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UNIVERSITY QF FORT HARE

MINUTES OF A COUNCIL MEETING HELD ON 12 II QEE 1992

AT 10H30 IN THE STAFF QENTRE

PRESENT : Profs F A H Wilson (Chairman), S M E Bengu (Rector), C J R

Dugard, G Thom, J R Seretlo, Drs B A Khoapa (Registrar

Academic), M M Mboya, C E Liebetrau, D H Meiring, The Right

Reverends D Russell and B B Finca, Rev A M Mxekezo, Messrs

J M Christopher, M C OJDowd, L Borman, W N Ngozwana, R

Razavi (Director of Finance) and Mrs Y P de Milander (Secretary)

. OBSERVERS : Prof P A du Plessis (Fort Hare Staff Association), Mr Mpame

(SRC), F Matomane (WorkersJ Committee) and Dr P M Fihla

(DSA)

APOLOGIES : Prof C A Taylor, Adv T L Skweyiya, Messrs M C Kashe, B

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Khumalo, G N Zide (Registrar Administration), R H Todd, B B

Mankabane and Rev M A Stotile

OPENING

The Chairman welcomed all members present and the meeting was opened with a prayer by Bishop Russell.

Supplementag Items

Items 6.2.2 and 6.2.3 were accepted for discussion.

CONFIRMATION OF MINUTES : MEETING HELD ON 6 MARCH 1992

(12/35/92) (200)

The minutes were confirmed and signed, subject to the following amendments:

Item 8.1.1.3 Post : Depugy RectorZDeputy Vice-Chancellor

Second sentence to read " After discussion ..... changed to Deputy Rector/Deputy Vice-Chancellor."

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Item 10.4 Seminag on UFH ggounds

Paragraph to read Archbishop Tutu expressed his anguish about the fact that the churches were asked to leave the seminary on campus, and proposed that restitution be made to them. The Churches are struggling with theological training and that a wish had been expressed that the seminary be re-incorporated into the University."

MATTERS ARISING

Ministerial and AUT approvals received

Nil.

Ministerial and AUT approvals awaited

Nil.

Ministerial and AUT refusals

Nil.

Other Matters arising

75th Anniversagy Report (par 3.4.2)

Dr Khoapa reported that the workshops have merged with the workshops on Strategic Planning.

See item 3.4.2 below. .

Strategic Planning (par 5.1)

The Rector reported that this item is covered in his report.

See item 5 below.

Academic Registraris Report : Examinations, Admissions, Registration and Bursaries : 1992 (par 5.6)

This report was tabled at the meeting and introduced by Dr Khoapa. After lengthy discussions, the report was accepted.

#### 3.4.4

Budget : 1992 (par 7.3)

Mr John Ward (Auditor) was invited to present the Consolidated Financial Statements for 1991.

Mr Christopher noted that the figures differed from those presented to the EXCO/Finance meeting held on 2 June 1992.

Council noted that effectively, there was an overexpenditure of R18m - excluding capital expenditure(R14m), and this could be attributed to the following:-

- the University being overbilled by Fedics for food;
- food purchases for residences exceeded the money received for the sale of it;
- Cafeterias - income less than expenditure;
- unpaid debts

The meeting broke for lunch at 12h55 and resumed at 13h55.

Mr Razavi introduced an abridged cashflow statement for the year ended 31/12/1991 which showed a deficit of R32 897. The deficits for 1990 and 1991 combined was R55rn, which was covered by the University reserves. For 1992, the budgeted income is R76 236m and expenditure is R87 035m, with an expected deficit of R10 798. Mr Razavi further explained that if the Special Grant for Staff Training (R7m) and the expected income from Student Fees is not received, the deficit will be even greater.

Mr Ward left the meeting at 14h20.

Prof Bengu reported that the following agreement (tabled) had been reached by Management and the Student Body re the fees dispute:-

- (1) Management cannot allow the university to be destroyed by allowing students to stay on campus without paying.
- (2) Management will not be sympathetic to students owing the R165.
- (3) Management will hesitate to accept students who have not paid first instalment for third term (second semester).
- (4) Tests and examination results will not be released to those who fail to pay 1st instalment by end of 2nd term (1st semester).
- (5) However, those who have paid 1st instalment but fail to pay 2nd instalment by 31 May will get their results and will be given chance until the end of July.

