



# ANNUAL REPORT 2021-2022

Open University  
*of* Mauritius



# **ANNUAL REPORT**

01 JULY 2021–30 JUNE 2022

# LETTER OF TRANSMITTAL

The Honourable Vice-Prime Minister,  
Minister of Education, Tertiary Education, Science and Technology  
2<sup>nd</sup> Floor, MITD House  
Pont Fer  
PHOENIX

Honourable Vice-Prime Minister

I have the honour of submitting the report on activities of the Open University of Mauritius for the period 01 July 2021– 30 June 2022.

This report has been prepared in line with Section 6A of The Statutory Bodies (Accounts and Audit) Act and The National Code for Corporate Governance for Mauritius.

Yours faithfully



**Dr Oomandra Nath Nath Varma, OSK**

Chairperson  
Open University of Mauritius

2023

# CORPORATE INFORMATION

## CHAIRPERSON

*Dr Oomandra Nath Nath Varma, OSK*

## DIRECTOR-GENERAL

*Dr Kaviraj Sharma Sukon, PFHEA*

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## LEGAL ADVISER

*Solicitor General's Office*



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# CHAIRPERSON'S PREFACE



As the Chairperson of the Open University of Mauritius (OU), it is my privilege to present the Annual Report for the year 2021/2022. This report showcases our esteemed institution's remarkable achievements and progress over the past year. With a solid commitment to providing quality education and embracing innovation, OU has continuously grown and flourished, emerging as the leading public university in Mauritius.

The World Bank's report on higher education underlines the critical importance of equitable access, quality, and relevance in shaping educational systems. It highlights the role of universities in fostering innovation, driving economic growth, and addressing societal challenges. OU has remained steadfast in fulfilling these responsibilities, striving to provide inclusive, high-quality education to learners from diverse backgrounds.

However, the past year has witnessed a global seismic disruption in the higher education sector. The Covid-19 pandemic has upended traditional educational models, compelling institutions to adapt and embrace innovative teaching and learning approaches swiftly. OU successfully transitioned from a blended teaching mode to completely remote and online modes of education. This unprecedented shift demanded agility, resilience, and a collective commitment to ensuring continuity in education.

The aftermath of the pandemic has revealed deep-seated inequities in access to education, exacerbating existing disparities. The World Bank's report emphasises the urgent need for governments and institutions to prioritise inclusive policies and measures to address these disparities. OU has long championed inclusivity and accessibility, offering flexible learning opportunities that accommodate the diverse needs of learners. In response to the pandemic, OU proactively implemented measures to bridge the digital divide, ensuring no learner was left behind. Through partnerships and innovative strategies, OU provided technological resources and support to enable remote learning for all students, irrespective of their socioeconomic backgrounds.

The resilience and adaptability demonstrated by OU during the pandemic have been truly commendable. Our faculty and non-academic staff quickly mobilised to design and deliver engaging online learning experiences, leveraging distance education materials and technology to facilitate meaningful interactions



and collaboration. OU strengthened its learner-centred approach, emphasising personalised support and mentoring, which are crucial for student success in remote learning environments. Through continuous professional development initiatives, our faculty received training and support to enhance their pedagogical skills in online teaching, ensuring that the quality of education was not compromised.

However, the impact of the pandemic extends beyond the immediate shift to online learning. It has disrupted lives, economies, and societies on a global scale. The World Bank's report stresses the need for higher education institutions to adapt and respond to emerging needs, preparing learners for a rapidly changing job market and equipping them with the skills required to thrive in a digital and knowledge-driven economy. OU has recognised this imperative and has responded by diversifying its programmes to align with emerging trends and demands. The introduction of the MSc Financial Analysis programme in collaboration with John Wiley & Sons from the USA is a testament to OU's commitment to offering cutting-edge, industry-relevant programmes that equip learners with the skills and knowledge necessary for professional success.

While the pandemic has undoubtedly posed challenges, it has also allowed higher education institutions to reimagine and transform their approaches. OU has embraced this opportunity by fostering innovation and enhancing our digital infrastructure. OU remains at the forefront of these developments, constantly exploring innovative pedagogical approaches and embracing emerging technologies to enhance the learning experience for our students. The economic consequences of the pandemic have strained government budgets and placed financial pressure on institutions worldwide. In this context, OU's sound financial position, as evidenced by the surplus of over Rs 125M at the closure of accounts for FY 2021/2022, is a testament to our prudent financial management and the commitment to fiscal responsibility. This financial stability positions OU to continue providing high-quality education, investing in infrastructure, and supporting research and innovation.

Our solid partnerships further strengthen OU's ability to navigate the challenges of the higher education landscape and the aftermath of the pandemic. We are proud to collaborate with esteemed institutions such as Imperial College London, the Commonwealth of Learning, and the University of KwaZulu-Natal. These partnerships facilitate knowledge exchange, research collaborations, and the sharing of best practices, ultimately enriching the educational experience for our students and contributing to the advancement of knowledge.

As we envision the future of OU, we remain guided by our commitment to academic excellence, innovation, and societal impact. We recognise that higher education is about imparting knowledge and skills and nurturing critical thinking, creativity, and a sense of social responsibility. OU's emphasis on holistic education goes beyond academic pursuits, nurturing well-rounded individuals equipped to address the complex challenges of the 21st century.

Furthermore, our focus on research and innovation ensures that OU remains at the forefront of knowledge creation and application. Research at OU spans a wide range of disciplines, addressing several challenges and contributing to the advancement of knowledge in fields such as distance education, sustainable development, financial analysis, and law. We foster a vibrant research culture, encouraging faculty and students to engage in interdisciplinary collaborations and knowledge transfer activities with tangible societal impact.

I am convinced that OU is a beacon of hope and opportunity in higher education. Despite the unprecedented challenges posed by the Covid-19 pandemic, we have persevered, adapted, and fulfilled our mission of providing accessible, inclusive, and high-quality education. The achievements outlined in this Annual Report demonstrate the dedication, resilience, and innovative spirit of the entire OU community - faculty, non-academic staff, students, and partners.

As we move forward, we must remain vigilant, responsive, and adaptive to higher education's evolving needs and demands. We must continue to foster a culture of innovation, embracing emerging technologies and pedagogical approaches that enhance the learning experience and prepare our students for the challenges and opportunities of the future. We must prioritise equity and inclusion, ensuring that education remains accessible to all, regardless of socioeconomic background or geographical location. We must continue to strengthen our partnerships, forging collaborations that amplify our impact and foster international cooperation.

I extend my deepest appreciation to the Director-General, faculty and staff of OU for their unwavering commitment to our vision and mission. Their passion, expertise, and dedication have been instrumental in driving our success. I am grateful to our students for their resilience, adaptability, and the inspiration they bring to our institution. I extend my gratitude to our partners, stakeholders, and the Ministry of Education, Tertiary Education, Science, and Technology for their continuous support and guidance.

I invite everyone to delve into the pages of this Annual Report, celebrating the achievements, milestones, and transformative impact of the Open University of Mauritius. Let us embrace the opportunities ahead, reimagine higher education, and shape an inclusive, equitable, and prosperous future.



**Dr Oomandra Nath Nath Varma, OSK**

Chairperson

Open University of Mauritius

2023



# DIRECTOR-GENERAL'S FOREWORD



In an ever-changing global landscape, higher education institutions play a crucial role in shaping the future of nations and individuals. The Open University of Mauritius (OU) stands at the forefront of this transformative journey, empowering learners to unlock their potential, pursue their dreams, and contribute meaningfully to society. As we present this Annual Report, I am honoured to reflect upon the remarkable achievements of OU in the face of unprecedented challenges and the profound impact of the Covid-19 pandemic and its aftermath.

One of our significant accomplishments is the sustained positive growth experienced by OU over the last nine years. Through our dedication to excellence, we have attained the number one position in Mauritius regarding enrolment, a testament to the trust and confidence placed in us by learners and the community. This remarkable achievement has been made possible through the collective efforts of our dedicated faculty, staff, students, and stakeholders.

During 2021/2022, OU witnessed a substantial intake of students into undergraduate and postgraduate programmes. Three thousand four hundred and eighty-four new learners, including international students, joined our academic community. This remarkable influx of learners demonstrates the appeal and reputation of our programmes. Among the new learners, 1,286 enrolled in July 2021, while 2,198 joined in January 2022. Our total number of learners as of June 2022 reached an impressive 13,550. Two thousand seven hundred and thirty-six learners enrolled in short courses during the same period. This shows the diverse and flexible learning opportunities we offer.

To enhance the learning experience and cater to our growing student population, OU made a significant shift from Moodle to the cloud-based Blackboard software. This transition has allowed us to provide a better service to our students, aligning us with global best practices in online learning. Joining more than one hundred million users worldwide, this adoption of Blackboard reflects our commitment to utilising cutting-edge technology for the benefit of our learners.

Furthermore, the First Cycle Quality Audit of OU conducted by the Ex-Tertiary Education Commission in March 2018 commended our institution for its effective organisation and management of learning programmes. The audit panel acknowledged the integration of student support in all aspects of our institution's functions. OU was also praised for its robust programme validation process, the calibre of our resource persons, the allocation of PhD scholarships to new full-time academics, and our outreach efforts, including supporting incarcerated individuals in their educational pursuits. These accolades reinforce our commitment to maintaining high standards and continuously improving the quality of education we offer.

OU takes pride in its diverse range of programmes. With 64 programmes, we provide various educational opportunities to cater to multiple interests and career paths. Notably, OU stands out as the only University in Africa offering John Wiley's MSc Financial Analysis programme, solidifying our commitment to providing advanced and globally recognised courses. Additionally, we launched new programmes, such as the BA (Hons.) Law, Blue Economy and Sustainable Development in collaboration with Ecofish and the Indian Ocean Commission, and the International Graduate Diploma in Financial Crime Compliance in partnership with various governmental institutions. These initiatives reflect our responsiveness to emerging fields and our dedication to equipping students with the knowledge and skills required in the modern job market.

To accommodate our growing institution and further enhance our facilities, OU secured a lease agreement with Landscape Mauritius Ltd. This agreement grants us a plot of land at Côte d'Or, where we envision constructing a new campus. This development aligns with our long-term vision to provide our students with a more conducive learning environment, with state-of-the-art facilities.

Throughout the year, OU has hosted significant events that have contributed to our reputation and engaged with the broader community. Notable events include launching the manual "Basics of Mauritian Laws" and celebrating 50 years of service to the Academia of Professor Emeritus Ved Prakash Torul. We also inaugurated the e-VBAB Learning Centre in collaboration with the High Commission of India, further expanding our resources and support for learners. Additionally, OU was honoured to host the Commonwealth of Learning Board meetings, strengthening our ties with this prestigious international organisation. We take immense pride in the accomplishments of our alumni, such as Ms Sharon Paul, who won a prestigious prize for her novel, *Le Cantique du Rasta*. Furthermore, OU's contribution to literature was recognised by publishing a book titled *Pour J.M.G. Le Clézio* to celebrate the 80th birthday of J.M.G. Le Clézio, Nobel Prize Laureate in Literature (2008) and recipient of the Doctor Honoris Causa of OU. These events and initiatives highlight our commitment to fostering a vibrant academic and cultural community.

Financial stability is a cornerstone of OU's success, and I am pleased to report that the University registered a surplus of approximately Rs128M at the closure of accounts for the fiscal year 2021/2022. This achievement reflects our diligent financial management and the prudent allocation of resources to support our educational mission effectively. Such stability allows us to invest in infrastructure, technology, and student support services, ensuring a high-quality learning experience for all.

Recognising the efforts and achievements of our students, OU has issued 1,875 certificates to learners who have completed all requirements for an award. These certificates represent their dedication and hard work, underscoring our commitment to nurturing talent and facilitating lifelong learning.

Moreover, OU remains the only ISO 9001:2015-certified local public university, a testament to our adherence to international quality standards. This certification reinforces our commitment to delivering education of the highest calibre and continually improving our processes and systems.

As an institution, we recognise that our greatest strength lies in our human resources. During the year 2021/2022, OU reinforced its workforce by recruiting 54 new professionals who bring their expertise and passion to support our educational mission. We are committed to attracting and retaining talented individuals who will contribute to the growth and development of OU, fostering a culture of innovation and excellence.

OU takes great pride in its extensive network of partners, numbering 77 in total. Our collaborations with esteemed institutions such as Imperial College London, Commonwealth of Learning, Commonwealth Secretariat, University of KwaZulu Natal, John Wiley & Sons, CILT UK, Botswana Open University, and Namibia College of Open Learning among others, have facilitated the exchange of knowledge and best practices, enriching the educational experience of our students. Over the past year, we signed twelve new

agreements, further expanding our collaborative efforts and establishing new pathways for student and faculty exchanges.

Corporate Social Responsibility (CSR) remains a core value at OU. We continue to offer scholarships to deserving learners based on established criteria, enabling access to education for those who might not have had the opportunity otherwise. Additionally, we are committed to creating an inclusive environment and have employed persons with special needs, ensuring equal opportunities for all. During the challenging period of the pandemic, OU collaborated closely with the Ministry to produce video programs for primary and secondary schools, ensuring continuity in education despite the constraints posed by the pandemic. Furthermore, we hosted a vaccination centre at our Curepipe campus, contributing to the national efforts in mitigating the impact of Covid-19.

This Annual Report reflects the dedication, hard work, and collective achievements of OU. It demonstrates our commitment to excellence, innovation, and social responsibility. I extend my heartfelt appreciation to our faculty, staff, students, partners, and stakeholders for their unwavering support and contribution to the growth and success of OU. We have made significant strides in advancing higher education in Mauritius and beyond.

Looking ahead, we remain committed to providing accessible, high-quality education that empowers individuals and transforms lives. We will continue to innovate and adapt to the evolving needs of our learners, leveraging technology and partnerships to deliver exceptional learning experiences. Our focus on student support, programme quality, and research excellence will remain in our endeavours.

I want to express my gratitude to the Hon. Vice-Prime Minister and Minister of Education, Tertiary Education, Science, and Technology, the staff of the parent Ministry and those of the various regulatory bodies, for their guidance and support in our pursuit of educational excellence. Additionally, I extend my heartfelt appreciation to the Board of Directors, the Chairperson, and the entire OU community for their unwavering dedication and commitment.

I want to convey my most profound admiration and appreciation to our students. They are the heart and soul of OU, and their pursuit of knowledge, resilience, and determination inspire us all. As our students embark on their educational journey with OU, all members of OU work together to support and guide them every step of the way.

Together, let us continue to build upon the achievements of the Open University of Mauritius and create a future where education knows no boundaries, individuals are empowered to reach their full potential, and the transformative power of knowledge shapes a better society.

With profound gratitude and unwavering determination,



**Dr Kaviraj Sharma Sukon, PFHEA**

Director-General

Open University of Mauritius

2023





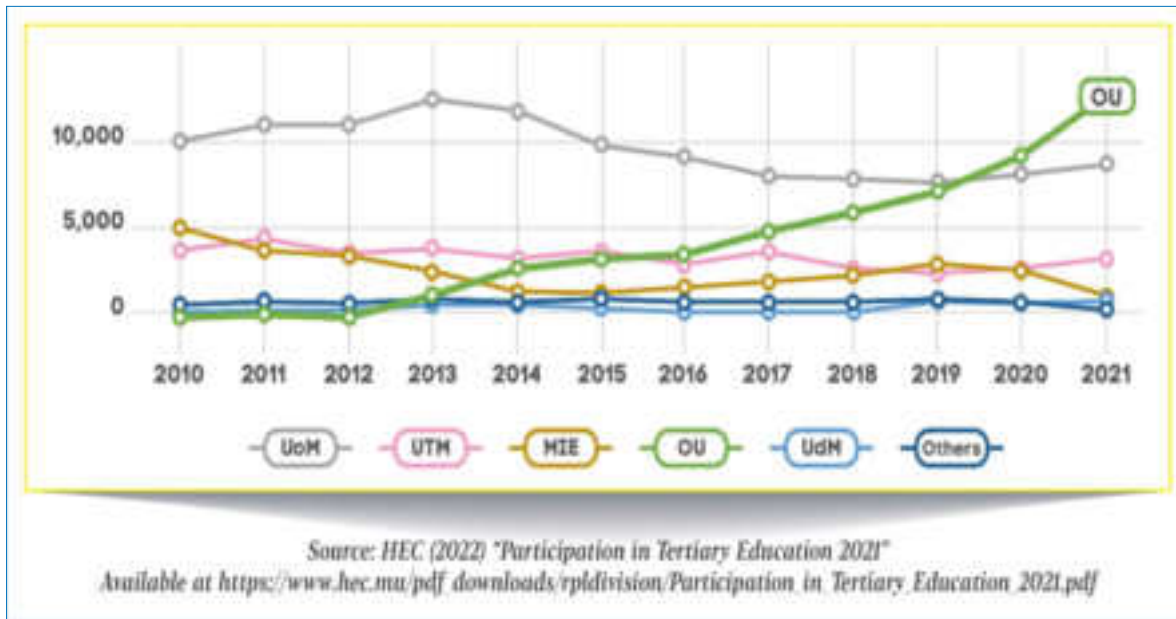
# HIGHLIGHTS OF THE YEAR 2021/2022





## 1. GROWTH

Open University of Mauritius (OU) is the only public university in Mauritius that has had a positive growth over the last nine years and has reached the number one position in Mauritius in terms of enrolment.



## 2. STUDENT INTAKE

Number of new learners including international learners admitted to the *Undergraduate programmes and Postgraduate programmes* during the year 2021/2022 was 3,484.

**1,286** learners joined in July 2021, while **2,198** joined in January 2022.

**Total number of learners as at June 2022: 13,550.**

Number of learners enrolled in short courses during year 2021/2022 was **2,736** including learners enrolled on Undergraduate/Postgraduate programmes.

## 3. SHIFT FROM MOODLE TO BLACKBOARD

In order to provide a better service to its increasing number of students, OU has acquired the cloud-based Blackboard software, which is being used by more than one hundred million users worldwide.

## 4. FIRST CYCLE QUALITY AUDIT

The First Cycle Quality Audit of OU by the Ex-Tertiary Education Commission was carried out in March 2018. As per the Quality Audit Report, at OU,

*"...learning programmes are effectively organised and managed";*

*"Student support is furthermore integrated in all the functions of the institution."*

Source: *Report of the First Cycle Quality Audit of the Open University of Mauritius*, TEC, 2018  
The then TEC Audit Panel also commended OU for

*"having in place a programme validation process;*

*for the high calibre of resource persons and the invaluable role they play in the design and quality of learning experiences;*

*the allocation of scholarships for PhD to new recruits;*

*its outreach and support to some incarcerated individuals who were offered an opportunity to study...*

## 5. DIVERSE PROGRAMMES OF STUDIES

Total number of programmes offered: **64**

OU is the ONLY university offering John Wiley's MSc Financial Analysis programme in Africa.

New programmes launched

- BA (Hons) Law, Blue Economy and Sustainable Development in collaboration with Ecofish and the Indian Ocean Commission
- International Graduate Diploma in Financial Crime Compliance in collaboration with the Ministry of Financial Services and Good Governance, Financial Services Institute (FSI), Financial Services Commission (FSC), Financial Intelligence Unit (FIU) and Independent Commission Against Corruption (ICAC).

## 6. LEASE OF LAND AT CÔTE D'OR FOR NEW CAMPUS

OU signed a lease agreement with Landscape Mauritius Ltd on 30 July 2021 to secure a plot of land of ten arpents at Côte d'Or for the construction of a new campus.

## 7. MAJOR EVENTS

- Launch of a manual published by OU, "Basics of Mauritian Laws" and celebration of 50 years of service to the Academia of Professor Emeritus Ved Prakash Torul
- Inauguration of the e-VBAB Learning Centre at OU, Réduit, in collaboration with the High Commission of India
- OU hosted the Commonwealth of Learning Board meetings.
- Ms Sharon Paul, alumni of OU, won a prestigious prize for her novel *Le Cantique du Rasta*.
- OU designed, edited, printed and published a book entitled *Pour J.M.G. Le Clézio* to celebrate the 80 years of J.M.G. Le Clézio, Nobel Prize Laureate in Literature (2008) and recipient of the Doctor Honoris Causa of OU.

## 8. SOUND FINANCIAL POSITION

The University registered a surplus of approximately Rs 128M at closure of accounts for FY 2021/2022.

## 9. ISSUE OF CERTIFICATES

1,875 Certificates were issued to learners who have successfully completed all requirements for an award.

## 10. OU IS ISO 9001:2015-CERTIFIED

The University remains the only ISO 9001:2015-certified local public university.

## 11. REINFORCING THE HUMAN RESOURCES

54 new recruits have assumed duty at OU during the year 2021/2022.

## 12. SOLID PARTNERS

OU has 77 partners. Its major partners include Imperial College London, Commonwealth of Learning, Commonwealth Secretariat, University of KwaZulu Natal, John Wiley & Sons, CILT UK, Botswana Open

University and Namibia College of Open Learning among others. Twelve new agreements were signed in year 2021/2022.

OU is a Member of: Association of Commonwealth Universities (ACU); International Association of Universities (IAU); International Council for Distance Education (ICDE); African Council for Distance Education (ACDE); Association of African Universities (AAU) and Distance Education Association of Southern Africa (DEASA).

### **13. CORPORATE SOCIAL RESPONSIBILITY**

Under its Corporate Social Responsibility initiatives, OU offers scholarships to eligible learners as per its established criteria and employs persons with special needs. OU hosted a vaccination centre for the public at its Curepipe campus during the pandemic. During the confinement due to Covid-19, OU collaborated fully with the parent Ministry for the production of video programmes for primary and secondary schools.



# OPEN UNIVERSITY OF MAURITIUS: FOUNDATIONS



## LEGAL ENTITY

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The Open University of Mauritius (OU) is a corporate body. It was enacted by the Parliament of Mauritius. The Act is cited as the Open University of Mauritius Act No. 2 of 2010 (Open University Act) as amended in 2012.

The aim of OU is to conduct its affairs in accordance with the statutes and principles established by its Act and in accordance with all relevant and applicable legislation, rules and regulations.

## OBJECTS OF OU

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The objects of OU are to:

- (a) advance and disseminate learning and knowledge through a diversity of means, with emphasis on information and communication technologies;
- (b) provide wider opportunities for education and training to the population, through open and distance learning, and promote lifelong learning;
- (c) encourage the use of open and distance learning at all levels of education and training through collaboration, optimal use of existing resources and good practices;
- (d) encourage and promote scholarship and conduct research and development in educational technology and related matters;
- (e) be the focal point for the provision of open and distance learning in Mauritius through the establishment of active partnerships with local public and private institutions, as well as overseas institutions engaged in providing education and training.

## FUNCTIONS OF OU

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The functions of OU are outlined in Section 5, under Part II of the Open University of Mauritius Act No. 2 of 2010. **(Refer to Annex 1.)**

## POWERS OF OU

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To enable OU to attain its objects and discharge its functions most effectively, the Open University of Mauritius Act makes provision under Part II Section 6 for the powers of OU. **(Refer to Annex 2.)**

# CORPORATE GOVERNANCE REPORT



## COMPLIANCE STATEMENT

Corporate Governance is the combination of processes and structures implemented by the Board of OU to inform, direct, manage and monitor the activities of the University towards the achievement of its objectives.

OU has always recognised the importance of good governance as being critical to the effective performance and operation of the University. We hold strong values of responsibility and integrity.

We are committed to an environment where open and honest communication is the expectation, not the exception.

Throughout the year that ended on 30 June 2022, to the best of the Board's knowledge, OU has complied with the Corporate Governance Code for Mauritius (2016). The University has applied the principles set out in the Code and explained how these principles had been applied.

## GOVERNANCE STRUCTURE

OU is a corporate body set up under the Open University of Mauritius Act No. 2 of 2010.

### THE BOARD

The Open University Act No. 2 of 2010 under Part III 'Administration' makes provision for the appointment of the Chairperson and its members.

### BOARD CHARTER

Part III Section 10 of Open University of Mauritius Act No. 2 of 2010 stipulates the terms of reference of the OU Board and is given hereunder:

The Board shall be the governing body having the direction and superintendence of OU and its principal functions include:

- (a) devising or approving strategic plans and policies for OU;
- (b) overseeing its management and development;
- (c) monitoring and reviewing its operations; and
- (d) providing rigorous accountability standards in its various operations.

The Board may

- (a) on behalf of OU:
  - (i) confer honorary degrees;
  - (ii) appoint the academic and general staff;
  - (iii) manage and control its affairs, property and finance;
  - (iv) subject to the Public Procurement Act, enter into any contract or other arrangement;
  - (v) institute or discontinue courses of study; and
  - (vi) take any decision on a question of policy relating to its administration and functioning;
- (b) do all such things as may be necessary for, or incidental or conducive to, the performance of its functions under subsection (1).

The procedure to be observed for the convening and holding of meetings of the Board are specified in the statutes as follows:

## MEETINGS OF BOARD

- (1) The Board may regulate its proceedings in such manner as it thinks fit.
- (2) In the absence of the Chairperson at a meeting of the Board, a member of the Board elected by the members present, shall preside at that meeting.
- (3) Where a member of the Board has an interest in a matter being considered or about to be considered by the Board, he shall –
  - a) as soon as practicable after the relevant facts have come to his knowledge, declare the nature of his interest; and
  - b) not be present during any deliberation, nor vote with respect to that matter.
- (4) A quorum shall be constituted by 6 members of the Board and no business may be transacted at a meeting of the Board unless there is a quorum.
- (5) Each member present at a meeting of the Board shall be entitled to one vote on a matter arising for decision at the meeting, and the person presiding the meeting shall, in the event of an equality of votes, have a casting vote.
- (6) A decision carried by a majority of the votes cast by the members present and voting at a meeting shall be a decision of the Board.
- (7) The Board shall meet at least 6 times in one calendar year.

## CORPORATE OBJECTIVE STATEMENT

### Vision

The vision of OU is to be one of the best Open Universities in the world.

### Mission

The mission of OU is to use technology and flexible mode of teaching to serve society, transform lives, and make high-quality education, lifelong learning, and training accessible to everyone while promoting excellence in research.

Therefore, OU endeavours to

1. Expand the scope and scale of quality higher education available to school leavers;
2. Provide greater access to continuing professional education, skills development and training at an affordable cost;
3. Provide more opportunities for lifelong learning;
4. Play a leading role in research and development and application of learning technologies for education and training;
5. Foster national, regional and international partnerships and collaborations for the optimal use of resources for open and distance learning; and
6. Provide quality learning programmes in Mauritius and the region in a learner-centred environment using state-of-the-art information and communication technologies.



## STRATEGIC DIRECTIONS

OU aspires to be one of the best Open Universities in the world. OU has been the only public university to have positive growth during the last nine years while being the only ISO-Certified public university in Mauritius.

OU, in its mission to offer high-quality tertiary education using technology and the flexible mode of teaching and learning, has enabled working adults to earn a university degree while fulfilling their professional and personal obligations. Employees are thus free to study at their own place and pace while taking advantage of the blended mode of study with tutorial support as well as the use of online learning facilities.

Moreover, OU remains one of the most affordable public universities in Mauritius, which is yet another way that it is ensuring that higher education becomes accessible to a larger proportion of the Mauritian population. OU has also secured strategic partnerships with internationally reputed partners which enables it to provide higher-quality blended learning materials.

The Strategic Plan 2017-2025 was prepared after various consultations so as to meet the challenges of a rapidly and continuously evolving local and international higher education landscape. An in-depth SWOT analysis enabled OU to formulate its strategic goals and objectives which are expected to take it to new heights by constantly pushing its boundaries to achieve its ultimate vision.

## STRATEGIC GOALS 2017-2025

OU has set the following goals which are its strategic objectives:

1. The First Choice for Higher Education
2. An Excellent Faculty
3. An Effective Quality Assurance System
4. Excellent Evaluation, Assessment and Examination Mechanisms
5. High-Quality Distance Education and Online Learning Materials
6. The Best Provider of Lifelong Learning Opportunities, Employability Courses and Consultancy
7. Well Established Open School Division
8. Professional Learner Support and Excellent Customer Care
9. Excellent Marketing and Public Relations
10. Effective Financing Strategy
11. A Competent, Productive, Motivated and Satisfied Human Resource Base
12. Effective Management Support
13. The Best ICT Facilities and Building Infrastructure
14. Effective Research, Consultancy and Innovation
15. An Effective Library Service
16. An Effective Partnership, Collaboration and International Network

OU's Strategic Plan 2017-2025 has also enumerated a series of milestones to be attained in terms of financial performance and student enrolment among others.

A Performance Agreement is signed annually with the parent Ministry mentioning the deliverables and KPIs following Board's approval.

## Values

The Values of OU are:

- Openness
- Flexibility
- Diversity
- Quality
- Excellence

## CODE OF ETHICS

OU has developed its Code of Ethics. The Code of Ethics as approved by the Board is given at **Annex 3**.

The Code of Ethics is a written set of codes issued by OU to its employees and stakeholders to help them conduct their actions in accordance with its primary values and ethical standards.

OU is committed to the highest standards of ethical conduct in all of its activities, and the OU community has the responsibility to act ethically and in accordance with this Code of Ethics.

## JOB DESCRIPTIONS

The duties of the Chairperson, the Director-General and the Registrar are outlined in the Open University of Mauritius Act No. 2 of 2010, as reproduced hereunder:

### CHAIRPERSON OF BOARD

The Chairperson shall –

- (a) preside at every meeting of the Board and any Convocation;
- (b) ensure that the decisions taken by the Board are implemented; and
- (c) perform such other duties and exercise such powers as may be assigned to him by the Act or the Statutes.

### DIRECTOR-GENERAL

The Director-General shall –

- (a) be the chief academic and executive officer of the Open University;
- (b) hold office for a period of 5 years, renewable for further periods of 3 years and on such terms and conditions as the Board may determine;
- (c) in the absence of the Chairperson, preside at a Convocation and confer degrees, diplomas or other academic qualifications upon persons entitled to receive them;
- (d) exercise control over the affairs of the Open University; and
- (e) ensure the faithful observance of the provisions of this Act, the Statutes and the rules and regulations.

### REGISTRAR

The duties of the Registrar shall be to –

- (a) act as Secretary to the Board and the Academic Council, and to keep minutes;
- (b) be the custodian of the records, the common seal, and such other property of the Open University as the Board shall commit to his charge;
- (c) arrange for the conduct of examinations;

- (d) issue any advice convening meetings of the Board, the Human Resource Committee, the Academic Council, Boards of Examiners and of any committees appointed by the Open University;
- (e) conduct the official correspondence of the Board and the Academic Council; and
- (f) perform such other duties as may be specified in the Statutes or the Regulations or may be required from time to time by the Board or the Director-General.

## ORGANISATIONAL CHART

OU's Organisational Chart is at **Annex 4**.

The aims and objectives of each division and major unit are documented and the same are posted on OU's website.

## THE STRUCTURE OF THE BOARD AND ITS COMMITTEES

### COMPOSITION OF THE BOARD

The Board of OU was reconstituted in July 2015, and during the year under review until May 2022, the Board was composed of the following:

SN	Name of Directors	Board Appointments as per Open University of Mauritius Act	Classification of Membership as per the Code of Corporate Governance
1.	<b>Mr R Duva Pentiah, CSK</b> Chairperson	Appointed by the Prime Minister	Independent and Non-Executive Chairperson
2.	<b>Dr K S Sukon, PFHEA</b> Director-General	Appointed by Prime Minister on advice of Minister of Education, Tertiary Education, Science & Technology	Executive Director
3.	<b>Mr P Ramsurrun</b> (Retired on 21 March 2022)	Appointed by Minister of Education, Tertiary Education, Science & Technology	Non-Executive Director
4.	<b>Mrs R D Rampersad</b>		Non-Executive Director
5.	<b>Mr J Ramdenee</b>		Non-Executive Director
6.	<b>Mr J Malié, MSK</b>		Non-Executive Director
7.	<b>Mrs K Ramsohok-Heerasing</b> (Up to 03 November 2021)	Elected by and from the academic staff	Non-Executive and Non-Independent Director
	<b>Mr M Sohoraye</b> (w.e.f. 04 November 2021)		Non-Executive and Non-Independent Director
8.	<b>Mr V S Patten</b> (Up to 03 November 2021)	Elected by and from general staff	Non-Executive and Non-Independent Director
	<b>Vacant</b> (w.e.f. 04 November 2021)		Non-Executive and Non-Independent Director
9.	<b>Mrs S L D Gopee</b>	Registrar	Secretary to the Board

The Board was reconstituted in May 2022 and consequently, from June 2022, the new composition of the Board is given below:

SN	Name of Directors	Board Appointments as per Open University of Mauritius Act	Classification of Membership as per the Code of Corporate Governance
1.	<b>Dr O N Nath Varma, OSK</b>	Appointed by the Prime Minister	Independent and Non-Executive Chairperson
2.	<b>Dr K S Sukon, PFHEA</b> Director-General	Appointed by Prime Minister on advice of Minister of Education, Tertiary Education, Science & Technology	Executive Director
3.	<b>Mr M Boodhun</b>	Appointed by Minister of Education, Tertiary Education, Science & Technology	Non-Executive Director
4.	<b>Prof. S K Sobhee</b>		Non-Executive Director
5.	<b>Dr V Naëck</b> (Until 30 June 2022)		Non-Executive Director
6.	<b>Dr M I Alladin</b>		Non-Executive Director
7.	<b>Mr S Gangoo</b>		Non-Executive Director
8.	<b>Mrs A Appadoo</b>		Non-Executive Director
9.	<b>Mr L Teeluck</b>		Non-Executive Director
10.	<b>Mr M Sohoraye</b> (w.e.f. 04 November 2021)	Elected by and from the academic staff	Non-Executive and Non-Independent Director
11.	<b>Vacant</b> (w.e.f. 04 November 2021)	Elected by and from the general staff	Non-Executive and Non-Independent Director
12.	<b>Mrs S L D Gopee</b>	Registrar	Secretary to the Board

## REMUNERATION OF BOARD MEMBERS

As the conditions of service and salaries of staff of OU are governed by the Pay Research Bureau (PRB) Regulations, the remuneration of Board members is also determined using the rates stipulated in the PRB Report 2021.

