

Open University
of Mauritius



ANNUAL REPORT

01 JULY 2023-
30 JUNE 2024

Open University
of Mauritius



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01 JULY 2023–30 JUNE 2024

Letter of Transmittal

The Honourable Vice-Prime Minister,
Minister of Education, Tertiary Education, Science and Technology
2nd 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 2023 – 30 June 2024.

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

Corporate Information

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Dr Oomandra Nath Nath Varma, OSK

DIRECTOR-GENERAL

Dr Kaviraj Sharma Sukon, PFHEA

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Chairperson's Preface



It is with immense pride and gratitude that I present the Annual Report for the academic year 2023/24—a year that has reinforced the Open University of Mauritius as a cornerstone of tertiary education in our nation. This report celebrates our accomplishments while laying the foundation for the ambitious aspirations that will guide our future.

This year's achievements reflect the transformative power of collaboration, perseverance, and vision. As the only ISO 9001:2015-certified public university in Mauritius, we have upheld our commitment to excellence, accountability, and innovation. Serving over 13,000 learners, we continue to adapt to the evolving needs of our students, championing inclusivity and affordability in higher education.

The academic year 2023/24 was also a time of celebration and recognition. We hosted several high-profile events, including international conferences that brought together leading experts and decision-makers to address critical global challenges. These initiatives have not only elevated our reputation on the international stage but also provided our learners with unique opportunities to engage with thought leaders. Strengthened partnerships with esteemed institutions—both local and global—have enabled us to offer cutting-edge and impactful programmes aligned with emerging trends.

Community engagement remains central to our mission. Initiatives such as the distribution of free plants on World Environment Day and the provision of tailored scholarships for deserving learners demonstrate our commitment to societal development and environmental stewardship. These efforts are complemented by our dedication to fostering cultural and intellectual diversity, creating a vibrant space where ideas and perspectives converge.

I am particularly proud of our learners whose achievements exemplify the talent and potential we nurture. For instance, the national recognition of Michael Louis Ramsamy in the "Planet v/s Plastics" competition highlights the calibre of our students. These successes are a testament to the hard work and dedication of our faculty and staff, who continue to inspire excellence.

This year also marked the introduction of new programmes tailored to emerging fields, showcasing our responsiveness to the ever-changing needs of the job market and society. Looking ahead, we remain steadfast in our mission to deliver world-class education, foster innovation, and contribute meaningfully to the socio-economic development of Mauritius.

The road ahead will require resilience and imagination. With the unwavering support of our Board, staff, and stakeholders, we are poised to embrace the challenges and opportunities that lie before us. This report is not merely a reflection of what we have achieved but also a reaffirmation of our commitment to what we aspire to accomplish in the future.

Dr Oomandra N Nath Varma, OSK

Chairperson
Open University of Mauritius

Director-General's Foreword



As Director-General of the Open University of Mauritius, I am honoured to present the Annual Report for the academic year 2023/24. This year has been defined by bold strides in innovation, resilience in the face of challenges, and an unwavering commitment to redefining the future of education.

Technology has been our most transformative ally. The adoption of Blackboard Ultra, a state-of-the-art learning management system, has revolutionised how we deliver education. This cutting-edge platform ensures seamless interaction between learners and educators, supporting our blended learning model that allows students to engage at their own pace while maintaining academic rigour. Complementing this, our Audio-Video Production Unit has produced over 1,000 videos, with a focus on enriching our Student Support Portal—a resource that has been used over seven million times.

This year's achievements underscore our dedication to inclusivity and excellence. With a total enrolment of 13,227 learners, we have not only grown but also enhanced our capacity to support diverse educational needs. From short courses to postgraduate programmes, our offerings cater to individuals seeking to upskill, reskill, or pursue lifelong learning. Additionally, we expanded our international presence, welcoming learners from various countries who contribute to the rich diversity of our academic community.

Our commitment to sustainability and modernisation is reflected in our digital-first approach. By minimising paper usage and prioritising digital resources, we are reducing our environmental footprint while improving access to materials for learners. This aligns seamlessly with our broader vision to be a globally recognised leader in open and distance learning. Furthermore, through projects focused on technology-enabled learning, we have invested in training for academics to maximise the potential of digital tools, ensuring that both faculty and students can fully benefit from these advancements.

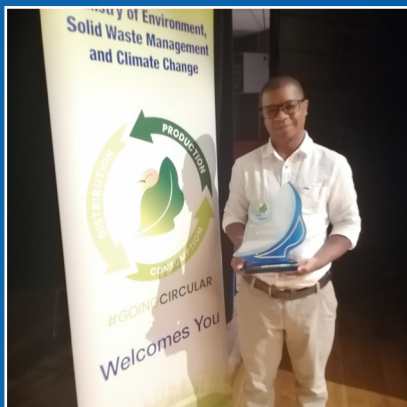
This year also marked significant progress in research and consultancy. Our faculty has contributed to impactful studies that address pressing societal challenges, while partnerships with international organisations have enriched our knowledge base and provided our learners with invaluable resources. These collaborations reinforce our role as an institution that not only imparts knowledge but also creates it.

As we look forward, we will continue to innovate, embrace partnerships, and uphold the highest standards of academic integrity. Our focus remains on enhancing the quality of our programmes, fostering a culture of research and innovation, and creating a supportive environment where learners can thrive.

I extend my deepest gratitude to our staff, learners, and stakeholders for their invaluable support in making this year one of outstanding progress. Together, we will continue to shape the future of education in Mauritius and beyond.

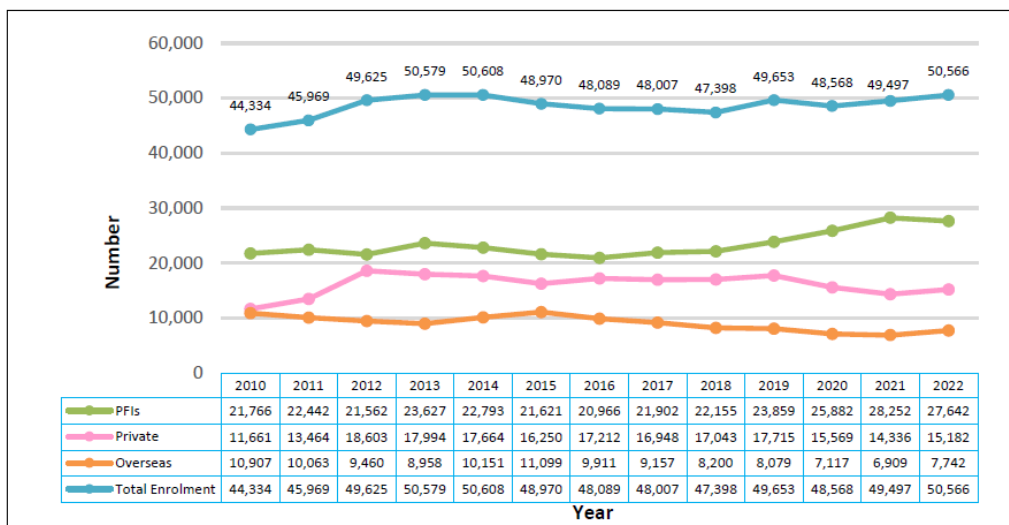
A handwritten signature in black ink, reading 'X. Sukon'.

Dr Kaviraj Sharma Sukon, PFHEA
Director-General
Open University of Mauritius



1. GROWTH

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



Source: HEC (2023) "Participation in Tertiary Education 2022"
Available at https://www.hec.mu/pdf_downloads/Participation_inTertiary_Education2022.pdf

2. RECOGNITION

In February 2024, the Ministry of Environment, Solid Waste Management and Climate Change, in collaboration with the Ministry of Education, Tertiary Education, Science and Technology, launched a *maquette* competition for higher education students under the theme "PLANET v/s PLASTICS." OU is proud to announce that one of its learners, Mr Michael Louis Ramsamy, currently enrolled in the BA (Hons) Graphic Design and Multimedia programme, won the First Prize in that competition. The award was presented during a ceremony held on 22 April 2024 on the occasion of Earth Day 2024, at Domaine Les Pailles, in the presence of Honourable Kavydass Ramano, Minister of Environment, Solid Waste Management and Climate Change and Honourable Deepak Balgobin, Minister of Information Technology, Communication, and Innovation.

3. STUDENT INTAKE

The number of new learners, including international learners, admitted to the *Undergraduate programmes and Postgraduate programmes* during the year 2023/24 was **2,475**.

1,262 learners joined in August 2023, while **1,213** joined in January 2024.

Total number of learners as at June 2024: 13,227

The number of learners enrolled in short courses during the year 2023/24 was **1,842** including learners enrolled on Undergraduate/Postgraduate programmes.

4. REINFORCING THE HUMAN RESOURCES DURING THE YEAR 2023/24

OU is investing continuously to expand its human resource base to provide an even better service to its learners and stakeholders.

- 48 new recruits have assumed duty at OU.
- 42 serving officers have been appointed at higher levels.

5. NUMBER OF VIDEOS PRODUCED

OU's Audio-Video Production Unit (AVPU) has produced more than 1,000 videos. These include 93 videos for the Student Support Portal.

6. STUDENT SUPPORT PORTAL

The Student Support Portal (SSP) has hitherto been accessed by more than 7 million people. SSP, which has a total of 1,955 videos on top of other learning materials, accompanies students of secondary schools in their quest to achieve academic and personal success irrespective of their economic and social backgrounds. Students are provided additional support freely. This supplementary instruction provides all students the opportunities to consolidate their learning.

7. VISIT OF INTERNATIONAL DELEGATIONS

- Prof. (Mrs) Aissatou SY-WONYU, Directrice Régionale Afrique Australe et Océan Indien (DRAAOI),
- Pro-Vice-Chancellor of Global Ranking and Institutional Advancement at INTI International University
- Prof. Christian Werner, CEO and Owner of the European Open Education
- Delegation from the University of Seychelles (UNISEY)

8. OULearn Blackboard

In order to provide a better service to its increasing number of students, OU has acquired a SaaS-based Learning Management System, Blackboard Ultra, which is being used by more than one hundred million users worldwide. Most of OU's full-time academics are Blackboard Certified Practitioners. Training is ongoing for newly recruited academics. The part-time academics have been trained to use the Blackboard LMS and continuous workshops are organised at the start of every semester for them.

