), SSR Medical College	2
Mr R Raman	Resident Director & Head, C-DAC School of Advanced Computing	2
Mrs R D Rampersad	Officer-in-Charge, CPDL	3
Mr M Santally	Officer-in-Charge, VCILT	3
Assoc Prof O N Varma (Represented by Dr A B Rumjaun)	Ag. Director, MIE	1
Mrs P TseRaiWai	Assistant Registrar	3

**Under new Statutes as from May 2013**

Membership	Name/Position	Attendance (out of total of 11 Meetings)
<b>Vice-Chancellor as Chairperson</b>	Prof R Mohee	3
<b>Pro-Vice-Chancellor (Academia) as Deputy Chairperson of Senate</b>	<i>Vacant</i>	
<b>Deans of Faculty:</b>		
<b>Agriculture</b>	Prof Y Jaufeerally-Fakim	5
	Dr J S Santchurn( <i>Acting Dean</i> )	1
<b>Engineering</b>	Prof T Ramjeawon	7
<b>Law &amp; Management</b>	Assoc Prof A Ramgooty-Wong	7
	Assoc Prof B Seetanah( <i>Acting Dean</i> )	1
<b>Science</b>	Assoc Prof S K Ramchurn	7
	Prof A H Subratty( <i>Acting Dean</i> )	1
<b>Faculty of Social Studies &amp; Humanities</b>	Assoc Prof J Chan Low	8
<b>Registrar</b>	Mrs S R Issur-Goorah	6
	Mr H Goolap( <i>Acting Registrar</i> )	2
<b>The Chief Librarian</b>	Mr I Dassyne	7
<b>Director, Quality Assurance</b>	Dr F Khodabocus	8
<b>Three Full Professors elected University Wise</b>		
	Prof M Bhuruth	4
	Prof S Facknath	5
	Prof R Ramasami	3
<b>One elected academic staff per Faculty</b>		
<b>Agriculture</b>	Assoc Prof B Lalljee	5
<b>Engineering</b>	Dr N Kistamah	5
<b>Law &amp; Management</b>	Mr M J Lamport	6
<b>Science</b>	Assoc Prof H T Y Li Kam Wah	7
<b>Social Studies &amp; Humanities</b>	Dr A M AulleearOwodally	6
<b>Three Members from Professional, Commercial and Industrial Sectors</b>		
	Mr G Gnany	3
	Dr K Pillai	4
	Dr A S Saumtally	3
<b>One Representative of the Students' Union</b>	Mr S M HafeezToofail	5
<b>Secretary</b>	Mrs P TseRaiWai, Assistant Registrar	3
	Mrs U R Rajkumarsingh, Administrative Manager	6

### 3.3.4 Remuneration of Senate Members

NAME	ANNUAL FEE (Rs)
Prof M Bhuruth	5,100
Prof S Facknath	5,950
Prof R Ramasami	4,250
Prof S K Sobhee	850
Prof A H Subratty	3,400
Assoc Prof B Lalljee	4,250
Dr N Kistamah	4,250
Mr M J Lamport	5,100
Assoc Prof H T Y Li Kam Wah	5,950
Dr A M AulleearOwodally	5,100
Mr N Boodia	2,550

Prof S SBunwaree	2,550
Assoc Prof B Cunniah	1,700
Assoc Prof V Florens	850
Dr P Nunkoo-Gonpot	2,550
Dr V Seebaluck	1,700
Mr I Vencatachellum	2,550
Mr P Dinan	850
Mr R Dubois	850
Mr G Gnany	3,400
Mr A Kalla	2,550
Dr K Pillai	5,100
Dr A S Sauntally	3,400
Mr S M HafeezToofail	5,950

The Vice-Chancellor, Pro-Vice-Chancellor (Academia), Registrar, Deans of Faculty, the Chief Librarian and the Director of Quality Assurance being *ex-officio* members on Senate, did not receive any remuneration for their attendance at Senate Meetings. The other members were remunerated according to the number of meetings attended.