During the period under review, the Chairperson of OU drew a monthly fee of Rs 34,000 plus transport allowance in line with the recommendations of the PRB Report 2021.

The Board meetings are held in line with the schedule (Sections 2 and 23) of the statutes of the Open University of Mauritius Act.

ATTENDANCE AND REMUNERATION AT BOARD MEETING OF MEMBERS APPOINTED IN 2015 AND 2022

Membership	Name/Position	Attendance for the period from July 2021 to June 2022 (Total out of 9 meetings)	Remuneration received during the period from July 2021 to June 2022 Rs
Chairperson	<b>Mr R Duva Pentiah, CSK</b> (Up to 20 May 2022)	<b>8</b> (7 in person and 1 by Zoom)	<b>2,625</b> (transport allowance only)
	<b>Dr O N Nath Varma, OSK</b> (w.e.f. 06 June 2022)	<b>1</b> (by Zoom)	-
2 Executive Heads of local public tertiary education institutions having developed partnerships with the Open University	<b>Mr P Ramsurrun</b> Ag. Registrar Université des Mascareignes (Retired 21 March 2022)	<b>6</b> (by Zoom)	<b>8,100</b>
	<b>Dr V Naëck</b> Ex Director Mauritius Institute of Education (w.e.f. 07 to 30 June 2022)	<b>1</b>	<b>1,725</b>
	<b>Prof. S K Sobhee</b> Ag. Vice-Chancellor University of Mauritius (w.e.f. 07 June 2022)	<b>1</b>	<b>1,350</b>
2 persons who shall have substantial knowledge and experience of tertiary education and open and distance learning	<b>Mrs R Rampersad</b> Educational Technologist University of Mauritius (Up to 20 May 2022)	<b>6</b> (3 in person and 3 by Zoom)	<b>9,225</b>
	<b>Dr M I Alladin</b> Management Consultant (w.e.f. 07 June 2022)	<b>1</b>	<b>1,725</b>
	<b>Mr S Gangoo</b> Deputy Rector Ébène SSS (w.e.f. 07 June 2022)	<b>1</b>	<b>1,725</b>
1 person from the private sector and shall have substantial industrial experience	<b>Mr J Ramdenee</b> Managing Director of Kathari Infratech Limited and Director of JRS Integrated Farms Limited (Up to 20 May 2022)	<b>8</b> (3 in person and 5 by Zoom)	<b>11,925</b>
	<b>Mrs V Appadoo</b> Managing Director/ Master Trainer Dale Carnegie (w.e.f. 07 June 2022)	<b>1</b> (by Zoom)	<b>1,350</b>
1 person from the public sector	<b>Mr M Boodhun</b> Permanent Secretary, Ministry of Education, Tertiary Education, Science & Technology (w.e.f. 07 June 2022)	<b>1</b> (by Zoom)	<b>1,350</b>

1 person from civil society and engaged in community service	<b>Mr J Malié, MSK</b> Rector Orchard Secondary School of Excellence <b>(Up to 20 May 2022)</b>	<b>8</b> <i>(7 in person and 1 by Zoom)</i>	<b>13,425</b>
	<b>Mr L Teeluck</b> Former Deputy Rector <b>(w.e.f. 07 June 2022)</b>	<b>1</b>	<b>1,725</b>
1 person elected by and from the academic staff	<b>Mrs K Ramsohok-Heerasing</b> Former Lecturer Open University of Mauritius <b>(Up to 03 November 2021)</b>	<b>2</b> <i>(1 in person and 1 by Zoom)</i>	<b>3,075</b>
	<b>Mr M Sohoraye</b> <b>(w.e.f. 04 November 2021)</b>	<b>5</b>	<b>6,750</b>
1 person elected by and from the general staff	<b>Mr V S Patten</b> Head, Graphics, Publishing & Printing Open University of Mauritius <b>(Up to 03 November 2021)</b>	<b>2</b>	<b>2,700</b>
The Director-General	<b>Dr K S Sukon, PFHEA</b> Open University of Mauritius	<b>9</b>	<b>12,150</b>

## APPOINTMENT OF BOARD MEMBERS

Part III, Section 9 of the Open University of Mauritius Act No. 2 of 2010 stipulates the composition and mode of appointment of Board Members, as quoted below:

*“There shall be a Board which shall consist of*

*(a) a Chairperson, to be appointed by the Prime Minister;*

*(b) 7 persons to be appointed by the Minister, out of whom -*

*(i) 2 shall be executive heads of local public tertiary education institutions having developed partnerships with the Open University;*

*(ii) 2 shall have substantial knowledge and experience of tertiary education and open and distance learning;*

*(iii) one person shall be from the private sector and shall have substantial industrial experience;*

*(iv) one person shall be from the public sector;*

*(v) one person shall be from civil society and engaged in community service;*

*(c) a person who shall be elected by and from the academic staff;*

*(d) a person who shall be elected by and from the general staff; and*

*(e) the Director-General.”*

The Director-General, appointed by the Prime Minister on the recommendation of the Minister of Education, Tertiary Education, Science and Technology, is the Chief Executive and Academic Officer of the Open University.

Part V Section 18 of the Open University Act No. 2 of 2010 stipulates the mode of appointment of the Director-General and is quoted as follows:

*“There shall be a Director-General of the Open University who shall –  
(a) be appointed by the Prime Minister on the recommendation of the Minister;  
(b) be the chief executive and academic officer of the Open University; and  
(c) hold office on such terms and conditions as may be specified in the Statutes.”*

The procedure for the appointment of the Registrar is specified in the statutes.

## **TENURE OF OFFICE OF MEMBERS OF BOARD**

Every appointed or elected member of the Board shall hold office for a term of 3 years.

An appointed member shall be eligible for reappointment for not more than one further term of 3 years.

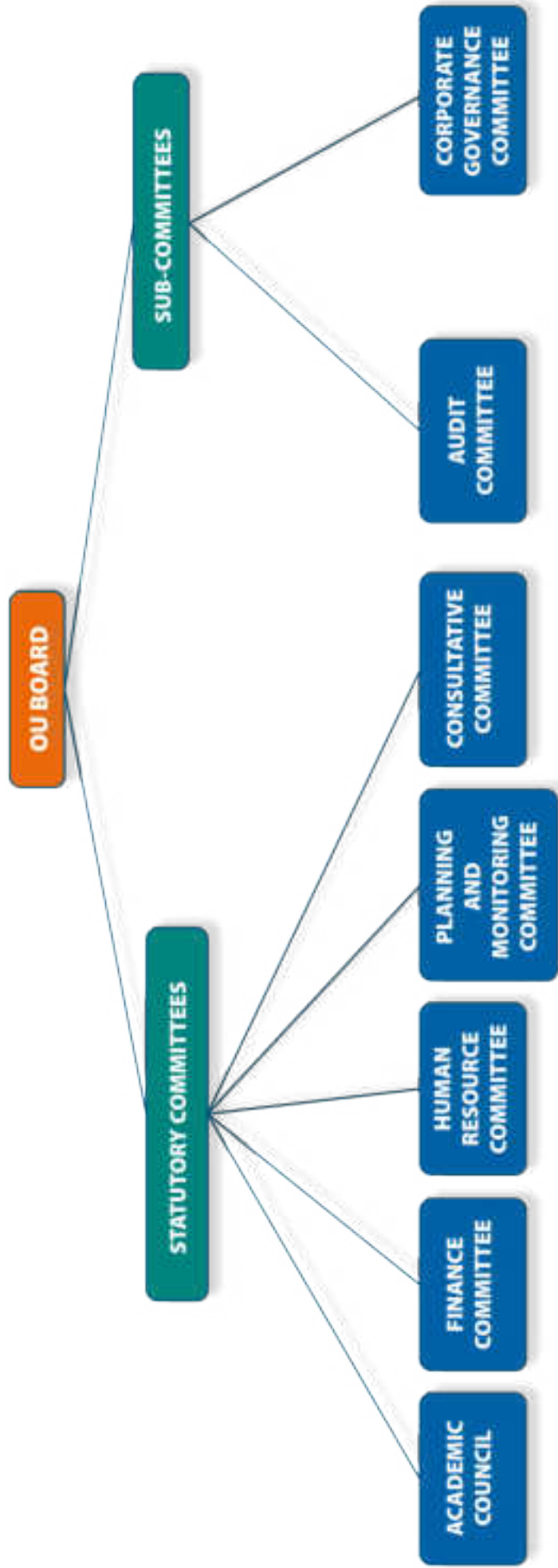
The Board of OU was reconstituted on 20 May 2022 and a new Chairperson, as well as members, were appointed in line with section 9 of the Open University of Mauritius Act No. 2 of 2010.

Consequently, all Board committees have also been reconstituted.

## **VACANCY IN THE BOARD COMPOSITION**

There is currently only one vacancy on the Board - the representative of the general staff. OU organised elections for filling the vacancy in October 2021; however, no one in the general staff category submitted the nomination for the elections. Consequently, the Board sought advice on the appropriate procedure for filling the vacancy. After consultation with relevant authorities, the Board decided to fill the vacancy by appointment. Actions are being taken accordingly.

## THE BOARD'S STRUCTURE FOR CORPORATE GOVERNANCE





## BOARD COMMITTEES

The Open University Act makes provision for the setting up of the following Statutory committees to assist the OU Board in the performance of its functions:

- Finance Committee
- Human Resource Committee
- Planning and Monitoring Committee
- Consultative Committee

In order to facilitate the effective running of the University, the Board has also established some Sub-Committees. Specific responsibilities are delegated to these Committees which are as follows:

- Audit Committee
- Corporate Governance Committee

All Chairs of the Statutory and Sub-Committees discuss and have in-depth deliberations before submitting their recommendations to the Board for consideration. Each Chair presents their papers and reports on proceedings of their committees at the subsequent Board Meeting.

## 1. FINANCE COMMITTEE

### COMPOSITION

#### CHAIRPERSON

- Mr P Ramsurrin, Ag. Registrar, *Université des Mascareignes (Up to 21 March 2022)*
- Mr J Malié, MSK, Rector, Orchard Secondary School of Excellence **(22 March to 20 May 2022)**
- Prof. S K Sobhee, Ag. Vice-Chancellor and Pro Vice-Chancellor (Academia), University of Mauritius **(w.e.f. 09 June 2022)**

#### MEMBERS

- Dr K S Sukon, PFHEA, Director-General, Open University of Mauritius
- Mrs R D Rampersad, Educational Technologist, University of Mauritius **(Up to 20 May 2022)**
- Mr J Ramdenee, Managing Director of Kathari Infratech Limited and Director of JRS Integrated Farms Limited **(Up to 20 May 2022)**
- Mr J Malié, MSK, Rector, Orchard Secondary School of Excellence **(Up to 21 March 2022)**
- Mr B Mahadeo, Manager, Financial Operations, Ministry of Education & Human Resources, Tertiary Education & Scientific Research **as Co-opted Member (Up to 20 May 2022)**
- Mr S Gangoo, Deputy Rector, Ébène SSS (Girls) **(w.e.f. 09 June 2022)**
- Mr L Teeluck, Former Deputy Rector **(w.e.f. 09 June 2022)**
- Mrs A Appadoo, Managing Director, Dale Carnegie **(w.e.f. 09 June 2022)**

The Finance Committee's responsibility is to make recommendations to the Board on:

- (a) The financial position of OU from time to time;
- (b) All other matters relating to finance; and
- (c) Such other matters on which it may be requested by the Board to report.

## ATTENDANCE AND REMUNERATION AT FINANCE COMMITTEE MEETINGS

Membership	Name/Position	Attendance for the period from July 2021 to June 2022 (Total out of 6 meetings)	Remuneration received during the period from July 2021 to June 2022 Rs
Chairperson	<b>Mr P Ramsurrun</b> Ag. Registrar <i>Université des Mascareignes</i>	4	11,700
	<b>Mr J Malié, MSK</b> Rector Orchard Secondary School of Excellence <b>(w.e.f. March 2022)</b>	2	5,850
Member	<b>Dr K S Sukon, PFHEA</b> Director-General Open University of Mauritius	6	8,100
Member	<b>Mrs R Rampersad</b> Educational Technologist University of Mauritius	5	8,625
Member	<b>Mr J Malié</b> Rector Orchard Secondary School of Excellence <b>(Up to March 2022)</b>	4	6,900
Member	<b>Mr J Ramdenee</b> Managing Director of Kathari Infratech Limited and Director of JRS Integrated Farms Limited	6	10,350
Co-opted Member	<b>Mr B Mahadeo</b> Manager, Financial Operations Ministry of Education, Tertiary Education, Science & Technology	6	10,350

## 2. HUMAN RESOURCE COMMITTEE

### COMPOSITION

#### CHAIRPERSON

- Mr J Malié, MSK, Rector, Orchard Secondary School of Excellence **(Up to 20 May 2022)**
- Mr M Boodhun, Permanent Secretary, Ministry of Education, Tertiary Education, Science & Technology **(w.e.f. 09 June 2022)**

## MEMBERS

- Dr K S Sukon, PFHEA, Director-General of Open University of Mauritius
- Mr P Ramsurrun, Ag. Registrar, *Université des Mascareignes* (**Up to 21 March 2022**)
- Mrs R D Rampersad, Educational Technologist, University of Mauritius (**From June 2021 to 20 May 2022**)
- Mr P Sadien, Assistant Manager, Human Resources, Ministry of Education, Tertiary Education, Science & Technology - (**as Co-opted member**) (**Up to 20 May 2022**)
- Prof. S K Sobhee, Ag. Vice-Chancellor and Pro Vice-Chancellor (Academia), University of Mauritius (**w.e.f. 09 June 2022**)
- Dr V Naëck, Former Director, Mauritius Institute of Education (**w.e.f. 09 June 2022**)
- Mr L Teeluck, Former Deputy Rector (**w.e.f. 09 June 2022**)

The Human Resource Committee's responsibility is to:

- (a) Make recommendations to the Board for appointments to any office in OU, other than that of Director-General;
- (b) Be responsible for staff matters, including conditions of service, criteria for the appointment, promotion, transfer of staff, discipline, welfare, staff development and training programmes; and
- (c) Appoint such disciplinary committee as may have to be set up.

## ATTENDANCE AND REMUNERATION AT HUMAN RESOURCE COMMITTEE MEETINGS

Membership	Name/Position	Attendance for the period from July 2021 to June 2022 (Total out of 10 meetings)	Remuneration received during the period from July 2021 to June 2022 Rs
Chairperson	<b>Mr J Malié, MSK</b> Rector Orchard Secondary School of Excellence	10	29,250
Member	<b>Dr K S Sukon, PFHEA</b> Director-General Open University of Mauritius	10	13,500
Member	<b>Mr P Ramsurrun</b> Ag. Registrar <i>Université des Mascareignes</i>	9	14,400
Member	<b>Mrs R Rampersad</b> Educational Technologist University of Mauritius	10	16,875
Co-opted Member	<b>Mr P Sadien</b> Assistant Manager, HR Ministry of Education, Tertiary Education, Science & Technology	10	17,250

## 3. PLANNING AND MONITORING COMMITTEE

### CHAIRPERSON

Mrs K Ramsohok-Heerasing, Former Lecturer, Open University of Mauritius (**Up to 03 November 2021**)  
Dr M I Alladin, Management Consultant (**w.e.f. 09 June 2022**)

## MEMBERS

- Dr K S Sukon, PFHEA, Director-General of Open University of Mauritius
- Mrs R D Rampersad, Educational Technologist, University of Mauritius (**Up to 20 May 2022**)
- Prof. V Naëck, Former Director, Mauritius Institute of Education (**w.e.f. 09 June 2022**)
- Mr L Teeluck, Former Rector (**w.e.f. 09 June 2022**)
- Mr V Patten, Team Leader Quality Assurance

The Planning and Monitoring Committee's responsibility is to make recommendations to the Board on:

- a) Immediate, medium- and long-term plans of OU, taking into account the present and future needs of Mauritius;
- b) Monitoring the execution of all plans of OU and suggesting measures for quality assurance; and
- c) Such other matters on which it may be requested to do so.

No meeting of the Planning and Monitoring Committee was held during the financial year July 2021 to June 2022 mainly due to Covid-19. The Board was nevertheless informed of the progress on the implementation of the Strategic Plan.

## 4. CONSULTATIVE COMMITTEE

### THE COMMITTEE HAS NOT YET BEEN CONSTITUTED.

Nominations for the constitution of the Consultative Committee are being awaited from the Ministry of Education, Tertiary Education, Science and Technology. All public TEIs had been informed that there shall be one consultative committee for all the public TEIs. It should be noted that OU sets an ad-hoc Advisory Committee for each of its programmes.

The Committee is responsible for advising OU on –

- (a) The development of programmes of study and research, in line with the needs of the labour market;
- (b) The relevance of the curricula of programmes of study to the labour market needs;
- (c) Effective quality assurance of the programmes of study; and
- (d) Placements, internships and research.

## 5. THE AUDIT COMMITTEE

### COMPOSITION

#### CHAIRPERSON

- Mr J Ramdenee, Managing Director of Kathari Infratech Limited and Director of JRS Integrated Farms Limited (**Up to 20 May 2022**)
- Mr M Boodhun, Permanent Secretary, Ministry of Education, Tertiary Education, Science and Technology (**w.e.f. 09 June 2022**)

#### MEMBERS

- Mr J Malié, MSK, Rector, Orchard Secondary School of Excellence (**Up to 20 May 2022**)
- Mrs R D Rampersad, Educational Technologist, University of Mauritius (**Up to 20 May 2022**)
- Dr V Naëck, Former Director, Mauritius Institute of Education (**w.e.f. 09 June 2022**)
- Dr M I Alladin, Management Consultant (**w.e.f. 09 June 2022**)

## IN ATTENDANCE

Mrs P Ramdoo-Sadien, Internal Auditor/Senior Internal Auditor, OU

The Audit Committee has to focus on:

- The functioning of the internal control system;
- The functioning of the internal audit department;
- The risk areas of the company's operations to be covered in the scope of the internal and external audits;
- The reliability and accuracy of the financial information provided by Management to the Board and other users of financial information;
- Whether OU should continue to use the services of the current external and internal auditors;
- Any accounting or auditing concerns identified as a result of the internal or external audits;
- OU's compliance with legal and regulatory requirements with regard to financial matters;
- The scope and results of the external audit and its cost-effectiveness, as well as the independence and objectivity of the external auditors;
- The nature and extent of non-audit services provided by the external auditors, where applicable.

## Attendance and Remuneration at Audit Committee Meetings

Membership	Name/Position	Attendance for the period from July 2021 to June 2022	Remuneration received during the period from July 2021 to June 2022 Rs
Chairperson	<b>Mr J Ramdenee</b> Managing Director of Kathari Infratech Limited and Director of JRS Integrated Farms Limited	2	3,265
Member	<b>Mr J Malié, MSK</b> Rector Orchard Secondary School of Excellence	2	3,000
	<b>Mrs R Rampersad</b> Educational Technologist University of Mauritius	2	3,000

## 6. CORPORATE GOVERNANCE COMMITTEE

### COMPOSITION

#### CHAIRPERSON

- Mr J Malié, MSK, Rector, Orchard Secondary School of Excellence (*Up to 20 May 2022*)
- Mr S Gangoo, Rector, Ébène SSS (Girls) (*w.e.f. 09 June 2022*)

#### MEMBERS

- Mrs R D Rampersad, Educational Technologist, University of *Mauritius* (*Up to 20 May 2022*)
- Mrs K Ramsohok-Heerasing, Former Lecturer, Open University of Mauritius (*Up to 03 November 2021*)
- Dr M I Alladin, Management Consultant (*w.e.f. 09 June 2022*)
- Mrs A Appadoo, Managing Director, Dale Carnegie (*w.e.f. 09 June 2022*)
- Dr K S Sukon, PFHEA, Director-General, Open University of Mauritius

The terms of reference for the Corporate Governance Committee are as follows:

The Committee shall:

- operate as a standing committee of the OU Board;
- oversee all matters concerning Corporate Governance activities of OU aimed at the promotion and achievement of the objectives and such related matters as may be referred to the Committee by the Board;
- determine, agree and develop the University's general policy on corporate governance in accordance with the applicable Code of Corporate Governance;
- prepare the corporate governance report to be published in the University's annual report; and
- ensure that disclosures are made in the annual report in compliance with the disclosure provisions in the Code of Corporate Governance.

### Attendance and Remuneration at Corporate Governance Committee Meetings

Membership	Name/Position	Attendance for the period from July 2021 to June 2022 (Total out of 1 meeting)	Remuneration received during the period from July 2021 to June 2022 Rs
Chairperson	<b>Mr J Malié, MSK</b> Rector Orchard Secondary School of Excellence	1	1,820
The Director-General	<b>Dr K S Sukon, PFHEA</b> Director-General Open University of Mauritius	1	1,125
Member	<b>Mrs R Rampersad</b> Educational Technologist University of Mauritius	1	1,500
Member	<b>Mrs K Ramsohok-Heerasing</b> Former Lecturer Open University of Mauritius	0	0

## 7. ACADEMIC COUNCIL

Part IV Section 15 of the Open University of Mauritius Act stipulates the Academic and Management Structure of the Open University of Mauritius.

It makes provision for the setting up of the Academic Council which

- is the principal academic body of OU;
- has control and general regulation of teaching, examination, and research;
- is responsible for the maintenance of appropriate standards and discipline among the learners of OU; and
- grants transfer of credits to learners in respect of learning acquired in another institution.

The constitution of the Academic Council, the term of office of its members, its functions and powers and the procedure to be observed for the convening and holding of its meetings are as specified in the statutes.

No meeting of the Academic Council was held during the financial year July 2021 to June 2022 due to Covid-19. Consultations have been done online. The main item that needed the attention of the Academic Council was examination results, which were approved by the Chairperson of the Academic Council.

## OTHER COMMITTEES

### PUBLIC PROCUREMENT ACTIVITIES

OU is responsible for the planning and conduct of its procurement in line with the Public Procurement Act 2006.

The University ensures that the procurement methods, the bidding process and the issue of procurement contracts are dealt with in line with the provisions of the Public Procurement Act and relevant regulations.

From 01 July 2021 to 30 June 2022, OU conducted 52 Departmental Bid Committees (DBC), in line with the modernisation of procurement rules and procedures as set out in the Ministry of Finance and Economic Development Circular Letter No. 2 of 2016.

The composition of the DBC is as follows:

Director-General	Chairperson
Financial Controller	Member
Senior Procurement & Supply Officer	Member
Office Management Assistant	Secretary

The terms of reference of the DBC are:

1. Vetting bidding documents for procurement below prescribed amounts, contract forms, terms and conditions, and addenda to bidding documents and clarification to bidders if any;
2. Opening of bids;
3. Referring bids to the Bid Evaluation Committee (BEC) for examination and evaluation;
4. Attending to request(s) from BEC for any clarifications arising at the evaluation stage.

Fees paid to the Chairman and members of the Departmental Bid Committee were as follows:

Membership	Name/Position	Attendance for the period July 2021 to 30 June 2022 (Total out of 52 meetings)	Remuneration received during the period July 2021 to 30 June 2022 (Rs)
Chairperson	SUKON Kaviraj Sharma (Dr) Director-General	42	18,480
Chairperson	GOPEE Subhashini Luckshmi Devi (Mrs) Registrar	4	1,760
Chairperson	SEETARAMADOO Indiren (Mr) Director (Open School)	1	440
Chairperson	VEERABUDREN Vel (Mr) Deputy Registrar	1	440
Chairperson	AGATHEE Ushad Subadar (Dr) Director (Academic Affairs Division)	4	1,760
Member	NUNKOO Satyaprakash (Mr) Financial Controller	51	18,360
Member	AUCKBURALLY Bibi Nooreena (Mrs) Accountant	1	360

Member	<b>ARLANDA Patrick Sydney (Mr)</b> Senior Procurement & Supply Officer (Purchasing)	40	14,400
Member	<b>CHATOOAH Dhanwantee (Mrs)</b> Senior Procurement & Supply Officer (Stores)	9	3,240
Member	<b>THANTHONEE Vishnoo (Mr)</b> Procurement & Supply Officer	3	1,080

Following the opening of the quotations, officers in the grade of Registrar, Deputy Registrar, Administrative Officers, Higher Executive Officers, Executive Officers, Clerk/Word Processing Operators were called upon to act as chairperson/member/secretary of the Bid Evaluation Committee (BEC).

## COMMITTEE OF NEEDS

The Committee of Needs of OU operates in line with the provisions of the Public Procurement Act 2006. The role of the Committee of Needs is to plan and monitor the procurement activities of the organisation.

## PROFILE OF BOARD MEMBERS

### **Mr Rajeswara Duva Pentiah, CSK, Chairperson of OU Board (July 2015 – May 2022)**



Mr Rajeswara Duva Pentiah, CSK was the Chairperson of OU from July 2015 to 20 May 2022.

He retired from the Civil Service as Permanent Secretary on 01 December 2013.

He holds the Part 1, Institute of Statisticians (Now Royal Statistical Society), UK, a Diploma in Public Administration and Management, Mauritius and a Fellowship – Total Quality Management in the Public Sector, National Institute of Public Administration, Malaysia.

He has 42 years' experience in the Public Service (06.10.71 to 30.11.13), including nine years at the Public and Disciplined Services Commission (1987 – 1996) and has acted as Secretary, Public Service Commission on a temporary basis.

He has served the Ministries of Civil Service and Administrative Reforms, Health and Quality of Life, Education and Human Resources, Tertiary Education and Scientific Research, Public Infrastructure, Environment and National Development Unit, Women's Rights and Child Welfare, Social Security and National Solidarity and Public Utilities, among others.

He was also the Officer-in-Charge of the Rajiv Gandhi Science Centre from 2002 to 2003.

He has served on numerous Parastatal Boards as Chairman and Member. He has also been a Board Director of Omnicane Ltd.

In 2016, he was elevated to the rank of CSK by the President of the Republic of Mauritius in recognition of his contribution to the Public Service.

### **Dr Oomandra Nath Nath Varma, OSK, Chairperson of OU Board (w.e.f. 06 June 2022)**



Dr Oomandra Nath Nath Varma, OSK, holds a BA (Hons) in Sociology, MA (Sociology), PGCE, PhD (Education).

He has been an Education Officer with 11 years of teaching experience at the New Eton College. He joined the Mauritius Institute of Education (MIE) in 1991 as Lecturer. He was subsequently Senior Lecturer, Associate Professor, Deputy Director (2011) and the Director of the Mauritius Institute of Education (2013-2021). He also held the UNESCO Chair in Higher Education for Mauritius (2017-2021).



He is currently engaged with the World Bank on the Africa Centre of Excellence Project under the aegis of the Association of African Universities.

He is also Advisor on “Curriculum and Pedagogy” to the Vice-Prime Minister, Minister of Education, Tertiary Education, Science and Technology.

**Mr Prakash Ramsurrun, OU Board Member (From July 2015 to March 2022)**



Mr Prakash Ramsurrun was the Ag. Registrar since March 2013 of the *Université des Mascareignes*, a local public tertiary education institution having developed partnerships with the Open University.

He holds a BA (Hons) Economics & Government (University of Essex, UK), an MA in Economics, Government & International Relations (University of London, UK) and a Postgraduate Certificate in Education – PGCE (University of Wolverhampton, UK).

He has been the Manager at the *Université des Mascareignes* (ex-Swami Dayanand Institute of Management) since August 2000. He was Assistant Manager and Head of Department of Business Administration at the *Université des Mascareignes* from May 1995 to July 2000; Education Officer at the Ministry of Education & Human Resources from March 1985 to April 1995; and Lecturer at the North London Institute of Further Education, UK from September 1983 to December 1984.

He retired as Ag. Registrar of the *Université des Mascareignes* on 21 March 2022.

**Dr Vassen Naëck, OU Board Member (w.e.f. 07 June 2022 to 30 June 2022)**

Prof. (Dr) V Naëck holds the post of Director of MIE since 04 May 2022.

He joined the Institute as Lecturer and climbed the ladder to the post of Senior Lecturer, Associate Professor and Professor. He was appointed as Deputy Director in 2020 and then Officer-in-Charge of the MIE in 2021.

Prof. Naëck holds a PhD (University of Réunion Island) in Cognitive Education, with expertise in psycho-pedagogy. He shouldered the responsibilities of Head, School of Education and Head of Teacher Education for the Primary and Early Childhood Education till January 2015. He was the Head of Curriculum Unit and Chair of the Teacher Education Committee, the main sub-committee of the Academic Board responsible for programme development at the MIE.

**Prof. (Dr) Sanjeev Kumar Sobhee, OU Board Member (w.e.f. 07 June 2022)**



Prof. (Dr) Sanjeev K Sobhee is currently the Pro-Vice-Chancellor (Academia) and is also serving as Acting Vice-Chancellor since March 2022 at the University of Mauritius. As for academic background, he is a Professor of Economics and has a wide teaching experience at both undergraduate and postgraduate levels that span across more than 25 years, essentially in the fields of Advanced Macroeconomics, Macroeconomic Theory, Quantitative Techniques and Public Policy. In addition, Prof. Sobhee has been actively involved in applied research involving areas such as Macroeconomics, Public Finance, Sustainable Development Policies and Socioeconomics. He has extensively published in a number of peer-reviewed academic journals, among which are those of High Impact Factor with Publishing Houses such as Elsevier, Springer, Routledge, Taylor and Francis and Sage. Prof. Sobhee has also served as a consultant in the capacity of economist and socio-economist for different international institutions namely, The World Bank, United Nations Development Programme (UNDP) and United Nations Environment Programme (UNEP), amongst others.

**Mrs Rubina Devi Rampersad, OU Board Member (July 2015 to 20 May 2022)**



Mrs Rubina Devi Rampersad is a trained Educational Technologist working at the University of Mauritius, with more than 25 years of experience in Distance Education and Professional Development. She was Officer-in-Charge of the Centre for Professional Development and Lifelong Learning (University of Mauritius) from 2010 to 2014. She has been actively involved in the design of Distance Education and Online programmes, short courses, commissioned programmes and MOOCs.

She holds the following qualifications: MSc Educational Technologies and Knowledge Society (University of Mauritius); *Maîtrise en Formation à Distance (Université du Québec à Montréal)*; Graduate Diploma in Leadership Development in ICT and the Knowledge Society (Dublin City University); Postgraduate Certificate in Teaching and Learning in Higher Education (University of Mauritius); Masters in English Literature (University of New South Wales, Sydney); and BA (Hons) in English and History (University of Mauritius).

**Dr Mohammad Ibrahim Alladin, OU Board Member (w.e.f. 07 June 2022)**



Dr Mohammad Ibrahim Alladin was educated in England, Canada and Australia. He is currently a Professor and a Management Consultant. He has taught at several universities and has been a visiting Professor in India, China, Bulgaria, Turkey and Malawi. Dr Alladin has extensive experience in educational planning and management and has developed courses for graduate programmes. He is also an examiner for doctoral students. As an accomplished writer and author, he has written more than fifteen books and several scholarly publications. He comments regularly on social and global issues. He is a Paul Harris Fellow and devotes a lot of his time to philanthropic activities.