9. LIBRARY RESOURCE CENTRE

New Subscriptions: PressReader - 7000+ Newspapers and Magazines Collection

New Acquisition of Books/Periodicals/Newspapers: 1,756

Webinar/Workshop/Training Organised

In collaboration with the following e-resource providers, trainings and webinars were organised by the Library Services Unit for undergraduate and postgraduate learners, PhD and DBA learners, part-time Lecturers, Academics, and Researchers:

- EBSCOhost;
- Thomson Reuters;
- Elsevier;
- Emerald Publishing;
- ProQuest; and
- NewspaperDirect.

10. 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...”

11. DIVERSE PROGRAMMES OF STUDIES

Total number of programmes offered: **58**

OU is the **only** university offering the John Wiley’s MSc Financial Analysis programme in Africa. It allows learners to follow the up-to-date curriculum of the prestigious Chartered Financial Analyst programme I and II, have access to world-renowned study materials, and benefit from the expertise of international experts.

12. MAJOR EVENTS

- Virtual Inductions attended by more than 3,000 students.
Talk delivered by Professor Akash Saxena on ‘Choosing a Publishing Platform for Research’.
- Celebrating International Literacy Day.
- The Commonwealth of Learning Commonwealth Executive MBA/MPA 37th Meeting of the Academic Board and 15th Meeting of the Executive Governing Board. OU welcomed Professor Asha Kanwar, CEO of the Commonwealth of Learning, as well as Vice-Chancellors and senior officials from several universities around the world.
- Two Convocation Ceremonies.
- Presentation of Certificate Ceremony for the e-Vidya Bharati and e-Aarogya Bharati (e-VBAB) project.
- Special Convocation Ceremony organised with the FSI for the International Graduate Diploma in Financial Crime Compliance 2024.
- **The Emotional Well-being International Conference**, spearheaded by the Emotional Well-being Institute (Geneva) hosted by OU and Middlesex University Mauritius. Several delegates participated in this event.
- Medical conference: **“Génomique du Diabète et Maladies Métaboliques: Maurice au Centre du Monde”** hosted by OU and La Clinique Mauricienne. General practitioners and specialists from public and private hospitals attended the event.
- The Third International Conference on Global Trends in Management, Information Technology (IT), and Governance in an e-World (**e-MIG 2023**) co-hosted by the University of KwaZulu-Natal and OU. Researchers and doctoral students from various universities in Mauritius and South Africa participated in this event.
- *Rencontres Interculturelles* at the Unicity International Education Hub in Medine. Dr J M G Le Clézio, Nobel Laureate in Literature, delivered the keynote address.
- *“L’Interculturel, du particulier à l’universel : Rencontre avec J M G Le Clézio, Prix Nobel de Littérature 2008”* involving Dr Asgarally, Dr Shi Xueying from Nanjing University, China, and Dr Céline Ramsamy-Giancone from the *Université de la Réunion*. Distinguished international scholars participated in this special interactive event.

13. Issue of Certificates

3,584 Certificates were issued to learners who have successfully completed all requirements for an award.

14. OU IS ISO 9001:2015-CERTIFIED

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

15. 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.

OU is a Member of the 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 the Distance Education Association of Southern Africa (DEASA).

16. COMMUNITY OUTREACH

- World Press Day.
- *Table Ronde* for International Women's Day
- World Environment Day 2024 and distribution of Free Plants.

17. 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.

CORPORATE GOVERNANCE REPORT



INTRODUCTION

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

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

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

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

PRINCIPLE 1 - GOVERNANCE STRUCTURE

The Open University of Mauritius 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

OU has not developed a Charter for the Board as its composition, renewal of membership, terms of reference as well as the conduct of its meetings are already provided for in the Open University of Mauritius Act No. 2 of 2010 as described below.

Part III Section 10 of Open University of Mauritius Act No. 2 of 2010 stipulates the terms of reference of the OU Board and are 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 detailed below:

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 2024, 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.

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.

Code of Ethics

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

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 its activities, and the OU community has the responsibility to act ethically and in accordance with this Code of Ethics.

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 modes 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 ten years, while being the only ISO-certified public university in Mauritius.

In its mission to offer high-quality tertiary education using technology and the flexible mode of teaching and learning, OU 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 enable 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 the Board's approval.

Values

The Values of OU are:

- Openness
- Flexibility
- Diversity
- Quality
- Excellence

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 is posted on the website of the University.

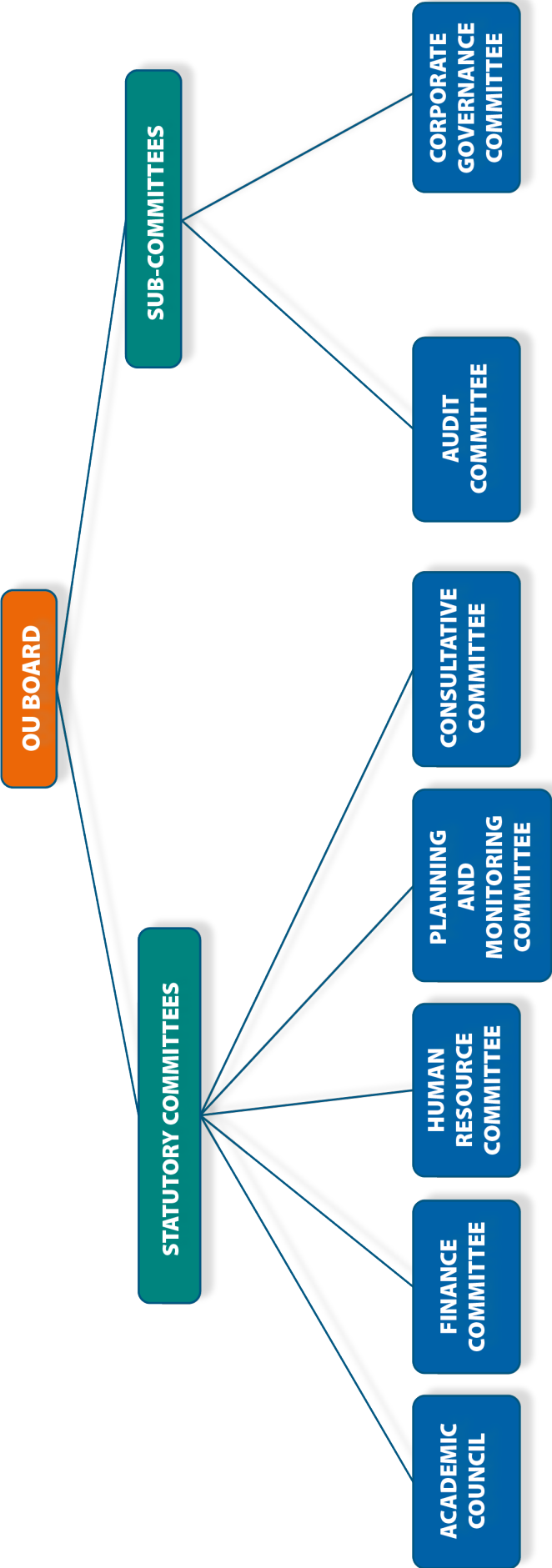
PRINCIPLE 2 - THE STRUCTURE OF THE BOARD AND ITS COMMITTEES

Composition of the Board

The Board of OU is composed of the following:

SN	Names of Directors	Board Appointments as per Open University of Mauritius Act	Classification of Membership as per the Code of Corporate Governance
1.	Dr O N Nath Varma, OSK	Appointed by the Prime Minister	Independent and non-executive Chairperson
2.	Dr K S Sukon, PFHEA Director-General	Appointed by the Prime Minister on the advice of the Minister of Education, Tertiary Education, Science & Technology	Executive Director
3.	Prof. (Dr) K Bhujun	Appointed by the Minister of Education, Tertiary Education, Science & Technology	Non-Executive Director
4.	Prof. S K Sobhee		Non-Executive Director
5.	Dr H Bessoondyal		Non-Executive Director
6.	Dr M I Alladin		Non-Executive Director
7.	Mr S Gangoo		Non-Executive Director
8.	Mrs A Appadoo		Non-Executive Director
9.	Mr L Teeluck		Non-Executive Director
10.	Mr M Sohoraye	Elected by and from the academic staff	Non-Executive and Non-Independent Director
11.	Ms M D Gokhul	Appointed by the Board under section 14(8) of the Statutes of the OU Act as representative of general staff	Non-Executive and Non-Independent Director
12.	Mrs S L D Gopee	Registrar	Secretary to the Board

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

- Prof. S K Sobhee, Vice-Chancellor, University of Mauritius

Members

- Dr K S Sukon, PFHEA, Director-General, Open University of Mauritius
- Mr S Gangoo, Ag. Rector, Sookdeo Bissoondoyal State College
- Mr L Teeluck, Former Deputy Rector, Collège du Saint-Esprit
- Mrs A Appadoo, Franchise Owner & Managing Director, Dale Carnegie Mauritius
- Mrs B N K Hosany, Manager Financial Operations, Ministry of Education & Human Resources, Tertiary Education & Scientific Research **as Co-opted Member (until 18 April 2024)**
- Mr B Benny, Manager Financial Operations, Ministry of Education & Human Resources, Tertiary Education & Scientific Research **as Co-opted Member (w.e.f. 19 April 2024)** in replacement of Mrs Hosany who has proceeded on retirement.

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

- (a) The financial position of the Open University 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.

2. HUMAN RESOURCE COMMITTEE

Composition

Chairperson:

- Prof. (Dr) K Bhujun, Director Tertiary Education & Scientific Research, Ministry of Education, Tertiary Education, Science & Technology

Members:

- Dr K S Sukon, PFHEA, Director-General of Open University of Mauritius
- Prof. S K Sobhee, Vice-Chancellor, University of Mauritius (until January 2024)
- Dr I Alladin, Management Consultant (w.e.f. February 2024) in replacement of Prof. Sobhee
- Dr H Bessoondyal, Director, Mauritius Institute of Education
- Mr L Teeluck, Former Deputy Rector, Collège du Saint-Esprit

The Human Resource Committee's responsibility is to:

- (a) Make recommendations to the Board for appointments to any office in the Open University, 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.

3. PLANNING AND MONITORING COMMITTEE**Chairperson:**

- Dr M I Alladin, Management Consultant

Members:

- Dr K S Sukon, PFHEA, Director-General of Open University of Mauritius
- Dr H Bessoondyal, Director, Mauritius Institute of Education
- Mr M Sohoraye, Lecturer and Representative of OU Academic Staff
- Mr V Patten, Team Leader Quality Assurance, OU

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

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

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 of studies in which external stakeholders are invited to give their views on the relevance of the programme content to the labour market needs.