## 3.4 Audit Committee

### 3.4.1 Role and Functions of the Audit Committee of the University

The Audit Committee is charged with the responsibility of assisting the UoM Council in fulfilling its fiduciary responsibilities to provide oversight with respect to:

- (i) the integrity of the University's financial statements and other financial information;
- (ii) the University's system of internal controls;
- (iii) the engagement and performance of the independent auditors;
- (iv) the performance of the internal audit function; and
- (v) compliance with legal requirements and policies regarding ethical conduct.

In particular, the Audit Committee is responsible for:

- (a) ensuring the effective functioning of the internal control system;
- (b) promoting good governance practices at the University;
- (c) identifying and advising on risk areas;
- (d) reviewing and advising on the functioning of the internal and external audits;
- (e) promoting the principle of value for money at the University;
- (f) acting as a liaison mechanism between the UoM Council and the External Auditor;
- and
- (g) over viewing the UOM Trust as well.

### 3.4.2 Composition of the Audit Committee and attendance at Audit Committee Meetings

Name	Title	Chairperson/ Members	Attendance (out of total of 3 meetings)
Mrs S Naiken	Chief Executive Officer, Financial Reporting Council	Chairperson	3
Mr G Ng Wong Hing	Attorney-at-Law	Member	3
Mrs P Subrun	Former Education Officer	Member	2
Mrs S R Issur-Goorah	Registrar	Secretary (up to March 2013)	1
Mr H Goolap	Administrative Manager	Secretary (August 2013)	3
Mrs V Bhurtun	Administrative Officer	Secretary (as from Sep 2013 to date)	3

### 3.4.3 Remuneration of Audit Committee Members

Name	Total Amount Paid (Rs)
Mrs S Naiken	6,360
Mr G Ng Wong Hing	2,550
Mrs P Subrun	2,140

UoM staff members were not remunerated for their participation in meetings of Audit Committee.

## SECTION 4 ROLE AND FUNCTIONS OF THE COUNCIL SECRETARY

As per Section 13 of the University of Mauritius Statutes, the Council appoints a Chartered Secretary on contract to serve as its Secretary with terms and conditions as may be agreed by the parties.

## SECTION 5 RISK MANAGEMENT, INTERNAL CONTROL AND INTERNAL AUDIT

### 5.1 Internal Control Procedure / Internal Audit

The UoM appointed MAZARS (a firm of Chartered Accountants) as its Internal Audit Consultant on a one-year part-time contractual basis with effect from 09 July 2012. Upon expiry of the contract in July 2013, UoM approved the extension of their contract for one additional year with effect from 11 November 2013 under the same terms and conditions as the first contract.

MAZARS's main function is to assess control adequacy and effectiveness from a process perspective. It also ensures that the operations of any entity are conducted according to the highest standards of best practice by providing an independent, objective assurance to management. The Internal Audit Consultant also helps the UoM to achieve its objectives by evaluating and recommending improvements to the effectiveness of the internal controls.

During 2013, MAZARS submitted the following Internal Audit Reports:

- a) draft Report on Consultancy Contract and Research Centre (CCRC) on 09 April 2013 and the Final Report on 02 July 2013.
- b) draft Report on Procurement and Accounts Payable on 17 July 2013 and the Final Report on 24 October 2013.

## **5.2 Risk Management**

### **Financial Risks**

UoM continues to develop risk management policies. The University, as a public sector entity, is not much exposed to financial risks. The organisation does not use significant derivative financial instruments to hedge risk. However, in its normal course of business, UoM incurs certain risks as elaborated under Accounting Policies Note 38 which could influence the achievement of UoM objectives.

### **Operational Risks**

#### **(a) Policies and Procedures**

During the year under review, the UoM continued the implementation of various Occupational Safety and Health (OSH) policies and procedures, including the following:

- safety and health policy
- fire evacuation procedure
- bomb threat
- biological spill/chemical spill and gas leak procedures; and
- medical emergency procedure.

Action was also initiated to update UoM Safety and Health Policy, Safety Manuals, and Accident Report Procedures.

#### **(b) Risk Assessment**

Risk Assessment has become an important aspect of the Occupational Safety and Health Act 2005. Section 11 of the Act requires every employer to conduct a risk assessment at the workplace and Section 12 of the Act requires management to keep record of the risk assessment findings in a register.