**Mr Satyaveer Gangoo, OU Board Member (w.e.f. 07 June 2022)**



Mr Satyaveer Gangoo is Deputy Rector at a State Secondary School under the Ministry of Education, Tertiary Education, Science and Technology. He was Education Officer at the Stratford College (July 1996 to June 1997), Administrative Officer at Apollo Tubes Ltd (June 1997 to May 1998), Warehouse Manager at Leisure Garments Ltd (January 1998 to November 1999), Education Officer at DAV College (March 1999 to December 2001), Education Officer at the Ministry of Education, Tertiary Education, Science and Technology (January 2001 to March 2018), Deputy Rector at State Secondary Schools of the Ministry of Education, Tertiary Education, Science and Technology (April 2018 to date) and Governor at the University of Technology, Mauritius (May 2015 to November 2021).

He holds a Diploma in Accounting (University of Mauritius); BSc (Hons) in Accounting (University of Mauritius), PGCE (Business Studies) Mauritius Institute of Education).

Mr Gangoo has acted as facilitator on several occasions for projects like the Stock Exchange of Mauritius Young Investors Award (YIA), JA Mini Company program, etc.

**Mr Jaisen Ramdenee, OU Board Member (July 2015 to 20 May 2022)**



Mr Jaisen Ramdenee is the Managing Director of Kathari Infratech Limited and Director of JRS Integrated Farms Limited.

He holds a B Eng (Hons) in Manufacturing System Engineering.

**Mrs Anuradha Appadoo, OU Board Member (w.e.f. 07 June 2022)**



Mrs Anuradha Appadoo is the Franchise Owner and Managing Director of Dale Carnegie Mauritius since 2014 and has been an entrepreneur for the past 14 years.

Prior to embarking on an entrepreneurship journey in 2008, she worked for

- Mulox Ltd - a UK based Manufacturing Company, for 1.5 years in the late 80s
- Mauritius Shipping Corporation Ltd from 1991 to 1994, as Shipping Executive
- National Housing Development Co. Ltd from 1994 to 2001, as Marketing

Executive then promoted to Estate Manager

- *La Prudence Mauricienne Assurances* from 2001 to 2008, as Sales & Marketing Manager

Mrs Appadoo has thus acquired more than 25 years of leadership experience as a Business Leader in several sectors – both local, regional and global.

She became a Dale Carnegie facilitator in 2000 and a Master Trainer in 2014. She is also a TEDx speaker, keynote speaker, and guest speaker on various local platforms. She has been actively involved in developing Women Entrepreneurs across the Indian Ocean for the last 10 years. She has been the President of Women in Networking, President of *Association Mauricienne des Femmes Chef d'Enterprise* and President of National Women Entrepreneur Council.

She is currently actively involved with the Mauritius Institute of Directors to increase the representation of women in senior leadership positions. She is a member of the Women Directors Forum that drives D&I initiatives.

She sits on the International Dale Carnegie Franchisee Association as the Director for EMEA Region.

As a thought leader, Mrs Appadoo is involved in strategic discussions with several of her business partners across leading sectors of the Mauritian economy.

She holds a BA in Business Studies from Ealing University, UK (1990) and an MBA from Birmingham University, UK (2006).

She is a Master's Trainer at Dale Carnegie University (2014) and a Genos EI Coach in progress since November 2021.

**Mr Maubarakahmad Boodhun, OU Board Member (w.e.f. 07 June 2022)**

Mr Maubarakahmad Boodhun was formerly Permanent Secretary at the Ministry of Education, Tertiary Education, Science and Technology. He has been assigned the duties of Senior Chief Executive since July 2022, and is now posted to the Ministry of Blue Economy, Marine Resources, Fisheries and Shipping.

Mr M Boodhun holds a Master of Business Administration (MBA), General from the University of Technology Mauritius (2007–2009), a Graduate Diploma in Business, Business/Commerce, General from Curtin University (1994), an ICSA degree (1990), and a Certificate in Library Studies (1980) from the University of Mauritius.

He has a long career in the public service and has been involved in several major national projects such as the setting up of the Trust Fund for Renal Dialysis Treatment in 1995, the construction of the Côte d'Or National Sports Centre and Organisation of the Indian Ocean Island Games 2003, among others.

**Mr Jacques Malié, MSK, OU Board Member (July 2015 to 20 May 2022)**



Mr Jacques Malié, MSK was the Rector of *Collège du St Esprit*. He had been exercising as Educator and Deputy Rector of the College before being appointed as Rector. At present, he is Rector at Orchard Secondary School of Excellence.

He holds a *Licence-es-Lettres* and a *Maîtrise d'Anglais* from *Université de Nice*, France. He also has a *Diplôme Universitaire de Méthodologie et de l'Enseignement Audio-Visuel des Langues Vivantes*, *Université de Nice*, France.

He has been a member of several Boards of the Ministry of Youth and Sports, including the High-Level Sports Unit.

He is presently a CAF and FIFA Instructor in Administration and Management at the international level.

**Mr Lindsay Teeluck, OU Board Member (w.e.f. 07 June 2022)**



Mr Lindsay Teeluck was Educator (1979-2021), Head of Department in Biology (2008-2014) and former Deputy Rector at *Collège du Saint Esprit*.

He holds a Teacher's Diploma in Biology/Integrated Science and a Bachelor in Education (Biology).

He has been a member of the Board of Governors at the *Collège du Saint Esprit*, a member of the Board of Rajiv Gandhi Science Centre and Coordinator for *Communauté Chemin Neuf*.

**Mrs Kheertee Ramsohok Heerasing, OU Board Member (04 November 2018 to 03 November 2021)**



Mrs Kheertee Ramsohok Heerasing is a former Lecturer in Accounting and Finance at the Open University of Mauritius. She holds an MSc in International Finance from the Kingston University.

She was also the President of the Open University Employees Union.

**Mr Mrinal Sohoraye, OU Board Member (w.e.f. 04 November 2021)**



Mr Mrinal Sohoraye is a Lecturer in Psychology and Research Methods. He was elected as Representative of Academic Staff to serve on the OU Board from 2015 to 2018. He was again re-elected for a further period of three years in 2021 in the same capacity.

As an experienced academic with more than 15 years in the higher education sector, Mr Sohoraye has witnessed and contributed to the field of education, be it in terms of programme development, collaboration with industry partners and international ties with several privileged partners across the globe.

Mr Sohoraye divides his time between lectures and research in diverse fields as he believes in multi-disciplinary approaches. These are not limited to psychology but encompass e-learning, sustainability, public health and even e-commerce!

**Mr Viswanaden Sooprayen Patten, OU Board Member (04 November 2018 to 03 November 2021)**



Mr Viswanaden Sooprayen Patten is the Head of Graphics, Publishing and Printing Unit of OU and is the Leader of the Quality Assurance Team at OU.

He holds a *Brevet de Technicien Supérieur en Industries Graphiques* from the *École Supérieure Estienne des Arts et d'Industries Graphiques*, Paris, France. He also holds a Master in Philosophy in Publishing Studies from the University of Stirling, Scotland and an MBA from Indira Gandhi National Open University, India.

He is presently a member of the following committees at OU:

- Planning and Monitoring Committee
- Sub-Committee for Appointment of Part-time Tutors
- Advisory Committee

**Dr Kaviraj Sharma Sukon, PFHEA, OU Board Member**



Dr Kaviraj Sharma Sukon, PFHEA is the founder Director-General of OU. He has been the chairperson of the MCA Board from November 2005 to 11 July 2012. He has also chaired the Board of the Mauritius Museums Council from 2018 to 2020.

He started his career as a Lecturer in Mathematics at the University of Mauritius in 1997 after completing his PhD in Mathematics from the University of Mauritius and the University of Loughborough. He also holds an MBA with distinction from the University of Surrey.

He later joined the Mauritius Examinations Syndicate as a Research and Development Officer where he started the marking of the first international paper in Mauritius in 1999.

Afterwards, he joined HRDC as the Manager-Research/Head of the Research and Consultancy Division where he led the development of the first National Human Resource Development Plan. He has been providing consultancy services to ADEA, UNESCO, ILO and UNDP. He has prepared The Peer Review Report on educational reforms in Mauritius, 2000-2005; UNESS (UNESCO National Education Support Strategy) for Mauritius in 2010; and the National Employment Policy for Mauritius in 2011. He has published several research papers and supervised DBA/PhD Theses.

Dr Sukon is also the Chairperson of the Mauritius Research and Innovation Council and a Director on the Board of a private company set up by OU, the OU Campus Development Ltd.

**Mrs Subhashini Luckshmi Devi Gopee, Registrar and Secretary to the Board**



Mrs S Gopee is the Registrar of OU since January 2017.

She has a BSc (General) from the University of Delhi and an MSc in Quality Management from the University of Mauritius.

She has over 15 years of experience at the middle managerial level in a public tertiary education institution. Mrs Gopee also served for five years in the public sector in the technical field and had been an Education Officer in a private secondary school at the beginning of her career.

Mrs Gopee is also the Secretary to the Board of the OU Campus Development Ltd.

## BOARD INFORMATION

The Board has unrestricted access to the University's related information, including that of its employees.

Heads of Sections or their Representatives are called in at Board meetings as and when required to provide additional information and clarifications regarding items on the agenda.

During the 2021/2022 financial year, the Board held 8 meetings.

Below is a summary of the main topics handled by the Board during the period under review:

- a) Appointment of full-time staff
- b) Review and approval of financial reports
- c) Schemes of Service and other Human Resources matters
- d) Several matters regarding the acquisition of office equipment/e-learning materials/vehicles
- e) Details of joint ventures and collaborative agreements
- f) Open University Annual Report 2020/2021
- g) Participation in Training, Missions and Workshops by OU staff
- h) Appointment of International Faculties
- i) New policies and review of existing policies.

All Board members have signed a confidentiality undertaking to keep all information and issues discussed at Board meetings confidential. Members of the Board are not allowed to divulge any information to any other person/employee or authority without the express authorisation of the Board.

The Code of Ethics approved by the Board addresses how employees should behave including while handling information.

## EVALUATION OF PERFORMANCE OF MEMBERS OF THE BOARD

The Board of OU has to develop a policy for evaluating the performance of Board members. However, in the meantime, the performance of Board members is assessed continuously by the Chairperson through observation and discussions.

The Chairperson ensures that

- all members are given the opportunity to participate in discussions;
- members do not divert from the agenda;
- the discussions are geared towards enabling an informed decision being taken on matters under consideration; and
- the knowledge and experience of members are effectively harnessed while performing their duties.

## DECLARATION OF CONFLICT OF INTEREST BY BOARD MEMBERS

The Registrar keeps a record of the declaration of conflict of interest by Board members. Whenever a member declares conflict of interest, he/she leaves the meeting room while the item concerned is being discussed and a decision taken as required in Statute 1(3) of the Open University Act.

## REPORTING WITH INTEGRITY

The Board of OU is responsible for the preparation of an annual report which comprises the following:

- Corporate Governance Report
- Report on activities
- Financial Statements and Accounts that fairly represent the state of affairs of OU.

The financial statements are submitted to the Board for approval upon the recommendations of the Finance Committee. The financial statements are prepared in accordance with the International Public Sector Accounting Standards (IPSASs) issued by the International Public Sector Accounting Standard Board (IPSASB) and Statutory Bodies (Accounts and Audit) Act.

The annual report is approved by the Board not later than three months after the end of the Financial year and submitted to the National Audit Office not later than four months after the end of the Financial year as per the requirement of the Statutory Bodies (Accounts and Audit) Act.

Upon receipt of the report of the National Audit Office, the annual report is finalised and submitted to the parent Ministry for tabling at the National Assembly for the attention of members of the Government, one of the major stakeholders of OU and the other members of the National Assembly.

The Annual Report is posted on OU's website for consultation by all its other stakeholders.

In order to disseminate information on its various activities, policies, procedures and plans to its stakeholders, OU has also posted the following documents on its website:

- The Open University of Mauritius Act No. 2 of 2010
- The Vision and Mission Statement of the Open University of Mauritius
- The Strategic Plan 2017-25 of the Open University of Mauritius
- The Organisational Chart of the Open University of Mauritius
- The General Rules and Regulations for Learners
- The Programme Documents
- Information on Fees
- The Code of Ethics of the Open University of Mauritius
- The IT Policy of the Open University of Mauritius

The Open University endeavours to conduct its activities by ensuring that:

- there is no adverse impact on the environment;
- all persons are treated equally without any discrimination as stipulated in its Act;
- it fulfils its responsibilities to the best of its capabilities while maintaining the highest ethical standards as outlined in its Code of Ethics and abiding by the Code of Corporate Governance; and
- it provides a safe and secure environment for its employees to work in.

## Environment

One of the ways OU is contributing to the preservation of the environment is through the use of information and communication technologies for the dissemination of its learning materials.

OU offers learners the opportunity to learn at their own place and pace. Instead of producing printed materials, OU posts all its learning materials on the e-learn platform which is downloadable via the internet. OU is also embarking on implementing paperless meetings and is already disposing of waste paper to recycling companies. Thus, OU strives to contribute towards reducing the use of paper and recycling waste.

In order to continuously improve our work processes, the University is developing various software systems for admissions, recruitment, student information systems, etc. In addition, it is ensuring judicious use of all its resources through energy-saving measures.

## Corporate Social Responsibility

In an endeavour to assist the most vulnerable persons in society, OU employs three persons having disabilities. It also offers personalised tutoring to disabled students. OU contributed to the National Covid-19 vaccination campaign by providing its Curepipe campus as a vaccination centre, staffing resource and logistics, for learners and staff of all TEIs.

## Ethics

OU has developed its Code of Ethics which stipulates inter alia the following:

The Code of Ethics is fundamental to OU values. The primary purpose of the Code of Ethics is to maintain a professional and safe environment in which the OU community can work and learn to promote a culture of fair and ethical behaviour while ensuring that the University meets its obligations.

The Code stipulates

- Personal and professional behaviour
- Academic Integrity
- Disclosure of information
- Conflict of Interest
- Equal Opportunity
- Use of University Resources
- Intellectual Property
- Statement to the Press and Social Media

as applicable to its employees to enable them to maintain the highest standard of integrity and professionalism while delivering their duties.

## Safety & Health

OU strives to provide its employees and learners with a safe and healthy work environment.

The safety and health of everyone on our premises and campuses is our major priority. We have a 24-hour insurance cover for all members of staff. OU also subsidises the medical insurance scheme for its staff.

A part-time Safety and Health Officer is employed at OU, in line with the requirements of the Occupational Safety and Health Act 2005. The Safety and Health Officer's role is to ensure that the organisation's premises are appropriately set up for a Safe and Healthy learning and working environment.

## Safety & Health Committee

OU has set up the Safety & Health Committee in conformity with the Occupational Safety and Health Act 2005. The minutes of proceedings following meetings held are transmitted to the Ministry of Labour, Industrial Relations, Employment and Training.

The terms of reference of the Committee are to:

- a) Establish communication between employees and Management;
- b) Provide a safe and healthy workplace;
- c) Reduce risks and hazards at the worksites so far as is reasonably practicable;
- d) Conform to statutory and regulatory requirements;



- e) Establish, implement and review safe working practices; and
- f) Adopt an integrated approach towards safety and health at work by seeking the collaboration, cooperation and participation of all employees.

A risk assessment is carried out by the Safety and Health Officer once every two years whereby possible risks are identified and alleviated so far as is reasonably practicable. The purpose of the Risk Assessment is to provide a Safe and Healthy Environment for staff, students and visitors.

In accordance with the Occupational Safety and Health Act 2005, a Fire Drill is organised once every year in order to get its occupants acquainted with the procedures of evacuation so that they can react promptly during a real emergency situation.

To ensure a safe working environment, 15 staff have been trained in Lift Rescue by Data Engineering Ltd on how to rescue a person stuck in the passenger lift.

OU has an Injury/Illness Procedure which is followed in case any staff member or student is sick/injured on the premises. An injury committee as well as a Department Board Committee has been set up to analyse the case of injury and to ensure that same does not recur. Additionally, 12 staff have been trained in April 2022 as First Aiders to intervene when the need arises.

## RELATED PARTY TRANSACTIONS

During the Financial year 2021/2022, one staff of OU was seconded to the Mauritius National Assembly to assist in the implementation and monitoring of the "Live Broadcasting of the proceeding of the House Project". As per practice in the civil service, he was remunerated by OU during the period of secondment.

## RISK GOVERNANCE AND INTERNAL CONTROL

### RISK ASSESSMENT

The Board is responsible for ensuring that OU has identified the risks in its processes and the procedure for controlling, avoiding, and addressing those risks.

Accordingly, each section has identified major risks associated with their processes based on a risk matrix and suggested actions to be taken to either prevent or control it as well as actions to be taken in case the risk occurred.

OU has been successfully certified for ISO 9001:2015 by the Mauritius Standards Bureau.

Under the ISO 9001:2015 requirements, OU has carried out its risk assessment and has ensured that the same are properly addressed.

Since February 2022, OU has set up an Anti-Corruption Committee (ACC) to conduct two (2) Corruption Risk Assessments (CRAs) per year in risk areas namely in the procurement function and in the Revenue Collection function of the organisation as requested by the Parent Ministry. The CRAs are being finalised.

### INTERNAL CONTROL

The Management has written procedures for its various processes which ensure that staff are aware of how to proceed with their duties. In addition, OU has established control procedures for its processes. Supervision and cross-checking of records, claims, figures, etc. are mandatory for all procedures involving the release of payments, remunerations, allowances, etc. No payment is issued without proof of approval from the relevant authority. For example, for payment of fees to service providers, the signed contracts as per tenders approved by the Board are verified and provided as evidence.

In addition, for all approval of payments, there are different Controlling Officers and Authorising Officers to ensure that the claims for payments are verified at two levels before being sent to the Finance Division. The

Finance Division also exercises control over the claims for payments by cross-checking the claims with relevant approvals.

Payment of fees by learners is another aspect where the mechanism of internal control is exercised.

The Internal Audit function is yet another mechanism for ensuring that the internal control system is functioning properly.

## **AUDIT**

### **(i) Internal Audit**

The Internal Auditor is required to carry out audit activities as per an Audit Plan and submit her report on findings to the Audit Committee which makes recommendations on the same to the Board.

The Internal Auditor carries out her duties with all independence, and she is given access to facilities for the same by Management.

The Director-General is not a member of the Audit Committee, and this ensures that the Internal Auditor performs her duties and reports her findings independently.

The Internal Auditor is free to perform day-to-day auditing of financial transactions and processes.

### **(ii) External Audit**

The Annual Report 2020/2021 was submitted to the External Auditor in October 2021. The External Auditors were at OU from December 2021 to March 2022. They were provided with all the information and documents they required for carrying out their audit.

The Management letter was received on 31 March 2022 and a reply was sent to the National Audit Office on 18 April 2022. The Audit Certificate was issued by the National Audit Office on 22 April 2022.

OU has therefore made provision for an independent internal audit function as well as for submitting its annual report to the External Auditor.

## **RELATIONS WITH SHAREHOLDERS AND OTHER KEY STAKEHOLDERS**

OU has excellent relations with the parent Ministry, one of its major shareholders. OU maintains constant communication with the parent Ministry either through correspondence or by attending meetings held thereat.

The Director-General attended meetings with the Honourable Vice-Prime Minister on several occasions during the year under review, and the Honourable Vice-Prime Minister graced several functions and workshops organised by OU. The Chairperson also met the Honourable Vice-Prime Minister occasionally to discuss on matters of the University.

## **STATEMENT OF DIRECTORS' RESPONSIBILITIES**

The Board members of OU acknowledge their responsibilities for:

- (i) Adequate accounting records and maintenance of effective internal control systems;
- (ii) The preparation of financial statements which fairly present the state of affairs of OU as at the end of the financial year and the results of its operations and cash flows for that period and which comply with International Public Sector Accounting Standards (IPSAS); and

- (iii) The selection of appropriate accounting policies supported by reasonable and prudent judgements and estimates.

The External Auditors (National Audit Office) are responsible for reporting on whether the financial statements are fairly presented.

## DIRECTORS' STATEMENT OF COMPLIANCE

The Members of the OU Board affirm that:

- (i) Adequate accounting records and an effective system of internal controls have been maintained;
- (ii) Appropriate accounting policies supported by reasonable and prudent judgements and estimates have been used consistently;
- (iii) Applicable accounting standards have been adhered to;
- (iv) The Code of Corporate Governance as applicable to Statutory Bodies has been adhered to. Explanations have been provided on how the Code has been applied; and
- (v) The provisions of Part V of the Procurement Act regarding the bidding exercise have been complied with.

Signed on behalf of the OU Board Members.



**Dr O N Nath Varma, OSK**  
Chairperson of Board  
Open University of Mauritius

30 September 2022



**Dr K S Sukon, PFHEA**  
Director-General  
Open University of Mauritius

30 September 2022

## DIRECTORS' STATEMENT FOR INTERNAL CONTROL

The OU Board acknowledges its responsibility for the setting up of an adequate system of internal controls and for the setting up of appropriate policies to provide reasonable assurance that the control objectives have been attained. The activities of the University are closely monitored by the Board and its sub-committees. Procedures and policies are well documented and consistently applied. Management has the relevant experience and skills to ensure the proper running of the University. There is no history of fraud and irregularities.

The role of Management includes:

- identifying and evaluating the risks faced;
- formulating related policies and procedures to manage these risks;
- designing, operating and monitoring a suitable system of internal controls; and
- implementing the policies approved by the Board.

## INTERNAL AUDIT FUNCTION

The Internal Auditor reports to the Audit Committee on audit work carried out.



**Dr O N Nath Varma, OSK**  
Chairperson of Board  
Open University of Mauritius

30 September 2022



**Dr K S Sukon, PFHEA**  
Director-General  
Open University of Mauritius

30 September 2022





# OVERVIEW OF THE UNIVERSITY



OU consists of six Divisions: the Academic Affairs Division, the Open School Division, the Administration Division, the Finance Division, the Multimedia and ICT Services Division and the Quality Assurance and Capacity Building Division. Each Division is made up of several sections and Units.

## BRIEF OVERVIEW OF THE DIVISIONS

### **ACADEMIC AFFAIRS DIVISION**

The Academic Affairs Division (AAD) is mandated to provide quality services in distance education and to maintain high levels of course development and teaching. The division is thus responsible to administer Open Distance Learning (ODL)/full-time programmes and manage their delivery, plan, design and develop programmes/courses, author course material for ODL including Instructional Design, initiate ODL programmes/courses/full-time programmes, provide learner support including extra-curricular activities, be involved in research activities and organise activities/publish materials which could help the community at large.

The division has increased, diversified and consolidated programmes of studies at both undergraduate and postgraduate levels which are innovative and multi-disciplinary and address the needs of the community, industry and government. The division also explores partnership with higher educational institutions at both national and international levels.

A Director is responsible for the efficient, economical and effective running of the academic and administrative operations of the division. He is supported, in the daily discharge of his duties, by full-time and part-time academics, technical staff, two Administrative Officers, administrative support staff and a trainee.

The Collaboration and Partnerships Unit and the Research Office also form part of the AAD.

### **Collaboration and Partnerships Unit**

The Collaboration and Partnerships Unit is responsible for the partnerships with institutions such as UNISA, Commonwealth of Learning and Imperial College London. These partners have supported OU since its first days. They have played an extremely important role in shaping OU. Over the years, OU has strengthened these partnerships through collaborative projects, which has resulted in enhanced visibility of OU at both national and international levels. This also attracted other universities, like UKZN, Botswana Open University, and Chandigarh University and even non-academic organisations such as the National Productivity and Competitiveness Council (NPCC), Advance HE (UK) and Quality Assurance Agency for Higher Education (UK) to collaborate with OU thereby enabling it to establish working relationships with prestigious networks and clusters at national and international levels including Association of Commonwealth Universities, International Council of Distance Education, African Council of Distance Education, and Distance Education Association of Southern Africa.

A Technical Officer/Senior Technical Officer (Research) is in charge of the Unit and is assisted in the daily discharge of his duties, by administrative support staff.

### **Research Office**

The Research Office (RO) is responsible for the development of appropriate policies and guidelines for research and for the management of research funds allocated to researchers at OU. The Office has developed research collaboration with external bodies, including national, international, and multilateral agencies, NGOs and other universities. The Office ensures a code of conduct and ethical practices for management of research and promotes the use of research output in making informed choices in programme and course development processes. The procedures and instruments enable effective monitoring and evaluation of institutional research productivity at the University. RO is also responsible for working with funding agencies, such as the Higher Education Commission and Mauritius Research and Innovation Council as well as with partners like UKZN for organisation of workshops and conferences.

A Senior Academic Media Coordinator is responsible for the smooth running of the activities of the Office, and he is supported in the daily discharge of his duties, by administrative support staff, Research Assistants and Academics as and when required.

### **OPEN SCHOOL DIVISION**

The Open School Division (OSD) as the corporate arm of OU has the responsibility to design, develop and deliver training programmes based on industry requirements to meet specific training needs of the labour market, for both the private and public sectors and encompass different profiles of learners. The division has also contributed to the Student Support Programme (SSP) which aims at providing additional support to the students of Grades 7 to 9.

A Director is responsible for the smooth running of the division, and he is supported, in the daily discharge of his duties, by a team of full-time/part-time Academics, an Administrative Officer, administrative support staff and Research Assistants.

### **ADMINISTRATION DIVISION**

The Administration Division coordinates activities of OU and is responsible for the overall general administration functions, security of the office premises, procurement secretariat, legal matters, human resources matters, marketing activities, admission of learners, Convocation Ceremonies, organisation of events, welfare and safety of staff and organisation of examinations.

The Registrar's Office provides services to all Statutory Committees and is responsible for the dissemination of the decision of these committees to all other Divisions and sections for implementation.

The Registrar is responsible for the smooth running of the Administration Division, and she is supported in the daily discharge of her duties, by the Deputy Registrar, the Marketing and Development Officer, the Health & Safety Officer and Administrative Officers who are in charge of their respective Units.

### **General Administration**

The General Administration and Management Units are responsible for the deployment of the ancillary staff, the fleet/transport management, security services, safety and health matters, cleaning services and welfare/event activities.

The Open Registry is responsible for the general registry functions for all incoming/outgoing mails and the updating as well as the safekeeping of files and records.

The Confidential Registry is responsible for the management of confidential files and records of the University and the Procurement Secretariat.

The General Administration and Management Units are under the supervision of two Administrative Officers. They are assisted in their duties by their administrative support staff and ancillary staff and contractual employees.

### **Human Resources Unit**

The Human Resources (HR) Unit has the mandate to develop sound HR policies and procedures to meet the needs of the University while ensuring compliance to established procedures applicable to parastatal bodies based on guidelines of the HRM Manual of the Ministry for Public Service, Administrative and Institutional Reforms (MPSAIR) and on the provisions of the PRB Report, MPSAIR Circulars and the Regulations.

The Unit manages the daily staff matters, monitoring of attendance, leave management, welfare of staff, maintenance and application of all rules and regulations as well as processing of all human resource issues like recruitment, posting, retirement, performance management system, staff development and



training programmes, disciplinary matters, industrial relations, and so on and providing support to the HR Committee.

An Administrative Officer is in charge of the Unit, and she is assisted in the daily discharge of her duties, by administrative support staff.

### ***Marketing and Public Relations Unit***

The Marketing and Public Relations (MPR) Unit is responsible for the overall marketing and public relations strategies of the University, including communication through multiple media and organisation of events to promote the OU brand and to inform various audiences about OU's programmes, vision, mission and specificities. Each year, the Unit plans and executes two major communication campaigns and a number of events, including Convocation Ceremonies and Inductions of new learners in collaboration with other Units.

The Unit interacts with the public and with a variety of stakeholders from both the public and private sectors.

The Unit falls under the responsibility of the Marketing and Development Officer and he is assisted in the daily discharge of his duties, by administrative support and technical staff and trainees.

### ***Admissions Office***

The Admissions Office is responsible for the enrolment procedures for local and international learners. The Office provides relevant information to prospective learners, issues learner ID cards and bus pass and processes visa facilities for international learners. It also addresses requests for module(s) exemption, and assists and ensures counselling sessions to learners throughout the registration process including module registration. It provides student support services and also assists in the organisation of convocation ceremonies.

An Administrative Officer is in charge of the Admissions Office, and she is assisted in the daily discharge of her duties, by administrative support staff and trainees.

### ***Examinations Unit***

The Examinations Unit was set up in August 2012 in compliance with subsection 5(h) and (i) and 24(d), (f), (i) and (j) of the OU Act No. 2 of 2010 to establish an effective and transparent assessment and evaluation system to meet the expectations of the Academia and the learners. The Unit has the responsibility to administer examinations, manage the paper setting process, the enlistment of examiners, moderators, and invigilators, and the preparation of the examinations calendar.

The Unit is mandated to conduct examinations as well as to process and declare the results twice yearly.

The Deputy Registrar is responsible for the Examinations Unit, and he is supported, in the daily discharge of his duties, by staff in the Examination and Administrative cadres, a Research Assistant and trainees.

### ***Certification Unit***

The Certification Unit (CU) is committed to ensuring that learners who have successfully completed all requirements for an award are issued their certificates. A certificate is a formal confirmation by OU that the awardee has demonstrated the knowledge, skills and competence required to achieve the named award. The Unit initiates necessary action in the design of new certificate templates and attends to queries received from OU stakeholders.

The Unit is also responsible for the compilation of the list of awardees for the Convocation Ceremony.

An Administrative Officer is in charge of the Unit and she is assisted in the daily discharge of her duties, by administrative support staff and a trainee.

### **Help Desk Unit**

The Help Desk Unit (HDU) provides a platform to enable OU learners/stakeholders as well as prospective learners to get prompt assistance. The Unit acts as an intermediary between the learners/external stakeholders and the University, maintains confidentiality and thus provides quality customer service in line with the policies of OU.

It further interacts with other divisions to address complaints/queries received from the learners/stakeholders. The Unit aims at delivering high-quality service.

An Administrative Officer is in charge of the Unit, and he is assisted in the daily discharge of his duties, by administrative support staff.

### **FINANCE DIVISION**

The mandate of the Finance Division is to manage the University's finance and to ensure that all statutory and legal requirements are complied with in finance, procurement and supplies management. The main activities of the division include the preparation of Budget, Payroll, Accounts as well as the collection of revenue, mainly from course fees, preparation of financial statements, the processing of all payments, the procurement/warehousing/stock control operations and the management of the e-procurement system and its operations.

The Financial Controller is responsible for the smooth running of the division and he is supported in the daily discharge of his duties, by an Accountant, staff in the Financial and Stores/Procurement cadre, administrative support staff, Research Assistants and trainees.

### **MULTIMEDIA AND ICT DIVISION**

The Multimedia and ICT Division is responsible for the provision of ICT, technical support, building maintenance services, printing and publishing services, as well as library services at OU. The division ensures that all equipment and building infrastructure are in proper working conditions, that OU has sufficient learning support materials to enable conducive learning for its learners and an optimum working environment is maintained for the staff. Thus, this division provides all the infrastructural and technological support in terms of hardware and software to staff and learners.

Services provided include building maintenance, provision of networking facilities, recording of tutorials, an e-learning platform for our learners to access same whenever they need to, internet facilities, email facilities, dissemination of information through website, email and sms/WhatsApp, e-library, professional printing and publishing services, recording of events like induction, Convocation Ceremonies, etc. OU also provides fully equipped computer laboratories as well as Wi-Fi facilities to its learners at its learning centres.

The Division consists of the following Units:

### **Student Affairs Unit**

The Student Affairs Unit (SAU) provides a continuous online service to its learners and all stakeholders through the OU e-learn platform, Blackboard. The provision of an online 24/7 service to OU learners enables the latter to access their learning materials at any time and from anywhere. The Unit is mandated to ensure that an effective customer care service is provided to all learners, as well as to attend to their queries and those of tutors.

The SAU also manages the website of OU to maintain the University's web presence.

A Graphics Officer is in charge of the Unit and she is assisted in the daily discharge of her duties by technical and administrative support staff as well as Research Assistants.

### ***Library Services Unit***

The Library Services Unit has the responsibility to complement the curriculum requirements of OU by providing library materials to support the teaching, learning and research endeavours of OU learners, researchers and staff. The library comprises two physical libraries and an online library (e-library) which has a vast collection of e-books, e-journals and other educational resources.

The Head, Library Services is supported in the daily discharge of her duties, by Assistant Documentation Officer/Documentation Officers, an Administrative Officer and administrative support staff.

### ***Information and Communication Technology Unit***

The Information and Communication Technology (ICT) Unit is mandated to provide effective, efficient and collaborative IT services, solutions and strategies in a timely manner to support OU's strategic goals. As a partner, the Unit provides innovative and creative solutions and reliable information to staff and learners to help them in achieving their objectives and goals. The Unit has also assisted in identifying factors that contribute towards learners' satisfaction.

A Systems Analyst/Senior Systems Analyst is in charge of the Unit and he is assisted in the daily discharge of his duties, by staff in the IT cadre, administrative support staff and Research Assistants.