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. AUDIT COMMITTEE

Composition

Chairperson

- Dr H Bessoondyal, Director, Mauritius Institute of Education

Members

- Dr M I Alladin, Management Consultant
- Ms M D Gokhul, Administrative Officer and Representative of OU General Staff

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.

6. CORPORATE GOVERNANCE COMMITTEE

Composition

Chairperson:

- Mr S Gangoo, Ag. Rector, Sookdeo Bissoondoyal State College

Members:

- Dr M I Alladin, Management Consultant
- Mrs A Appadoo, Managing Director, Dale Carnegie
- Dr K S Sukon, PFHEA, Director-General, Open University of Mauritius (OU)

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.

ACADEMIC COUNCIL

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

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

- (a) is the principal academic body of the Open University;
- (b) has control and general regulation of teaching, examination, and research;
- (c) is responsible for the maintenance of appropriate standards and discipline among the learners of the Open University; and
- (d) 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.

OTHER COMMITTEES

Public Procurement Activities

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

The Open 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 2023 to 30 June 2024, the Open University 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
Registrar (w.e.f. January 2024)	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.

PRINCIPLE 3 - DIRECTOR APPOINTMENT PROCEDURES

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, 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 below:

"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.

Profile of Board Members



Dr Oomandra Nath Nath Varma, OSK, Chairperson of OU Board

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 as an expert 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”, as well as the Chairperson of the Academi Kreol Repiblik Moris (AKRM).



Dr Heman Bessoondyal, OSK, OU Board Member

Dr H Bessoondyal is the Director of the Mauritius Institute of Education since 8 June 2022.

Dr Bessoondyal holds a PhD in Mathematics from Curtin University of Technology, an MPhil, an MSc and a BSc in Mathematics from the University of Poona, India. He also holds a Post Graduate Certificate in Professional Education Studies from the University of Brighton, UK and a Post Graduate Diploma in Inclusive and Special Education from the MIE.

He joined the Mauritius Institute of Education in 1994 as Lecturer and climbed the ladder to Senior Lecturer and Associate Professor. Dr Bessoondyal has shouldered various key responsibilities at the MIE, namely Head of the Mathematics Education Department, Ag. Head of School of Science and Mathematics, Quality Assurance Coordinator, Head of Higher Studies Cell as well as Chair of MIE Award Committee for Programmes pertaining to Early Childhood Education and Primary Education. He is also a member of the Private Secondary Education Authority (PSEA) Board.

He has been:

- elevated to the rank of Officer of the Order of the Star and Key of the Indian Ocean (OSK) in the field of tertiary education since 12 March 2024;
- the UNESCO Chair in Higher Education since April 2023;
- Board member of the Private Secondary Education Authority; and
- Board member of the National Examinations Board.



Professor (Dr) Sanjeev Kumar Sobhee, OU Board Member

Professor Sanjeev K Sobhee is the Vice-Chancellor of the University of Mauritius.

Prior to his appointment, Prof. Sobhee was Acting Vice-Chancellor since March 2022 till his appointment in a substantive capacity and served as Pro-Vice-Chancellor (Academia) from April 2017 to 19 September 2022. During his tenure as Pro-Vice-Chancellor, Prof. Sobhee has been spearheading major academic reforms at the University including the streamlining of several administrative processes and procedures. Moreover, he occupied the post of Dean of the Faculty of Social Studies and Humanities from 2008 to 2011 and prior to this, he was Head of the Department of Economics and Statistics from 2004 to 2006.

As an academic, Prof. Sobhee has wide experience in teaching at undergraduate and postgraduate levels across different fields of Economics. His teaching focus has been Advanced Macroeconomics, Public Policy, Economics of the Environment and Sustainable Development and Quantitative Methods, mostly in postgraduate programmes.

As far as his research is concerned, Prof. Sobhee has published extensively in internationally refereed journals such as *Journal of Economic Policy Forum*, *Oxford Development Studies*, *Canadian Journal of Development Studies*, *American Review of Political Economy*, *Development Southern Africa*, *Applied Economics Letters*, *Ocean and Coastal Management and Environmental Management*, amongst others. He has also contributed to different book chapters in these areas.

In addition, Prof. Sobhee has been a Consultant for several projects for various international institutions, namely, The World Bank, United Nations Development Programme (UNDP), United Nations Environment Programme (UNEP), Food and Agricultural Organisation (FAO), International Organisation for Migration (IOM), United Nations Conference on Trade and Development (UNCTAD), and Southern African Development Community (SADC).

Professor Sobhee is also a member of the Monetary Policy Committee of the Bank of Mauritius.



Dr Mohammad Ibrahim Alladin, OU Board Member

Dr Mohammad Ibrahim Alladin was educated in England, Canada and Australia. He is currently a Professor and a Management Consultant. He is also the Founder and the Executive Director of the Alladin Foundation.

Dr Alladin has taught at several universities and has been a visiting Professor in India, China, Bulgaria, Turkey, Spain, Pakistan, Tanzania and Malawi. He has extensive international experience in educational planning and management and has developed courses/modules for graduate degrees.

He is also an examiner for doctoral students. As an accomplished writer and author, he has written more than twenty books and several scholarly publications. He comments regularly on social and global issues. He is a Paul Harris Fellow and the recipient of the Canadian Citizenship Citation Award.



Mr Satyaveer Gangoo, OU Board Member

Mr Satyaveer Gangoo has been appointed as the Ag. Rector of Sookdeo Bissoondoyal State College by the Ministry of Education, Tertiary Education, Science and Technology as from March 2023.

He worked in the textile industry for a few years as an Administrative Manager and a Warehouse Manager. He began working in the Secondary Education sector in March 1999 as an Education Officer. Additionally, from May 2015 until November 2021, he served as the Governor of the University of Technology, Mauritius.

For initiatives like the Junior Achievement Mascareignes Company Program and the Stock Exchange of Mauritius Young Investors Award (SEMYIA), Mr Gangoo has served as a facilitator on numerous occasions.

He served as a mentor to various teams, helping them to win the Junior Achievement Mascareignes Company Program three times and place first runner-up twice. In 2011, 2013, and 2017, he organised teams of upper secondary students to compete in the JA Company of the Year competition (Africa), and he took home the following honours:

- First Runner-Up in 2013
- Fincorp Excellence in Teamwork Award in 2013
- Entrepreneurial Spirit Award – Bechtel Group in 2013
- JA Africa Company of the Year Marketo Excellence in Marketing Award in 2017



Mrs Anuradha Appadoo, OU Board Member

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 in the UK and returned to Mauritius in 1991, where she occupied a Managerial position in several sectors – namely Shipping, Construction and Financial.

Mrs Appadoo has thus acquired more than 25 years of leadership experience as a Business Leader in several sectors – locally, regionally and globally.

She became a Dale Carnegie facilitator in 2000, a Master Trainer in 2014, and a Carnegie Master in 2023. 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 Chefs d'Entreprise 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 Genos EI Coach in progress since November 2021.



Professor Kiran Bhujun, OU Board Member

With over 25 years of experience across various sectors and institutions, Professor Kiran Bhujun has established himself as a leader in higher education policy, academic, and administrative aspects. Currently, he serves as the Director of the Tertiary Education and Scientific Research Division of the Ministry of Education, Tertiary Education, Science and Technology of the Republic of Mauritius, a position he has held since 2016.

From February 2020 to February 2022, Prof. Bhujun worked as the Vice-Chancellor and Director of AMITY (Mauritius) and the Director of AMITY Global Business School in Mauritius, where he also oversaw operations in Kenya and South Africa. Before this, he was seconded by the Government of Mauritius to serve as Officer-in-Charge of the University of Technology, Mauritius (UTM), the second-largest public university in the country, from July 2018 to August 2019. He significantly improved processes and operations during his tenure, enhanced efficiency, accountability, and proper policy implementation. He also changed the university's strategic vision, fostered stakeholder collaboration, and built a solid team to drive future success.

In addition to his expertise in higher education, Prof. Bhujun has served as Project Manager of the Prime Minister's Office and the Ministry of Foreign Affairs of Mauritius, as Registrar of the Council of Registered Professional Engineers of Mauritius, as Contract Management and Contract Law Consultant, and as Senior Engineer in the Ministry of Public Infrastructure. He has also been Deputy Director and Registrar of the Mauritius Qualifications Authority, the regulatory body overseeing TVET in Mauritius.

Prof. Bhujun's educational qualifications include law, civil engineering, business administration, project management, and higher education governance. He is passionate about improving the efficiency of institutions and democratising research and funding to support the development of researchers at all levels. He firmly believes in empowering individuals to change society and themselves positively. His favourite quote, "A single candle can light the world," exemplifies his approach to leadership and service.

His educational and professional certifications are as follows:

- BTech in Civil Engineering – IIT Kanpur, India
- LLB – University of London, UK
- MBA – University of Mauritius
- PhD in Higher Education Governance – Murdoch University, Australia
- Chartered Engineer (CEng) – Institution of Engineers, India
- Project Management Professional (PMP) – PMI USA
- Registered Professional Engineer (RPEM) – Mauritius
- Fellow – Institution of Engineers, Mauritius

Prof. Bhujun is also a Director on the Board of the OU Campus Development Ltd, a company set up by OU as a Special Purpose Vehicle for the construction of the new campus.



Mr Lindsay Teeluck, OU Board Member

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".



Mr Mrinal Sohoraye, OU Board Member

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.

He is not a member or Chairperson of any other Statutory Board/Council.



Ms Medha Devi Gokhul, OU Board Member

Ms M D Gokhul holds the post of Assistant Registrar at the Open University of Mauritius (OU). She started her career in the private sector before joining the Ex-Mauritius College of the Air, now OU. She has an in-depth knowledge of HR policies, rules, regulations and procedures applicable to

the parastatal sector and has also a long experience in the management of Administrative/Human Resource matters at different levels in the sector.

She is presently a member of the Audit Committee of OU and of the Management Team of OU.

She is also the Chairperson of the Anti-Corruption Committee (ACC) for OU.

She holds a Bachelor of Business Administration from UNISA and an MBA with Specialisation in HRM from OU.



Dr Kaviraj Sharma Sukon, PFHEA, Director-General and OU Board Member

Dr K S Sukon, Principal Fellow of the Higher Education Academy (UK), is the Founder Director-General of the Open University of Mauritius – the first local ISO-Certified public university in Mauritius. After nearly ten years of operation under the leadership of Dr Sukon, the Open University of Mauritius has over 13,000 learners and is financially independent.

He is also the Chairman of the Mauritius Research and Innovation Council. He has been the Chairman of the Board of the Mauritius College of the Air and Mauritius Museums Council. He has previously worked at the University of Mauritius and the Mauritius Examinations Syndicate.