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Council approved the recommendations arising from the Minutes of the EXCO meeting held on 2 June 1992, page 3 and 4, viz:-

(a) Prof Wilson, Rev Finca and Prof Bengu to present a request for an additional grant to DET, as well as sound out the DBSA for a soft loan.

(b) As part of the Expenditure Control Committee - have an austerity programme to control the expenditure which is running ahead of the revenue and to help with the transformation process. The University Community as a whole to be involved in this programme. This programme also to form part of the Strategic Planning exercise. The utilisation of the Bisho Campus and Main Campus to its fullest capacity also to be looked at as part of the Strategic Planning exercise.

Also see item 8.2 below.

3.4.5 Meal System : Installation of RCL system (par 8.1.3)

Refer item 8.1 below.

3.4.6 NEHAWU Matters (par 8.1.6)

Refer item 8.1 below.

3.4.7 Seminagy on UFH gzounds (par 10.4)

The Rector reported that there was nothing to report at this stage.

4. REPORT FROM SENATE : MEETING HELD ON 8 m 1992

Nil.

5. RECTOR,S REPORT (S/221/92) (500)

The Rector introduced his report and the following matters were discussed:-

5.1 Strategic Planning

Council noted that the central purpose of this exercise was to assist the University to define its new mission in society and also to enable the University to identify the resource needs of the University. Members of Council are asked to join in on the following Commissions that have been established to assist the Steering Committee on Strategic Planning:-

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Commission on Governance

Commission on Administration

Commission on Academic Affairs

COmmission on Human Resources

Commission on Student Life

Commission on Community

Commission on Resource Mobilization

Further noted that the first workshop is going to be held in the last week of July and the second one in August, with the last one to finalize their reports in October.

graduation ceremonies on 8 and 2 May 1992

Prof Bengu thanked all Council members who had attended the graduation ceremonies.

Report on a visit to the United States of America : 30 March to 11 April 1992

Prof Bengu reported that no cash was raised during his visit, but that three universities had proposed linkage programmes with the University of Fort Hare.

An agreement has already been signed with the University of Wisconsin-Milwaukee.

An agreement has also been reached with the Marquette University to offer tuitionfree MA and PhD course work to our staff and students.

Prof Bengu is hoping to conclude an agreement with the University of Wisconsin in Madison in August. Their Land Tenure Centre is offering to be partner to ARDRI with the support of the Ford Foundation.

Education Support Project

Council noted that the students, on their own initiative, have organized an Education Support Project, to upgrade the Matriculation results of pupils at schools in this region. About 650 matriculation attend classes at the University and are tutored by our students on a regular basis.

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Council agreed that a letter commending these students (about 50) be sent out by Prof Wilson.

Prof Bengu reported that at a New Ideas Committee meeting, staff had been asked to assist students with the tutoring as well as assist in the organization of this project. He further reported that the students had indicated that they

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were going to ask to be recognised as a society under the SRC next year and that they wanted to keep as a student project. The group also need discussion with Management and Faculties to determine what kind of back-up system they could rely on.

#### Taskforce on Gender Issues

Prof Bengu reported that sexual harassment had not yet come to an end. The number of cases that are reported is decreasing however since the Taskforce on Sexual Harassment was formed and the disciplinary measures taken. A significant breakthrough is being made.

#### Proposed visit by the Norwegian Council of Universities

Prof Bengu reported that 10 officials are expected to visit UFH during the first week of August.

#### Conference on the Reincorporation of the TBVC states

Council noted that a conference had been hosted at UFH and that the results of the deliberations impacted very positively on the CODESA negotiations on reincorporation.

National Economic Policy research project workshop on reincorporation and regional policy : 13 and 14 May

Noted.

#### Fundraising

A report on the basic fundraising strategy was tabled.