### ***Graphics, Publishing and Printing Unit***

The Graphics, Publishing and Printing (GPP) Unit has positioned itself at the forefront to deliver essential support services to both internal and external clients, namely the Parent Ministry, other ministries and parastatal organisations. The GPP Unit uses up-to-date multimedia technology and dedicated computers, scanners, and high-end printers to deliver solutions for quality designs and printing of certificates, study manuals, magazines, annual reports, etc.

The Unit is led by the Head, Graphics, Publishing and Printing and he is supported in the daily discharge of his duties, by staff in the Graphics/Printing/Tradesman cadre, a Copy Editor, an Administrative Officer and administrative support staff.

### ***Audio-Video Production Unit***

The Audio-Video Production (AVP) Unit is responsible for the production of audio and video programmes, an important component of multimedia facilities offered to learners and stakeholders of OU. The Unit is fully equipped with digital technologies and is manned by highly trained officers who ensure the good functioning of the audio-visual production activities.

With the use of new approaches and technology, the Unit has enhanced the student support services of OU through video-recorded lectures.

The Unit has also produced video lessons as additional support materials for students of primary and secondary levels.

The Senior Audio-Video Executive is in charge of the Unit. He is assisted in the daily discharge of his duties, by experienced Technicians and an Administrative Officer who is responsible for the administrative support staff.

### ***Engineering and Technology Services Unit***

The Engineering and Technology Services (ETS) has the responsibility of two distinct areas of activities, the technology services and the building maintenance services. The Unit is mandated to provide specific services in the field of ICT-related technologies. The aims and objectives of the Unit are to develop and maintain the technical infrastructure of the institution to support the delivery of digital systems and services to both the staff and students.

The Unit initiates action for the acquisition of Equipment and the upgrading of the digital facilities at Réduit office and on the campus at Forest Side to enhance the work environment of staff and to maintain quality services for its learners.

The Unit is responsible for the maintenance of all OU buildings and related infrastructures and ensures that OU complies with the required norms and standards.

A Senior Technical Executive is in charge of the Unit, and he is supported in the daily discharge of his duties, by staff in the Technical and Tradesman cadres, an Administrative Officer and administrative support staff.

## QUALITY ASSURANCE AND CAPACITY BUILDING DIVISION

The Quality Assurance and Capacity Building Division is responsible for the management of the Quality Assurance System (QAS) adopted at OU, in line with the recommendations of the Quality Audit by the then TEC and the Parent Ministry.

In line with the objectives set in the OU Strategic Plan, a Quality Policy Framework has been developed in consultation with renowned experts from the Commonwealth of Learning-Canada and experts from Australia.

The Division has a Quality Assurance Unit.

### *Quality Assurance Unit*

The Quality Assurance Unit (QAU) is responsible for the quality assurance systems at OU. It focuses on action planning and continuous improvement to also meet external demands by implementing quality processes in delivery of higher education, ensuring quality assurance in all processes and maintaining continuous improvement of quality of the system.

It further manages the ISO processes of OU in line with the ISO standards and conducts Internal Quality audits.

The Unit aims at quality enhancement of its operations to attain Goal 3 of the OU Strategic Plan 2017- 2025 which refers to “*the setting up of an effective quality assurance system*” at OU.

The Head of Graphics, Publishing and Printing has been assigned the responsibility to oversee the Unit, and he is supported in the daily discharge of his duties, by Quality Assurance Officers, an Administrative Officer and administrative support staff.





# TEACHING AND LEARNING

**“...commends the Open University of Mauritius on the general commitment to excellence in teaching and learning.”**

Source: *Report of the First Cycle Quality Audit of the Open University of Mauritius*, TEC, 2018

OU plays a pivotal role in enhancing access to flexible, affordable, and quality higher education through blended open and distance learning (ODL) mode to learners belonging to all social classes. OU was the first local public university to offer employability skills courses, and continues to provide the soft skills courses freely in order to ensure that its learners are employable.

ODL is the main way of combining work and family responsibilities with educational opportunities as it frees learners from the constraints of time and place. It provides the flexibility, the qualifications and the world-class teaching everyone desires. Learners can earn a qualification while working: they may wish to work part-time and study part-time; and others, including school leavers, can study full-time.

With its well-established blended learning strategy, supported by innovative study materials and videos, learners get an exceptional learning experience in their own time, at home, at work or wherever they choose – reading, watching or listening to materials supplied, working out course activities and assignments with regular support from their tutor who is always just an email away. Learners get nearly individual attention coupled with a number of face-to-face sessions organised during weekdays and on Saturdays. All the undergraduate and postgraduate modules have at least ten hours of optional face-to-face lectures delivered on-site.

## **COURSE DEVELOPMENT**

Distance Education and E-Learning materials are at the heart of the operations of an open university and thus the design of OU's programmes is done with a lot of care. Following market surveys and preliminary discussions with stakeholders, the programme document is produced internally, analysed, validated by the Advisory Committee and approved by the Academic Council.

The programme document outlines the level of the programme, the objectives and learning outcomes, the programme duration, the entry requirements, the target audience, the content of the various modules as well as the assessment criteria. All of the University's programmes are continuously monitored to ensure that they remain relevant and up to date with the latest developments.

## **DESIGN OF ODL MATERIALS**

ODL materials have some conspicuous elements of instructional design in line with COL guidelines for course writing:

- Presentation of content into Units structured for self-learning;
- Learning outcomes-based writing of each Unit;
- 'Tutorial' mode of content explanation;
- Use of access and learning devices;
- Gradual embedding of teaching and learning;
- Self-assessment questions in line with the constructivist theory of learning; and
- Space provided for learners to write their answers – 'generous' layout with liberal use of 'white space'.

OU endeavours to produce learning materials that are purposeful, structured, learner-centred and paced as well as engaging.

The Academic Affairs Division plans, designs and develops the programmes/courses and it further authors course material for ODL including Instructional Design.

The Open School Division designs the short award courses to meet specific needs of learners and Public Officers in accordance with the recommendations of the PRB Reports and further produces and revamps learning materials for programmes and courses with the support of resource persons.

## COURSES ON OFFER

OU aims at providing a quality distance education system, plans, designs and develops ODL programmes/ courses and full-time programmes to help the community at large.

It also provides short tailor-made courses and has contributed immensely in the training of:

- Officers from various cadres in the Public Service in collaboration with the Civil Service College, Mauritius with the aim of upgrading their skills;
- Fresh graduates/young job seekers in employability skills; and
- Corporate staff in Management courses.

The University has offered 64 programmes through ODL mode in the year 2021/2022 at various levels as indicated in **Table 1**.

**Table 1: Number of Programmes offered per level in 2021/2022**

Level	Total number of programmes per level
Postgraduate	16
Undergraduate	31
Diploma	6
Certificate	9
DBA/PhD	2
<b>Total</b>	<b>64</b>

## SHORT COURSES AND AWARD COURSES

### *Foundation Courses*

In line with its philosophy to democratise access to university education, OU offers Foundation Courses which aim at better preparing learners for higher education while allowing them to meet the minimum requirements to undertake undergraduate studies. This programme is offered twice yearly.

The Foundation Programme run through ODL consists of four courses for a duration of one year.

### *Employability Skills Courses*

OU is the first local public university which offers employability skills courses freely to its undergraduate and postgraduate learners.

They are offered two to three Employability Skills Courses for free to prepare them for employment.

### *Tailor-Made Courses*

#### ***Courses for Ministry of Public Service, Administrative and Institutional Reforms***

In collaboration with the Civil Service College, Mauritius, OU has offered the following full-time courses of a duration of one year to Public Service officers in the year 2021/2022:

- Advanced Course in Effective Office Management and Supervision (OMA) Mauritius;
- Advanced Secretarial Course;
- Certificate in School Management for the Assistant School Superintendent; and



- Certificate in School Management for Primary and Secondary Schools' Clerks of *Le Service Diocésain de l'Éducation Catholique (SeDEC)*.

### **Office Management Skills Course**

The Office Management Skills course has been approved by the National Training and Re-skilling Scheme (NTRS). The programme is of three months' duration and has been offered through the full-time mode.

### **Diploma in Telecommunication Engineering for the Meteorological Telecommunication Technicians**

The Programme for Diploma in Telecommunication Engineering for the Meteorological Telecommunication Technicians has been customised for officers of the Mauritius Meteorological Services including Senior Meteorological Technicians (SMTs) and Principal Meteorological Technicians (PMTs). The aim of the programme is to enhance the skills and abilities required by the organisation.

## **REGISTRATION STATISTICS**



OU aims at bringing higher education to the doorstep of all its learners and continues to register a positive growth in the number of learners at all levels.

The number of new learners registered for the period under review is as specified in **Table 2**.

**Table 2: Number of Registered Learners in 2021/2022**

<b>ADMISSION OF LEARNERS</b>	
<b>Intake</b>	<b>Number Registered</b>
July 2021	1,533
January 2021	2,460
<b>Total</b>	<b>3,993</b>

## ENROLMENT

Tables 3 and 4 show enrolment trends per level for the period under review.

Table 3: Student Enrolment per level in 2021/2022

Level	Number of Ongoing Learners as at July 2021	New Enrolment July 2021	New Enrolment January 2022	Total Number of Learners enrolled per level as at June 2022
DBA/PhD	240	0	32	272
Postgraduate degree	1,538	310	376	2,224
Undergraduate	8,176	964	1,650	10,790
Diploma	112	12	104	228
Certificate	-	-	36	36
<b>Total</b>	<b>10,066</b>	<b>1,286</b>	<b>2,198</b>	<b>13,550</b>

Table 4: Student Enrolment for Tailor-made Courses/Non-Award courses in 2021/2022

Programme Name	Intake	No. of Modules	No. of Tutorials	No. of Active Learners
Diploma in Telecommunication Engineering for the Meteorological Telecommunication Technicians	Jan-21	14	43	17
Foundation Course	Jul-21	9	36	105
	Jan-22	9	36	147
Employability Skills Courses	Jul-21 *	14	20	926*
Employability Skills Courses	Jan-22 *	14	19	1,219*
Advanced Secretarial Course - Cohort 6	Jan-22	8	65	25
Office Management Skills Course - Cohort 1	Jul-21	8	68	25
Office Management Skills Course - Cohort 2	Jan-22	5	2	26
Office Management Skills Course - Cohort 3	Jan-22	8	60	23
Office Management Skills Course - Cohort 4	Jan-22	8	60	23
Advanced Course in Effective Office Management and Supervision - Cohort 7	July-20 <i>Tutorial ended in March 2022)</i>	8	12	39
Advanced Course in Effective Office Management and Supervision - Cohort 8	Jan-22	8	12	73
Certificate in School Management (SeDEC)	Jul-21	8	35	46
Certificate in School Management for the Assistant School Superintendent	Jan-22	8	20	42
<b>Total</b>				<b>2,736</b>

\*It should be noted that the majority of the learners enrolled on employability courses includes OU learners who are already enrolled on full-fledged undergraduate or postgraduate programmes.

## ASSESSMENT ACTIVITIES

The Examinations Unit is mandated to administer examinations of OU while meeting its quality assurance requirements in order to ensure that examinations are fair, reliable and valid. With the increase in the learner population at OU, the activities of the Unit have also increased in terms of modules for which examinations are held.

For the period under review, the Unit has delivered assessments for more than 15,000 learners and special arrangements with institutions abroad – Universities or Examination Centres – had to be made for the assessment of learners not residing in Mauritius.

In the context of the Covid-19 pandemic, OU conducted examinations online using the Google classroom platform for the examination session of July 2021 and then resumed in-classroom examinations as from December 2021.

The Unit administered three competitive examinations for clients and also assisted the Financial Services Institute in the final assessments for their short courses for Continuous Professional Development of their staff.

**Table 5** provides details on the different examinations conducted during the period under review.

**Table 5: Examinations Conducted in 2021/2022**

Examinations	No. of Programmes Examined	No. of Modules Examined	No. of Learners
Undergraduate (July 2021–September 2021 & December 2021–January 2022)	58	1,108	11,404
Postgraduate (July 2021–September 2021 & December 2021–January 2022)	28	208	2,382
Foundation (July 2021–September 2021 & December 2021–January 2022)	18	36	668
Employability Skills (October 2021 & March 2022)		17	233
Diploma in Telecommunications (September 2021 & April 2022)		8	39
CILT (October 2021 & May 2022)	2	4	21
Advanced Secretarial Course (November 2021)		5	111
Office Management Assistant (OMA) (April 2022)		12	210
MPH (September 2021 & March 2022)		12	101
Director Development Programme Postgraduate Certificate in Corporate Governance		6	13
Doctorate (PhD & DBA)			14

## CONVOCATION

OU usually organises two Convocation Ceremonies per year as it has two intakes. However, due to the Covid-19 pandemic and the sanitary restrictions, OU could not organise its Convocation Ceremonies in the

year 2021/2022. Special arrangements had instead been made to issue certificates to students who had completed their programmes successfully.

## CERTIFICATES ISSUED

Necessary provisions were made to issue certificates to learners who satisfied all requirements for an award during the period July 2021-June 2022.

Thus, a total of **1,875** certificates were issued to learners as indicated in **Tables 6 & 7** below.

**Table 6: Number of Certificates issued per level in 2021/2022**

Level	Number of Certificates
DBA/PhD	14
Undergraduate Degree	523
Undergraduate Diploma	92
Undergraduate Certificate	83
Postgraduate Degree	388
Postgraduate Diploma	15
Postgraduate Certificate	19
<b>Total number of Certificates</b>	<b>1,134</b>

**Table 7** shows the number of participants who successfully completed the tailor-made courses and non-award courses in the period under review.

**Table 7: Number of Certificates issued to learners who completed their respective tailor-made courses and non-award courses**

Courses	No. of Certificates Issued
Advanced Course in Effective Office Management and Supervision	91
Advanced Secretarial Course	54
Certified Compliance Programme on Anti-Money Laundering & Combatting Financing of Terrorism	95
Financial Crime Compliance Competency	56
Foundation Courses	156
Foundation Course IMGK	2
Office Management Skills	48
<i>Auditeur Libre</i>	1
Postgraduate Certificate in Corporate Governance for Director Development Programme	5
Postgraduate Diploma in Corporate Governance for Director Development Programme	8
Picture Direction, Camera Operations & Video Editing	3
Pre-Press Printing & Design including Video Editing	3
Employability Skills	219
<b>Total</b>	<b>741</b>





REACHING AND  
**SUPPORTING**  
STUDENTS

***“Students have expressed their satisfaction with the learning environment, support received from staff, the flexibility of the programmes and the technology used in teaching and learning.***

***The caring approach, availability and quick response to queries, range of learning and assessment approaches were praised by students.”***

Source: *Report of the First Cycle Quality Audit of the Open University of Mauritius*, TEC, 2018

The University has a strong learners' support system with the following elements:

- Pre-enrolment counselling and information services;
- Induction materials including fact sheets;
- Induction session with information and advice given on preparation for distance learning including study skills;
- One Programme Manager for learners of each programme. Support provided through an e-learning platform, emails, and face-to-face sessions. The Programme Manager ensures the smooth running of programme/s under his/her responsibility;
- A virtual learning platform where learning resources are provided;
- E-library with over 800,000 titles accessible from anywhere and at any time;
- Provision of recorded videos of tutorial sessions;
- Handbooks/guides on dissertations and assignments;
- Guide on Distance Education;
- Weekly planners of face-to-face sessions to respond to academic needs of learners;
- Additional sessions to respond to specific academic difficulties of learners;
- Plan for submission of assignments;
- One tutor for each of the modules in which a learner is enrolled;
- Assignments with feedback given to learners;
- Special support organised for special needs/bed-ridden learners as well as for inmates enrolled in our programmes;
- Dissertation/project supervisor;
- Anti-plagiarism software facilities (Turnitin);
- Organisation of Skype sessions/Virtual classrooms;
- Social media facilities for learners;
- Well-equipped classrooms as well as space for peer group meetings outside teaching hours;
- Use of MOOCs for programme delivery;
- Counselling sheets for exams;
- Placement for learners in some programmes;
- E-payment facilities;
- Personal email account for each learner; and
- Constant communication with learners via individual and bulk email as well as SMS.

Both human and technological inputs are integrated within the system. The main support services provided on the OU e-learning platform include:

- Access to resources and assignments;
- Dissemination of information, general notices, guides;
- Use of anti-plagiarism software;
- Past exam papers; and
- Discussion forum.

Our learners are independent but not isolated.

## LEARNER SUPPORT SERVICES

Learner Support services constitute an important component of the teaching-learning system of ODL at OU. The Academic Affairs Division enhances the learning process of distance learners with the provision of pedagogic and personal support essential for them. The support services available to learners are in terms of information, clarification and guidance as well as counselling on various aspects of proposed studies. Details on learner support for specific programmes are as specified in the relevant programme document available on the website.

The administrative support provided to the learners includes assistance for re-registration and general guidance on the regulations at the Réduit office and the study centres.

OU strives to provide technical support and facilities so that learners have a conducive learning environment and receive the best learning experience.

## COUNSELLING SERVICES

### *Admission/Academic Student Support*

Effective pre-enrolment counselling and information services are provided to prospective learners throughout their application process and module registration. Requests for exemption from new learners are also given due consideration.

Officers in the Academic, Administrative and Technical cadres are involved in ongoing counselling activities in order to respond to the needs of the learners from the induction sessions up to successful completion of their course.

## OTHER SUPPORT TO OU LEARNERS

A request was made by OU to the Ministry of Health and Wellness to organise a mass vaccination campaign against Covid-19 for our learners.

In July 2021, the Ministry of Health and Wellness organised the campaign and OU provided its campus at Forest-Side as well as staffing resources and logistic support to help in the vaccination of students of all TEIs.

## HELP DESK SERVICES

### *Services Offered*

- A quality customer service to stakeholders, including learners.
- A platform where stakeholders/learners can interact with our officers to voice out their complaints, queries, needs and their problems which can be addressed in an effective way.
- Assistance to the stakeholders/learners regarding their queries in line with the policies of the University.

### *Activities*

For the period under review, a total of 349 Queries and/or Complaints were addressed and attended to as indicated in **Table 8**.



**Table 8: No. of Queries/Complaints addressed in 2021/2022**

Months	No. of Queries and/or Complaints attended
Jul-21	28
Aug-21	36
Sep-21	37
Oct-21	25
Nov-21	28
Dec-21	20
Jan-22	44
Feb-22	58
Mar-22	25
Apr-22	14
May-22	21
Jun-22	13
<b>Total</b>	<b>349</b>

## STUDENT AFFAIRS SUPPORT

OU had been using Moodle as its e-learn platform since it started operations in 2012. However, with the exponential increase in learner population, OU had to transit to a new platform which was more responsive, and provided a better learning experience to students. OU acquired a new LMS, Blackboard, in the year 2021. After training of staff, OU deployed Blackboard by the end of the year 2021/2022. Thus, the year 2021/2022 has been a year of transition regarding the learning management system. Most activities carried out on the two systems are similar and the Student Affairs Unit continues to provide its services to learners through the new LMS.

### Services Offered

- Effective communication with existing and prospective students to maintain a continuous service through mailing systems, phone, SMS, e-learn platform and website.
- Online support to learners, part-time tutors, staff and other Divisions/Units to give them access to online portals and to their respective modules on the e-learn platform Moodle.
- Management of the OU e-learn Moodle Platform.
- Management of OU website with updated relevant information.
- Attending to all queries received within 48 hours.

### Activities

#### *Presentation on OU-Learn Platform during Induction*

A presentation was done for all new learners on “How to access the learning materials on the E-learn Platform” during the induction sessions in July 2021 and February 2022.

An illustration of the OU e-learn platform, Moodle, is at **Diagram 1** below.



**Diagram1**

The platform is OU's virtual learning environment which provides its learners the online support services throughout their academic journey at the University, at any time and any place. Moodle is accessible on a 24/7 basis and the online library has e-books, online journals, etc. to enhance the learning process of learners. All the learning materials are available online which offers learners the opportunity to study at their own pace/place and even during confinement.

#### **Management of the OU E-learn Platform**

The OU e-learn platform provides continuous online assistance and services to all the registered learners through Moodle, to enable them to have a 24/7 access to their learning materials.

The support provided in the period under review includes:

- Creation of modules per programmes for semesters August 2021 and February 2022 to enrol learners, tutors, and programme managers in their respective modules/programmes;
- Provision of credentials to all new learners and tutors to log in on the e-platform;
- Updating existing learners' access to their registered modules;
- Dissemination of important communiqué to learners on rescheduling of face-to face sessions, planners, guidelines for dissertation and how to use Turnitin, etc.;
- Uploading learning materials such as manuals, recorded videos and audios through the virtual learning platform;
- Access to e-books and reference materials through online databases (Emerald, Ebsco, Proquest, Directory of Open Access Journals, online dictionaries, online encyclopedias) and to past exam papers, and time-tables;
- Access to learners to their results per semester.

The volume of activities on the platform is given in **Table 9**.

**Table 9: Statistics on activities on the Moodle Platform in 2021/2022**

Core Activities	July 2021 to December 2021	January 2022 to June 2022	Grand Total
Access to New Users in all modules registered	1,567	2,601	4,168
Access to existing users in all modules (Learners and Tutors)	7,287	9,002	16,289
Programmes/Modules Created for New and Existing Intakes	749	921	1,670
Uploaded/Imported materials	746	2,044	2,790
Uploaded Videos	61	104	165
Queries	2,092	7,023	9,115
Turnitin	36	44	80
Bulk Mails (Sent to Learners)	192,944	300,561	493,505
Email Account	1,567	2,601	4,168
SMS	2,730	306	3,036
Website	143	80	223

**Communication with Learners**

Communication and interaction with learners are maintained through Bulk email system, SMS and phones.

The Bulk Mailing System provides important information to learners on their programmes, on major organisational events and activities. Individual credentials for new users were sent using mail merge (YAMM). SMS platform is used to inform learners on any urgent matter on their course. OU had been offering tutorials online due to Covid-19 restrictions during the period under review and SMS proved to be an effective means of communication with learners.

**Usage of Anti-Plagiarism Software: Turnitin**

Turnitin is a plagiarism detection software to ensure that all manuals, dissertations and assignments submitted by learners are assessed for similarity index in line with international best practices. In April 2022, 5,000 Turnitin licenses were renewed.

A guide on the use of Turnitin software is available on the Moodle Platform to help learners upload their dissertation/thesis on Moodle.

**Queries/Customer Care**

Queries relating to Moodle access, change in learners' personal details, request for access to learning materials, support to download materials and information about Turnitin report had been resolved within 48 hours during the year under review to meet learners' expectations for a quality customer service.

**Management of Website**

The management of OU's website is a key responsibility as the website helps to build and maintain OU's online presence. The website is enhanced aesthetically and updated with relevant information regularly by the Student Affairs Unit's support team to ensure that prospective learners and all stakeholders have access to information on the University on a 24/7 basis. Specific and helpful information on the University and its activities are conveyed through OU's website as the aim of the website is to provide information in a clear and accessible format, promoting the best user experience possible.

## Achievements

### ***New Email Account for learners. Access to Office 365***

New email accounts were created for all new learners. Each learner received an email account Outlook Office 365.

## Marketing and Public Relations

### ***Services Offered***

- Marketing and Public Relations services
- Advertising and Communication campaigns through both traditional and digital media during enrolment
- Handling of queries from prospective learners, public, press and other stakeholders
- Conceiving communication content and implementing nationwide information activities through multiple media (Print, Radio, TV, Press, Social Media)
- Event management and responsible for the overall site set-up, public relations, shields, photography, sales of souvenirs, graduate interviews and press relations at Convocation Ceremony
- Distribution of corporate items to learners during inductions.

### ***Activities***

#### ***Advertising and Communication***

Queries from prospective learners, public, press and other stakeholders are handled on a daily basis.

Press write-ups are conceived, approved and sent for publication.

A number of branded items are distributed to new learners during Inductions and made available for sale to the public and graduates.

The Marketing and Public Relations Unit employs both broadcast media and digital marketing to disseminate adverts during enrolment campaigns. The number of adverts aimed at informing prospective learners and issued through various media is shown in **Table 10**.

**Table 10: Number of adverts and communication materials disseminated per medium in 2021/2022**

Medium	Number of Adverts/Items Disseminated
Television	93
Radio	146
Newspapers/magazines	39
Posters/flyers/brochure on courses	42,000

The following methods were also used to conduct marketing and communication activities during the year:

- Email – around 9,000 individual queries were attended to;
- WhatsApp – around 2,200 queries were handled; and
- Dissemination of branded items – around 2,065 items were distributed to learners, guests, staff proceeding on retirement, VIP visitors, etc.

## Social Media

OU made use of three social media platforms, namely Facebook, Instagram and YouTube to disseminate information, advertise and to reach specific targets.

By the end of June 2022, OU's official social media platforms (Facebook and Instagram) registered above 22,000 followers, while its newly set up YouTube channel had more than 5,000 subscribers - and these platforms continue to expand daily.

The YouTube channel of the University contains a number of videos, such as those of past events, speeches of chief guests, promotional information and webinars. These social media platforms have shown their versatility in reaching various segments of the population and interacting instantly with them, such as during live inductions.

## Events

### Induction Sessions

Two major Induction sessions were organised for undergraduate and postgraduate learners of the July/August 2021 and January/February 2022 intakes and were held online via OU's YouTube channel. The e-inductions comprised presentations made by OU staff on its YouTube channel, while all queries were answered in real time. The innovative use of the YouTube channel to conduct inductions is now well established at OU and this formula has proved its effectiveness.

For the January/February 2022 induction, an audience of 2,200 learners attended the e-induction, while 1,100 learners followed the July/August 2022 e-induction. It is to be noted that the use of OU's audio-video resources, e.g. OU studio, and other technologies available at the University, were essential components of the live inductions.

Other inductions which utilised the same approach were sessions held for new learners of the University Canada West Pathway programmes, new learners of BA (Hons) Law, Blue Economy and Sustainable Development and induction for Foundation programme learners.

### Other Events

1. Ceremony to announce the lease agreement between OU and Landscape Ltd signed on 30 July 2021. **Date** 06 Sept 2021.
2. Launch of the BA (Hons) Law, Blue Economy and Sustainable Development in collaboration with Ecofish and the Indian Ocean Commission. **Date:** 09 Dec 2021.
3. Launch of the International Graduate Diploma in Financial Crime Compliance in collaboration with the Ministry of Financial Services and Good Governance, Financial Services Institute (FSI), Financial Services Commission (FSC), Financial Intelligence Unit (FIU) and Independent Commission Against Corruption (ICAC). **Date:** 25 Feb 2022.
4. Launch of a manual published by OU, "Basics of Mauritian Laws" and celebration of 50 years of service to the Academia of Professor Emeritus Ved Prakash Torul. **Date:** 31 March 2022.

Chief Guest of the event: H.E. Roopun, GCSK, President of the Republic of Mauritius. Hon. M A Teeluck, Minister of Arts and Cultural Heritage also graced the function.

5. Inauguration of the e-VBAB Learning Centre at OU, Réduit, in collaboration with the High Commission of India. **Date:** 06 April 2022.
6. Commonwealth of Learning Board meetings. **Date:** 26 - 28 May 2022.
7. Live webinar with Peter Olinto to promote the MSc Financial Analysis with Wiley. **Date:** 30 May 2022.

### ***Production of Marketing Materials, Design and Photography***

All marketing materials and artworks used for advertising and all video/radio scripts required for marketing activities are conceived and written in-house. More than 110 artworks, 12 videos and 8 radio spots for marketing purposes were designed/edited/produced in-house.

The Unit also takes care of the photography of most events at OU. All photos are archived and available for use (e.g. for annual reports, advertisements, press and other publications). It is to be noted that the photography of all staff was coordinated and executed by the Unit in our video studio for eventual publication in the *Souvenir Magazine* planned for OU's 10<sup>th</sup> anniversary.

A number of testimonies are also gathered on a continuous basis by the Unit to promote the achievements of its learners and alumni. For example, Ms Sharon Paul, alumni of OU, won a prestigious prize for her novel, *Le Cantique du Rasta*. Her interview is on the University's YouTube channel.

### ***Publication of a Booklet***

The Unit coordinated the publication of a booklet which was written in the context of the celebration of the 80 years of J.M.G. Le Clézio, Nobel Prize Laureate in Literature (2008) and Doctor Honoris Causa awardee by OU (2015). The booklet was designed, edited, printed and published by OU. Entitled *Pour J.M.G. Le Clézio*, a copy of the booklet is available in OU's Library.

## **LIBRARY FACILITIES**

### ***Services offered:***

- Provision of books including e-books and other learning resources to support the teaching, learning and research activities of the library users;
- Reference service – assisting users in finding information and in research;
- Selective dissemination of information (SDI) – subject list of e-resources is sent to targeted learners enrolled in specific programmes;
- Continuously growing e-library collections - through paid subscriptions and open access educational resources;
- User Education – Online training sessions in collaboration with e-resource providers are organised for learners and library/e-library orientation;
- Law Corner – a law collection and dedicated library area equipped with ICT and other library facilities are provided to academics and learners enrolled in law programmes;
- Photocopy services to learners;
- Virtual Inductions – All new Learners are introduced to the e-library during virtual inductions. They are guided on how to access, search and download online databases and how to access the updated Fact Sheet with the user ID, Passwords, registration instructions and links for the different Online Databases;
- Dissemination of information through emails, phones, online and face-to-face training sessions and Moodle Platform: Using the OU e-library demonstration video, Fact Sheet, list of dissertations, Forms to request library services, webinars and training videos organised by e-resource providers in collaboration with OU.
- Facilitate access to the UoM E-Library System by uploading OU Learners' details for access to the UoM's e-dissertations' collection;
- Facilitate access to the Thomson Reuters law collection by uploading OU Learners' details for access to their Westlaw Classic database;
- Provision of learning materials such as the Dewey Decimal Classification (DDC) and Cataloguing books to learners of BA (Hons) Library and Information Science programme for workshops on Classification and Cataloguing;
- Organising the digitisation process of the programmes in the Library Audio/Video Archives; and
- Providing access to physical libraries.

## Activities

### E-Library

The E-library with over 500,000 e-books and 45,000 e-journal titles is accessible from anywhere and at any time. It is accessible 24/7 provided there is Internet access. Learners do not need to be on campus to have access to e-library facilities. The e-Library consists of quality resources from well-known e-resource providers through paid subscriptions and Open Educational Resources to meet the Library users' needs.

### Paid Subscriptions

1. Elsevier – ScienceDirect Evidence-Based Selection e-books collection and SD Freedom Collection of e-journals
2. Emerald - Management & Engineering e-books and e-journals collections
3. EBSCOhost - Academic Search Complete, Business Source Complete, eBook Academic Collection, eBook Business Collection, eBook Collection, eBook Open Access (OA) Collection, Library, Information Science & Technology Abstracts with Full Text, Regional Business News
4. ProQuest - Literature Online, ProQuest Arts and Humanities collections
5. Thomson Reuters - Westlaw Classic legal database
6. Research4Life - peer-reviewed content in health, agriculture, environment, and other life, physical and social sciences.

### Open Educational Resources

1. JSTOR – peer-reviewed scholarly journals, respected literary journals, academic monographs, research reports, and primary sources from libraries' special collections and archives
2. Directory of Online Journals (DOAJ) – peer-reviewed open-access e-journals collection
3. National Digital Library of India - Contains 73,356,939 resources, including 46,000,000 books
4. Global Trends in Management, IT and Governance in an e-World Book series (E-MIG International)
5. ScienceDirect, EBSCO and Emerald open access collections.

### New Subscription

13 October 2021: ScienceDirect Evidence-Based Selection (EBS) which is a collection of 2,610 e-books in the fields of Computer Science, Finance, Forensics, Security and Criminal Justice, Mathematics and Social Sciences.

### Renewal of Subscription

01 January 2022: EBSCOhost databases consisting of Academic Search Complete, Business Source Complete, eBook Academic Collection, eBook Business Collection, eBooks Open Access (OA) collection, Library, Information Science & Technology Abstracts with Full text and Regional Business News.

### Usage Statistics of Databases

The Library collections are primarily in digital format (approximately 500,000 e-books and 45,000 online journals) and the Library tries its best to ensure that the learners make use of the digital documents. The Library staff strive to help learners to adapt to a digital library.

**2,757** users including learners and staff have been registered on the UoM E-Library System for the period under review.

The usage statistics indicate the interest of OU Learners to use its online resources.

**Table 11: Usage Statistics (Searches) of databases in 2021-2022**

Database	Usage
EBSCO (01 Jan 2022 to 30 June 2022)	117,366
Emerald Insight	59,464
JSTOR	109,449
ProQuest	36,140
EBSCO (01 Jul 2021 to 30 Dec 2021)	43,658
ScienceDirect EBS e-books collection	1,014
Westlaw Classic	1,571
Research4Life	1,036
UoM e-library	614
<b>TOTAL</b>	<b>370,312</b>

**Table 12: Acquisition of Books/Periodicals/Newspapers in 2021-2022**

Item Type	Quantity	Amount (Rs)
Text Books	26	211,000.00
eBooks	2	51,676.89
Newspapers	665	20,800.00
Periodicals	23	11,475.00
<b>TOTAL</b>		<b>294,951.89</b>

***Presentation of the e-Library at Induction***

A presentation of the e-Library was included in the e-induction for new intake in February 2022.