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 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.

Dr Sukon has developed a new method called the Two-parameter Alternative Group Explicit (TAGE) Iterative Method for the Solution of a Tridiagonal Linear System of Equations. He has coined the term “blearning” for blended learning in order to consider this method of learning as an integrated approach rather than a mix. In October 2021, he developed the new model: A Practical (blended) Teaching and “Blearning” Model. This model has been published in the impact factor journal: *Ubiquitous Learning: An International Journal*. He has also led the marking of the first International CIE Mathematics paper in Mauritius.

He has been a consultant for several organisations, including UNESCO, ILO, UNDP and ADEA. He has published research papers and supervised several master’s and doctoral theses. He has been a member of the Senate of the University of Mauritius and the Academic Council of the University of Technology, Mauritius. He also holds an honorary position at Imperial College London, UK.

Dr Sukon is also a Director on the Board of the OU Campus Development Ltd, a company set up by the Open University as a Special Purpose Vehicle to construct the new campus.



Mrs Subhashini Luckshmi Devi Gopee, Registrar & Secretary to the Board

Mrs S Gopee is the Registrar of the Open University of Mauritius since January 2017.

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

Prior to joining the Open University of Mauritius, Mrs Gopee had worked for over fifteen years at the middle managerial level in a public tertiary education institution. She 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 and since April 2024, a member of the Construction Industry Development Board.

PRINCIPLE 4 - DIRECTOR DUTIES, REMUNERATION AND PERFORMANCE

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 the Open University drew a monthly fee of Rs 40,000 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.

1. Attendance and Remuneration at Board Meetings of Members Appointed in 2022

Membership	Name/Position	Attendance for the period from July 2023 to June 2024	Remuneration received during the period from July 2023 to June 2024
		(Total out of 14 meetings)	Rs
Chairperson	Dr O N Nath Varma, OSK	14	4,875
		(13 in person and 1 by Zoom)	
2 Executive Heads of local public tertiary education institutions having developed partnerships with the Open University	Dr H Bessoondyal, OSK <i>Director</i> Mauritius Institute of Education	14	35,000
	Prof. S K Sobhee <i>Vice-Chancellor</i> University of Mauritius	8 (7 in person and 1 by Zoom)	20,000

2 persons who shall have substantial knowledge and experience of tertiary education and open and distance learning	Dr M I Alladin <i>Management Consultant</i>	11 (10 in person and 2 by Zoom)	33,750
	Mr S Gangoo <i>Ag. Rector</i> Sookdeo Bissoondoyal State College	4	11,500
1 person from the private sector and shall have substantial industrial experience	Mrs A Appadoo <i>Managing Director</i> Dale Carnegie Mauritius	2 (1 in person and 1 by Zoom)	5,375
1 person from the public sector	Prof. (Dr) K Bhujun <i>Director, Tertiary Education & Scientific Research, Ministry of Education, Tertiary Education, Science & Technology</i>	13	37,375
1 person from civil society and engaged in community service	Mr L Teeluck <i>Former Deputy Rector</i> Collège du Saint-Esprit	14	40,250
1 person elected by and from the academic staff	Mr M Sohoraye <i>Lecturer</i> Open University of Mauritius	14	35,000
1 person elected by and from the general staff	Ms M D Gokhul <i>Administrative Officer</i> Assistant Registrar (w.e.f. 06.05.24) Open University of Mauritius	13	32,500
The Director-General	Dr K S Sukon, PFHEA Open University of Mauritius	12	30,000
	Mrs S L D Gopee <i>Registrar</i> Open University of Mauritius (Acted as Officer-in-Charge)	1	2,500

2. Attendance and Remuneration at Finance Committee Meetings

Membership	Name/Position	Attendance for the period from July 2023 to June 2024	Remuneration received during the period from July 2023 to June 2024
		(Total out of 11 meetings)	Rs
Chairperson	Prof. S K Sobhee <i>Vice-Chancellor</i> University of Mauritius	11	60,500
Members	Dr K S Sukon, PFHEA <i>Director-General</i> Open University of Mauritius	10	21,000
	Mrs S L D Gopee <i>Registrar (Acted as Officer-in-Charge)</i> Open University of Mauritius	1	2,100
	Mr S Gangoo <i>Ag. Rector</i> Sookdeo Bissoondoyal State College	4	9,900
	Mr L Teeluck <i>Former Deputy Rector</i> Collège du Saint-Esprit	11	27,225
	Mrs A Appadoo <i>Managing Director</i> Dale Carnegie Mauritius	1	2,475
Co-opted Members	Mrs B N K Hosany <i>Manager Financial Operations</i> Ministry of Education & Human Resources, Tertiary Education & Scientific Research	8	19,800
	Mr B Benny <i>Manager Financial Operations</i> Ministry of Education & Human Resources, Tertiary Education & Scientific Research	3	7,425

3. Attendance and Remuneration at Human Resource Committee Meetings

Membership	Name/Position	Attendance for the period from July 2023 to June 2024	Remuneration received during the period from July 2023 to June 2024
		(Total out of 30 meetings)	Rs
Chairperson	Prof. (Dr) K Bhujun, <i>Director, Tertiary Education & Scientific Research Ministry of Education, Tertiary Education, Science & Technology</i>	30	151,250
Members	Dr K S Sukon, PFHEA <i>Director-General Open University of Mauritius</i>	30	54,600
	Prof. S K Sobhee <i>Vice-Chancellor University of Mauritius</i>	9	18,900
	Dr H Bessoondyal, OSK <i>Director Mauritius Institute of Education</i>	27	50,400
	Mr L Teeluck <i>Former Deputy Rector Collège du Saint-Esprit</i>	30	62,850
	Dr M I Alladin <i>Management Consultant</i>	18	38,100

4. Attendance and Remuneration at Planning and Monitoring Committee Meetings

Membership	Name/Position	Attendance for the period from July 2023 to June 2024	Remuneration received during the period from July 2023 to June 2024
		(Total out of 3 meetings)	Rs
Chairperson	Dr M I Alladin <i>Management Consultant</i>	2	11,750
Members	Dr K S Sukon, PFHEA <i>Director-General</i> Open University of Mauritius	3	6,300
	Dr H Bessoondyal, OSK <i>Director</i> Mauritius Institute of Education	3	9,700
	Mr M Sohoraye <i>Lecturer and Representative of OU Academic Staff</i> Open University of Mauritius	3	6,300
	Mr V Patten <i>Team Leader Quality Assurance</i> Open University of Mauritius	3	6,300

5. Attendance and Remuneration at Audit Committee Meetings

Membership	Name/Position	Attendance for the period from July 2023 to June 2024	Remuneration received during the period from July 2023 to June 2024
		(Total out of 3 meetings)	Rs
Chairperson	Dr H Bessoondyal, OSK <i>Director</i> Mauritius Institute of Education	3	7,800
Members	Dr M I Alladin <i>Management Consultant</i>	3	7,425
	Ms M D Gokhul <i>Administrative Officer</i> <i>Assistant Registrar</i> <i>(w.e.f. 06.05.24)</i> <i>and Representative</i> <i>of OU General Staff</i>	3	6,300

6. Attendance and Remuneration at Corporate Governance Committee Meetings

No meeting of the Corporate Governance Committee was held due to lack of quorum.

7. Attendance and Remuneration at the Academic Council Meetings

Membership	Name/Position	Attendance for the period from July 2023 to June 2024	Remuneration received during the period from July 2023 to June 2024
		(Total out of 1 meeting)	Rs
Chairperson	Dr K S Sukon, PFHEA <i>Director-General</i> Open University of Mauritius	1	0

Representative of the University of Mauritius	Dr S Rosunee <i>Associate Professor</i> University of Mauritius	1	2,100
Representative of the University of Technology, Mauritius	Dr D K Hurreeram <i>Director-General</i> University of Technology, Mauritius	1	2,475
The Chief Technical Officer of the Ministry responsible for the subject of education or his representative	Dr R Auckbur <i>Chief Technical Officer (Education)</i>	0	0
2 representatives of public tertiary level institutions having developed partnerships with the Open University, to be nominated by the Minister	Vacant		
The Director of Academic Affairs	Dr U Subadar Agathee <i>Director Academic Affairs Division</i> Open University of Mauritius	1	2,100
Representative of Director of Multimedia Division and ICT Division	Mr A Beekharry <i>Systems Analyst/ Senior Systems Analyst</i> Open University of Mauritius	1	2,100
Representative of Director, Quality Assurance & Capacity Building	Mr V Patten <i>Head, Graphics, Publishing & Printing</i> Open University of Mauritius	1	2,100

3 Heads of Schools, Centres or Units of the Open University of Mauritius, to be nominated by the Director-General	Vacant		
	Mr S Nunkoo <i>Financial Controller</i> Open University of Mauritius	1	2,100
	Dr P Appavoo <i>Senior Academic Media Coordinator and Officer Responsible for Research Office</i> Open University of Mauritius	1	2,100
Representative of learners to be nominated by the Board	Vacant		
Representative of the academic staff elected by and from the academic staff	Mr P Dookhun <i>Lecturer</i> Open University of Mauritius	1	2,100
Such other members, not exceeding 3 in number, as may be co-opted by the Board, including one person with experience and interest in research	Dr B Seetanah <i>Professor</i> University of Mauritius	1	2,100
	Dr R Nunkoo <i>Professor</i> University of Mauritius	0	0

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

Membership	Name/Position	Attendance for the period July 2023 to 30 June 2024 (Total out of 59 meetings)	Remuneration received during the period July 2023 to 30 June 2024 (Rs)
Chairperson	Dr K S Sukon <i>Director-General</i>	22	9,680
Chairperson	Mrs S L D Gopee <i>Registrar</i>	24	10,560
Chairperson	Mrs S Bhooabul <i>Head Library Services</i>	13	5,720

Member	Mr S Nunkoo <i>Financial Controller</i>	51	18,360
Member	Mrs N B Auckburally <i>Accountant</i>	8	2,880
Member	Mrs D Chatooh <i>(Retired on 03.05.24)</i> <i>Senior Procurement & Supply Officer (Stores)</i>	38	13,680
Member	Mr V Thanthonee <i>Procurement & Supply Officer (Purchasing)</i>	20	7,200
Member	Mrs K Havaga Pillay <i>Assistant Procurement & Supply Officer (Purchasing)</i>	1	360

Following the opening of the quotations, officers in the grade of [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.

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 interest by Board members. Whenever a member declares 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.

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 clarification regarding items on the agenda.