Prof Bengu reported that the need for the University to raise funds from sources beyond its regular sources of income is imperative if we are to survive.

A Three Year Capacity Building Programme had been launched. The Board of Trustees of the Fort Hare Foundation have also expressed their willingness to be drawn into the transformation process and to adapt accordingly.

This programme is in addition to the letters already sent to Fort Harians in Namibia, where they have formed a fundraising Committee.

Dr Vera has also Visited Zimbabwe where he met graduands of Fort Hare and an appeal has also been made to President Mugabe for funding, but the outcome is awaited.

Fundraising is also being co-ordinated within South Africa by Mr Sipho Pityana, Rev Stofile and Mr Human.

At the AGM of the Fort Hare Foundation, one of its members, Mr de Smit, offered to organise that a special supplement on the University of Fort Hare be run, in the Financial Mail, as part of the Advertisement campaign.

Prof Bengu was thanked for his report.

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Staffing Committee Report : Meeting held on 0110611992 (S /271 / 92) (600)

The following were approved by Council:-

The meeting agreed with the recommendation that if a post is advertised and a staff member (seconded) applies and is accepted, then this is viewed and handled as a new appointment. If a staff member (seconded) is promoted then he retains his benefits with the permission of DET and VISTA.

ACADEMIC STAFF AND RELATED MATTERS

APPLICATIONS FOR THE ADVERTISING AND FILLING OF POSTS

Full-time Tutor : Department of Sociology (ex Duma)

Approved by the Rector. Noted.

Chair : Department of Livestock Science (ex Swanepoel)

Approved by the Rector. Post to become vacant w.e.f. 1/10/1992. Noted

Lecturer : Department of Plant Sciences (ex Magwa)

Approved by the Rector. Noted.

Tutor : Department of English (new post)

Approved by the Rector. The appointment of Mrs Wart against this position for the duration of Dr Warris stay at Fort Hare. Noted.

Laboratog Assistants (Preceptors) : Department of Nursing Sciences

Approved by the Rector - two additional posts. Three posts are currently filled. Noted.

6.1.1.6 Lecturer Junior Lecturer : Department of Statistics (new post)  
Recommended as above.

6.1.1.7 Tutor : Department of Psychology (ex Matsiliza)  
Recommended that the post of permanent Full-time Tutor be approved.

6.1.1.8 ,junior Lecturer : Denartment of Histog (new post)  
Not recommended.

6.1.1.9 Lecturer (2 posts) : Department of African Languages (new posts)  
Not recommended. .

6.1.1.10 Senior Lecturer Lecturer : Department of Criminology (new post)  
Recommended as above.

6.1.1.11 Graduate Assistants (4 additional posts) : Department of Curriculum  
Studies & Didactics (new posts)  
Recommended 4 additional posts for Graduate Assistants for the Second  
Semester of 1992 only, and that the tuition fees for the second semester  
only be waived.

6.1.1.12 Lecturer 12 posts) : Department of Industrial ngchology (new posts)  
Not recommended.

6.1.2 PROMOTIONS SALARY INCREASES .

6.1.2.1 Miss L P E Nkosi : Ad Hominem Promotion to Senior Lecturer :  
Department of Librag and Information Science  
Recommended w.e.f. 01/01/1993.

6.1.2.2 Mr S Z Stali : Laboratog Assistant : Salas! increase : Department of  
Curriculum Studies and Didactics  
Not recommended.



6.1.2.3 Mr S E Mini : Promotion to Senior Lecturer : Department of Geoggraphy Resubmission. Noted. Staffing Committee (24/02/1992) had not recommended the promotion.

Reiterate the previous decision by Staffing Committee.

6.1.2.4 Mr K C Mabelane : Promotion to Senior Lecturer : Department of Political Science and Public Administration

Not recommended.

6.1.2.5 Mr N A Morrissey : Salagy adjustment : Department of English

. Not recommended. This decision to be regarded as final.

6.1.2.6 Mr S Mafanya : Salagy increase : Department of Sociology

Not recommended. The Committee noted that the next scale is that of an Associate Professor and that these applications are dealt with by the Professorial Committee and not by the Staffng Committee.