***Activities Organised - Webinar and Training***

The Library Services, in collaboration with e-resource providers, organised trainings and webinars for undergraduate and postgraduate learners, PhD and DBA learners, Part-time tutors, Academics, and Researchers as indicated in Table 13.



**Table 13: Activities organised in the period 2021-2022**

Date	Organised by	Training Description
02 March 2022	Emerald Insight	Emerald platform live online training
08 March 2022	EBSCOhost	EBSCO platform live online training
15 March 2022	Elsevier (ScienceDirect)	ScienceDirect e-books and e-journals platforms live online training
22 March 2022	Thomson Reuters	Westlaw Classic guide to find content live online training
28 April 2022	Emerald Publishing	Webinar - Guide to getting published

### **EBSCO Visit**

Representatives of EBSCO visited OU on 20 June 2022 to discuss EBSCO databases subscription with Management. They also proposed new products and allowed access to Open Dissertation collection.

### **Other Library Activities**

**Learners’ manual sales service:** No. of manuals sold for the period 01 July 2021 to 30 June 2022 is **39** for the amount of **Rs 7,560**.

**Digitisation Project:** The digitisation process taking into consideration the historical value of the programmes is under progress. As at 30 June 2022, **441** Betacam tapes having historical value have been digitised.

**Student Support Programme – Broadcast Schedules:** The broadcast schedules of Student Support Programmes were prepared, for the half-hour slot on MBC 3 during weekdays and 2.5 hours on Saturdays, aimed at students of Grades 7, 8 and 9.

A total of **1,272** programmes for **243** hours were aired for the period 01 July 2021 to 30 June 2022.

## **GRAPHICS, PUBLISHING AND PRINTING SERVICES**

### **Services Offered**

- Graphic design and Desktop publishing
- Copy editing and proofreading
- Electronic scanning
- Offset printing in full colours
- Digital printing in full colours
- Finishing services include binding, laminating and stitching
- Reprographic Services namely, bulk copying and photocopy service
- Consultancy on matters pertaining to graphic design, book design and general print production
- Technical assistance and expertise to other parastatal and government organisations in the field of logo design, corporate publications, and acquisition of printing/reprographic equipment.

### **Activities**

Details on the different works performed by the Unit for its internal and external clients are listed in **Tables 14 & 15**.

**Table 14: Works performed for Internal Clients in 2021/2022**

Nature of Work	Quantity (runs)
A4 prints (sheets+ Fact sheet)	8,767
Brochure	75
Bin Card	800
Booklets (Annual Report, Log Book, etc.)	254
Business Card	650
Card (Invitation Card, Refreshment Voucher and Gown Voucher)	20
Certificate	2,449
Door Plate/Name Plate	52
DVD Labelling	1,882
Exam Answer Booklet	30,000
Folders	1
File Covers	2,200
Flyers	22,084
Laminating	16
Log Book for Drivers	25
Note Pad	3,000
Poster	3,027
<b>Total</b>	<b>75,302</b>

**Table 15: Services provided to External Clients in year 2021/2022**

External Client	Type of Work	Project	Quantity (Units)
<b>Ministry of Education and Human Resource, Tertiary Education and Scientific Research</b>	Brochure (Black)	Grade 4 - Workbook (French, Mathematics, Science, English and History and Geography)	58,500
Mauritius Qualifications Authority	Booklet (Annual Report: Conception Design and Printing including a web version)	Annual Report 2018-2019	20
Mauritius Qualifications Authority	Booklet (Annual Report: Conception Design and Printing including a web version)	Annual Report 2019-2020	20

## ICT

### Services Offered

- Oversee all IT requirements in terms of Management Information Systems
- Effective, efficient and collaborative IT services, solutions and strategies in a timely manner to Learners, Part-Time Lecturers, Academics and Non-Academic staff.

- Innovative/Creative solutions and reliable information to staff and learners.
- Writing of technical specifications for the purchase of IT equipment and Software
- Management of the process for License renewal for software.

### **Activities**

- Securing registration and re-registration systems via SSL certificates to accept other modes of online payment
- Acquisition of paid Zoom licenses for online sessions with more than 100 learners
- Implementation of MyT money and Juice to allow online payments
- Update learner registration system for enrolment
- Provide support to tutors on Part-time Tutor online application
- Coordinate issues regarding Examination system
- Update and testing in Classroom Allocation System
- Design test cases for Vacancy System
- Continuous Support for Classroom and Vacancy System
- Renewal of the following:
  1. Symantec Antivirus (127 + 47 Licences)
  2. Part-time tutor system
  3. Domains Open.ac.mu, oumauriti.us, Grammarly
  4. DYNDNS
  5. Examination system
  6. Cloud hosting for SSP
  7. Zoom License (70)

### **Major Achievements**

- Continuous update on Registration/Re-Registration systems by adding the following new features:
  - i. New reports for AAD
  - ii. Integration of Myt BillPay
  - iii. Automation of report and data import structure for new Accounting Software.
- Creating a website for the Research Office
- Continuous update of Online Vacancy System by adding the following new features:
  - i. Amendments in reports
  - ii. Fixed bugs.
- Continuous update in Contract Management System by adding the following features:
  - i. Added new reports
  - ii. Optimisation of Database.

### **Software Acquisitions**

- The SSP software was outsourced and has reached completion phase. It is now in use.
- The HR and Accounting systems have been finalised and have reached the training phase.
- Blackboard LMS has been acquired in 2021. Training sessions are being organised since January 2022 for the implementation of the LMS.
- Moving from fingerprint clocking attendance to face recognition clocking device due to sanitary measures implemented.
- The following software agreements have been renewed:

- i. Antivirus (127 licenses)
- ii. Grammarly software (Yearly)
- iii. Antivirus (47 licenses)
- iv. SKBL attendance system
- v. Cloud hosting server
- vi. Domain Names
- vii. Part-time Tutor System
- viii. Examination System
- ix. Zoom Licence

#### **Hardware and Server Acquisitions**

- Two new servers for Accounting and HRM software have been purchased. Replacement of old servers together with their local hosted services were planned.
- A new cloud server for the hosting of the new SSP System has also been purchased.
- Some of the old switches have been replaced with new managed switch. A server rack has been purchased to secure network equipment and server.

#### **Ongoing Projects**

- **IT Equipment & Software**

- i. Technical support for writing the specifications for the purchase of IT equipment and Software.
- ii. Managing the process of License renewal for software

- **Software Purchase**

The HR, Accounting and LMS systems which have been outsourced have been implemented and are operational. The Student Information Management System (SIMS) Software specification has been worked out and is in progress for Committee of Needs' approval.

- **Provision of Tablets for Students**

IT Unit assists in the purchase of tablets for learners by providing the specifications, uploading of respective modules as per programme on individual tablets and provision of technical support to learners regarding faulty tablets as and when required.

- **Cloud Server**

OU is moving gradually towards cloud services which are more efficient and stable with high availability. Such services are secured and include a disaster recovery plan and have secured back-up. IT Unit is working on the transition to cloud services and recently, one more cloud server has been purchased for the SSP project. The current cloud server has also been upgraded.

#### **Statistics**

Statistics are compiled based on the number of applications received for admission at OU through the in-house system, based on approximation due to late enrolment or application.

For the period under review,

- **The Registration System** (intake July 2021 to Jan 2022) received 4,181 applications, out of which 32% were from male applicants and 68% from female applicants;
- **The Re-Registration System** was used by 6,808 learners out of which 31% were from male learners and 69% from female learners;
- **The Part-time Tutor System** received applications from 1,433 applicants.

## AUDIO-VIDEO PRODUCTION SERVICES

### Services Offered

- Video-Recorded lectures
- Recording of audio and video productions
- Recording for SSP for the Parent Ministry
- Editing and formatting of videos for different stakeholders and learners
- Dubbing facilities.

### Activities

#### ➤ Internal Customers

- Recorded lectures for uploading on the e-Learn platform of OU;
- Transferred the support materials for courses on CDs and DVDs for distribution to the learners;
- Produced Audio and Video clips for the Marketing of programmes on offer;
- Recorded the induction sessions for live web streaming; and
- Provided hands-on training sessions for the module Television and Radio Production for learners enrolled in the BA(Hons) Communication, Media, and Journalism programme.

#### ➤ External Customers/Stakeholders

- Produced Student Support Programmes (SSP) for students of Grades 7 to 9 for broadcast at national level and uploaded the lessons for online use;
- Provided Audio and Video recording services to different Ministries and Parastatal bodies for the coverage of workshops, events, and conferences;
- Produced video lessons for students at primary school level for broadcasting; and
- Provided technical assistance for the live broadcasting of the National Assembly.

The outcome of the activities accomplished by the AVP Unit for the year 2021/2022 are in **Table 16**.

**Table 16: List of Audios and Videos produced in 2021-2022**

SN	Details on activities	Audio	Video
1	Lectures, Inductions, coverage, spots for the advertisement of programmes		231
2	Training of learners enrolled in the BA(Hons) Communication, Media and Journalism	10	13
3	Support study materials for undergraduate and postgraduate programmes	1,600	
4	Student Support programme for Grades 7 to 9		154
5	Lessons for Grades 1 to 6		160
6	Speech of Ministers/VVIPs for national and international conferences/events		19
7	The digitalisation of programmes produced by the Mauritius College of the Air		280
8	Clips for campaigns	15	
	<b>TOTAL</b>	<b>1,625</b>	<b>857</b>

## STUDENT SUPPORT PROGRAMME

The Student Support Programme (SSP) is an initiative of the Ministry of Education, Tertiary Education, Science and Technology in collaboration with OU, Mauritius Institute of Education (MIE), and Mahatma Gandhi Institute (MGI). The SSP has been developed with the assistance of the Government of India through the National Council of Educational Research and Training (NCERT). Students of Grades 7 to 9 are provided additional support freely through the SSP platform, [ssp.moe.mu.org](http://ssp.moe.mu.org).

Several hundreds of video programmes have been produced for the SSP projects. The website of SSP, which is managed by OU, has registered over three million visits.

For the financial year 2021/2022, the number of videos produced for Grades 7 to 9 is 154.

### *Live Broadcasting of the Proceedings of the Mauritius National Assembly*

OU has collaborated with the Mauritius National Assembly in its ***Live Broadcasting of the Proceedings of the House Project***.

## ENGINEERING AND TECHNOLOGY SERVICES

### *Services Offered*

- Engineering and Technological services to staff and learners
- Ensuring proper functioning and operation of equipment and systems
- Building Maintenance Services
- Supervision of installation and commissioning of equipment
- Preparation/formulation of specifications and technical evaluation of projects
- Development and maintenance of the technical infrastructure of the University and its study centres to support delivery of digital systems and services.
- Adequate ICT equipment to staff and learners
- Technical support for online teaching through Zoom, PowerPoint, and Skype
- Specific services within the organisation in the field of ICT related technologies.

### *Activities*

- Ensuring that all classrooms and virtual classrooms are in good condition for conducting face-to-face tutorials and that necessary equipment, such as projectors, are available to Tutors
- Provision of Internet and Wi-Fi facilities to staff, tutors, visitors and learners
- Provision of technical support for online teaching through Zoom, PowerPoint, Skype and online induction
- Provision of laptops and other equipment to staff to enable them to work from home and to continue providing their services remotely
- Conducting remote diagnosis to help staff working from home
- Writing of technical specifications
- Advising on technical projects
- Provision of technical assistance in events like induction and workshops for the recording and providing live viewing facilities to our learners.

### *Acquisition*

- Purchase of equipment and upgrading of the digital facilities at both Réduit and OUCC buildings comprising office equipment like printers, laptops, scanners, desktop computers, photocopy machines, routers, servers and air-conditioning units to ensure that all our buildings and related infrastructures are well maintained and up to date.

- Procurement of equipment for live streaming. Events like induction and workshops are recorded and viewed live by our students. It is an interactive system.

### ***Achievements***

The Parent Ministry has mandated OU to host the Learning Centre for the e-VBAB Network Project. This project is a joint Venture of the Government of India and Mauritius as per the memorandum of understanding (MOU) signed between both parties. The Government of India has donated ICT equipment with state-of-the-art technology to set up a Computer Lab and other dedicated spaces to support online learning.

Exams for e-VBAB are also conducted online through a video surveillance system which enables students to take exams virtually anywhere.

The Parent Ministry has invested massively in our Video and Audio studios. This time, the focus has shifted from equipment-intensive production-based installations to a more discrete technologies-driven system to cater for the requirements of OU. The Unit is responsible for the maintenance of all these Audio-Visual Equipment.



# QUALITY ASSURANCE

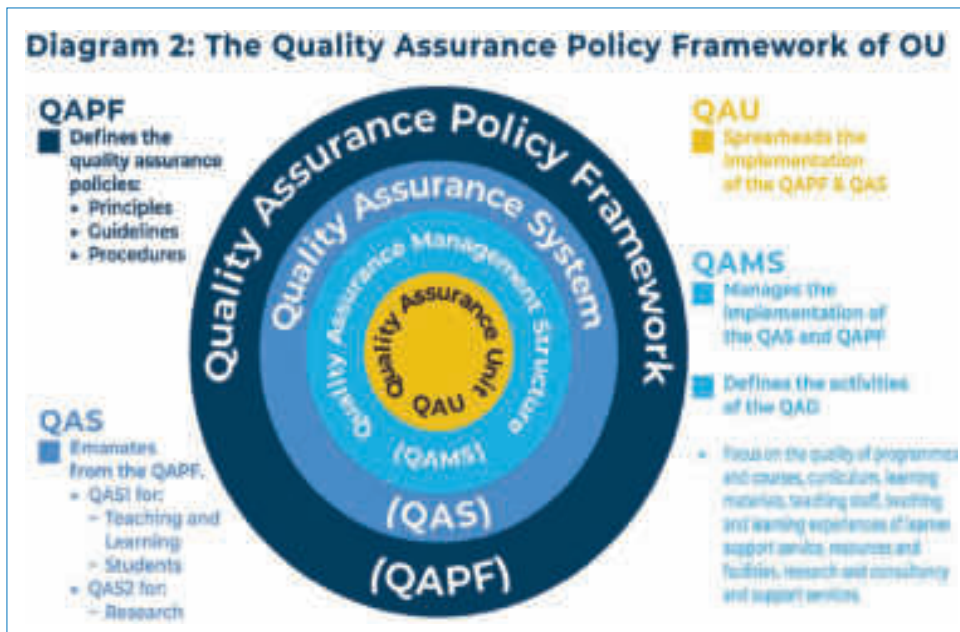




“the Panel noted a commitment and awareness of the growing importance of quality assurance”

Source: *Report of the First Cycle Quality Audit of the Open University of Mauritius*, TEC, 2018

The Quality Assurance Policy Framework of OU is reproduced hereunder:



## QUALITY ASSURANCE HANDBOOK

The Draft Quality Assurance Handbook was forwarded to all Divisions/Units in June 2022 for vetting and approval processes.

Following the HAQAA2 training workshops, the Quality Assurance Handbook will be adapted in line with the requirements of the Quality Assurance Authority.

## ISO 9001:2015 CERTIFICATE

OU is ISO 9001:2015-certified. Yearly surveillance audits are conducted by the Mauritius Standards Bureau (MSB) to ensure that the quality system in place meets the requirements of the ISO Standards.

A recertification audit for ISO 9001:2015 was conducted by Mauritius Standards Bureau in September 2021. OU was awarded a new ISO 9001:2015 certificate valid for three years, until July 2024.

## INTERNAL AUDITS

Table 17 illustrates the Internal Audits undertaken in the period under review.

Table 17: Internal Audits in year 2021/2022

S/N	Period	AREA
1	July 2021	Graphics, Publishing and Printing (GPP) Unit
2	July 2021	Safety and Health Unit
3	August 2021	Academic Affairs Division
4	August 2021	Certification Unit
5	August 2021	General Administration/Management Unit
6	August 2021	Examinations Unit
7	August 2021	Partnership and Collaboration Unit
8	August 2021	Open School Division
9	September 2021	Research Office
10	September 2021	Management (DG's Office)
11	September 2021	Quality Assurance Division
12	September 2021	Help Desk Unit
13	October 2021	Admissions Office
14	June 2022	Academic Affairs Division

## SURVEYS

### Learner Surveys

In view of improving the quality of service provided by OU, a survey was conducted by the Quality Assurance Team in September 2021. The report was published in February 2022.

### Survey requested by the Higher Education Commission (HEC)

The Higher Education Commission (HEC) requested OU to conduct a survey on Customer Satisfaction and Quality Learning during the Covid-19 pandemic. The survey was launched in January 2022. The data were compiled, analysed and reported in March 2022.





PARTNERSHIP,  
COLLABORATION AND  
**INTERNATIONAL  
NETWORKS**



The successful and rapid growth of OU has been possible with the support of international partners. With the collaboration of the Commonwealth of Learning, OU offered the CEMBA and CEMPA programmes since its coming into operation which enabled OU to boost its student enrolment, securing a local market for these programmes.

In addition, together with Imperial College London (ranked among the top five universities in the world) OU has conducted several Continuous Professional Development programmes for medical doctors and specialists. The team from Imperial College London has helped us in setting up a School of Public Health that will play a pivotal role in Mauritius and in the region with the unprecedented Covid-19 pandemic which has affected people's health all over the world. OU is thus offering the Master of Public Health in collaboration with Imperial College London.

Such successful collaborative projects have already resulted in enhanced visibility of OU, at both national and international levels and other universities and even non-academic organisations are showing interest to collaborate with OU.

OU is a member of several prestigious international networks of universities:

- Association of Commonwealth Universities
- International Council for Open and Distance Education
- African Council for Distance Education
- Distance Education Association of Southern Africa
- Association of African Universities
- International Association of Universities

OU works with the following partners:

- Imperial College, London (UK)
- Stockholm University (Sweden)
- University of California, San Diego (USA)
- Advance HE (UK)
- Royal College of Physicians of Edinburgh (UK)
- Commonwealth of Learning (Canada)
- University of South Africa
- University of KwaZulu Natal (South Africa)
- University Canada West
- Botswana Open University
- Botswana College of Distance Education and Open Learning
- Chartered Institute of Logistics and Transport (UK)
- Open University of Tanzania
- Open University of Sri Lanka
- Charles Sturt University (Australia)
- African Virtual University (AVU)
- John Wiley & Sons (USA)
- Wawasan Open University (Malaysia)
- Indira Gandhi National Open University (India)
- Southern African Regional Universities Association (SARUA)
- Chandigarh University (India)

## MEMORANDUM OF UNDERSTANDING/AGREEMENT (MOU/MOA) WITH OTHER INSTITUTIONS

The following agreements/MoUs were signed during the period under review:

### ***From July to December 2021***

1. License Agreement between Wawasan Open University and Open University of Mauritius – signed on 13 July 2021
2. Agreement between Open University of Mauritius (OU) and the British School of Etiquette (BSE) – signed on 26 July 2021 and made public on 06 September 2021
3. Project Collaboration Agreement between Open University of Mauritius (OU) and Human Resource Development Council (HRDC) on Office Skills under the National Training and Reskilling Scheme – signed on 27 July 2021
4. Lease Agreement between Landscape (Mauritius) Ltd and Open University of Mauritius – signed on 30 July 2021
5. Memorandum of Understanding between Open University of Mauritius (OU) and North West University (NWU) – signed on 17 September 2021
6. Memorandum of Understanding between the Open University of Mauritius (OU) and Internet Society (ISOC) – signed on 11 November 2021
7. Renewal of Licensing Agreement between the Open University of Mauritius (OU) and Botswana Open University (BOU) [*B. Ed (Hons) Early Childhood Education and Care*] – signed on 06 December 2021
8. Memorandum of Understanding between the Indian Ocean Commission (IOC) [*ECOFISH*] and the Open University of Mauritius (OU) – signed on 09 December 2021

### ***From January to June 2022***

1. License Agreement with Open University of Mauritius and EBSCO – signed on 22 January 2022
2. Renewal of Licensing Agreement between the Open University of Mauritius (OU) and Botswana Open University (BOU) [*B. Ed (Hons) Primary Education*] – signed on 26 January 2022
3. Memorandum of Understanding between East Coast Language College (ECLC) (Oxford International Education Group) and Open University of Mauritius (OU) – signed on 18 February 2022
4. Agreement between Open University of Mauritius (OU) and Financial Services Institute (FSI) – signed on 24 March 2022



# RESEARCH AND **CONSULTANCY**





‘Effective Research, Consultancy and Innovation’ is one of OU’s strategic objectives. Thus, OU aims at providing a stimulating and congenial environment to promote research, consultancy and innovation across interdisciplinary projects. OU also promotes institution-wide services for seeking and managing research funding and grants from different institutions including government, research bodies, foundations, and industries to foster and encourage a research culture and consultancy works.

At OU, the Research Office ensures research collaboration is developed with external bodies, including national, international, and multilateral agencies, NGOs and other universities, to promote the use of research output to make informed choices in programme and course development processes. The Office thus acts as a national and international centre of excellence in key research areas such as online learning, Technology in Education, Public Health and Interculturalism, amongst others. It is a catalyst to encourage creative research, innovative scholarship, and a spirit of inquiry leading to the generation of new knowledge within the University for a growing society.

## KNOWLEDGE DIFFUSION

### Conference Attendance

- Mr Mrinal Sohoraye, Lecturer attended the twentieth International Conference on New Directions in the Humanities at the University of the Aegean, Rhodes, Greece from 20 June to 22 June 2022. The title of his paper was ‘*An incursion into practical transference of theories and concepts in humanities using Transfer of Learning (TOL) to real-life situations in a post-pandemic situation*’.

### Paper Presentation at Conferences

- The following conference papers were presented at the NOMSA Conference 2021 Open Up and Connect: Education in a Digital Era, held virtually from 06 to 07 December 2021:

**Table 18: No. of Papers presented at Conferences**

SN	Title of Paper	Authors
1	Overcoming Gender Imbalance in ICT-related jobs. (Full paper)	Dr Takesh Luckho, Dr Perienen Appavoo, Ms Rubeena Doomun, Mr Preetamsingh Dookhun, Mr Yudhansing Boodhun and Ms Teenah Jutton
2	Self-directed learning: The rule of a new learning paradigm. (Full paper)	Dr Perienen Appavoo, Mr Abheenaye Chauhan Gokhool, Mrs Vandanah Gooria and Ms Upasna Bhunjun
3	Learning behind screen during Covid-19 pandemic. Students’ experiences at the Open University of Mauritius. (Abstract)	Mr Abheenaye Chauhan Gokhool, Mrs Vandanah Gooria, Ms Upasna Bhunjun and Mr Rajesh Gunesh
4	An investigation into an ICT-based Chinese Studies Curriculum Design and Planning for the School Certificate Technological/ Technical Stream for Upper Secondary Schools in Mauritius.	Mr Parmessa (Doctoral Learner)
5	Using Academic e-portfolio in Secondary Schools- evaluating the readiness of educators and willingness of learners in Mauritius.	Mr Ritesh Rao Poliah (Doctoral Learner)

## **Submission and Publication of Research Articles in Peer-reviewed Journals**

### **Publications**

Twelve research articles were published in peer-reviewed journals by our Academics and doctoral learners.

### **Book Publication**

A special eMIG 2019 book publication was compiled and released for publication in July 2021. The book was published by Alternation under their African Scholarship Book Series.

## **Incentive Scheme for Masters by Research/Doctoral Completion**

Release of funds (Rs 200,000) by HEC to OU under the scheme 'Incentive scheme for Masters by Research/Doctoral Completion - 2019/2020' on 1 October 2021.

## **Ongoing Research Projects**

### **Research Schemes HEC**

Call for Applications 2021/2022 - Research Schemes under Research Fund (HEC) in December 2021 - January 2022. The following research proposals were submitted:

#### **1. Interdisciplinary/Inter-institutional team-based research scheme**

- Investigating the readiness to embrace data mining and artificial intelligence technology learning as a university extracurricular activity;
- Assessing the factors influencing real estate values in Mauritius using data warehousing and data mining; and
- Tertiary educational qualifications as a predictor for effective employability: the industry perspective.

#### **2. Enhancing research capacity to bridge the gender gap**

Developing entrepreneurial intensity through Facebook media platform among women entrepreneurs of Rodrigues.

## **Research Grant Schemes**

A number of research schemes will be implemented by the RO to encourage OU's researchers/academics to delve in research-based activities. They will be able to apply for grants in each of the different schemes.

## **Other Activities**

### **Ethical Clearance**

**Seven** requests for ethical clearance from doctoral learners have been received. **Five** have already been processed, and the learners have successfully been granted their clearance.





OUR  
**PEOPLE**

With the promulgation of the Open University of Mauritius (OU) Act, the Mauritius College of the Air (MCA) Act was repealed and transitional provisions were made in the Act to transfer staff on permanent and pensionable establishment of the ex-MCA to that of OU.

One of the priorities of OU is to reinforce its staffing population to have adequate human resources for its increasing activities.

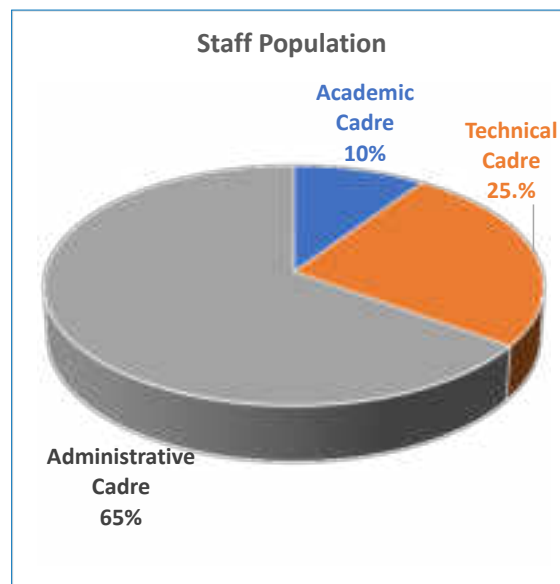
### STAFF POPULATION OF OU

The overall administration of OU rests with the Director-General who is the chief executive and academic officer of the University. He is supported, in the daily discharge of his duties, by the Directors of the Academic Affairs and of the Open School divisions, the Registrar, the Deputy Registrar, the Financial Controller, the Team Leader of Quality Assurance and Capacity Building, as well as other Heads of Units and by a complement of officers in different grades including academics and non-academics.

As at 30 June 2022, the staff population of OU was **220** as detailed below:

- 21 Academic Cadre (including 1 contract),
- 56 Technical Cadre,
- 143 Administrative Cadre (including 1 part-time).

Figure 1 shows the distribution of OU staff as at 30 June 2022:



*Figure 1*

### External Appointment

The following vacant posts were filled by 54 external candidates:

- One Head, Library Services (on contract);
- One Examinations Officer;
- Two Lecturers;
- Forty-four Clerk/Word Processing Operators;
- Five Office Attendants; and
- One Handy Worker/Tradesman (Skilled).

### **Internal Appointment/Promotion**

The following vacant posts were filled by internal candidates:

- Two Senior Audio Video Executives;
- One Examinations Officer; and
- One Clerk/Word Processing Operator.

### **Renewal of Contract**

- One Director (Academic Affairs)
- Two Lecturers

### **Retirement**

Eight officers retired from the service during the period under review.

- One Senior Audio Video Executive;
- One Graphics Officer;
- Three Confidential Secretaries;
- Two Senior Head/Office Attendants; and
- One Driver/Office Attendant.

### **Resignation**

Three Clerk/Word Processing Operators resigned from the service during the period under review.

### **Permanent Transfer**

One Lecturer has been permanently transferred to Financial Services Commission.

### **Enlistment on Temporary Basis**

During the period under review, OU also resorted to enlistment on temporary basis to assist its several divisions for:

- Part-time Tutorial Support to our Learners for:

#### ➤ **Academic Affairs Programmes**

OU enlisted the services of part-time tutors to provide tutorial support to our learners as follows:

For the semester <b>July 2021</b>	:	316 <b>part-time tutors</b>
For the semester <b>January 2022</b>	:	331 <b>part-time tutors</b>

#### ➤ **For Open School Programmes**

OU enlisted the services of 61 **part-time tutors**.

- Research Assistants
- Trainees in line with Government scheme
- Placement of Students from Tertiary Education Institutions under Work Based Learning programmes

## Capacity Building

### Academics and Non-academics

- Advance HE Training, from July 2021 to October 2021 hosted by Kristian Rumble
- Online seminar on 'Higher Education Management for Developing Countries' from 15 to 28 September 2021 organised by Zhejiang Normal University, China.
- Online seminar on 'African Think-Tanks and National Conditions' from 14 to 27 October 2021 organised by Zhejiang Normal University, China.
- Online training course on 'Education Pedagogy in Covid time: Challenges & Opportunity' held from 08 to 12 November 2021 organised by Ministry of Education, Tertiary Education, Science and Technology
- Online seminar on 'Enhancing University Governance for Developing Countries' from 11 to 24 November 2021 organised by Zhejiang Normal University, China.
- 'Fundamentals of Digital Teaching and Learning- Online', from January 2022 to March 2022 - Blackboard Academy, Hosted by Mr Dennis Nevels.
- Online training on 'Blackboard Certified' held on 10 January and from 23 to 25 March 2022 by Dennis Nevels Blackboard Academy.
- Online seminar on 'Young and middle-aged Education sector officials from developing countries' from 16 to 29 March 2022 organised by Zhejiang Normal University, China.
- 'Designing for Digital Teaching and Learning (Blackboard) – Online', from April 2022 to June 2022 - Blackboard Academy - Hosted by Mr Dennis Nevels
- 'Workshop/Training on Academic Research – Online', from March 2022 to June 2022. Hosted by Dr Eliana El Khoury - Athabasca University – Canada, Dr Silvia Gaia - University of Essex – UK and Dr Bedanand Upadhaya - University of Essex - UK.

### Attendance at Conference

- The Directors of AAD and OS, the Registrar and the Head Graphics, Publishing and Printing Unit attended a Conference on 'Leadership 5.0 Masterclass – Reimagining & Rethinking Innovative Sustainable Development' held on 22 October 2021 at The Ravenala Attitude Hotel, BalACLava organised by Team SYNthesis (Mauritius & Africa) Ltd.
- The Head Graphics, Publishing and Printing Unit/Team Leader Quality Assurance followed a 'Virtual Conference for the 6<sup>th</sup> African Council for Distance Education Triennial' held on 28 to 29 September 2021.

### Continuous Professional Development

- The Financial Controller, the Internal Auditor/Senior Internal Auditor and the Accountant/Senior Accountant attended a 'Workshop on IFRS-Back to basics' held on 23 and 24 June 2022 at Hennessy Park Hotel, Ébène.

### Attendance at Training/Workshop

#### Academics Staff

- One Lecturer attended a 'Workshop on Market Research and Data Analytics' held on 19 & 20 August 2021 at Hennessy Park Hotel, Ébène.

- One Lecturer attended a 'Workshop on Mapping Manufacturing Skills for the Future' held on 11 November 2021 at Westin Turtle Bay Resort & Spa, Balaclava organised by Ministry of Industrial Development, SMEs and Cooperatives.

#### **Non-Academic Staff**

##### **Administrative Staff**

- One Administrative Officer attended a 'Seminar on Occupational Safety and Health' held from 07 to 08 December 2021 at Occupational Safety and Health Training and Information Centre organised by the Ministry of Labour, Human Resource Development and Training Occupational Safety and Health Training and Information Centre.
- One Clerk/WPO followed an 'Online training session on Capacity Building on Return of Procurement Activities' held on Thursday 20 January 2022 from 10 00 to 12 00 hrs.
- Three Administrative Officers and the Accountant/Senior Accountant attended the 'Pre-user acceptance testing training on the FTEMIS' held on 9 to 11 March 2022 by State Informatics Limited.

##### **Technical Staff**

- The Senior Technician (ETS), three Technicians, the Senior Handy Worker/Tradesman and three Senior/Head Office Attendants attended a 'Lift evacuation training' held on 14 October 2021 organised by the Higher Education Commission.
- The Procurement and Supply Officer and one Management Support Officer followed a 'Virtual training on Corruption Risk Assessment for Parastatal Bodies, State Owned Enterprises (SOEs) and Local Authorities' held on 30 November 2021 organised by the Independent Commission Against Corruption (ICAC).
- The Technical Executive from ETS attended a 'Seminar on Occupational Safety and Health' held from 25 to 26 May 2022 at the Occupational Safety and Health Training and Information Centre for Employees in The Parastatal Sector organised by the Ministry of Labour, Human Resource Development and the Training Occupational Safety and Health Training and Information Centre.