During the 2023/24 financial year, the Board held 14 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/services
- e) Details of joint ventures and collaborative agreements
- f) Open University Annual Report 2022/23
- g) Participation in Training, Missions and Workshops by OU staff
- h) Appointment of International Faculties
- i) Construction of New Campus of the Open University of Mauritius
- j) 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.

PRINCIPLE 5 - RISK GOVERNANCE AND INTERNAL CONTROL

Risk Assessment

The Board is responsible for ensuring that OU has identified the risks in its processes and the procedures 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 them, as well as actions to be taken in case the risks occur.

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 risks are properly addressed.

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.

PRINCIPLE 6 - 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, not later than three months after the end of the financial year. 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 the 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 the Open University and the other members of the National Assembly.

The annual report is posted on the website of OU 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
- Anti-assault, Anti-bullying and Anti-harassment Policy
- Equal Opportunity Policy
- Anti-Corruption Policy

OU 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 toward reducing the use of paper and recycling waste.

In order to continuously improve its work processes, OU 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.

Ethics

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

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.

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 and 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 and Health Committee

OU has set up the Safety and 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, some 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 cases of injury and to ensure that same does not recur.

The composition of the Safety and Health Committee was reviewed to give the opportunity to all members of staff to be part of the Safety and Health Committee. The composition of the Safety and Health Committee is reviewed every 2 years.

PRINCIPLE 7 - 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 2022/23 was submitted to the External Auditor in October 2023. The external auditors were at the Open University from November 2023 to March 2024. They were provided with all the information and documents they required for carrying out their audit.

The Management letter dated 19 April 2024 was received on 25 April 2024, and a reply was sent to the National Audit Office on 03 May 2024. The Audit Certificate was issued by the National Audit Office on 06 May 2024.

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

PRINCIPLE 8 - 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 matters of the Open University of Mauritius.

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

27 September 2024



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

27 September 2024

DIRECTORS' STATEMENT FOR INTERNAL CONTROL

The Open University of Mauritius 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

27 September 2024



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

27 September 2024

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 responsible for the academic programmes and academic support operations of the University. The AAD administers Open Distance Learning (ODL) and full-time programmes, manages the delivery of ODL and full-time programmes and also plans, designs and develops programmes/courses. The AAD develops course material for ODL, including Instructional Design and lays down academic policies, regulations and research as well as oversees the management of OU study centres across the island and Rodrigues.

The AAD provides main support services to learners and tutors during the delivery of programmes and in induction sessions as well as in Convocation Ceremonies. It is also involved in research activities, including academic publications and in organising activities which could help the community at large.

The AAD further explores partnerships with higher educational institutions at both national and international levels. The partnerships with CILT (UK), UNISA, Commonwealth of Learning and Imperial College London have played an extremely important role in shaping OU and have enhanced OU's visibility at both national and international levels.

The AAD falls under the supervision of a Director, Academic Affairs, and he is assisted by a team comprising an Assistant Registrar, full-time and part-time academics, a technical cadre, an Administrative Officer and support staff.

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

Collaboration and Partnerships Unit

The Collaboration and Partnerships Unit is responsible for strengthening the existing local, regional and international networks of OU and developing new collaborative opportunities and new partnerships. The Unit also establishes overseas study centres. It further looks at the reviews of the existing collaborative arrangements regularly and ensures they remain active where applicable. It organises meetings with potential partners, explores the possibilities of collaboration, and develops MoUs and MoAs with Universities and Institutions.

Some of OU's main partners are UNISA, the Commonwealth of Learning and Imperial College London. These partners have supported OU since its first days. 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, such as UKZN, Botswana Open University, 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 he is assisted by administrative support staff.

Research Office

The Research Office (RO) is responsible for promoting a strong research culture within the University, formulating policies and guidelines for research and managing research funds. The RO develops research collaborations with external bodies and universities. The RO is responsible for developing a code of conduct and ethical practices in research, including clear procedures for ensuring compliance

with ethical practices in research (e.g. plagiarism, copying, intellectual property rights, etc.). The RO thus promotes the use of research output to make informed choices in the programme and course development processes and sets procedures and instruments for monitoring and evaluating institutional research productivity.

The RO is also responsible for the organisation of research conferences and seminars for OU.

A Senior Academic Media Coordinator is responsible for the RO and he is assisted by an Assistant Registrar, an Administrative Officer, support staff, Research Assistants and Academics as and when required.

OPEN SCHOOL DIVISION

The Open School Division (OSD) is responsible for designing, developing and delivering training programmes tailored to industry requirements to meet specific training needs in the public and private sectors. It works with the Civil Service College, Mauritius, to enhance the skills of public officers and supports other institutions in their capacity-building endeavours. The OSD, as a multi-functional Unit, contributes to the needs of diverse learners, including public officers, corporate staff, university students in need of employability skills and school students.

Together with the Audio-Visual Production Unit, the OSD is also responsible for the production of curriculum-based video lessons for the Ministry of Education, Tertiary Education, Science and Technology. The OSD also oversees the design and development of these video lessons to support independent learning.

The Director AAD oversees the Division, and he is assisted by a team comprising a Senior Academic Media Coordinator, an Assistant Registrar, Academic Media Coordinators, full-time/part-time Academics, an Administrative Officer, support staff and Research Assistants.

Examinations Unit

The Examinations Unit is responsible for the administration of examinations while ensuring a smooth, 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, conduct the examinations, process the markings and the proclamation of results, process the remunerations of contributors, for the enlistment of examiners/moderators/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 Examinations Unit was under the responsibility of the Deputy Registrar till April 2024. Following his retirement, an Assistant Registrar is now in charge of the Unit under the supervision of the Registrar, and she is assisted by a team of staff comprising both Examination and Administrative cadres, as well as a pool of part-time resource persons who extend their services as paper setters, moderators, external examiners, chief invigilators and invigilators.

ADMINISTRATION DIVISION

The Administration Division coordinates the activities of OU and is responsible for the overall general administration functions, security of the office premises, secretariat to the Departmental Bid Committee (DBC), legal matters, human resource matters, marketing activities, admission of learners, convocation ceremonies, organisation of events, welfare and safety of staff, stores and procurement matters and organisation of examinations.

The Registrar's Office provides secretarial services to all Statutory Committees and is responsible for the dissemination of the decisions 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 assisted by Assistant Registrars, the Marketing and Development Officer, the Human Resource Management Officer, Administrative Officers and the Health and Safety Officer who are in charge of their respective Units.

General Administration and Management Units

The General Administration and Management Units are responsible for the general administrative/management functions at OU. The Open Registry, the Confidential Registry, the Stores Unit, the Procurement Unit and the Transport Unit form part of the General Administration and Management Units.

The Open Registry is responsible for the general registry functions for all incoming/outgoing mails and the updating as well as the safekeeping of general administrative files including contractual management files on general services and records, for the deployment of the ancillary staff, security services, safety and health matters, cleaning services, parking control and welfare/event activities.

The Confidential Registry is responsible for the management of confidential files and records of the University and acts as the Secretariat to the DBC of OU.

The Transport Unit is responsible for the management of the fleet of OU vehicles and of its logistics including deployment of the Drivers.

An Assistant Registrar oversees the General Administration and Management Units, and she is assisted by an Administrative Officer, support staff, a health and safety cadre, ancillary staff and contractual employees in their relevant areas.

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 with 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 Pay Research Bureau Report, MPSAIR Circulars and the Regulations as well as per the policies of the Board.

The Unit manages the daily staff matters, monitors attendance, manages leave and welfare of staff and ensures the application of all rules and regulations while processing all human resource issues like recruitment, posting, retirement, performance management system, staff development and training programmes, disciplinary matters, industrial relations, and so on.

The HR Unit also provides support to the Secretary of the HR Committee.

An Assistant Registrar oversees the HR Unit and she is assisted by the Human Resource Management Officer in charge of the Unit and by the administrative staff.

Stores and Procurement Units

The Stores and Procurement Units are mandated to ensure that all statutory and legal requirements are complied with in procurement and supplies management at OU. The Units are thus responsible for ensuring prompt procurement of goods, works and services efficiently, effectively and economically from local and overseas sources to avoid disruption in OU activities.

The main activities of the Units include the procurement/warehousing/stock control operations and the management of the e-procurement system and its operations, providing guidance on procurement and supply procedures and supplying goods to OU staff in compliance with the Public Procurement Act, regulations and instructions. They further ensure that adequate safeguards against the risks of fire, theft, deterioration and damage exist and that all items are kept in good condition and safe custody.

An Assistant Registrar oversees the Stores and Procurement Units, and she is assisted by the Stores and Procurement cadre in charge of their respective Units.

Marketing and Public Relations Unit

The Marketing and Public Relations (MPR) Unit is responsible for the overall marketing and public relations strategies of OU comprising 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, MPR 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 Divisions/Units. The MPR Unit is in constant interaction with the public and with a variety of stakeholders from both the public and private sectors.

The Marketing and Development Officer is responsible for the Unit, and he is assisted by a team of administrative and technical cadres.

Admissions Office

The Admissions Office is responsible for the processing of all applications from prospective learners, both local and international and for their enrolment procedures. The Office provides relevant and accurate information to prospective learners, issues offer letters to applicants, registers new learners, issues learner ID cards to newly registered learners, issues bus passes to registered full-time learners and processes visa facilities for international learners.

It also addresses requests for module(s) exemption and assists and ensures counselling sessions to prospective learners throughout the registration process and module registration. It provides student support services and also assists in the organisation of convocation ceremonies.

An Assistant Registrar oversees the Admissions Office and he is assisted by an Administrative Officer and administrative staff.

Certification Unit

The Certification Unit (CU) ensures 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 and for the issue of Certificates to OU's successful learners.

An Assistant Registrar oversees the Certification Unit, and he is assisted by administrative staff.

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 HDU aims to ease learners' lives by providing them with a single point of contact for all their queries, and in case they need any assistance.

The Unit acts as a facilitator between the learners/external stakeholders and the various Divisions/Units of OU to ensure that the queries and complaints submitted by email, phone or in-person are addressed effectively and in real-time while maintaining confidentiality, in line with the policies of OU.

An Assistant Registrar oversees the Help Desk, and she is assisted by a support staff.

FINANCE DIVISION

The Finance Division is responsible for managing the University's finances and ensuring that all statutory and legal requirements are complied with in finance management as well as advising and guiding on financial procedures in accordance with relevant rules and regulations.