6.1.2.7 Mr Z W Saul : Salagy increase : Department of African Languages

Not recommended.

6.1.2.8 Mr M L Magwa : Salag adjustment : Head of EMU

The Committee noted that Mr Magwa would loose financially if he accepts the appointment as Head of the EMU. His secondment benefits . will fall away, as he is now considered a new appointment.

Request for a salary adjustment, if he accepts the post of Head of EMU, is not recommended.

#### 6.1.3 RENEWAL OF CONTRACT EXTENSION OF EMPLOYMENT

##### PERMANENT APPOINTMENT

Mrs Kruger tabled a document on the types of contracts currently in use at the University and the problems encountered if they were to be offered permanent appointments in accordance with Councilis decision that contract appointments be phased out).

1. Contracts for seconded employees who retire at the age of 60 years.

Seconded members of staff cannot be offered permanent appointments

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for 5 years (pensionable age 60 and retirement age - 65) because they are not allowed to become members of the Ciskei Government Pension Fund in terms of Regulation 2 (a) of the Fund.

Dr Liebetrau reported that the rule has changed or is negotiable.

Contracts for Foreigners

Changes of contracts to permanent appointments must be negotiated with the employees, because all of them will be worse off financially.

Contracts for employees whose secondment ended at the age of 60

They cannot be offered a permanent appointment because they are over the age of 60 years.

Contracts for specified projects or periods

These include employees who were appointed on research projects or as Dean,s Assistants or as specified by the Staffing/Interviewing Committee.

Temporary appointments can replace the contract employment, as acceptance of the appointment letter will constitute a contract.

Contracts especially negotiated

Temporary appointments can replace the contract employment, as acceptance of the appointment letter will constitute a contract.

Prof C R Bauer : Faculty of Economic Sciences

Dr D T Williams : Department of Systematic Theology

Mr M O Brutseh : Department of Agronomy

The Committee noted that items 6.1.3.1, 6.1.3.2 and 6.1.3.3 fall under the second type of contract offered.

Permanent appointments to be offered to them on the expiry of the contracts.

Prof P L Volpe : Request for contract of emploment on termination of Secondment : w.e.f. 01 01 1993

Noted that he falls under the first type of contract.

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Mr ,I Beckering Vinckers : Request for permanent appointment :

Contract e ires on 31 12 1992

Recommended.

Prof Turkstra : Rea ointment as a Council Em 10 ee after

retirement : w.e.f. 01/01/1993

Noted that he falls under the first type of contract.

Mrs V V Ngcakani : Deanls Assistant : Faculg of Law : Request for  
Permanent Appointment

Not recommended. Should the Department wish to create a permanent  
post, they should motivate according to the guidelines and procedures.

Prof G Thom : Reappointment after reaching retirement age

Noted that he falls under the first type of contract.

Mr R N Sigabi : Request for contract employment after reaching  
retirement age

The Committee noted that Council employeesl retirement age is 65 and  
as he is only 61 years old, a contract appointment for him cannot be  
justified.

The applications falling under type 1 contract to be reviewed by the  
Academic Sub-Committee.

Council noted that EXCO will be dealing with all contract employments.

APPLICATION FOR EXTERNAL LEAVE SUBSTITUTE

Name : Mr M Yoyo : Department  
of Afrikaans-Nederlands.

Type and Period of Leave : Study leave : 1 July 1992 to  
31 December 1992.

External substitute recommended  
on the following basis Full-time

Lecture Load and motivation (letter dated 27/04/1992 with all relevant  
documents (8/35/92) refers).

Approved by the Rector. Condoned.

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Name

Type and period of leave

Messrs Lagan, Morrisey &

Walter : Department of

English

Combined - the 1992

academic year.

Note : Staffing committee (08/11/1991) had recommended a full-time substitute until the end of June 1992.

Department of English now requesting an extension of this period until the end of 1992.

Not recommended. The new HOD and the extra post approved for this Department, commencing in June, would solve this problem.