#### **Part-time Staff**

All new Resource Persons are trained in the design of ODL Materials.

#### **Administration of Welfare Activities**

OU is concerned about the well-being of its staff and one of its strategic goal is **to promote welfare**. Necessary provision is made in the Annual Budget for the promotion of welfare and work-life balance at OU.

The objectives for OU to administer welfare activities are to organise recreational activities for its staff, to maintain effective communication with the OU Staff Welfare Association and to set up and operate schemes for the benefit of its staff and their families.

##### **Welfare Activities during the period under review**

- Transport facilities to staff working after office hours
- Free lunch/snacks to staff on specific occasions
- Retirement Gift
- Partly sponsored Group Medical Insurance Scheme to staff with option to include their dependents.
- Grant facilities to Staff Welfare Association to organise its activities
- Provision of training in First Aid Course conducted by the Fellowship First Aiders from 11 to 15 April 2022 to a batch of administrative and technical staff.





ANALYSIS OF THE  
**FINANCIAL POSITION OF OU**

### a. Background

Since its establishment on 12 July 2012, OU had to devise a clear strategy to steer its operations. It developed sound financial strategies and policies so as to maintain constant growth and development. Based on the latest financial results as at 30 June 2022, it is clear that the overall financial position of OU has improved since the financial year 2018/2019. With the introduction of the Free Tertiary Education Scheme (FTES) in January 2019, OU has registered a significant increase in enrolments for its courses and its student population as at June 2022 was around 13,000 learners.

### b. Financial Position

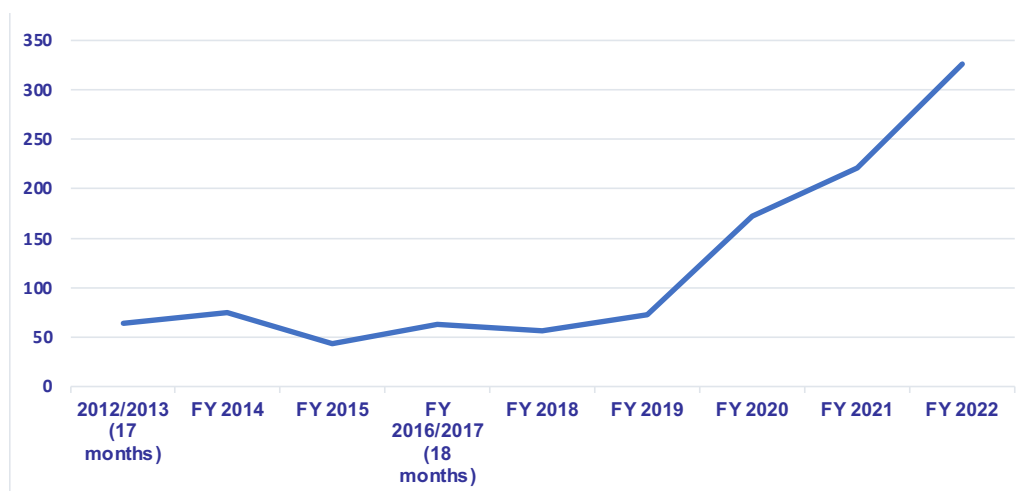
The key financial results for the financial year ended 30 June 2022 are summarised in **Table 19** below:

**Table 19: Key Financial Results**

Financial Year	Govt. Grant	Operating Income	Operating Expenses	Surplus/ (Deficit)	Cash and Bank Balance
	Rs M	Rs M	Rs M	Rs M	Rs M
2012/2013 (17 months)	151.1	55.1	184.50	21.70	64.50
FY 2014	88.4	115.7	175.90	28.20	74.60
FY 2015	39.4	108.6	177.60	(29.60)	43.20
FY 2016/2017 (18 months)	77.4	204.2	292.20	(10.60)	62.80
FY 2017/2018	42.3	149.9	201.30	(9.10)	56.20
FY 2018/2019	39.7	184.2	214.00	9.90	72.9
FY 2020	29.4	278.1	221.1	86.4	172.2
FY 2021	16.3	377.1	229.8	163.6	220.6
FY 2022	21.3	445.3	316.9	128.4	326.2

### c. Cash Position

Following the significant increase in enrolment of learners during the financial year 2021/2022, the cash balance of OU has attained **Rs 326M**. To note, the cash balance excludes an amount of Rs 128.9M not yet transferred from HEC under the FTES as at 30 June 2022. The increase in cash balance is directly related to the increase in revenue from course fees. OU has generated an amount of Rs 408M as course fees during FY 2021/2022 as compared to Rs 358M for the preceding financial year, representing an increase of Rs 50M (13%). The evolution of cash and bank balance is shown in **Figure 2** below.



**Figure 2: Evolution of Cash Balances**

#### d. Operating Results

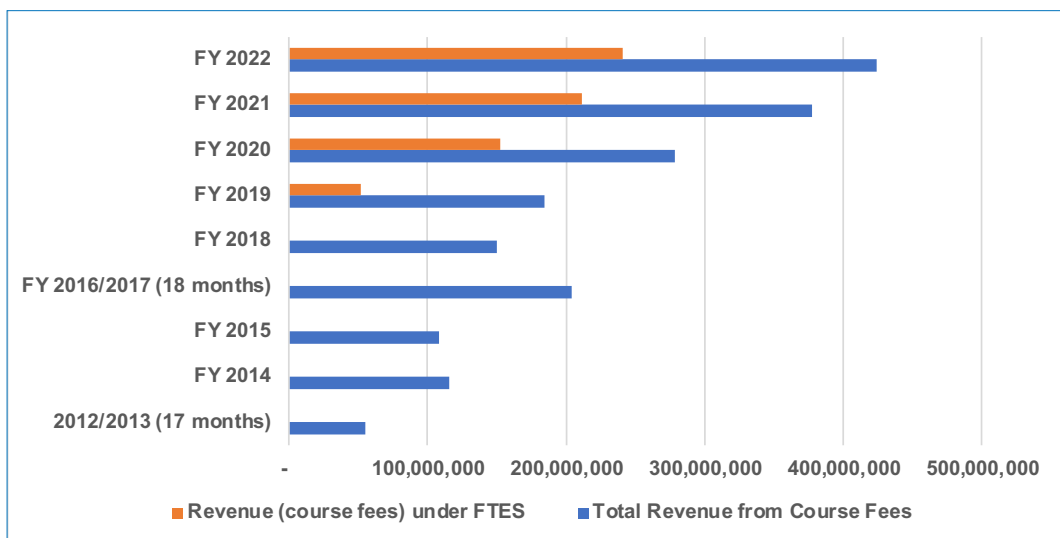
As per the unaudited Accounts of OU for the Financial Year ended 30 June 2022, OU has registered a **surplus of Rs 128.4M**.

The main reasons behind the surplus are summarised as follows:

##### **Increase in Operating Revenue - Rs 52M**

- Revenue from course fees has increased by Rs 50M. Since the introduction of FTES in 2019, OU is generating a significant part of its revenue from course fees under FTES. In fact, revenue under FTES accounts to nearly 57% of total revenue from fees for the FY 2021/2022.
- OU is currently generating 95% of its operating revenue from fees from learners as well as from other activities relating to printing and audio-video productions.

The evolution of operating revenue and revenue under FTES are depicted in Figure 3 below.

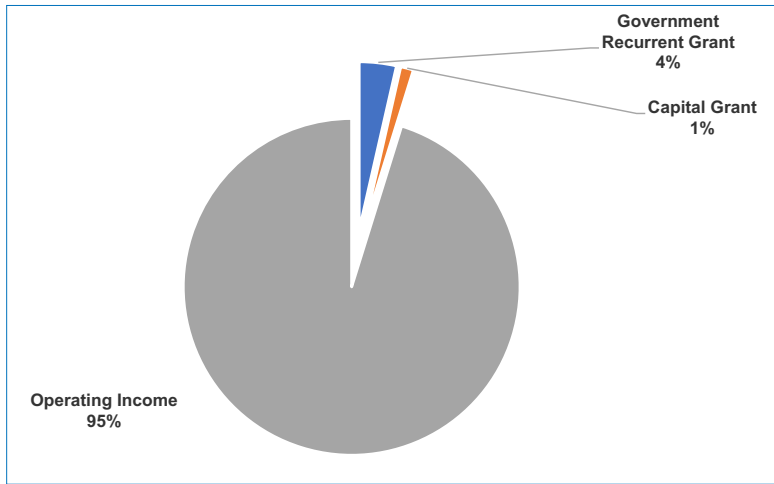


**Figure 3: Evolution of Revenue under FTES**

Though Government contribution towards OU's Budget decreased over the years, OU managed to sustain its budget by generating revenue mainly from course fees from learners and by adopting rigorous measures towards expenditure management. When OU started operation in 2013, the percentage of Recurrent Grant over Total Operating Income was around 72%. As per the latest figures, the percentage of Government Grant over Total Operating Income is around 5%.

It should be also noted that in 2013, OU was generating around 27% of its operating income from fees from learners. With the exponential growth in learners over the last nine years, OU is currently generating nearly 95% of its total Operating Income from fees from learners and other activities. As such OU has obtained the "self-financing" status.

The distribution of Revenue for the FY 2021/2022 is depicted in **Figure 4**:

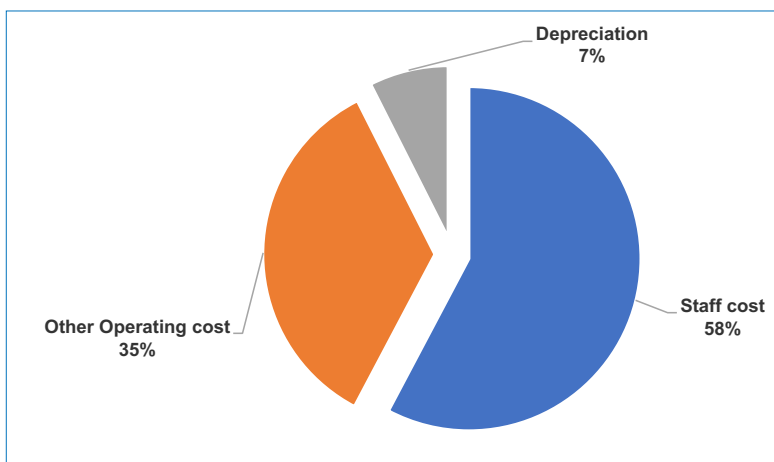


**Figure 4: Distribution of Revenue for the FY 2021/2022**

**Increase in Operating Expenditure - Rs 86M**

- Staff cost has increased by Rs 38M due to the payments of arrears and increase in salary and other benefits following the implementation of PRB 2021 report in November 2021, with payment of arrears as from January 2021. Also, provision has been made for increase in benefits of staff: pension, sick leave, passage and vacation leave.
- Operational cost has increased by Rs 42M due mainly to the increase in academic expenses following the growth in student population reaching nearly 13,000 learners by end of June 2021.
- OU has implemented major softwares including Blackboard (LMS), Accounting system and HR system. This has led to increase in depreciation figure by Rs 7M.
- Following the advice of SLO and the report of the Director of Audit, OU has written off debts of institutions to the tune of Rs 1.4M. Also, OU has carried out an assessment of debt recovery of course fees from learners for the financial year 2013 and has written off bad debts amounting Rs 0.5M classified as irrecoverable, as the learners have already dropped out and the probability of recovery is very low.

The distribution of expenditure of OU for the FY 2021/2022 is shown in **Figure 5** below:



**Figure 5: Distribution of Expenditure for the FY 2021/2022**

#### **e. Way Forward**

OU is benefiting from a sound financial position and has attained the “self-financing” status. With the significant growth in the student population reaching the milestone of 13,000 learners as at June 2022, OU has now secured a very comfortable position in the higher education landscape of Mauritius and has become a major key player in the Tertiary Education Sector. It is exploring possibilities of expansion beyond our borders in the Indian Ocean Rim region as well as the Asian and African Continents. In this context, OU has forged partnerships with several international higher education institutions in the African and Indian continents as well as other European HEIs.

During the first decade of its existence, OU’s priority has been to establish itself as a University offering quality higher education and it has achieved same by the exponential increase in its learner population. Moreover, in order to provide a conducive learning environment to its learners, OU has embarked on the project of construction of its new campus at Côte d’Or and it is confident that this project will be completed within the next few years.

For the next decade, OU plans to be more research oriented and it is now preparing to steer its efforts towards invigorating research, increasing its research outputs and consolidating research and innovation.

Resources will be directed towards capacity building in research, attracting high calibre academics and researchers to OU, encouraging staff development, increasing number of PhD holders, increasing research publications as well as research and consultancy projects.



REPORT OF  
**THE DIRECTOR OF AUDIT**





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**REPORT OF THE  
DIRECTOR OF AUDIT**

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**On the Financial Statements  
of the Open University of Mauritius  
for the year ended 30 June 2022**

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**NATIONAL AUDIT OFFICE**

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# NATIONAL AUDIT OFFICE

## REPORT OF THE DIRECTOR OF AUDIT TO THE BOARD OF THE OPEN UNIVERSITY OF MAURITIUS

### Report on the Audit of the Financial Statements

#### Opinion

I have audited the financial statements of the Open University of Mauritius, which comprise the statement of financial position as at 30 June 2022 and the statement of financial performance, statement of changes in net assets/equity, cash flow statement, and statement of comparison of budget and actual amounts for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In my opinion, except for the effects of the matter described in the *Basis for Qualified Opinion* section of my report, the accompanying financial statements give a true and fair view of the financial position of the Open University of Mauritius as at 30 June 2022, and of its financial performance and cash flows for the year then ended in accordance with International Public Sector Accounting Standards (IPSASs).

#### Basis for Qualified Opinion

##### Receivables at Risk – Rs 12.3 million

Included under Receivables of Rs 158.47 million is an amount of Rs 14.25 million representing Course Fees due from Learners, of which Rs 12.3 million is in respect of periods prior to 2019. The recovery of these long outstanding arrears is uncertain. Appropriate allowance for expected credit losses in respect of these arrears has not been made in accounts.

I conducted my audit in accordance with International Standards of Supreme Audit Institutions (ISSAIs). My responsibilities under those standards are further described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report. I am independent of the Open University of Mauritius in accordance with the INTOSAI Code of Ethics, together with the ethical requirements that are relevant to my audit of the financial statements in Mauritius, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

#### Key Audit Matters

Key Audit Matters are those matters that, in my professional judgment, were of most significance in my audit of the financial statements of the current period. These matters were addressed in the context of my audit of the financial statements as a whole, and in forming my opinion thereon, and I do not provide a separate opinion on these matters.

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14<sup>th</sup> Floor, Air Mauritius Centre, John Kennedy Street, Port Louis – Mauritius  
Tel: 212 2096-97/ 211 0882 – Fax: (230) 211 0880

Except for the matter described in the *Basis for Qualified Opinion* section of my report I have determined that there are no key audit matters to communicate in my report.

### **Other Information**

Management is responsible for the other information. The other information comprises the information included in the annual report of the Open University of Mauritius, but does not include the financial statements and my auditor's report thereon.

My opinion on the financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the financial statements, my responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard.

### **Responsibilities of Management and Those Charged with Governance for the Financial Statements**

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Public Sector Accounting Standards (IPSASs), and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Open University of Mauritius's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management intends to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Open University of Mauritius's financial reporting process.

### **Auditor's Responsibilities for the Audit of the Financial Statements**

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISSAIs, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISSAIs, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Open University of Mauritius's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Open University of Mauritius's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Open University of Mauritius to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

I also provide those charged with governance with a statement that I have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on my independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, I determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. I describe these matters in my auditor's report unless law or regulation precludes public disclosure about the matter or, when, in extremely rare circumstances, I determine that a matter should not be communicated in my report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

## **Report on Other Legal and Regulatory Requirements**

### ***Management's Responsibilities for Compliance***

In addition to the responsibility for the preparation and presentation of the financial statements described above, management is also responsible to ensure that the Open University of Mauritius's operations are conducted in accordance with the provisions of laws and regulations,

including compliance with the provisions of laws and regulations that determine the reported amounts and disclosures in an entity's financial statements.

### ***Auditor's Responsibilities***

In addition to the responsibility to express an opinion on the financial statements described above, I am also responsible to report to the Board whether:

- (a) I have obtained all the information and explanations which to the best of my knowledge and belief were necessary for the purpose of the audit;
- (b) the Statutory Bodies (Accounts and Audit) Act and any directions of the Minister, in so far as they relate to the accounts, have been complied with;
- (c) in my opinion, and, as far as could be ascertained from my examination of the financial statements submitted to me, any expenditure incurred is of an extravagant or wasteful nature, judged by normal commercial practice and prudence;
- (d) in my opinion, the Open University of Mauritius has been applying its resources and carrying out its operations economically, efficiently and effectively; and
- (e) the provisions of Part V of the Public Procurement Act regarding the bidding process have been complied with.

I performed procedures, including the assessment of the risks of material non-compliance, to obtain audit evidence to discharge the above responsibilities.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

### ***Statutory Bodies (Accounts and Audit) Act***

I have obtained all information and explanations which to the best of my knowledge and belief were necessary for the purpose of my audit.

As far as it could be ascertained from my examination of the relevant records:

- (a) the Open University of Mauritius has complied with the Statutory Bodies (Accounts and Audit) Act; and
- (b) no direction relating to the accounts has been issued by the responsible Minister to Open University of Mauritius.

Based on my examination of the records of Open University of Mauritius, nothing has come to my attention that causes me to believe that:

- (a) expenditure incurred was of an extravagant or wasteful nature, judged by normal commercial practice and prudence; and
- (b) The Open University of Mauritius has not applied its resources and carried out its operations economically, efficiently and effectively.

***Public Procurement Act***

In my opinion, the provisions of Part V of the Act have been complied with as far as it could be ascertained from my examination of the relevant records.



**C. ROMOAH**  
Director of Audit

National Audit Office  
Level 14,  
Air Mauritius Centre  
PORT LOUIS

13 April 2023



FINANCIAL  
**STATEMENTS**  
FOR THE YEAR ENDED 30 JUNE 2022



## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2022

		30-Jun 2022	30-Jun 2021
	Notes	Rs	Rs
<b>ASSETS</b>			
<i>CURRENT ASSETS</i>			
Cash and Cash Equivalents	5	326,145,752	220,551,942
Receivables	6	158,468,837	150,783,814
Inventories	7	3,270,939	3,634,229
		<u>487,885,528</u>	<u>374,969,985</u>
 <i>NON-CURRENT ASSETS</i>			
Receivables - Car Loan	8	6,132,959	6,503,150
Property, Plant & Equipment	9	28,559,352	30,630,928
Intangible Assets	10	40,294,860	7,339,661
		<u>74,987,171</u>	<u>44,473,739</u>
<b>TOTAL ASSETS</b>		<u><b>562,872,699</b></u>	<u><b>419,443,724</b></u>
 <b>LIABILITIES</b>			
<i>CURRENT LIABILITIES</i>			
Payables	11	25,730,633	19,411,014
Car Loans	12	2,975,059	3,335,244
Employee Benefits	13	15,000,000	7,476,000
		<u>43,705,692</u>	<u>30,222,258</u>
 <i>NON-CURRENT LIABILITIES</i>			
Car Loans	12	6,733,295	6,993,150
Long-term Employee Benefits	13	68,652,021	68,157,336
Pension Obligation	14	391,790,541	298,904,619
		<u>467,175,857</u>	<u>374,055,105</u>
<b>TOTAL LIABILITIES</b>		<u><b>510,881,549</b></u>	<u><b>404,277,363</b></u>
<b>NET ASSETS</b>		<u><b>51,991,150</b></u>	<u><b>15,166,361</b></u>
 <b>EQUITY</b>			
Accumulated Funds		<u>51,991,150</u>	<u>15,166,361</u>
<b>TOTAL EQUITY</b>		<u><b>51,991,150</b></u>	<u><b>15,166,361</b></u>

The notes on pages 112 to 133 form an integral part of the Financial Statements.

Approved by the Board of the Open University of Mauritius on 30 September 2022	
 Dr Oomandra Nath Nath Varma, OSK Chairman	 Dr Kavraj Sharma Sukon, PFHEA Director-General

## STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2022

		30-Jun 2022	30-Jun 2021
	Notes	Rs	Rs
<b>REVENUE</b>			
Revenue from Exchange Transactions	15.1	415,270,098	369,457,443
Revenue from Non-Exchange Transactions	15.2	30,080,294	23,902,547
<b>TOTAL REVENUE</b>		<b><u>445,350,392</u></b>	<b><u>393,359,990</u></b>
<b>EXPENSES</b>			
Staff Costs	16	182,664,345	145,264,993
Depreciation and Amortisation Expense	9 & 10	23,590,544	16,139,974
Other Operating Expenses	17	110,657,350	68,392,507
<b>TOTAL EXPENSES</b>		<b><u>316,912,239</u></b>	<b><u>229,797,474</u></b>
<b>SURPLUS</b>		<b><u>128,438,153</u></b>	<b><u>163,562,516</u></b>

The notes on pages 112 to 133 form an integral part of the Financial Statements.

## STATEMENT OF CHANGES IN NET ASSETS/EQUITY FOR THE YEAR ENDED 30 JUNE 2022

	Notes	Accumulated Fund  Rs
<b>Opening Balance as at 01 July 2020</b>		<b>(83,373,028)</b>
Surplus for the year		163,562,516
Remeasurement on Actuarial Loss	<b>14</b>	(65,092,507)
Prior Year Adjustments		69,380
<b>Closing Balance as at 30 June 2021</b>		<b>15,166,361</b>
<b>Opening Balance as at 01 July 2021</b>		<b>15,166,361</b>
Surplus for the year		128,438,153
Remeasurement on Actuarial Loss	<b>14</b>	(89,489,777)
Prior Year Adjustments		(2,123,587)
<b>Closing Balance as at 30 June 2022</b>		<b>51,991,150</b>

The notes on pages 112 to 133 form an integral part of the Financial Statements.

## CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2022

	30-Jun 2022	30-Jun 2021
	Rs	Rs
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Surplus for the year	<b>128,438,153</b>	<b>163,562,516</b>
<b>Adjustments for:</b>		
Depreciation and Amortisation Expense	23,590,544	16,139,974
Prior Year Adjustment	(2,123,587)	69,380
Remeasurement on Actuarial (Gain)	(89,489,777)	(65,092,507)
Pension Liability	92,885,922	63,655,787
(Gain) on disposal of Non-Current Assets	(57,000)	(12,972)
<b>Operating Profit before working capital changes</b>	<b>153,244,255</b>	<b>178,322,178</b>
<b>Changes in Working Capital:</b>		
(Increase)/Decrease in Receivables	(7,314,832)	(115,641,222)
Increase in Inventories	363,290	(554,883)
(Decrease)/Increase in Payables	13,718,264	(4,173,638)
<b>NET CASH FLOWS FROM OPERATING ACTIVITIES</b>	<b>160,010,977</b>	<b>57,952,435</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>		
Purchase of Non-Current Assets	(54,474,167)	(9,594,789)
Proceeds from Disposal of Non-Current Assets	57,000	18,735
<b>NET CASH FLOWS FROM INVESTING ACTIVITIES</b>	<b>(54,417,167)</b>	<b>(9,576,054)</b>
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>		
	-	-
<b>NET CASH FLOWS FROM FINANCING ACTIVITIES</b>	<b>-</b>	<b>-</b>
<b>NET INCREASE IN CASH AND CASH EQUIVALENTS</b>	<b>105,593,810</b>	<b>48,376,381</b>
CASH AND CASH EQUIVALENTS AT BEGINNING OF PERIOD	220,551,942	172,175,561
<b>CASH AND CASH EQUIVALENTS AT END OF PERIOD</b>	<b>326,145,752</b>	<b>220,551,942</b>

### Notes to the Cash Flow Statement

#### 1. Cash and Cash Equivalents

Cash and Cash Equivalents consist of cash in hand and balances with bank. Cash and Cash Equivalents included in the Cash Flow Statement comprised the Statement of Financial Position amounts.

	Rs	Rs
Cash and Cash Equivalents are made up of:		
Investment in Treasury Bills		
Cash at bank		326,085,149
Cash at bank		326,085,149
Cash in hand		60,603
<b>Cash and Cash Equivalents at year end</b>		<b>326,145,752</b>

#### 2. Non-Current Assets

Non-current assets were acquired at an aggregate cost of Rs 50,207,461, out of which Rs 7,800,932 was financed by means of capital grant from the Government.

The notes on pages 112 to 133 form an integral part of the Financial Statements.

# STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE YEAR ENDED 30 JUNE 2022

	Budgeted Amounts		Actual Amounts on Comparable Basis	Difference Original and Final Budget	Notes	Difference Final Budget and Actual Amounts	Notes
	Original	Final					
	Rs	Rs					
<b>RECEIPTS:</b>							
<b>Recurrent Grant</b>							
Fixed Deposit	-	125,000,000	125,000,000	-	-	-	-
Acquisition of software: E-Learning Management System (LMS) and New Learner Registration System (SIS)	-	(41,000,000)	(41,000,000)	41,000,000	18.2.1	-	-
Top-up of Capital Grant 2021/2022	-	(2,000,000)	(2,000,000)	2,000,000	-	-	-
Government Recurrent Grant	10,000,000	10,000,000	7,228,667	-	-	(2,771,333)	18.3.1
Recurrent Grant-PRB & CGS Arrears	-	18,428,067	9,539,999	(18,428,067)	18.2.2	(8,888,068)	18.3.1
Recurrent Grant- (MOE) NYCBE	4,500,000	4,500,000	561,445	-	-	(3,938,555)	18.3.2
Course Fees- (Free Tertiary Education Scheme) B/F	-	104,594,525	104,594,525	(104,594,525)	-	-	-
Course Fees- OU Learners (Including Admin Fees)	122,000,000	122,000,000	155,674,027	-	-	33,674,027	18.3.3
Course Fees- (Free Tertiary Education Scheme)	191,000,000	200,000,000	118,938,225	(9,000,000)	18.2.3	(81,061,775)	18.3.4
Refund from HEC: CSG & Interim Allowances	7,690,000	6,750,000	3,943,333	940,000	-	(2,806,667)	-
Other Income	13,000,000	13,000,000	17,954,263	-	-	4,954,263	-
<b>Sub Total</b>	<b>348,190,000</b>	<b>436,272,592</b>	<b>375,434,484</b>	<b>(88,082,592)</b>		<b>(60,838,108)</b>	
<b>Capital Grant</b>							
Acquisition of software: E-Learning Management System (LMS) and New Learner Registration System (SIS)	-	(41,000,000)	41,000,000	(41,000,000)	-	-	-
Top-Up of Capital Grant 2021/2022	-	2,000,000	2,000,000	(2,000,000)	-	-	-
Capital Grant	3,000,000	3,000,000	3,000,000	-	-	-	-
Capital Grant- MOE (NYCBE)	3,000,000	2,717,863	2,489,650	282,137	-	(228,213)	-
Capital Grant B/F	-	1,706,842	1,706,842	(1,706,842)	-	-	-
Capital Grant- MOE (NYCBE) B/F	-	604,440	604,440	(604,440)	-	-	-
Other Income	-	-	345	-	-	345	-
<b>Sub Total</b>	<b>6,000,000</b>	<b>51,029,145</b>	<b>50,801,277</b>	<b>(45,029,145)</b>		<b>(227,868)</b>	
<b>Total Receipts</b>	<b>354,190,000</b>	<b>487,301,737</b>	<b>426,235,761</b>	<b>(133,111,737)</b>		<b>(61,065,976)</b>	
<b>PAYMENTS:</b>							
<b>Recurrent Expenditure</b>							
<b>Personal Emoluments</b>							
Salary	88,500,000	96,851,000	96,831,308	8,351,000	18.2.4	19,692	-
Compensation 2017	315,000	110,000	82,527	(205,000)	-	27,473	-
Compensation 2018	965,000	290,000	271,706	(675,000)	-	18,294	-
Compensation 2019	1,074,000	320,000	301,897	(754,000)	-	18,103	-
Compensation 2020	685,000	205,000	180,784	(480,000)	-	24,216	-
Compensation 2021	900,000	250,000	225,980	(650,000)	-	24,020	-
Compensation 2022	-	550,000	517,696	550,000	-	32,304	-
End-of-Year Bonus	7,600,000	7,340,000	7,338,677	(260,000)	-	1,323	-
Allowances	5,200,000	2,000,000	1,375,899	(3,200,000)	18.2.5	624,101	-
Extra Assistance	5,000,000	3,000,000	2,885,819	(2,000,000)	18.2.5	114,181	-
Passage Credit	3,000,000	3,000,000	2,622,359	-	-	377,641	-
Overtime	4,000,000	6,500,000	6,485,882	2,500,000	18.2.6	14,118	-
Pensions Contribution & Gratuity	24,500,000	26,000,000	25,206,451	1,500,000	-	793,549	-
Contribution Sociale Généralisée	5,000,000	7,200,000	6,586,345	2,200,000	18.2.2	613,655	-
National Savings Fund	1,500,000	1,300,000	1,223,124	(200,000)	-	76,876	-
Cash in Lieu of Sick Leave	2,000,000	6,000,000	5,601,860	4,000,000	18.2.7	398,140	-
<b>Sub Total</b>	<b>150,239,000</b>	<b>160,916,000</b>	<b>157,738,314</b>	<b>10,677,000</b>		<b>3,177,686</b>	
Travelling and Transport: Refund of Bus Fares	4,700,000	3,875,000	3,786,854	2,275,000	18.2.4	88,146	-
Travel Grant	1,600,000	1,850,000	1,816,690	(2,650,000)	18.2.4	33,310	-
Commutated Travel & Petrol Allowance	4,500,000	3,700,000	3,677,098	3,000,000	18.2.4	22,902	-
Mileage	700,000	800,000	745,926	100,000	18.2.4	54,074	-
<b>Sub Total</b>	<b>11,500,000</b>	<b>10,225,000</b>	<b>10,026,568</b>	<b>2,725,000</b>		<b>198,432</b>	

The notes on pages 112 to 133 form an integral part of the Financial Statements.

## STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE YEAR ENDED 30 JUNE 2022

	Budgeted Amounts		Actual Amounts on Comparable Basis	Difference Original and Final Budget	Notes	Difference Final Budget and Actual Amounts	Notes
	Original	Final					
	Rs	Rs					
<b>Payments (Cont'd):</b>							
<b>Cost of Running Office</b>							
Uniforms	130,000	100,000	97,070	(30,000)		2,930	
Chairperson/Board Fees	1,500,000	1,650,000	1,440,429	150,000		209,571	
Medical Scheme	1,000,000	1,400,000	853,500	400,000		546,500	
Telephone & Postages	3,000,000	3,500,000	3,460,344	500,000		39,656	
Electricity	3,300,000	3,000,000	2,936,569	(300,000)		63,431	
Water	150,000	110,000	70,563	(40,000)		39,437	
Motor Vehicles Running Expenses	1,400,000	1,400,000	1,132,849	-		267,151	
Office Expenses & Incidentals	1,200,000	1,000,000	405,670	(200,000)		594,330	
Hospitality & Ceremonials	500,000	1,000,000	313,299	500,000		686,701	
Publicity, Advertisement & Recruitment Expenses	300,000	300,000	79,645	-		220,355	
Insurance of Staff	300,000	300,000	162,365	-		137,635	
Overseas Passages & Allowances	1,000,000	900,000	361,264	(100,000)		538,736	
Office Stationery	1,700,000	2,000,000	1,721,248	300,000		278,752	
Legal & Consultancy Fees	300,000	320,000	308,950	20,000		11,050	
Repairs & Maintenance: Building & Equipment	15,500,000	7,500,000	6,143,378	(8,000,000)	18.2.8	1,356,622	18.3.5
Major Upgrading works at OUCC	25,800,000	-	-	(25,800,000)	18.2.9	-	
Audit Fees	400,000	400,000	350,000	-		50,000	
Insurance of Building, Equipment & Furniture	250,000	250,000	109,429	-		140,571	
Institutional Links	1,000,000	1,500,000	888,395	500,000		611,605	
Security Services	3,000,000	2,000,000	1,600,093	(1,000,000)		399,907	
Graphics/Printing & Audio-Visual Materials	4,500,000	4,098,000	2,013,610	(402,000)		2,084,390	18.3.6
Resource Centre (Library)	1,200,000	2,600,000	2,418,595	1,400,000		181,405	
Marketing & Outreach Activities	3,500,000	3,300,000	2,514,184	(200,000)		785,816	
Staff Development & Training	1,500,000	1,500,000	1,100,701	-		399,299	
Research & Development	2,000,000	2,000,000	1,886,643	-		113,357	
Quality Assurance Activities	2,000,000	200,000	124,135	(1,800,000)		75,865	
<i>Academic Affairs:</i>							
Induction Expenses	300,000	100,000	6,325	(200,000)		93,675	
Part-time Tutors	12,000,000	17,440,000	16,268,720	5,440,000	18.2.10	1,171,280	18.3.7
Marking of Assignments/Projects	9,000,000	13,160,000	13,152,420	4,160,000	18.2.10	7,580	
Exams Expenses	14,000,000	22,800,000	22,744,866	8,800,000	18.2.10	55,134	
Educational Software Licences	200,000	200,000	100,249	-		99,751	
Insurance of Part-Timers & Learners	2,000,000	2,300,000	2,281,698	300,000		18,302	
General Academic Expenses	8,000,000	2,000,000	1,703,348	(6,000,000)		296,652	
Programme Development	4,000,000	3,000,000	2,384,343	(1,000,000)		615,657	
Supervision of Doctoral Learners	2,500,000	1,600,000	1,282,148	(900,000)		317,852	
Tablets for Learners	40,000,000	27,500,000	-	(12,500,000)	18.2.11	27,500,000	18.3.8
Award Ceremonies & Conferences	1,000,000	200,000	39,596	(800,000)	18.2.12	160,404	
Overseas Study Centres	1,000,000	1,000	-	(999,000)		1,000	
Collaboration with other Universities	6,000,000	4,000,000	2,599,836	(2,000,000)	18.2.13	1,400,164	
Rental of Building & Parking for Delivery of Courses	250,000	1,000	-	(249,000)		1,000	
<i>Sub Total</i>	<i>176,680,000</i>	<i>136,630,000</i>	<i>95,056,477</i>	<i>(40,050,000)</i>		<i>41,573,523</i>	
Special Item: Funds reserved for rental of land at Côte d'Or and construction of Campus	100,000,000	250,000,000	-	150,000,000		250,000,000	18.3.9
Upfront premium and Rental of land at Côte d'Or	-	12,717,255	12,717,255	12,717,255	18.2.14	-	
<b>ADDITIONS TO NON-CURRENT ASSETS</b>	<b>8,000,000</b>	<b>59,098,708</b>	<b>46,499,333</b>	<b>51,098,709</b>		<b>12,599,375</b>	
<b>TOTAL PAYMENTS</b>	<b>446,419,000</b>	<b>616,869,708</b>	<b>309,320,692</b>	<b>174,450,709</b>		<b>307,549,016</b>	

The notes on pages 112 to 133 form an integral part of the Financial Statements.