The main activities of the Division include the preparation of the Budget for each financial year, the management of Payroll, Accounts as well as the collection of revenue and other monies due to OU, mainly from course fees, preparation of financial statements, the processing of all payments, exercising general supervision over the funds and arranging for the annual auditing of the accounts.

The Finance Division provides secretarial services to the Finance Committee.

The Financial Controller is responsible for the Division, and he is assisted by an Accountant, a Financial cadre and support staff.

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 that 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. The Division also ensures that fully equipped computer laboratories, as well as Wi-Fi facilities, are provided to learners in OU's learning centres.

The Division consists of the following Units:

Student Affairs Unit

The Student Affairs Unit is responsible for the management of the OULearn Blackboard LMS and all other communication platforms and for the provision of online 24/7 support to all learners to enable them to access their learning materials anytime and anywhere. The Unit attends to queries from learners and tutors and also maintains an effective customer care service.

A Graphics Officer is in charge of the SAU, and she is assisted by an Assistant Registrar, a Student Affairs Officer, support staff and Research Assistants.

Library Services Unit

The Library Services Unit supports the overall vision and mission of OU. It complements the curriculum requirements of OU by providing printed and digital resources to support the teaching, learning and research endeavours of the OU community as a whole. The Library Services manages 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 responsible for the Library Services and is assisted by an Assistant Registrar, Documentation cadre and Administrative staff.

Information and Communication Technology Unit

The Information and Communication Technology (ICT) Unit provides effective, efficient and collaborative IT services, solutions and strategies in a timely manner to support OU's strategic goals. The ICT Unit is

responsible for all IT requirements of OU in terms of Management Information Systems. As a partner, the Unit provides innovative and creative solutions and reliable information to staff and learners to help them achieve their objectives and goals. The Unit also assists in identifying factors that contribute towards learners' satisfaction.

The Acting IT Manager oversees the Unit, and he is assisted by a Systems Engineer, as well as ICT and administrative cadres.

Graphics, Publishing and Printing Unit

The Graphics, Publishing and Printing (GPP) Unit provides design services, editorial services, offset lithography printing, customised digital printing and finishing services to a variety of stakeholders, including in-house customers and the parent ministry, among others. The range of products includes design concepts, study materials, educational literature, the printing of low to medium runs of jobbing works in full colour, wire-bound and hot-glued binding.

The GPP provides in-house services to all the Units/Divisions of OU for all design and printing works. Study manuals, booklets, posters, flyers, brochures, Graduation ceremony DVDs, certificates and annual reports are among the main products of GPP. During the period under review, through the Parent Ministry, the Erasmus+, the MQA and SENA had recourse to the services of the GPP for the design and printing of their materials.

The GPP Unit is ISO 9001:2005-certified, and it ensures the delivery of reliable and quality products and services, especially when dealing with confidential materials such as the printing of certificates and other requirements for the Examinations Unit.

The Head, Graphics, Publishing and Printing is responsible for the Unit and is assisted by an Assistant Registrar, Graphics/Printing/Tradesman cadre, a Copy Editor and administrative staff.

Audio-Video Production Unit

The Audio-Video Production Unit (AVPU) produces a wide range of audio-visual content, including video lessons for the Student Support Programme (SSP), recordings of OU lectures and coverage of events, and also assists in the teaching of audio-visual modules. AVPU also provides support to the live streaming of induction sessions, the Parent ministry's conferences and the successful running of OU events and Convocation Ceremonies.

The AVPU's achievements include the production of high-quality video lessons for the SSP.

Significant investment is being made in the AVPU with the latest state-of-the-art technologies. The upgrade is enabling the Unit to produce higher-quality video content and provide better services to its customers, internal and external.

A Senior Audio-Video Executive is responsible for the Unit and is assisted by an Assistant Registrar, an Administrative Officer, Technical cadre and Administrative staff.

Engineering and Technology Services Unit

The Engineering and Technology Services (ETS) is responsible for providing specific services within the organisation in the field of ICT-related technologies and in two distinct areas of activities: the technology services and the building maintenance services.

The broad aims and objectives of the Unit are to develop and maintain the physical and technical infrastructure of the institution to support the delivery of digital systems and services in both the staff and student domains.

The Senior Technical Executive, who is assigned higher responsibility, oversees the Unit, and he is assisted by an Assistant Registrar, an Administrative Officer, as well as Technical, Administrative and Tradesman cadres.

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-Tertiary Education Commission 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 (QA) Unit is responsible for the quality assurance systems at OU.

Quality Assurance constitutes a vital component in the operation of any Higher Education Institution, and OU is no exception. The purpose of quality assurance at OU is to confirm that the work of learners has been quality assured to the appropriate standard through processes set in place that ensure the validity of a qualification when it is awarded to a learner. Without quality assurance, there would be nothing guaranteeing the validity of our qualifications.

Training of staff of QA is ongoing to meet the new requirements set by the Quality Assurance Agency and Higher Education Commission which require the Quality Assurance Team to understand and embrace new skills and knowledge in delivering their duties efficiently.

The Team Leader for QA oversees the Unit and is assisted by an Assistant Registrar, and Quality Assurance and Administrative cadres.

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.

A Quality Distance Education System by the Academic Affairs Division (AAD)

The AAD aims at providing the services offered by a Quality Distance Education System through the following functions:

- Administration of ODL and full-time programmes;
- Managing the delivery of ODL and full-time programmes;
- Planning, designing, developing and mounting programmes/courses;
- Authoring of course material for ODL and Instructional Systems Design; and
- Training in ODL.

Capacity Building for Academics

OU provides opportunities to its academic staff to participate in various workshops and conferences to ensure capacity building. The list of workshops/conferences held during the period under review is as follows:

- Workshop on 'Developing Blended and Online Courses' organised by the Commonwealth of Learning/Higher Education Commission/OU at the United Docks on July 03, 2023.
- 'OER Workshop on Developing Blended Learning Courses' organised by OU at the DOCKS from 03 to 07 July 2023.
- 'QA and Capacity Building Workshop' organised by OU at OUC Curepipe on 08 August 2023.
- Training Workshop on Quality Assurance held on 15 August 2023.
- 1-day Workshop on 'Introduction to Open Online Learning' held on 03 October 2023 with 11 staff from UNISEY.
- Workshop on *La Production de Podcasts Vidéo* held by l'Agence Universitaire de la Francophonie at the HEC Building, 5th floor, on October 09, 2023.
- Research Capacity Building Workshop - OU and Udm held on 19 October 2023
- Workshop on 'Innovate for a Sustainable Future' held by Rogers Capital at the Ravenala Attitude Hotel on October 25, 2023.

- 'e-MIG Conference' organised by OU at the Ravenala Hotel on 26 and 27 October 2023.
- Workshop on 'Gender Equality and Women Empowerment in the Renewable Energy Sector' held by UNEP and UN Women at the Hennessy Park Hotel on 13 February 2024.

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 further authors course material for ODL, including Instructional Design.

The Open School Division designs the short award courses to meet the 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 to provide a quality distance education system: it 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 to 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 58 programmes through the ODL mode in the year 2023/24 at various levels as indicated in **Table 1**.

Table 1: Number of Courses offered at various levels in 2023/24

Sn	Level	Total Number of Courses per Level
1.	Certificate Level	0
2.	Diploma Level	4
3.	Degree Level (3-4 years)	32
4.	Master's/Postgraduate Level	20
5.	Doctoral Level	2
	Total	58

'Services from the Open School Division (OSD)

Short Programmes/Courses and Award Courses

Foundation Programme

The Foundation Programme is designed for prospective learners who do not meet the minimum entry requirements for higher education studies. This programme consists of four subject courses completed over one year and is offered twice yearly through ODL. Between July 2023 and June 2024, approximately 400 learners enrolled in this programme.

Foundation in Hotel Management and Catering Technologies

This Foundation course is a prerequisite for pursuing a BSc (Hons) in Hotel Management and Catering Technologies. It is delivered in a blended learning format over two semesters, with six modules per semester. The first two cohorts included international students from India.

Employability Skills Courses

Undergraduate and postgraduate learners of OU are prepared for employment readiness through short 'Employability Skills' courses. Each OU learner is given free access to two to three of these courses.

Tailor-Made Courses

OU offers short tailor-made courses that meet specific needs of employees to enhance their skills at work. OU designs and delivers such short programmes for its stakeholders.

Courses for Ministry of Public Service, Administrative and Institutional Reforms

Award courses are typically part-time, one-year, in-service programmes designed to address the specific needs of public officers, in line with the recommendations of the PRB Report. For 2023-2024, the programmes on offer were as follows:

- (i) Advanced Course in Effective Office Management and Supervision (OMA);
- (ii) Advanced Secretarial Course.

Diploma in Meteorology for the Meteorological Technician

This Diploma course is specifically designed upon request of the Mauritius Meteorological Services for in-service Meteorological Technicians, Principal Meteorological Technicians and newly recruited technicians to equip them with the required skills to deliver quality information to the user community.

Registration Statistics



OU aims to bring higher education to the doorstep of all its learners.

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



Admission of Learners	
Intakes	No. of Registered Learners
August 2023	1,572
February 2024	1,450
Total	3,022

Table 2: Number of Registered New Learners in 2023/24

Exemptions

OU grants students exemptions in modules of their programmes based on established criteria and procedures. Students who follow the proper procedure and fulfil the required criteria may be exempted for up to 50% of the total number of modules in their programme.

The number of exemptions processed and granted for the period July 2023 to June 2024 is provided in **Table 3** below.

Table 3

Intakes	No. of Modules Applied for Exemption	No. of Modules Exempted
August 2023	25	25
February 2024	58	52
Total	83	77

Enrolment

Tables 4 and 5 show enrolment trends per level for the period under review.