Name

Type and period of leave

External substitute recommended on the following basis

Lecture load and motivation

Recommended 21 full-time substitute.

Name

Type and period of Leave

External substitute recommended on the following basis

Lecture load and motivation

Recommended a full-time substitute.

Name

Type and period of leave

External substitute recommended on the following basis

Lecture load and motivation

Recommended a full-time substitute.

Mr A Siyengo : Department

of Sociology

Study leave : 01/08/1992 to 31/07/1993.

Full-time

Prof H J van Daalen :

Department of Industrial

Psychology

Study leave :

Dec 1993

Jan 1993 to

Full-time

Mr A A Eales : Department

of Music

Study leave : end of April

1993 to beginning of

September 1993

Full-time

6.1.5 CONFIRMATION OF PERMANENT APPOINTMENT AFTER  
COMPLETION OF PROBATIONARY PERIOD

Name m Effective Date

Mzs C L Letoaba Lecturer : Social Work 01/01/1992

Mr R G Daniels Jnr Lecturer : Psychology 01/01/1992

Mrs S Roy Lecturer : ADC 01/01/1991

Mrs N C Nabc Lecturer : ADC 01/01/ 1991

Mr J Punt Lecturer : Theology 01/01/1991

Mrs B Naidoo Jnr Lecturer : English 01/01/1991

B. ADMINISTRATION AND RELATED MATTERS

Policy Proposal - if matter appears 011 Agenda twice, matter must be taken off  
. Agenda, or the Section Head must indicate in writing why matter cannot be  
finalised. Endorsed by the University StaEing Committee.

6.1.6 APPLICATION FOR THE ADVERTISING AND FILLING OF POSTS

6. 1.6. 1 Receptionist (Administrative Assistant (AOD level) : Division of External  
Studies (new post)

Recommended. Motivation for creation of post attached.

6.1.6.2 Library Assistant Grade 1 (ex Zosela) (post no. 2660)

Approved by the Rector. Noted.

6.1.6.3 Deputy-Head : Protection Services (new post)

. Approved by the Rector. Noted.

6.1.6.4 Part-time Secretary : Development Division (ex Webber) (post no. 2345)

Approved by the Rector. Noted.

6.1.6.5 Controller Fees & Controller Creditors : Finance Division (new posts)

Approved by the Rector on a SAO level with minimum requirements of  
a BCom degree. Noted.

6.1.6.6 Secretary to the Director of Finance (designation previously Secretary to  
the Assistant Registrar Finance) (ex Botha) (post no. 2115)

Approved by the Rector. Noted.

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Principal Administration Officer (ex Venter) (post no. 1425)

Approved by the Rector. Noted.

Bus Cleaner : Transport Section (ex Mazwayi) (post no 4378)

Recommended. Title to be changed to Vehicle Cleaner.

Deputy Head : Gardens and Grounds (ex Smit) (post no. 1965)

Recommended.

Secretary : Faculty of Science (ex Bishop) (post no. 925)

Approved by the Rector. Noted.

#### PROMOTIONS SALARY ADJUSTMENTS

Mr W M Dyan : Livestock Foreman : Research Farm : Salary increase  
from AOB to AOA level

Recommended that Mr Dyan be promoted to AOA level, and that his  
job title be changed to Senior Foreman.

Mrs A H Pieterse : flymist : Faculty of Education : Salary Increase  
Not recommended. More information about "additional duties" done by  
incumbent is required.

Mrs S E Mentz : Secretary to the Executive Assistant to the Rector :  
Upgrading of post to AOA level and Promotion thereto

Recommended that Mrs Mentz be given a Salary increase of 2 notches  
on the AOB scale.

Remuneration of Part-time Wardens

Increase in remuneration not recommended in the light of additional  
benefits they receive.

Mr M Mgedezi : Promotion from Senior Library Assistant to  
Administrative Officer

Recommended that item be held in abeyance pending the  
recommendation of the University Librarian, who will commence duties  
on 1 September 1992.