### 1. GENERAL INFORMATION ON REPORTING ENTITY

The Open University was established by the Open University Act No. 2 of 2010. This Act was proclaimed on 12 July 2012.

The Open University is a corporate body wholly owned by the Government of Mauritius under the aegis of the Ministry of Education, Tertiary Education, Science and Technology.

The objects of the Open University are to:

- (a) advance and disseminate learning and knowledge through a diversity of means, with emphasis on information and communication technologies;
- (b) provide wider opportunities for education and training to the population, through open and distance learning and promote lifelong learning;
- (c) encourage the use of open and distance learning at all levels of education and training through collaboration, optimal use of existing resources and good practices;
- (d) encourage and promote scholarship and conduct research and development in educational technology and related matters; and
- (e) be the focal point for the provision of open and distance learning in Mauritius through establishment of active partnership with local public and private institutions, as well as overseas institutions engaged in providing education and training.

### 2. BASIS OF PREPARATION

#### (a) Statement of Compliance

The Financial Statements of the Open University have been prepared in accordance with the International Public Sector Accounting Standards (IPSASs) issued by the International Public Sector Accounting Standards Board (IPSASB).

#### (b) Going Concern

The Financial Statements have been prepared on a going concern basis and the accounting policies have been applied consistently throughout the period. They have been prepared on the historical cost basis.

OU is governed by the Statutory Bodies Pension Fund Act and as per the provisions of the Act, an actuarial valuation of the pension fund needs to be carried out at intervals of not more than 5 years. The pension fund of OU is being managed by the State Insurance Company of Mauritius Ltd (SICOM Ltd). As per the Valuation Report as at June 2019, SICOM Ltd has advised that the contribution rate needs to be increased as well as funds need to be injected to ensure the sustainability of the Pension Fund over the forthcoming years in the best interest of beneficiaries. OU is expecting policy guidelines from competent authorities and will do needful adjustments in the Pension Fund. OU has already increased the rate of contribution from 17.5% to 22% for the period up to 30 June 2024 (up to next valuation exercise) and annual injection of Rs 10 million for the next four years until 2024, effective as from January 2021.

#### (c) Use of Estimates and Judgements

The preparation of Financial Statements, in conformity with IPSAS and generally accepted accounting practices, requires the use of estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the Financial Statements and the reported amounts of revenue and expenses during the reporting period.

**2. BASIS OF PREPARATION (Cont.)**

In the application of the OU's accounting policies, which are described in Note 4, Management are required to make judgements, estimates, and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions, based on actual results may differ from these estimates. The estimates and underlying assumptions are historical experience and other factors that are considered to be relevant. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the estimate affects only that period or in the period of revision and future periods if the revision affects both current and future periods. Estimates include but are not limited to fair valuation of inventories, accounts receivables, accrued charges, contingent assets and liabilities, and degree of impairment of property, plant and equipment.

**(d) Functional and Presentation of Currency**

The Financial Statements are presented in Mauritian Rupees. Roundings have been done where applicable to the nearest rupee.

**(e) Reporting Date**

The present Financial Statements have been prepared for the year ending 30 June 2022. Comparative figures relate to the period 01 July 2020 to 30 June 2021.

**(f) Measurement Base**

The accounting principles recognised as appropriate for the measurement and reporting of the Financial Performance, Cash Flows, and Financial Position are on accrual basis using historical cost except for Property, Plant and Equipment which have been based on fair value.

**3. IPSAS ISSUED BUT NOT YET EFFECTIVE**

The Financial Statements comply in all material respects with applicable International Public Sector Accounting Standards.

In the current period, the Open University has adopted all of the improvements and amendments to the standards effective at the reporting date.

IPSAS 3 (Accounting Policies, Changes in Accounting Estimates and Errors) requires disclosure of new IPSAS that have been issued but are not yet effective.

**(a) IPSAS 41 - Financial Instruments (Effective as from 01 January 2023)**

IPSAS 41 replaces IPSAS 29, while providing entities a transition option to continue to apply the hedge accounting requirements of IPSAS 29. It sets out requirements for recognition and measurement of financial instruments, including impairment, derecognition and general hedge accounting.

**(b) IPSAS 42 - Social Benefits (Effective as from 01 January 2023)**

IPSAS 42 help users of the financial statements and general purpose financial reports assess the nature of social benefits provided by the entity, the features of the operation of social benefit schemes; and the impact of social benefits on the entity's financial performance, financial position and cash flows.

**(c) IPSAS 43 - Leases (Effective as from 01 January 2025)**

IPSAS 43 prescribes the principles for the recognition, measurement, presentation and disclosure of leases. The objective is to ensure that leases and lessors provide relevant information in a manner that faithfully represents those transactions. This information gives a basis for users of financial statements to assess the effect that leases have on the financial position, financial performance and cash flows of an entity.



## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

(d) IPSAS 44 - Non-current Assets held for Sale and Discontinued Operations (effective as from 01 January 2025)

IPSAS 44 prescribes the accounting treatment for assets held for sale and the presentation and disclosure of discontinued operations. The standard requires:

- (a) Assets that meet the criteria to be classified on hold for sale to be measured at the lower of carrying amount and fair value less costs to sell and depreciation on such assets to cease; and
- (b) Assets that meet the criteria to be classified as held for sale to be presented separately in the statement of financial position and the results of discontinued operations to be presented separately in the statement of financial position.

### 4. ACCOUNTING POLICIES

The principal accounting policies of the Open University are as follows:

#### 4.1 Property, Plant and Equipment

##### (a) Land and Buildings

Government provides the land and buildings, which OU, along with other institutions, is occupying at Le Réduit and Curepipe. The land and buildings have not been accounted for in the Financial Statements.

##### (b) Impairment

Property, Plant and Equipment are stated at cost or revalued amount less accumulated depreciation and any recognised impairment losses.

At each balance sheet date, OU reviews the carrying amount of its tangible assets to determine whether there is an indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss and the carrying amount of the asset is reduced to its recoverable amount.

If the recoverable amount of an asset or cash-generating unit is estimated to be less than its carrying amount, the carrying amount of the asset or cash-generating unit is reduced to its recoverable amount. An impairment loss is recognised immediately in the Statement of Financial Performance, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

##### (c) Revaluation

The fleet of vehicles has been revalued as at 30 June 2017 and the revaluation surplus has been transferred to the Statement of Changes in Net Assets/Equity. OU will revalue its fleet of vehicles in the next financial year as there is no sign of significant impairment of existing vehicles.

##### (d) Capitalisation Policy

Tangible assets with a total contract value below the Rs 5,000 threshold are expensed in the Statement of Financial Performance during the year of acquisition.

##### (e) Depreciation Charges

Depreciation is charged so as to write off the cost or valuation of assets, other than land and properties under construction, over their estimated useful lives using the straight-line method as follows:-

	<b>No. of Years</b>
Audio-Visual Equipment	1 to 15
Computer Equipment	2 to 7
Furniture and Fittings, Driveway and Parking area	10
Office Equipment	5 to 10
Motor Vehicles	3 to 7
Printing and Graphics Equipment	5 to 20
Tools	5

**4. ACCOUNTING POLICIES (Cont.)****(f) Disposal**

Depreciation is fully charged in the year of acquisition and no charge is made in the year of disposal.

The Board approved the disposal of two vehicles on a 'as is where is' basis. The sale was concluded in August 2021.

**(g) Subsequent Costs**

The cost of replacing part of an item of Property, Plant and Equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits will flow to OU and its cost can be measured reliably. The costs of the day-to-day servicing of property, plant and equipment are recognised in the Statement of Financial Performance as incurred.

**(h) Lease**

In August 2021, the Open University of Mauritius signed a lease agreement with Landscape (Mauritius) Ltd for the lease of 10 arpents (42,223 M<sup>2</sup>) of land situated at Côte d'Or, in the District of Moka.

The leased land is intended for the construction of a new OU Campus in the New Education Hub at Côte d'Or in line with Government decision following Budget Speech 2021.

The lease is for an initial period of thirty years commencing 01 August 2021 and may be reviewed for two consecutive period of thirty years after the termination of the first lease period of thirty years; that is, 31 July 2051.

In line with IPSAS 13 - Leases; the lease has been classified under operating lease.

**(i) Donations**

OU is implementing the e-VidyaBharati and e-ArogyaBharati Network Project (e-VBAB) under the Memorandum of Understanding signed between the Republic of Mauritius and Telecommunications Consultants India Ltd (TCIL) - (A Government of India Enterprise and the Implementing Agency of Ministry of External Affairs, Government of India).

As per Article 3 of the MOU, the e-VBAB Network Project shall provide for the setting up of a Learning Centre in each selected university. TCIL was entrusted the responsibility to supply the equipment and furniture and get it installed, tested and commissioned. The Government of Mauritius has mandated OU to host the Learning Centre under the project.

Equipment and Furniture donated by TCIL under the e-VBAB Project have been capitalized and the equivalent amount treated as 'Donation' and accounted under 'Revenue from Non-Exchange Transactions'.

**4.2 Intangible Assets**

Intangible assets are recognised only if:

- (a) it is probable that future economic benefits that are attributable to the assets will flow to the enterprise; and
- (b) the cost of the assets can be measured reliably.

Programme development costs and license fees for course materials are recognised as intangible assets and amortised using the straight-line basis over the projected life of the course/programme or the accreditation period, whichever is greater, but in either case no longer than five years.

License fees paid for rights of pre-recorded programmes and computer software that are not considered to form an integral part of any hardware equipment are recognised as intangible assets and their costs are amortised using the straight-line basis.

**4. ACCOUNTING POLICIES (Cont.)**

**4.2 Intangible Assets (Cont.)**

Intangible assets are amortised so as to write off the cost of intangibles over their estimated useful lives using the straight-line method as follows:-

	<b>No. of Years</b>
Rights	5
Production Software	1 to 10
Computer Software	5 to 7
Programme Development	5

**4.3 Cash and Cash Equivalents**

Cash and cash equivalents comprise bank balances and cash in hand.

**4.4 Inventories**

Inventories are stated at the lower of cost (determined on a first-in-first-out basis) or net realisable value. Cost includes all costs of purchase, costs of conversion and other costs incurred in bringing the inventories to their present location and condition. Net realisable value represents the estimated selling price less all estimated costs of completion and costs to be incurred in selling.

**4.5 Provisions and Contingent Liabilities**

A provision is recognised when OU has a present obligation as a result of a past event; when it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation; and when a reliable estimate can be made of the amount of the obligation.

Provisions are reviewed at the end of each financial period to determine the current best estimate.

Other commitments which do not meet the recognition criteria for liabilities are disclosed in the notes to the Financial Statements as contingent liabilities when their existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events which are not wholly within the control of OU.

**4.6 Retirement and Other Benefit Obligations**

**4.6.1 Employee Entitlements**

Employees' entitlements to salaries, pension costs, and other benefits are recognised when they are earned.

***Sick Leave Benefits***

As per the conditions of service prescribed in the PRB Report and Conditions of Service, employees are allowed to accumulate sick leaves not taken at the end of each calendar year up to a maximum of 110 days, in a sick leave bank. The balance of bank sick leave is valued at the end of the financial year and is recognised as long-term payables. Beyond this ceiling of 110 days, officers are refunded part of the annual entitlement of sick leaves not taken at the end of every calendar year and this is expensed to the Statement of Financial Performance. Following the Finance Act 2020, no refund of sick leave was effected in February 2021. Accordingly, the sick leave balance payable was accumulated in Bank Sick Leave up to a maximum of 126 days. Provision has been made for bank sick leave up to a maximum of 126 days under long-term benefits.

***Passage Benefits***

A provision is made for the estimated liability for passage benefits. The passage benefits for each eligible staff is valued at year end. The annual increase in passage benefits entitlement is expensed to the Statement of Financial Performance.

**4. ACCOUNTING POLICIES (Cont.)**

**4.6 Retirement and Other Benefit Obligations (Cont.)**

**4.6.1 Employee Entitlements (Cont.)**

Based on past experience and payment trends, an amount has been transferred from long-term liabilities to short-term liabilities to provide for any forthcoming payments of passage benefits in the next financial year.

**Vacation Leave Benefits**

In line with the PRB Report and Conditions of Service, a provision is made for the estimated liability for encashment of vacation leave. The amount for accumulated vacation leave for each staff is valued at year end. Short-term benefit includes provision for vacation leave entitlements for officers who may proceed on early retirement. The increase/decrease in vacation leave during the year is charged to the Statement of Financial Performance.

In line with the PRB Report and Conditions of Service, a provision is made for the estimated liability for encashment of vacation leave. The amount for accumulated vacation leave for each staff is valued at year end. Short-term benefit includes provision for vacation leave entitlements for officers who may proceed on early retirement. The increase/decrease in vacation leave during the year is charged to the Statement of Financial Performance.

**4.6.2 Defined Benefit Pension Plan**

Provision for retirement pension benefits is made under the Statutory Bodies Pension Funds Act of 1978 as amended. For employees who were in the public service at 31 December 2012, the scheme is a defined benefit plan and its assets are managed by SICOM Ltd. The cost of providing the benefits is actuarially determined using the projected unit credit method.

IPSAS 25 pertaining to pension benefits has been repealed and a new standard on pensions, IPSAS 39 is effective for annual financial statements covering periods beginning on or after 01 January 2018. There have been significant changes to the pension benefit disclosures and these changes being applicable as from 1 July 2018 has major impact on the accounting disclosures and reporting for the financial year 2018/2019 onwards.

The main areas of changes are as follows:

**Statement of Financial Position**

Currently, IPSAS permit public sector entities to defer the recognition of certain actuarial gains and losses arising from defined benefit plans (the "corridor approach"). IPSAS 39 removed the "corridor approach". This means that the actuarial gains and losses should be recognised immediately in the Statement of Financial Position. The remeasurements are recognised in Net Assets/Equity in the period in which they occur. A surplus is recognised as a net defined benefit asset and a deficit as a net defined liability.

**Statement of Financial Performance**

As regards the Statement of Financial Performance, the two items (interest cost and expected return) will be replaced by a single item: the "Net Interest Expense/Revenue". For this purpose, the assumption for the discount rate and the expected rate of return on plan assets will be the same.

**Other Changes:**

- (i) More disclosures in terms of description of risk exposure, plan amendments and actuarial assumptions used.
- (ii) Sensitivity analysis, i.e. the effect of a change in each major actuarial assumption on the Defined Benefit Obligation.
- (iii) IPSAS 39 makes explicit the mortality assumptions used to determine the defined benefit obligation is the best estimate of the mortality plan members both during and after employment.

**4.6.3 State Plan and Defined Contribution Plans**

For employees appointed for the first time in the service from 01 January 2013 onwards, Government has set up a Public Sector Defined Contribution Plan, managed by SICOM Ltd. The defined contribution plan is a post-employment benefit plan under which fixed contributions are paid into a fund. OU will have no legal or constructive obligation to pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

### 4. ACCOUNTING POLICIES (Cont.)

#### 4.6 Retirement and Other Benefit Obligations (Cont.)

##### 4.6.3 State Plan and Defined Contribution Plans (Cont.)

Contributions to the Public Sector Defined Contribution Plan, the National Pension Scheme, the Family Protection Scheme and the National Savings Fund are expensed in the same financial year.

##### 4.6.4 Car Loans

Car loans are disbursed to OU by the Ministry of Education, Tertiary Education, Science and Technology on applications by eligible employees as part of their conditions of service. The loans are executed by way of a registered agreement between OU and the employees. The car loans which bear an interest rate of 1% to 3% per annum are repayable monthly over a period of five or seven years. The balances of principal amounts are shown as "Short-term and long-term loans". Corresponding carrying amounts are shown under "Receivables".

#### 4.7 Revenue Recognition

Revenue comprises mainly government grants, course fees and sales of goods and services.

##### 4.7.1 Government Grants

Grants are recognised as revenue to the extent that all conditions attached to the grant are satisfied. All government grants received are therefore recognised in the Statement of Financial Performance in the year of receipt.

##### 4.7.2 Course Fees

OU is a provider of learning and knowledge through a diversity of means, with emphasis on Open and Distance Learning programmes. Fees for these programmes are collected on a semester basis and recognised in the Statement of Financial Performance in the same period of instruction.

##### 4.7.3 Sale of Goods and Services

Sale of goods and services is recognised when the goods and services have been delivered or performed and accepted by the clients and are billable after taking into consideration revenue waived for work done for governmental institutions.

#### 4.8 Expenses

Expenses are charged to the accounts on an accrual basis.

#### 4.9 Risk Management Policies

A description of the various risks to which the Board is exposed to, is shown below together with the approach adopted by Management to control and mitigate those risks. Except where stated elsewhere, the carrying amounts of the OU's financial assets and financial liabilities approximate their fair values.

##### Currency Risk

Currency risk arises from purchase of goods, services and receipts of revenue which are denominated in foreign currencies are negotiated at prevailing exchange rates.

##### Operational Risk

Operational risk, which is inherent in all organisations' activities, is the risk of financial loss instability arising from failures in internal controls, operational processes or the system that supports them. It is recognised that such risks can never be entirely eliminated and the costs of controls in minimising these risks may outweigh the potential benefits.

##### Financial Risk

Except for cash held at bank in current accounts, OU does not have any investment in term deposits nor any loan commitments. Hence, it is not exposed to interest rate risk.

OU's credit risk is primarily attributable to its receivables. Management reviews all outstanding amounts at year end to determine doubtful receivables.

**4. ACCOUNTING POLICIES (Cont.)****4.9 Risk Management Policies (Cont.)**

OU does not have significant liquidity risk. All funds come from learners and the Government. Forecast cash requirements are closely monitored to meet liquidity requirements.

**Legal Risk**

Legal risk is the risk that business activities of the Board have unintended or unexpected legal consequences. The Board identifies and manages legal risks through legal advice from the State Law Office on all its day-to-day dealings.

**4.10 Taxation**

No provision has been made in the Financial Statements for income tax and value added tax, on the basis that OU is exempted.

**4.11 Foreign Currency Transactions**

Transactions in foreign currencies are translated to Mauritian rupee at the exchange rate ruling at the date of transaction. Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rate ruling at balance sheet date. Exchange differences arising on settlement are recognised in surplus or deficit.

**4.12 Comparative Figures**

When an accounting policy is changed with retrospective effect, comparative figures are restated in accordance with the new policy.

**4.13 Disclosure of Interests in other Entities**

OU has signed a lease agreement with Landscape (Mauritius) Ltd for the lease of 10 arpents of land at Côte d'Or. OU intends to develop its new campus on the site under the Knowledge Hub Corridor as announced in Budget Speech 2021.

In line with Section 37 of the Interpretation and General Clauses Act and Section 6(g) of OU Act, OU has incorporated a private company namely OU Campus Development Ltd. The said company was incorporated on 26 May 2022 with a share capital of Rs 100/- comprising 100 Ordinary Shares. OU Campus Development Ltd is a company limited by shares and its principal place of business is Royal Road, Réduit. The OU Board has appointed two Directors and a Company Secretary.

OU Campus Development Ltd will oversee the construction of the new campus of OU with the aim to ensure the project is realized within time frame set up by the OU Board.

As at 30 June 2022, there was no transaction in the books of OU Campus Development Ltd. In line with IPSAS 38 – 'Disclosure of Interests in other Entities'; the new entity is being categorized as an 'Interest in Structure Entities' and it has not been consolidated in the Financial Statements of the Open University of Mauritius.

As at 30 June 2022, the extent and nature of interest is not material and the level of the risk associated with the structured entity is very low.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

30-Jun 2022  
Rs

30-Jun 2021  
Rs

### 5. CASH AND CASH EQUIVALENTS

Investment in Treasury Bills		124,093,750
Cash at bank	326,085,149	96,401,645
Cash in hand	60,603	56,547
<b>Total</b>	<b>326,145,752</b>	<b>220,551,942</b>

The Open University has no undrawn borrowing facilities.

### 6. RECEIVABLES AND PREPAYMENTS

Course fees due - Learners	14,253,293	15,124,038
Works commissioned by clients	3,225,451	531,666
Affiliation fees prepaid	885,492	1,123,741
Other prepayments	3,139,046	1,870,343
Car Loans (Note 8)	3,030,395	3,052,747
Sundry Debtors	1,677,461	14,265,779
Course fees receivable - FTES	132,257,700	114,815,500
<b>Total</b>	<b>158,468,837</b>	<b>150,783,814</b>

### 7. INVENTORIES

	Carrying Amount at 30-Jun 2022 Rs	Carrying Amount at 30 June 2021 Rs
Materials and supplies	2,918,719	3,255,784
Finished goods	352,220	378,445
<b>Total</b>	<b>3,270,939</b>	<b>3,634,229</b>

### 8. RECEIVABLES CAR LOANS

Movement in car loans were as follows:

Amount due as at 01 July	9,555,897	13,281,513
Loans released to staff	3,374,650	600,000
Loans refunded by staff	(3,767,193)	(4,325,616)
<b>Amount due as at 30 June</b>	<b>9,163,354</b>	<b>9,555,897</b>
Deduct: Amount falling due within one year	(3,030,395)	(3,052,747)
<b>Amount falling due after one year</b>	<b>6,132,959</b>	<b>6,503,150</b>

**9. NON-CURRENT ASSETS - PROPERTY, PLANT & EQUIPMENT**

	PRODUCTION EQUIPMENT		FURNITURE & FITTINGS, OFFICE EQUIPMENT AND PARKING SPACE		MOTOR VEHICLES		COMPUTER EQUIPMENT		TOTAL	
	30 June 2022	30 June 2021	30 June 2022	30 June 2021	30 June 2022	30 June 2021	30 June 2022	30 June 2021	30 June 2022	30 June 2021
<b>Reporting Period</b>										
Opening Carrying Amount	76,004,093	113,526,406	59,539,301	58,539,623	5,386,475	2,806,350	27,376,590	25,711,823	168,306,460	200,584,202
Additions	1,196,068	897,619	3,254,891	1,605,540	-	2,580,125	6,969,621	1,862,911	11,420,580	6,946,195
Disposals	-	-	-	-	(435,000)	-	-	-	(435,000)	-
Write off of Assets	-	(38,419,932)	-	(605,862)	-	-	-	(198,144)	-	(39,223,938)
<b>Closing Carrying Amount</b>	<b>77,200,161</b>	<b>76,004,093</b>	<b>62,794,192</b>	<b>59,539,301</b>	<b>4,951,475</b>	<b>5,386,475</b>	<b>34,346,211</b>	<b>27,376,590</b>	<b>179,292,040</b>	<b>168,306,459</b>
Opening Accumulated Depreciation	(62,488,673)	(95,579,375)	(49,405,874)	(46,592,970)	(2,539,546)	(1,549,075)	(23,241,438)	(21,294,794)	(137,675,531)	(165,016,214)
Depreciation for the period	(5,669,363)	(5,328,851)	(3,947,414)	(3,413,401)	(881,724)	(990,471)	(2,993,656)	(2,144,773)	(13,492,157)	(11,877,496)
Transfer from Revaluation Reserve	-	-	-	-	-	-	-	-	-	-
Prior year adjustment	-	-	-	-	-	-	-	-	-	-
Disposals	-	-	-	-	-	-	-	-	-	-
Write off of Assets	-	38,419,553	-	600,497	435,000	-	-	198,129	435,000	39,218,179
<b>Closing Accumulated Depreciation</b>	<b>(68,158,036)</b>	<b>(62,488,673)</b>	<b>(53,353,288)</b>	<b>(49,405,874)</b>	<b>(2,986,270)</b>	<b>(2,539,546)</b>	<b>(26,235,094)</b>	<b>(23,241,438)</b>	<b>(150,732,688)</b>	<b>(137,675,531)</b>
<b>Net Carrying Amount</b>	<b>9,042,125</b>	<b>13,515,420</b>	<b>9,440,904</b>	<b>10,133,427</b>	<b>1,965,205</b>	<b>2,846,929</b>	<b>8,111,117</b>	<b>4,135,152</b>	<b>28,559,352</b>	<b>30,630,928</b>

**10. NON-CURRENT ASSETS - INTANGIBLE ASSETS**

	RIGHTS		PRODUCTION SOFTWARE		COMPUTER SOFTWARE		PROGRAMME DEVELOPMENT		TOTAL	
	30 June 2022	30 June 2021	30 June 2022	30 June 2021	30 June 2022	30 June 2021	30 June 2022	30 June 2021	30 June 2022	30 June 2021
<b>Reporting Period</b>										
Opening Carrying Amount	1,438,984	1,438,984	717,412	883,342	7,550,586	6,723,321	45,292,715	44,969,506	54,999,697	54,015,153
Additions	207,363	-	-	-	38,786,881	827,265	4,059,343	1,821,329	43,053,587	2,648,594
Prior year adjustment	-	-	-	-	-	-	-	-	-	-
Write off of Assets	-	-	-	(165,930)	-	-	-	(1,498,120)	-	(1,664,050)
<b>Closing Carrying Amount</b>	<b>1,646,347</b>	<b>1,438,984</b>	<b>717,412</b>	<b>717,412</b>	<b>46,337,467</b>	<b>7,550,586</b>	<b>49,352,058</b>	<b>45,292,715</b>	<b>98,053,284</b>	<b>54,999,697</b>
Opening Accumulated Amortisation	(1,109,844)	(945,267)	(717,412)	(883,319)	(6,069,774)	(5,573,872)	(39,763,006)	(37,659,146)	(47,660,036)	(45,061,604)
Amortisation for the period	(206,042)	(164,577)	-	(19)	(6,295,192)	(495,902)	(3,597,153)	(3,601,980)	(10,098,388)	(4,262,478)
Write off of Assets	-	-	-	165,926	-	-	-	1,498,120	-	1,664,046
<b>Closing Accumulated Amortisation</b>	<b>(1,315,886)</b>	<b>(1,109,844)</b>	<b>(717,412)</b>	<b>(717,412)</b>	<b>(12,364,966)</b>	<b>(6,069,774)</b>	<b>(43,360,159)</b>	<b>(39,763,006)</b>	<b>(57,758,424)</b>	<b>(47,660,036)</b>
<b>Net Carrying Amount</b>	<b>330,461</b>	<b>329,140</b>	<b>-</b>	<b>-</b>	<b>33,972,501</b>	<b>1,480,812</b>	<b>5,991,899</b>	<b>5,529,709</b>	<b>40,294,860</b>	<b>7,339,661</b>



## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

30-Jun 2022  
Rs

30-Jun 2021  
Rs

### 11. PAYABLES

Course fees prepaid	3,217,706	2,004,535
Accrued expenditure	18,941,922	15,779,940
Course Fees to be refunded	109,645	204,525
Sundry creditors and prepayments	3,461,360	1,422,014
<b>Total</b>	<b>25,730,633</b>	<b>19,411,014</b>

### 12. CAR LOANS

These represent car loans granted by the Ministry of Education, Tertiary Education, Science and Technology to staff of OU. Long-term loans represent the non-current portion of car loans. Breakdown of the loans were as follows:

30-Jun 2022  
Rs

30-Jun 2021  
Rs

Total car loans	9,708,354	10,328,394
Less amount falling due within one year	(2,975,059)	(3,335,244)
<b>Amount due after one year</b>	<b>6,733,295</b>	<b>6,993,150</b>

### 13. EMPLOYEE BENEFITS

Employee benefits represent sick leaves, vacation leaves and passage benefits accrued by staff and payable either on retirement or on resignation.

30-Jun 2022  
Rs

30-Jun 2021  
Rs

<b>Short-term:</b>		
Sick leave benefits	7,000,000	2,376,000
Passage benefits	4,000,000	3,000,000
Vacation leave benefits	4,000,000	2,100,000
<b>Total</b>	<b>15,000,000</b>	<b>7,476,000</b>
<b>Long-term:</b>		
Sick leave benefits	31,024,500	31,775,373
Passage benefits	9,247,221	9,068,133
Vacation leave benefits	28,380,300	27,313,830
<b>Total</b>	<b>68,652,021</b>	<b>68,157,336</b>

## 14. PENSION OBLIGATION

The actuarial valuation of the Open University of Mauritius Staff Pension Fund managed by SICOM Ltd as at 30 June 2022, is reported as follows:

	30-Jun 2022 Rs	30-Jun 2021 Rs
<b>Amounts recognised in Statement of Financial Position at:</b>		
Defined benefit obligation	658,898,284	569,215,017
Fair value of plan assets	(267,107,743)	(270,310,398)
<b>Liability recognised in the Statement of Financial Position at end of year</b>	<b><u>391,790,541</u></b>	<b><u>298,904,619</u></b>
 <b>Amounts recognised in the Statement of Financial Performance:</b>		
Service cost:		
Current service cost	13,271,681	11,899,397
(Employee contributions)	(4,166,259)	(3,743,799)
Fund Expenses	686,398	607,443
Net Interest expense/(revenue)	14,707,935	8,360,701
<b>P&amp;L Charge</b>	<b><u>24,499,755</u></b>	<b><u>17,123,742</u></b>
 <b>Remeasurement:</b>		
Liability (gain)/loss	75,618,153	71,624,493
Assets (gain)/loss	13,871,624	(6,531,986)
Net Assets/ Equity (NAE)	89,489,777	65,092,507
<b>Total</b>	<b><u>113,989,532</u></b>	<b><u>82,216,249</u></b>
 <b>Movements in liability recognised in the Statement of Financial Position:</b>		
At start of year	298,904,619	235,248,832
Amount recognised in P&L	24,499,755	17,123,742
(Past service liability contribution)	(10,000,000)	(10,000,000)
(Contributions paid by employer)	(11,103,610)	(8,560,462)
Amount recognised in NAE	89,489,777	65,092,507
At end of year	<b><u>391,790,541</u></b>	<b><u>298,904,619</u></b>

The plan is a defined benefit arrangement for the employees and it is a funded plan. The assets of the funded plan are held independently and administered by The State Insurance Company of Mauritius Ltd.