Table 4: Student Enrolment per Programmes 2023/2024

Sn	Programmes	Number of ongoing Learners as at July 2023 (A)	New Enrolment August 2023 (B)	New Enrolment January 2024 (C)	Total New Enrolment in 2023-2024 (D)	Total Number of Learners enrolled per level as at June 2024 after the Convocation Ceremony (A+D)
1.	Certificate	0	0	0	0	0
2.	Diploma	0	33	117	150	150
3.	Professional Diploma	33	0	0	0	33
4.	Undergraduate	8,962	921	755	1,676	10,638
5.	Master's/ Postgraduate Degree	1,480	308	293	601	2,081
6.	PhD/DBA	277	0	48	48	325
	Total	10,752	1,262	1,213	2,475	13,227

Table 5: Student Enrolment for Tailor-Made Courses/Non-Award Courses in 2023/24

SN	Programme Name	Intake	Level	No. of Modules	No. of Tutorials	No. of Active Learners
1	Foundation Programme	Jul-23	Certificate	18	72	104
		Jan-24	Certificate	9	36	122
2	Foundation in Hotel Management and Catering Technologies	Jul-23	Certificate	12	32	73
		Jan-24	Certificate	12	33	69
3	Advanced Secretarial Course	Jul-23	Short Award Course	2	5	27
4	Diploma in Meteorology for the Meteorological Technician	Jan-23	Diploma	12	68	17
5	Advanced Course in Effective Office Management and Supervision	Jul-22	Short Award Course	4	7	50
6	Employability Skills Courses	Jul-23	Certificate	14	19	699
		Jan-24	Certificate	13	20	681
	Total No. of Active Learners					1,842

Support to Other Students

Student Support Programme

The Student Support Programme (SSP) is an initiative of the Ministry of Education, Tertiary Education, Science and Technology, led by OU in collaboration with the Mauritius Institute of Education (MIE) and the Mahatma Gandhi Institute (MGI). The SSP website (www.ssp.moe.mu.org) was developed with the assistance of the Government of India through the National Council of Educational Research and Training (NCERT).

The programme provides secondary-level students with relevant learning support through video lessons aligned with the school curriculum. Access to all content on the SSP platform is free. Having covered Grades 7 to 9 in about twenty subjects, OU has now started the production of video lessons for Grades 10 and 11 in six subjects.

For the financial year 2023-2024, the number of videos produced is as follows.

Table 6: No. of Videos Recorded in 2023/24

SN	Subject	No. of Videos Recorded
1	Mathematics	21
2	Additional Mathematics	22
3	English	22
4	French	13
5	Arabic Language	9
6	Computer Science	6
	Total	93

Assessment Activities

The objective of the Examinations Unit is to ensure a fair, reliable and valid assessment for all learners.

The Examinations Unit plays a pivotal role in the administration of examinations while ensuring a smooth, effective and transparent assessment and evaluation system. The Unit is mandated to conduct examinations as well as to process and declare the results twice a year.

The administration of the Examinations encompasses the following:

- Registration of learners for examinations;
- Preparing the examination calendar;
- Appointment of resource persons as paper setters, moderators and external examiners;
- Preparing examination papers;
- Conducting examinations in accordance with our rules and regulations;
- Managing marking of exam scripts;
- Processing disciplinary actions against students who breach the regulations during examination conditions;
- Processing examination results in accordance with the procedures (Board of Examiners and Academic Council);
- Processing appeals from learners, amongst others.

Activities

Table 7: Examinations Conducted from July 2023 to June 2024

Examinations	No. of Programme Examined	No. of Modules Examined	No. of Learners
OU June/July 2023 & Nov/Dec 2023 Exam (Postgraduate)	37	442	5,532
OU June/July 2023 Exam & Nov/Dec 2023 Exam & June/July 2024 (Undergraduate)	70	1,760	12,163
Foundation Nov/Dec 2023 & June/July 2024 exam session		18	487
Foundation in Hotel Management & Catering Technologies Nov/Dec 2023 & June/July 2024 exam session		12	154
MPH	1	18	14
Polytechnics 2023/2024	46	301	9,415
CILT 2023/2024	2	4	7
FSI	1	10	371
Employability Skills	1	16	197
OMA + CS + Diploma in Telecommunication and Engineering	3	25	108

Convocation

OU organised two convocation ceremonies for:

- 1,487 students, who had their final awards from August to November 2023, from 6th to 8th of November 2023; and
- 1,631 students (including learners for the Professional Diploma in Logistics and Transport Programme and E-VBAB Programme), who had their final award from December 2023 to May 2024, from the 6th to 9th of May 2024.

Certificates Issued

For the year 2023-2024, a total of **3,584** certificates were issued as per **Tables 8 and 9** below.

Table 8: Certificates Issued for Taught Programmes and Doctoral Programmes

Level	Number of Graduates In Year 2023/24
Doctor of Philosophy	22
Masters	682
Postgraduate Diploma	24
Postgraduate Certificate	14
Undergraduate	1,833
Diploma	324
Certificates	88
Total	2,987

Table 9: Certificate Issued for Commissioned Courses, Foundation Programmes and Other Short Training Programmes, etc.

Courses	No. of Participants
Advanced Course in Effective Office Management	116
Advanced Secretarial Course	50
Employability Skills	154
Foundation Courses	153
Foundation in Hotel Management and Catering Technologies	1
How to Use Blackboard as an Instructor	55
International Graduate Diploma in Financial Crime Compliance	44
Diploma in Telecommunication Engineering (only for the Meteorological Telecommunication Technicians)	12
Postgraduate Certificate in Corporate Governance for Director Development Programme	3
Postgraduate Diploma in Corporate Governance for Director Development Programme	5
International Literacy Day	4
Total	597

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 into the system. The main support services provided on the OU e-learning platform include:

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

Our learners are independent but not isolated.

OU Study Centres

The headquarters of OU is located at Réduit, comprising two Wings, the North and South Wings. The North Wing building comprises a Lecture Theatre and a few classrooms used for tutorials. OU's main study centre is at Forest-Side, Curepipe. It also hires other buildings as study centres in Curepipe as and when required. Other study centres are planned in Africa.

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 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 87 queries and/or complaints were addressed and attended to as indicated in **Table 10** below.

Table 10

Months	No. of Queries/ Complaints Attended
July	4
August	28
September	12
October	9
November	6
December	6
January	7
February	7
March	3
April	0
May	3
June	2
Total	87

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 the successful completion of their course.

Learner Support Services

Learner Support services constitute an important component of the teaching/learning system of ODL at OU and are provided by several Units.

Services Offered by the Admissions Unit

Learner support starts before the learner is registered at OU. The Admissions team ensures effective:

- processing of applications received from learners;
- processing of requests for exemptions from applicants;
- provision of learner ID Cards to registered learners;
- provision of bus passes to full-time registered learners only; and
- provision of visa facilities for foreign full-time learners only.

The learners are accompanied from day one till the end of their studies at OU by a professional support system at different levels at OU.

Issue of ID Cards

OU issues ID cards to all its registered learners following Foundation Courses, and Undergraduate and Postgraduate programmes for the duration of the programme. For the period under review, 2,824 ID cards were issued to the registered learners as shown in **Table 11** below:

Table 11

Intakes	No. of ID Cards Issued
August 2023	1,497
February 2024	1,327
Total	2,824

Visa Facilities

Full-time international learners are allowed to enter Mauritius provided they have a provisional student visa issued by the Passport and Immigration Office. 66 visas were issued to the full-time international learners during the period under review as specified in **Table 12** below:

Table 12

Intakes	No. of Visas Issued
August 2023	41
February 2024	25
Total	66

Services Offered by AAD

The following pedagogic and customised learner support constitutes a pivotal component of the teaching and learning system for ODL:

- Academic and administrative support, including guidance on the regulations, re-registration, amongst others;
- Individualised counselling on various aspects of the learner's studies;
- Educational advice and guidance, and facilitating peer groups; and
- Additional support is provided for specific programmes and is outlined in the programme document.

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

Induction Sessions

Two major Induction Sessions for the following intakes were organised virtually:

- (i) August 2023 intake on 05 August 2023; and
- (ii) January 2024 intake on 03 February 2024

Events Organised

- COL Event - AB, EGB and High-Level Roundtable meetings were held from 02 to 05 October 2023.
- Community outreach to mark Women's Day was held on 14 March 2024.
- World Press Day was held on 03 May 2024.
- World Environment Day 2024 and Distribution of Free Plants was held on 07 June 2024.

Student Affairs Support

Services Offered

- Managing the OULearn Blackboard (LMS) and provision of continuous online assistance and support to all the registered learners through the OULearn Blackboard where learners have 24/7 access to their learning materials.
- Communicating with existing learners through mailing systems, phones, SMS, OULearn Blackboard platform and Website.
- Managing the website and updating it with relevant information as and when required.
- Attending to queries within a maximum time of 48 hours as from the time the query is logged.

Activities

- Creating modules per programmes per semester.
- Enrolling learners, tutors, and Programme Managers in their respective modules/programmes.
- Sending credentials to all new learners and tutors to log in to the OULearn Blackboard.
- Enrolling the existing learners in their registered modules by semester.
- Giving access to modules and deferred modules to learners who had to resit or had deferred programmes.
- Giving support to learners:
 - to keep them updated on important communiques and information such as cancellation of class, rescheduled face-to-face sessions, planners, and guidelines for writing assignments and dissertations;

- to upload learning materials through the virtual learning platform, like manuals, recorded videos, and audio materials, as well as providing them access to e-books and reference materials in online databases through the e-library.

- Converting the best dissertations into flip books to allow consultation by learners.
- Providing access to Past Exam Papers for each semester.
- Uploading timetable for exams.
- Publishing results for each semester.
- Providing SPSS software for quantitative research to all learners.
- Attending learner to install the software on their laptop.
- Providing Atlas.ti licenses for qualitative research.
- Publishing relevant info on the OU website.

Management of OULearn Blackboard

The OULearn Blackboard is the Learning Management System (LMS) that OU uses to provide quality education to all its learners. This LMS provides continuous online support throughout the learning journey of learners and is accessible on a 24/7 basis.

The figure below shows all the resources that OULearn Blackboard used to enhance the learning experience of the learners:

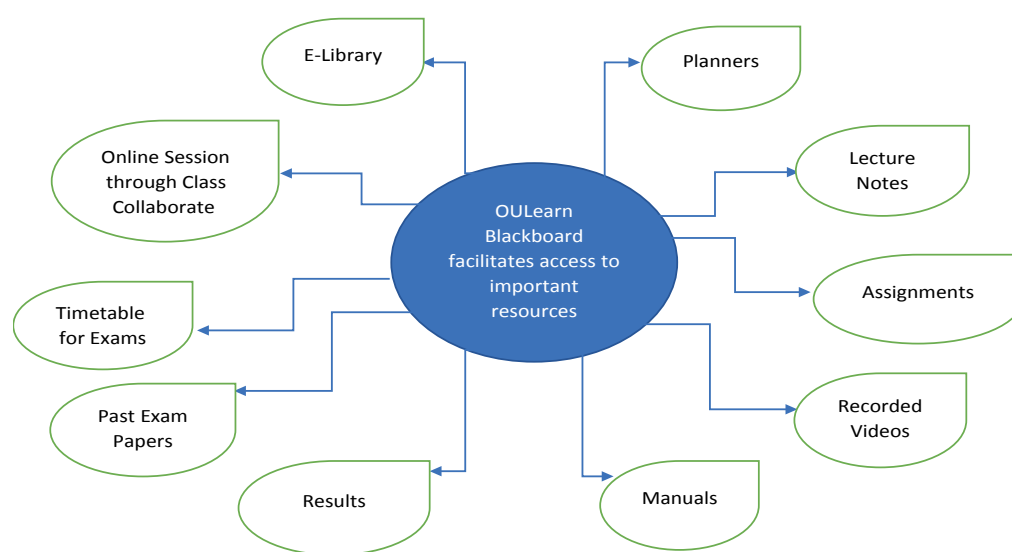


Figure 1

Communication with Learners

The Unit also communicated and interacted with learners and tutors via email, Bulk email, SMS and phones.