Mr S A Mnggni : Promotion from Librag Assistant Gr 2 to Librag Assistant Gr 1

Recommended that item be held in abeyance pending the recommendation of the University Librarian, who will commence duties on 1 September 1992.

Miss M Zani : Recording Clerk : Research Farm : Salag increase

Recommended that she be placed on the Assistant Grade II salary scale.

#### 6.1.8 OTHER MATTERS

##### 6.1.8.1 ,lob Grading Exercise

The Deputy Registrar (Administration) reported that progress was being made and that a further report had been submitted.

Mrs Kruger reported that typing resources were proving to be a major problem, but that the matter was progressing, but the deadline of end of May can not be met.

Council reiterated that the completion of this exercise is of the utmost importance.

##### 6.1.9 Application for study leave

###### 6.1.9.1 Name : Mr C N Manqupu

Assistant Accountant

Finance Dept.

. Type and perigd Qf leave : Study leave : 1 March 1992

to 12 June 1992 and 13 July

1992 to November 1992.

Substitute arrangements : Internal

Applicant qualifies for leave : Yes

Total number of days unpaid leave

applied for : Nil

Does the leave comply with the

leave regglations : Yes

The application for study leave with study programme, leave

undertaking, application for leave was tabled at the meeting.

The meeting condoned the leave already taken and recommended the

further period of leave.

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The meeting re-affirmed that leave can not be taken until approval has been received. The meeting noted that a circular had been sent out to all staff by Mr Zide to this effect.

Other Staffing Matters

Disciplinary Enquiry : Ms T E giggmfa (601)

Referred to EXCO.

Sanlam Policies (supplementary item)

Dr Liebetrau reported that if staff of UFH are referred to Sanlam and subsequently takes out a policy with them, the University would be entitled to a commission.

Dr Liebetrau to give the details to Mr Razavi for the next EXCO meeting.

Secondment (supplementary item)

Prof Wilson reported that he and the Vice-Chairman of Council had had meetings with Vista University and with officials from the DET concerning the secondment issue and that the following points had emerged:-

1. Academic staff seconded to the University of Fort Hare were effectively appointed by the Director General of the DET which is responsible for the contract.
2. The conditions of service (eg period of probation) are those of the University of Vista.
3. Administration of the contract is seen to be the responsibility of Fort Hare.
4. In terms of the letters of appointment, signed by the Director General of the DET, staff are deemed to be seconded "for a period not extending beyond the date on which you can be retired as a result of having reached the pensionable age".
5. Secondment is via Foreign Affairs and the allowances are standard according to the DET.



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DET has many teachers on secondment to TBVC schools (and also in other homelands?) but the only University lecturers seconded are Fort Hare.

The DET regards the whole secondment arrangement as untenable; foresees that the package will disappear and is currently informing its teachers around the country that secondment benefits will be falling away.

When the Ciskei is reincorporated then the Fort Hare secondment arrangement will automatically fall away.

Despite provisions in a memorandum (date to be specified) the DET assured us that the allowances are paid for by Foreign Affairs and are not taken from the Fort Hare SAPSE budget; and when secondment ends their money will not be available to Fort Hare.

If Fort Hare unilaterally ended secondment, the DET could theoretically - so they argue - remove all these 'posts and give them to Vista. This seemed to us dubious nevertheless there is clear room for fractious argument on this point.

In the light of these points in particular, and of the wider discussions generally, and of the political changes currently taking place in the country at large, the following policy guidelines are recommended to Council for adoption:-

A.

Reaffirm Council's decision that it is firmly opposed in principle to differential salaries for equal work and wishes to see these differences phased out rapidly as possible. It makes an appeal to all the seconded members of staff at Fort Hare to renounce secondment and its benefits and make applications to the University that they retain their jobs by becoming employees of the Council of the University of Fort Hare. Reaffirms its opposition to the whole principle of the independence of the homelands and the practice of secondment which is concomitant with it.

Calls upon the DET to explain to the seconded staff at Fort Hare that the allowances together with secondment will be falling away, that when this happens, seconded staff have to submit new applications to the University of Fort Hare for employment, so that it is in the interest of both the staff relations at the University and their future job security to renounce secondment voluntarily and accept the offer of the University that they retain their jobs.