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

### 14. PENSION OBLIGATION (Cont.)

FIGURES FOR IPSAS 39 ADOPTION FOR:

	30-Jun 2022 Rs	30-Jun 2021 Rs
<b><i>Reconciliation of the present value of defined benefit obligation</i></b>		
Present value of obligation at start of period	569,215,017	490,502,884
Current service cost	13,271,681	11,899,397
Interest cost	27,891,536	17,412,852
(Benefits paid)	(27,098,103)	(22,224,609)
Liability (gain)/loss	75,618,153	71,624,493
Present value of obligation at end of period	<b>658,898,284</b>	<b>569,215,017</b>
<b><i>Reconciliation of fair value of plan assets</i></b>		
Fair value of plan assets at start of period	270,310,398	255,254,052
Expected return on plan assets	13,183,601	9,052,151
Employer contributions	11,103,610	8,560,462
Employee contributions	4,166,259	3,743,799
Past service liability contribution	10,000,000	10,000,000
(Benefits paid + other outgo)	(27,784,501)	(22,832,052)
Asset gain/(loss)	(13,871,624)	6,531,986
Fair value of plan assets at end of period	<b>267,107,743</b>	<b>270,310,398</b>
<b><i>Distribution of plan assets at end of period</i></b>		
<i>Percentage of assets at end of year</i>		
Fixed Interest securities and cash	58.0%	54.8%
Loans	2.9%	2.8%
Local equities	13.6%	11.8%
Overseas bonds and equities	25.0%	30.1%
Property	0.5%	0.5%
Total	100%	100%
<b><i>Additional disclosure on assets issued or used by the reporting entity</i></b>		
<i>Percentage of assets at end of year</i>		
Assets held in the entity's own financial instruments	0	0
Property occupied by the entity	0	0
Other assets used by the entity	0	0
<b><i>Components of the amount recognised in NAE</i></b>		
Year	<b>30-Jun 2022</b>	<b>30-Jun 2021</b>
Currency	Rs	Rs
Asset experience gain/(loss) during the period	(13,871,624)	6,531,986
Liability experience gain/(loss) during the period	(75,618,153)	(71,624,493)
	<b>(89,489,777)</b>	<b>(65,092,507)</b>
<b>Year</b>	<b>2022/2023</b>	
Expected employer contributions	10,755,968	
Weighted average duration of the defined benefit obligation (Calculated as a % change in PV of liabilities for a 1% change in discount rate)	13 years	

**14. PENSION OBLIGATION (Cont.)**

The plan is exposed to actuarial risks such as: investment risk, interest rate risk, longevity risk and salary risk. The risk relating to death in service benefits is re-insured.

The cost of providing the benefits is determined using the Projected Unit Method. The principal assumptions used for the purpose of the actuarial valuation were as follows:

	Year ending 30 June 2022	Year ending 30 June 2021
Discount rate	5.10%	4.90%
Future salary increases	3.50%	3.00%
Future pension increases	2.50%	2.00%
Mortality before retirement		Nil
Mortality in retirement	PA (90) Tables rated down by 2 years	
Retirement age		65 years

The discount rate is determined by reference to market yields on bonds.

Significant actuarial assumptions for determination of the defined benefit obligation are discount rate, expected salary increase and mortality. The sensitivity analysis below has been determined based reasonably on possible changes of the assumptions occurring at the end of the reporting period.

If the discount rate would be 100 basis points (one percent) higher (lower), the defined benefit obligation would decrease by Rs 78.0M (increase by Rs 96.1 million) if all other assumptions were held unchanged.

If the expected salary growth would increase (decrease) by 1%, the defined benefit obligation would increase by Rs 34.9 million (decrease by Rs 31.1 million) if all assumptions were held unchanged.

If life expectancy would increase (decrease) by one year, the defined benefit obligation would increase by Rs 19.4 million (decrease by Rs 19.3 million) if all assumptions were held unchanged.

In reality one might expect interrelationships between the assumptions, especially between discount rate and expected salary increases, given that both depend to a certain extent on expected inflation rates. The analysis above abstracts from these interdependences between the assumptions.

### 14. PENSION OBLIGATION (Cont.)

#### Defined benefit pension plan (Cont.)

##### Pension Risks

The Pension plan is exposed to actuarial risk such as: investment risk, interest rate risk, longevity risk and salary risk. The risk relating to death in service benefits is re-insured.

The Open University of Mauritius pension fund is a defined benefit fund where the pension benefits are based on final pensionable salary at time of retirement and are payable as long as the pensioner survives. These pensions are also adjusted annually to reflect inflation.

The valuation results are therefore based on assumptions of future investment income, salary increases, pension increases and longevity. The results are very sensitive to the assumptions made and will be true only if the assumptions made are borne out in practice. In practice the actual experience may deviate from the assumptions made and have an impact on the financial position of the Fund. Hence, there is a need for further regular valuations.

Given that the uncertainties surrounding salary increases, pension increases and longevity of the pensioners, there are risks as to whether the assets of the fund together with future contributions and investment returns thereon shall be sufficient for the fund to meet these obligations.

The following are the main risks that exist:

##### (i) Investment Performance

The actual investment return achieved on the assets held could be lower/higher than assumed in the valuation exercise. A decrease in the real returns compared to salary increases will generate future deficit and require increases in rates of contributions and vice versa.

##### (ii) Salary Increases

The salary increases could be higher or lower than that assumed. In case of high salary increases relative to investment returns, this would decrease the real return, creating future deficit and hence require further annual contributions.

##### (iii) Pension Increases and Life Expectancy

In the same manner, post-retirement pension increases have a significant impact on the liabilities of the fund. The higher the increases compared to the return on the assets backing the liabilities, the higher the impact on the pension costs. In addition, the risk is magnified by the impact of improving mortality rates among pensioners. The longer the pensioners live, the higher the pension costs.

##### (iv) Financial Capacity of Sponsor

The sponsor (employer) may face unforeseen financial difficulties and be unable to pay contributions or fund for deficits when required.

##### (v) Legislation and regulation

There may be changes in legislation and regulation governing Pension Funds that might adversely affect the Fund, for example the introduction or increase of taxation, government fees and minimum benefits.

## 15. REVENUE

### 15.1 Revenue from Exchange Transactions

	30-Jun 2022 Rs	30-Jun 2021 Rs
<b>15.1.1 Breakdown:</b>		
Course fees (See notes below)	155,609,411	136,057,193
Course fees under Free Tertiary Education Scheme (See notes below)	240,974,950	211,422,809
Other Fees from learners	12,063,650	10,491,724
Sale of services	2,713,484	10,648,467
Sale of goods	8,250	94,135
UTM Collaboration	616,014	609,134
Miscellaneous Revenue	2,433,738	-
Gain on Disposal of Non-Current Asset	57,000	18,735
Gain on Exchange	2,597	-
Interest Receivable	791,004	115,246
<b>Total</b>	<b>415,270,098</b>	<b>369,457,443</b>

#### 15.1.2 Course fees - Scholarship and Discounts

**15.1.2.1** OU sponsored its academic and key personnel to read for PhD/ DBA in-house courses. The whole tuition fees receivable, amounting to **Rs 987,800** were waived under this policy during the year ended 30 June 2022.

**15.1.2.2** A twenty percent fee discount was granted to OU's staff who enrolled for the University's courses. The additional fee applicable for payments by instalments was also waived for this category of learners. An amount of **Rs 88,995** was granted as discount under this policy during the year ended 30 June 2022.

**15.1.2.3** Scholarships were granted to toppers and the course fees waived for these scholarships amounted to **Rs 598,335** for the year ended 30 June 2022.

### 15.2 Revenue from Non-Exchange Transactions

	30-Jun 2022 Rs	30-Jun 2021 Rs
<b>Breakdown:</b>		
Government Recurrent Grant	15,856,666	8,925,000
Capital Grant	5,489,650	7,347,303
Donation Received (Note 4.1 (i))	3,198,256	-
National Savings Fund refund	-	1,047,908
Insurance Compensation	680,390	242,817
CGS Refund	3,943,333	4,039,519
Interim Allowance Refund	712,000	2,300,000
Research Grant	200,000	-
	<b>30,080,294</b>	<b>23,902,547</b>

**16. STAFF COSTS**

	Note	30-Jun 2022 Rs	30-Jun 2021 Rs
<b>Breakdown of Staff Costs:</b>			
Basic Salary		95,032,288	75,824,735
Salary Compensation		1,580,510	2,682,919
Interim Allowance		-	2,136,718
Overtime		6,426,708	4,539,005
Acting and other Allowances		1,389,709	2,379,163
Gratuity		672,780	233,520
Chairman & Board/Committees Fees		1,666,550	1,044,784
End-of-Year Bonus		7,348,174	6,576,477
Passage Benefits		3,801,447	3,322,566
Pension cost - Defined benefit plan		24,499,755	17,123,742
Contributions - Public Sector Defined Contribution Plan		2,666,172	1,637,269
Contributions - NPF, CSG & FPS		7,448,040	4,602,786
Contributions - National Savings Fund		1,248,218	1,047,944
Extra Assistance		2,736,312	4,476,303
Sick Leave		9,474,987	5,101,637
Vacation Leave		4,987,115	2,802,997
Uniforms Allowance		97,070	119,970
Travelling and Transport		10,054,620	8,686,841
Medical Scheme		853,500	682,800
Insurance Compensation		680,390	242,817
		<b>182,664,345</b>	<b>145,264,993</b>

**17. OTHER OPERATING EXPENSES**
**17.1 Breakdown of Operating Expenses:**

Academic Expenses		63,030,254	35,419,701
Programme Production		2,347,616	4,150,925
Resource Centre		2,389,011	753,156
Marketing & Outreach Activities		2,974,914	2,281,274
Training and Staff Development		214,875	1,847,621
Research		1,984,783	341,761
Insurance		271,794	279,243
Security Services		1,132,668	1,738,577
Postage & Office Stationery		2,098,609	1,480,632
Telephone, Electricity and Water		5,940,648	5,163,584
Bad Debts		1,875,481	-
Institutional Links and Membership fees		519,461	647,405
Legal and Professional Charges		538,950	867,600
Motor Vehicle Running Expenses		1,249,977	754,146
Repairs and Maintenance		6,499,102	5,988,849
Hospitality		338,185	123,921
General Expenses		584,216	326,171
Publicity, Advertisement and Recruitment Expenses		71,041	145,252
Loss on disposal of assets		-	5,764
Loss on exchange		60,004	2,475
Donations		-	42,980
Quality Assurance		124,135	1,239,302
Collaboration with other Universities		3,751,871	4,792,168
Land Rental & Campus Construction at Côte d'Or: one off Payment		12,000,000	-
Operating Lease	26	659,755	-
<b>Total</b>		<b>110,657,350</b>	<b>68,392,507</b>

**17.2 Included in Operating Expenses are:**

Cost of inventories expensed		<b>7,189,940</b>	<b>5,420,575</b>
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**18. BUDGET**

**18.1 Budget Reconciliation**

The budget and the accounting bases differ. The Financial Statements are prepared on the accrual basis using a classification based on the nature of expenses in the Statement of Financial Performance.

A reconciliation of the actual amounts on a comparable basis as presented in the Statement of Comparison of Budget and Actual Amounts with the actual amounts in the Statement of Financial Performance is presented below.

**Budget Reconciliation**

	<b>Year Ended 30 June 2022</b>
	<b>Rs</b>
<b>Revenue</b>	
<b>Actual Revenue as per Statement of Comparison of Budgets and Actual Amounts</b>	<b>426,235,761</b>
Movement in Course fees	27,961,839
Movement in Operating revenue	(8,847,208)
<b>Total Revenue as per Statement of Financial Performance</b>	<b>445,350,392</b>
<b>Expenses</b>	
<b>Actual Expenditure as per Statement of Comparison of Budgets and Actual Amounts</b>	<b>309,320,692</b>
Commitment for the year and other adjustments	34,180,464
Commitment of last year	(20,281,811)
Inventories as at 01 July 2021	3,634,229
Inventories as at 30 June 2022	(3,270,939)
Depreciation & Amortisation	23,590,544
Increase in Sick Leave	3,801,447
Increase in Passage Benefit	5,533,926
Increase in Vacation Leave	4,197,399
Increase in Pension	3,396,145
Movement in Pension Obligation	4,832,865
Other Prepayments	(3,139,046)
Additions to PPE and Intangible assets	(46,499,333)
Programme Development	(2,384,343)
<b>Expenditure as per Statement of Financial Performance</b>	<b>316,912,239</b>



**18. BUDGET (Cont.)**

**18.2 Explanations on Difference between the Original and Final Budgets**

The budget for Financial Year 2020/2021 was approved by OU Board on 13 May 2021. The Revised Budget was worked out, taking into consideration the actual results for the six-month period ended 31 December 2021 and the estimated expenditure for the remaining six months of the Financial Year ending 30 June 2022. The Revised Budget for the Financial Year 2021/2022 was approved by OU Board on 07 September 2022 and also takes into consideration the re-allocations carried out during the Financial Year 2021/2022. The most significant differences are as follows:

- 18.2.1 Acquisition of software: E-Learning Management System (LMS) and New Learner Registration System (SIS)** - Transfer was made from savings account to fund the LMS project. Originally, provision was made under Recurrent Budget. However, following procurement proceedings, funds were required from the Capital Budget.
- 18.2.2 Recurrent Grant-PRB & CGS Arrears** - Initially no provision was originally made for CSG and arrears of PRB. Following confirmation from HEC that refund will be made to OU, budgetary provisions were revised.
- 18.2.3 Course Fees from FTES** - Provision reviewed based on increase in enrolment of learners.
- 18.2.4 Salary and Travelling benefits** - Provision for staff costs was revised in line with the publication of PRB 2021 Report.
- 18.2.5 Allowances and Extra Assistance** - Following the recruitment of staff, budgetary provisions for allowances and extra assistance were reviewed.
- 18.2.6 Overtime** - Based on actual expenditure for the six months period ended 31 December 2021, provision for overtime was reviewed accordingly.
- 18.2.7 Cash in lieu of sick leave** - Following the implementation of PRB Report 2021 as from November 2021, sick leave was payable in February 2022, hence provision was reviewed upwards.
- 18.2.8 Repairs & Maintenance: Building & Equipment** - OU did not go ahead with major repair and maintenance projects including upgrading of OU Network and painting works during the financial year 2021/2022.
- 18.2.9 Major Upgrading Works at OUCC**- Upgrading works have been kept in abeyance as procurement exercise for the appointment of a Consultant for assessment of structural stability of the OUCC building was not successful.
- 18.2.10 Part-time Tutors, Marking of Assignment/Projects and Exams Expenses** - Provisions have been reviewed based on actual expenditure for the last six months ended December 2021 and increase in enrolment of student population.
- 18.2.11 Tablets for Learners** - Budgetary provision reviewed based on bids received and anticipated award of contract.
- 18.2.12 Award Ceremonies** - No Convocation Ceremony was organised following issue of sanitary protocols amid Covid Pandemic.
- 18.2.13 Collaboration with other Universities** - Re-allocation was made to other items as there were savings under this item.

**18. BUDGET (Cont.)**

**18.2 Explanations on Difference between the Original and Final Budgets (Cont.)**

**18.2.14 Upfront Premium and Rental of Land at Côte d'Or** - Following the signature of lease in August 2021, budgetary provision was revised.

**18.3 Explanations on Difference between the Final Budget and Actual Amounts**

**18.3.1 Recurrent Grant and Recurrent Grant (PRB & CSG Arrears)** - Recurrent Grant allocated to OU was reduced by Government following submission of Revised Budget Estimates.

**18.3.2 Recurrent Grant MOE (NYCBE)** - Actual revenue was low due to decrease in the production of videos under NYCBE Project.

**18.3.3 Course Fees - OU learners (Including Admin Fees)** - Course fees increased following increase in enrolment of learners.

**18.3.4 Course Fees under FTES** - Funds were not transferred from HEC as at 30 June 2022 in respect of fees claimed under FTES for Financial Year 2021/2022.

**18.3.5 Repairs and Maintenance: Building and Equipment** - There were savings as certain contracts for repair and maintenance works could not be awarded due to unsuccessful procurement proceedings.

**18.3.6 Graphics/Printing & Audio-Visual Materials** - There was decrease in activity relating to printing of materials under NYCBE Project.

**18.3.7 Part-time Tutors** - Savings occurred due to payments not processed during the financial year.

**18.3.8 Tablets for learners** - Following the decision of Independent Review Panel, procurement proceedings have been cancelled.

**18.3.9 Special Item: Funds reserved for rental of land at Côte d'Or and construction of Campus** - All budgetary surpluses were transferred to the Special Fund in line with recommendations from HEC.

## 19. EVENTS AFTER THE REPORTING DATE

There was no event after the reporting date.

## 20. EMPLOYEE DISCLOSURE

As at 30 June 2022, OU had 219 employees on permanent and pensionable establishment. and 4 on Contract basis.

## 21. KEY MANAGEMENT PERSONNEL

The Management of OU is carried out by key personnel including the Director-General, Heads of division and section and other senior staff who are responsible for managing the activities of the University. The aggregate remuneration of **Rs 40,308,113** was provided to key management personnel for the reporting period as follows:

	30-Jun 2022	30-Jun 2021
	Rs	Rs
Director-General	3,434,490	3,089,348
Heads of division/section	11,422,901	10,744,294
Other senior staff	25,450,722	18,914,355
<b>Total</b>	<b>40,308,113</b>	<b>32,747,997</b>

## 22. OTHER REMUNERATION AND COMPENSATION TO KEY MANAGEMENT

During the reporting period, fees totalling **Rs 622,000** for tutoring services were paid to key personnel as follows:

	30-Jun 2022	30-Jun 2021
	Rs	Rs
Senior Management staff	<b>622,000</b>	<b>370,100</b>

Figures for other remuneration are included in **Note 21**.

## 23. BOARD OF DIRECTORS' REMUNERATION

	30-Jun 2022 Rs	30-Jun 2021 Rs
Chairperson fees	400,700	360,480
Other Board Directors' fees	291,590	235,870
<b>Total</b>	<b>692,290</b>	<b>596,350</b>

## 24. RELATED PARTY TRANSACTIONS

For the purpose of these Financial Statements, parties which are considered to be related to OU are other Government Ministries, Public Bodies and Departments, mostly represented on the OU Board, if they have the ability, directly or indirectly to control the Open University or exercise significant influence over the financial and operating decision making or vice versa. Related party transactions were generally carried out at commercial terms and conditions.

OU produced audio-visual and printed materials and services at concessionary terms to government ministries and departments. During the financial year 2021/2022, no amount was waived on sale of goods and services in accordance with the prevailing pricing policy.

Eligible employees are granted duty free facilities and/or loans for the purchase of a car as prescribed in the Pay Research Bureau Report. The details, amounts granted and balances under these loans are given at notes 4.6.4 and 7. There are no other loans to key management personnel or to other categories of staff.

During the financial year 2021/2022, one officer of OU was seconded to the Mauritius National Assembly to assist in the implementation and monitoring of the 'Live Broadcasting of the proceeding of the House Project'. As per practice in the civil service, they were remunerated by OU during the period of secondment.

## 25. PENDING LITIGATIONS

As at 30 June 2022, OU is involved in two cases filed at the District Court and Intermediate Court.

As at date, there is no indication on the outcome of the cases and hence no provision has been made in the accounts.

## 26. OPERATING LEASE

The future minimum lease payments under the operating lease agreement for the construction of a University Campus at Côte d'Or are as follows:

	30-Jun 2022 Rs	30-Jun 2021 Rs
Total Rental of Land	30,884,247	-
Less amount falling due within one year	(690,000)	-
<b>Amount due after one year</b>	<b>30,194,247</b>	<b>-</b>



# ANNEXES

## EXTRACT FROM OPEN UNIVERSITY ACT NO. 2 OF 2010

### 5. Functions of Open University

The Open University shall have such functions as are necessary to attain its objects most effectively and shall, in particular –

- (a) act as the national focal point for open and distance learning;
- (b) set standards for the provision of open and distance learning;
- (c) provide education and training through a diversity of means in such branches of knowledge, vocations and professions as the Open University may determine from time to time;
- (d) enter into affiliation with other institutions, local and overseas, which would assist in attaining any of the objects of the Open University;
- (e) co-operate with any local or overseas institution which has objects which are wholly or partly similar to its own;
- (f) provide consultancy and professional services, especially in open and distance learning;
- (g) plan and prescribe courses of study for degrees, diplomas or certificates through open and distance learning, with the collaboration of local and overseas providers of education and training;
- (h) hold examinations and grant degrees, including honorary degrees, diplomas, certificates or other academic awards, acting on its own or jointly with any other education and training institution;
- (i) accept examinations and periods of study of students at other universities or places of learning as equivalent to appropriate examinations and periods of study in the Open University and withdraw such acceptance at any time;
- (j) institute professorships, lectureships, tutorships and other academic positions necessary for imparting instruction, for preparing educational material or for conducting other academic activities, including supervision, designing and delivery of courses and evaluation of the work done by learners and appoint persons to such positions;
- (k) institute and award fellowships, scholarships, prizes and such other awards for recognition of merit as it thinks fit;
- (l) set up and maintain Regional Centres within this region of the world for the purpose of coordinating and supervising the work of regional study centres in the region and for performing such other functions as may be conferred on them by the Academic Council;
- (m) set up, maintain and recognise study centres, telecentres and practice centres for the purpose of advising, counselling, tutoring, obtaining practical experience or rendering any other assistance required by learners;

- (n) provide for the preparation, reception and distribution of instructional materials through differentiated media, including terrestrial, satellite, video, radio, print, web or compact disc media and others;
- (o) make provision for research and development in educational technology, instructional design, learner support and related matters;
- (p) provide, control and maintain discipline among the learners and academic and general staff and lay down the conditions of service of such staff, including their codes of conduct;
- (q) determine standards and specify conditions for the admission of learners to programmes of study at the Open University, which may include recognition of prior learning, experience, examination, evaluation and any other method of testing;
- (r) link up with Governmental and inter-governmental institutions and the private sector to support an enabling environment for the provision of education and training at certificate, diploma, graduate, post-graduate and research levels;
- (s) create partnerships with key institutions worldwide to deliver programmes of open and distance learning.



## EXTRACT FROM OPEN UNIVERSITY ACT NO. 2 OF 2010

### 6. Powers of Open University

The Open University shall have such powers as are necessary to attain its objects and discharge its functions most effectively and may, in particular –

- (a) receive donations and gifts, contract loans, and lease, acquire, hold, maintain and dispose of any property, movable or immovable, including trust and Government property;
- (b) demand and receive such fees and charges as may be charged for courses of study, research and practical training and for admission to the examinations for degrees, diplomas and other academic qualifications;
- (c) co-operate with other universities and institutions of higher learning, professional bodies and organisations, both locally and from overseas, for such purposes as it considers necessary, including credit transfers and the award of joint degrees;
- (d) subject to the Public Procurement Act, enter into such contract or other arrangement as may be necessary;
- (e) subject to any other enactment, establish such broadcasting facility as may be required to enable the Open University to perform its functions;
- (f) appoint, on contract or otherwise, visiting professors, consultants, fellows, scholars, artists, course writers and other persons from within and outside Mauritius who may contribute to the advancement of the objects of the Open University;
- (g) do such other act as may be necessary for attaining any of its objects and carrying out its functions. merit as it thinks fit;

Open University  
*of Mauritius*



# CODE OF ETHICS

18 October 2017



## Vision of the Open University

To be among the best open universities in the world.

## Mission of the Open University

Use technology and flexible mode of teaching to serve society, transform lives and make high quality education, lifelong learning, and training accessible to everyone while promoting excellence in research.

## Our Values

The Values of the Open University are:

- Openness, Diversity and Inclusion
- Excellence
- Engagement and
- Integrity

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## 1. INTRODUCTION

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This Code of Ethics is a written set of guidelines issued by the Open University, to its employees and stakeholders to help them conduct their actions in accordance with its primary values and ethical standards.

The Open University of Mauritius is committed to the highest standards of ethical conduct in all its activities. The OU community has the responsibility to act ethically and in accordance with this Code of Ethics.

Since its establishment in July 2012, OU has recognised and acted upon the importance of ethical values that have been embedded in the University regulations. The Open University Act encompasses well-established ethical policies and procedures relating to our core activities of delivery and assessment of open distance learning courses (Academic), Research, Fundraising and Finance.

## 2. THE CODE OF ETHICS STRUCTURE

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The code describes the ethical conduct grounded in OU's core activities.

The OU Board has an overarching responsibility to keep this code under review. However, for each of the core areas, detailed ethical matters and processes, including the detailed consideration of ethical cases, rest with the University's Ethics Committee.

## 3. SCOPE

---

The Code outlines the standards of behaviour expected of all members of the University Staff. It is intended to help and guide staff of OU to conform to the highest professional standards and work ethics. The Code should be read in conjunction with OU Act, policies and procedures. It requires compliance by all members of OU Staff: These include the following categories:

Academic and Non-Academic staff members who are employed by OU under regular or other employment contracts. It excludes the Code of Conduct of Learners.

This code sets the standard of professional conduct expected from each member of staff.

## 4. AIM

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The Code of Ethics is fundamental to the OU values. The primary purpose of the Code of Ethics is to maintain a professional and safe environment in which the OU community can work and learn to promote a culture of fair and ethical behaviour while ensuring that the University meets its obligations.

## 5. STANDARDS OF INTEGRITY

---

OU staff members must maintain high standards of integrity by upholding fundamental values that include respect for the rights, differences and dignity of others, honesty and integrity in all dealings, accountability for actions and conduct in the workplace and compliance with the University regulations.

## 6. PERSONAL AND PROFESSIONAL BEHAVIOUR

---

All staff must:

- 6.1 maintain and develop knowledge and understanding of their area of expertise or professional field;
- 6.2 exercise their best professional and ethical judgement as well as carry out their duties and functions with integrity and objectivity;

- 6.3 act diligently, ethically and conscientiously;
- 6.4 act fairly and reasonably, and treat students, staff, visitors of the University as well as members of the public with respect, impartiality, courtesy and sensitivity;
- 6.5 avoid conflicts of interest;
- 6.6 maintain a co-operative and collaborative approach to working relationships; and
- 6.7 comply with existing rules and regulations, policies of the University and professional codes of conduct and practice, including in relation to: – the conduct of research; confidentiality and privacy of information; equal opportunity; health and safety policies and practices; efficient and effective use of University resources including information communication and technology resources; and protection of the University's interests in intellectual property arising from its teaching and research;
- 6.8 ensure that their personal appearance, dress and presentation are clean, tidy and appropriate for their work role;
- 6.9 not consume alcoholic drinks and smoke on Open University premises;
- 6.10 not accept gifts, and
- 6.11 never disclose any information related to the University without the consent of the Director-General.

## 7. ACADEMIC INTEGRITY

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The University strives to maintain the highest standards in all its teaching and research. Staff members must not conduct themselves in ways that may undermine the academic standards of its awards or the integrity and dissemination of its investigations. Examples of inappropriate conduct and breaches of Academic Integrity include but are not limited to the following:

- 7.1 granting undue favours to students;
- 7.2 receiving undue favours from students in exchange for academic favours;
- 7.3 disclosing personal information related to staff or students without their consent;
- 7.4 violation of University policies related to research and academic honesty including those guiding the conduct of tutorials, examinations and assessment; and
- 7.5 engaging in plagiarism evidenced in published or unpublished research manuscripts.

## 8. DISCLOSURE OF INFORMATION

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In the performance of their official duties, all employees of OU have access to confidential information or other confidential documents. They shall ensure that confidential information to which they may have access are not disclosed. Employees must not disclose any information gained by them as a result

of their employment to any unauthorised person or to the public, orally or in writing, without the prior approval, in writing, of the Director-General. An employee authorised to report an information shall ensure that it is being done without causing prejudice to the organisation.

No officer shall have access to records relating to him, or in any circumstances, take copies of either minutes or correspondence contained in such records or else they may be liable to disciplinary action. They shall not, in any case whatsoever, misuse such information for their private interests.

OU employees shall be bound by, and shall continue to observe their duty of confidentiality after they leave the service.

OU employees are not allowed to keep photocopies of any document and file of OU with them at the office or at their residence without any prior approval in writing of the Director-General.

Members of staff are not allowed to talk about OU to the press or in any gathering including workshops, conferences and congress without the approval in writing of the Director-General.

## **9. CONFLICT OF INTEREST**

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Conflict of Interest is defined as "A situation in which an individual's financial, professional or other personal considerations may directly or indirectly affect, or have the appearance of affecting, his or her professional judgement in exercising any official duty or responsibility."

Employees of the University and other community members shall conduct themselves in an honest and fair manner and shall not make any personal use or gain from University property or knowledge gained from their position.

Whenever necessary, they should declare their interest in writing to the Director-General.

## **10. INTELLECTUAL PROPERTY**

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All staff must comply with the intellectual property regulations as specified in the OU General Rules.

## **11. USE OF UNIVERSITY RESOURCES**

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11.1 All OU resources must be utilised for business purposes only and may not be used for personal gain or use. These include all office equipment, telephone and resources at the disposal of staff.

11.2 OU members have an obligation to act in the best interest and not let outside activities or interests interfere with their duties.

## **12. EQUAL OPPORTUNITY**

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The Open University recognises that its employees are its most valuable resources and it shall therefore ensure that all its employees are treated fairly, with respect, dignity and equity. At the Open University, we strive to ensure that equal opportunity is a reality and that our faculty, staff, and students can work and study in an environment free of unlawful harassment and discrimination.

The University discourages discrimination and harassment and provides equal opportunities for all its members, irrespective of their race, religion, gender, and any other characteristic protected by law.

### **13. WORKPLACE SAFETY**

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The Open University has an obligation under the Occupational Health and Safety Act 2006 to provide a safe and healthy working environment. OU Officers have an obligation to take steps to protect their own health and safety and that of their colleagues, students and visitors.

OU Employees must observe risk management, health safety, security and personal protective equipment procedures and requirements. They must identify and report hazards promptly and supervisors must ensure risks are eliminated or controlled in line with Health and Safety policy of Open University.

### **14. STATEMENT TO THE PRESS AND SOCIAL MEDIA**

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OU employees should not, without written approval of the Director-General, provide information to the news media, social media, publish any information, or make public statements relating to the policies, activities, processes and documents of the Open University.

### **15. COMPLIANCE WITH THE CODE**

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All Members of the OU Staff are accountable for their actions, and as members of the University community, are collectively responsible for upholding professional standards of behaviour. They must conduct their duties in compliance with the University Rules & Regulations and Policies.

### **16. ETHICS COMMITTEE**

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The Ethics Committee deals with all reports, complaints, problems and matters arising from this Code of Ethics within the Open University of Mauritius. The Ethics Committee will ensure that this code is kept updated and provide advice on all matters pertaining to the Code. The exact role, powers and members of the Ethics Committee will be defined by the University Board.

This Code of Ethics and the matter contained herein are neither a contract of employment nor a guarantee of continuing policy. This Code may be amended or supplemented from time to time, with or without notice, by the Ethics Committee.



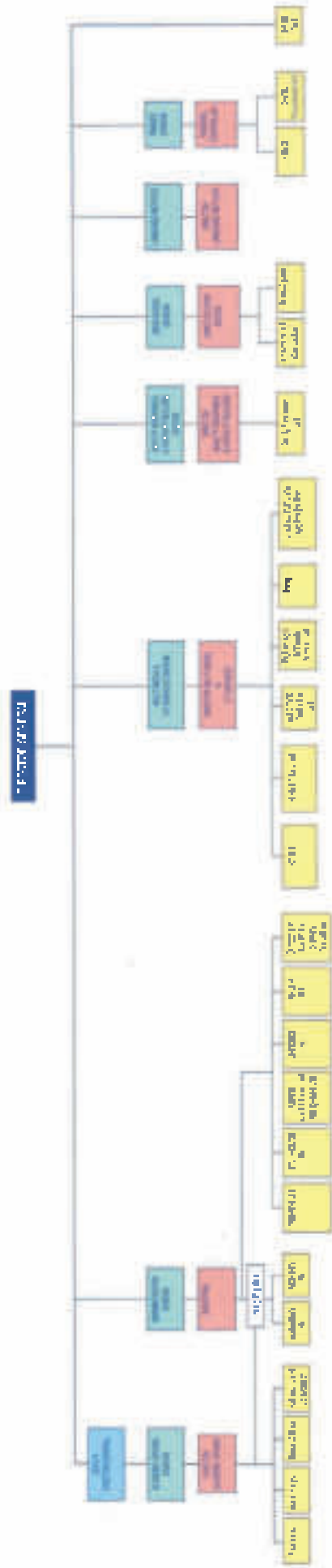
**OPEN UNIVERSITY OF MAURITIUS – CODE OF ETHICS  
EMPLOYEES COMMITMENT FORM**

I,....., holding the post of .....at the Open University of Mauritius, confirm having read and understood the Code of Ethics of the Open University of Mauritius, I hereby undertake to commit to uphold the values of personal integrity and fairness while complying to all the provisions stated in this Code. I will maintain the highest ethical standards in all my actions.

.....  
Date

.....  
Signature

ORGANIGRAM OF OU AS AT 30 JUNE 2023



Annex 4. The organizational structure of the University of the South Pacific as at 30 June 2023.