The Risk Assessment of University of Mauritius was reviewed in 2013 in order to comply with Section 11 of Occupational Safety and Health Act 2005. The Risk Assessment Exercises would be next reviewed and upgraded in 2015.

In the same line, Safe Work Procedures for machines/equipment were worked out and made available in UoM laboratories to minimize risk of bodily injuries when working with hazardous equipment/machines.

(c) Corporate Safety and Health Committee

In line with Section 21 of the Occupational Safety and Health Act 2005, the UoM set up a corporate Safety and Health Committee to:

- promote co-operation between the University and its employees in achieving and maintaining safe and healthy working conditions;
- make proposals on matters regarding the safety, health and welfare of employees;
- make recommendations on training requirements for particular staff or staff categories;
- consider occupational accidents, dangerous occurrences and occupational diseases and make recommendations to the employer.

(d) Departmental Safety and Health Committees

Departmental Safety and Health Committees met regularly at Faculty level to address local health and safety issues for continuous monitoring and improvement.

## **SECTION 6 ACCOUNTING AND AUDITING**

### ***Statement of Directors' Responsibilities for Financial Statements***

The Council's responsibility for financial statements is provided under Section 34 of the UoM Statutes 2013.

The Audited Financial Statements for the year ended 31 December 2012 were certified on 30 September 2013 and included in the UoM Annual Report 2012/2013.

The Financial Statements of the University have been prepared in accordance with the International Public Sector Accounting Standards (IPSASs) issued by the International Public Sector Accounting Board (IPSAB) which is a Board of the International Federation of Accountants Committee (IFAC).

Where an IPSAS does not address a particular issue, the appropriate International Financial Reporting Standards (IFRSs) and International Accounting Standards (IASs) of the International Accounting Standards Board (IASB) are applied.

The UoM's financial statements are audited by the National Audit Office and the Audit fees payable during the year 2013 were Rs400000.

## **SECTION 7 INTEGRATED SUSTAINABILITY REPORTING**

### **7.1 Ethics**

The UoM is committed to being a research-led institution that engages students and academics in a research culture that values knowledge creation for its own sake, for the potential benefits it promises humankind and for the ways it enriches higher learning.

The University has a responsibility for ensuring that the research undertaken in its name is conducted in accordance with the prevailing Laws of Mauritius and the principles and requirements of any relevant Code of Practice and Guidelines, is consistent with best practice and public interest. The UoM in turn expects the highest standards of research integrity from the researchers it supports which include staff and students.

The University reviews research proposals which contain elements that may affect ethical/moral values. Such scrutiny applies to both laboratory-based and non-laboratory based experimentation/research projects, and examines the following aspects:

- experimentation on human subjects or human-derived material
- animal experimentation
- threat to the public good or rule of law
- health hazards
- threat to the environment
- threat to the national heritage
- elements of moral damage

### **7.2 Health/Safety and Environment**

The University of Mauritius has complied fully with the Occupational Health and Safety Act 2005. Several actions were taken to ensure safety and health on the campus as mentioned below:

- safety signs and notices
- statutory examination of specific laboratory equipment and machinery
- housekeeping
- management of contractors on campus
- review of gas reticulation systems in UoM laboratories

## **SECTION 8 COMMUNICATION AND DISCLOSURE**

As per Statute 19(8), the University of Mauritius Court provides all stakeholders (students, staff, government, professions, learned bodies, private sectors, trade unions and employers) with a forum to discuss any matter relating to the University and convey its opinion thereon to the UoM Council.

The Court is also presented with the Annual Report of the University of Mauritius which includes audited financial statements for the previous financial year and reports by the Vice-Chancellor and the Deans of Faculties on the activities of the University and the Faculties respectively.

## **SECTION 9 CONCLUSION**

The University of Mauritius endeavours to comply fully with the recommendations contained in the Report on Corporate Governance of Mauritius (the Code). The University of Mauritius Council approved amendments of the University of Mauritius Statutes in April 2013 to improve the governance structure of the University of Mauritius as well as to increase transparency and accountability, to promote decentralization and reduce potential areas of conflict of interests.

As a step further in compliance with the Code of Corporate Governance, the Corporate Governance Committee has now been set up with terms of reference as outlined in the Code.