C. Negotiate with the relevant authorities through CODESA or elsewhere that funds currently coming to Fort Hare through the Department of Foreign Affairs continue to be available to the University after reincorporation.

D. Maintain a close watch on political development to ensure that the secondment issue does not drag out un-necessarily.

E. That seconded members of staff receive their pension contributions from the Pension Fund and place it in a private/separate fund if they so wish. (This still to be negotiated with the SA Government as well as medical aids).

Council agreed and adopted the above recommendations. To be pointed out to seconded staff members that the transformation process has been . implemented to bring about unity and that the secondment issue is causing disharmony

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See item 8.2 below. (Special EXCO/Finance meeting held 011 02/06/1992).

#### 8. COMMITTEE MATTERS

8.1 EXCO report to Council : Meeting held on 24 April 1992 (R/57/92) (800)

The following report was noted and approved:-

##### 8.1.1 Administrative Structure

###### 8.1.1.1 Post : Registrar (Finance) .

EXCO approved that this post is now frozen. With the appointment of the Deputy Vice-Chancellor (Finance and Planning) as well as the appointment of a Director of Finance at Assistant Registrar level, it would be advisable if this matter is left as it is until the Deputy Vice-Chancellor has assumed duties, as he might have his own ideas as to how he would wish to restructure the Finance Division.

###### 8.1.1.2 Change in Designation : Assistant Registrars to Deputy Registrars

On the recommendations of the Registrars, EXCO approved that the designation of "Assistant Registrars" be changed to "Deputy Registrars".

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Meal System : Installation of RCL gstem

EXCO noted that the problems that the students had raised about non-itemized food have been solved with RCL and that the system has now been programmed in such a manner. The new system, which will only be installed at the end of July, will also ensure that the University does not suffer financial losses again for food supplied to students.

The Rector reported that the students had indicated that they were not satisfied with the quality of food supplied by Fedics and that groups had visited the University of Natal and UNITRA to investigate their catering services, but that Management was awaiting a report.

Mr Razavi reported that an investigation into the management of the finances of Fedics, had revealed that the University had incurred a deficit of R3,5m for 1991 and that there was a projected deficit of R5m for this year.

In the light of this report and discussions, EXCO agreed that Fedics be given a three months notice before the end of April and that new tenders be asked for or alternatives, e.g. own caterers, be investigated.

EXCO expressed its full support to whatever measures Management has to take to ensure that no further losses are incurred.

NEHAWU matters

Recognition Agreement

It was noted that the General Secretary of Nehawu, Mr Sisa Njikelana had indicated that they would come back to the University shortly after their National Congress meeting in order to finalize the signing of the agreement.

Wage Negotiations(Adjustments

EXCO noted that Management, at a recent meeting with NEHAWU, had conveyed to the Workers that no general salary increases would be forthcoming unless an additional grant from the Government was received.

EXCO reiterated Councils decision (06/03/1992) which is in line with what Management had reported to the Nehawu meeting.

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8.2 EXCO Finance report to Council : Special Meeting held on 02 06 1992  
(R/58/92) (801)

The minutes were noted.

9. FORT HARE FOUNDATION AND FUND RAISING MATTERS

Mr Christopher reported that at its AGM, it had been agreed that the whole structure of the Foundation be changed to conform with the fundraising drive and the transformation process of the University.

The book on "A study of African Artists" by Prof E de Jager, that the Foundation had funded on Council's request, has now been published. The hardcover books sell at R176-00 and the leatherbound, numbered copies sell at R320-00.

Mr Christopher was thanked for his role played in the Foundation and also for making sure that the book has been published.

A special word of appreciation to be conveyed to Prof de Jager, who had over the past 25 years been assembling the extraordinary collection of Art works.

10. ANY OTHER MATTERS

Nil.

The meeting was closed with a prayer by Bishop Russell at 17h05.

DATE CHAIRMAN

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1992/06/22