New Email Account for Learners

The Unit also created a new email account for all new learners. The email accounts enable the learners to communicate with OU. The institutional email account is also used to create an account on Blackboard. Each learner received an email account and an Outlook Office 365 account, with all its features.

Email Account for Part-Time Tutors

Email accounts were created for tutors to enrol them on OULearn Blackboard to have access to the respective modules they were teaching. Tutors used the same account for training on the e-library and to claim their fees per session on the Online Claim System (OCS) of OU.

Bulk Email

The following information was disseminated to learners via bulk email:

- Planners
- Timetable for exams
- Invitation letters for inductions
- Registration letter for the new semester
- Registration link to participate in events
- Information on the schedules of planners
- Information on vacancies from various agencies

The number of bulk emails sent during the period under review is as follows in **Table 13**:

Table 13

SN	Period	No. of Bulk Mails Sent to Learners from 2023-2024
1.	July 23 to Dec 23	210,589
2.	Jan 24 to June 24	234,902
	Total	445,491

SMS Platform

The SMS platform is mostly used to send urgent communiques. For the period July 2023 to June 2024, 19,784 SMS were sent to inform learners of the cancellation of classes due to bad weather and other urgent information on examinations, among others (refer to **Table 14**).

Table 14

SN	Period	No. of SMS Sent to Learners from 2023-2024
1.	July 23 to Dec 24	16,085
2.	Jan 24 to June 24	3,699
	Total	19,784

Credentials

- Email account of new users
- Individual credentials for new users to access OULearn Blackboard were sent using mail merge (YAMM).

The number of credentials sent to new learners and access to the OULearn Blackboard to existing learners and tutors during the period under review is given in **Table 15**.

Table 15

SN	Period	No. of Credentials OULearn Blackboard Sent to New Learners in All Registered Modules from 2023-2024	No. of Accesses to OULearn Blackboard Given to Existing Learners from 2023-2024	No. of Accesses to OULearn Blackboard Sent to Tutors in All Modules from 2023-2024
1.	July 23 to Dec 23	1,571	9,181	380
2.	Jan 24 to June 24	1,360	11,050	395
	Total	2,931	20,231	775

Programmes/Modules Created & Uploaded Materials on OULearn Blackboard

The Unit created programmes/modules for the August 2023 semester and February 2024 semester, and for existing intakes, respectively.

The Unit also uploaded materials such as manuals, exam results, past exam papers, case studies, factsheets, exam entry forms, dissertation results, re-sit forms, re-registration forms, planners and many more relevant materials for the August 2023 and February 2024 semesters.

Table 16 gives an indication of the number of Programmes/Modules created and materials uploaded on OULearn Blackboard during the period under review.

Table 16

SN	Period	No. of Programmes/Modules Created & Materials Uploaded on OULearn Blackboard from 2023 to 2024
1.	July 23 to Dec 23	794
2.	Jan 24 to June 24	901
	Total	1,695

Uploaded Videos on OULearn Blackboard

The Unit uploaded videos and face-to-face recordings in specific modules on OULearn Blackboard for the semesters of August 2023 and February 2024, as indicated in **Table 17**.

Table 17

SN	Period	Uploaded Videos on OULearn Blackboard from 2023-2024
1.	July 23 to Dec 23	47
2.	Jan 24 to June 24	62
	Total	109

Safe Assign on OULearn Blackboard

The Unit also uses Safe Assign to check the plagiarism of assignments, dissertations and theses submitted by learners on OULearn Blackboard.

Table 18

SN	Period	No. of Times Safe Assign Used on OULearn Blackboard from 2023-2024
1.	July 23 to Dec 23	30
2.	Jan 24 to June 24	23
	Total	53

Queries/Customer Care

The Unit attends to queries and troubleshoots by finding the root causes of problems to identify appropriate solutions within the specified timeframes.

Queries related to access to modules for registered learners, for those having resit modules as well as for deferred programmes, changes in learners' personal details, and requests for access to learning materials were attended to. Assistance was also given to learners when their accounts were locked as well as in downloading materials and finding information about assignments, dissertations, theses, planners, timetables and results.

Complaints from learners were handled with care, and some were directed to the department concerned for quick resolution.

All queries and complaints were resolved in a way that exceeded our users' expectations, and great customer service was delivered within 48 hours during the year under review. **Table 19** gives an indication of the number of queries and complaints handled during the period 01 July 2023 to 30 June 2024.

Table 19

SN	Period	Queries-Complaints/Blackboard from 2023-2024
1.	July 23 to Dec 24	1,888
2.	Jan 24 to June 24	2,090
	Total	3,978

Management of Website

The aim of the OU website is to maintain an online web presence and to provide helpful information to all its stakeholders. It is also enhanced regularly with updated banners and images/photos reflecting the activities of the University.

The website is updated with relevant information, such as:

- Latest News & Communique on organisational activities such as Enrolment, Workshops, Induction Day, Convocation Ceremonies, Notice of Vacancy;

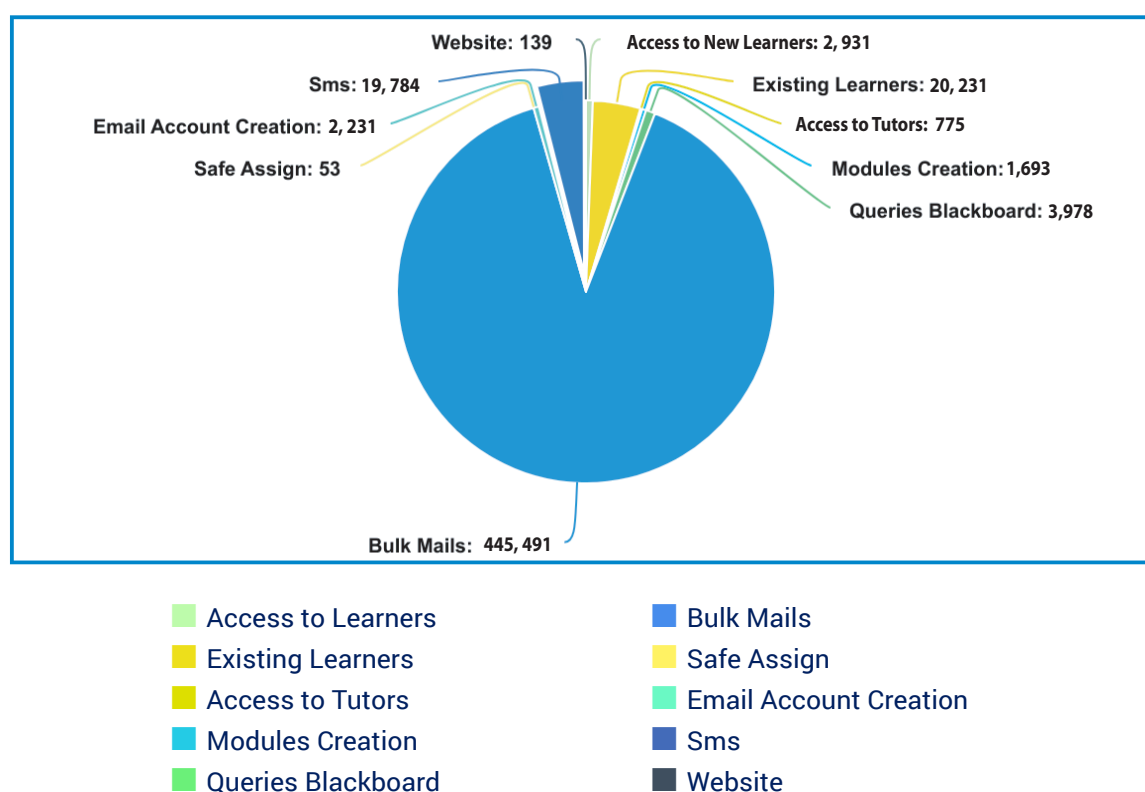
- All events organised by OU;
- Important Programmes/Courses information;
- Procurement exercises and related information;
- The academic calendar; and
- Information on ongoing and new programmes and fees.

Achievements

- The implementation of the new OU website by Digital Kites Ltd which started on October 2023;
- Atlas.ti licences to PhD learners and tutors for qualitative research; and
- Document Viewer to preview documents in a flipbook format.

Figure 2 below illustrates the work accomplished by the SAU for the period July 2023 to June 2024.

Figure 2



Capacity Building

Presentation on OULearn Blackboard for the Inductions

Presentations on “How to access the learning materials on the OULearn Blackboard” to all new learners were conducted during the induction sessions for intakes in August 2023 and February 2024.

Workshop for Tutors

Training on how to use the OULearn Blackboard as instructors was organised to make all the part-time tutors familiar with the environment. 55 part-time tutors were trained during the period under review as stated in **Table 20**.

Table 20

Month	Number of Tutors Who Were Trained
Aug 2023	36
Feb 2024	19
TOTAL	55

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, the public, the 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 the Convocation Ceremony.
- Distribution of corporate items to learners during inductions.

Activities

Advertising and Communication

The Unit handles queries from prospective learners, the public, the press and other stakeholders on a daily basis. Press write-ups are conceived, approved and sent for publication. Also, a number of branded items are distributed to new learners during Inductions, made available for sale to the public and sold to graduates during Convocation Ceremonies.

The Unit employs both broadcast media and digital marketing to disseminate adverts during enrolment campaigns. The number of adverts aimed at informing prospective learners was disseminated through various media, as displayed in **Table 21**.

Table 21: No. of Adverts/Communication Materials Disseminated per Medium

Medium	Number of Adverts/ Items Disseminated
Television	7
Radio	31
Newspapers/Magazines	23
Posters/Flyers/Brochures	51,300
Letters and Emails to institutions	4,074
Social Media	91 posts (957 photos and videos shared)

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

- Emails: around 3,800 individual queries were attended to during the period under review;
- WhatsApp – around 1,900 queries were handled;
- Students Information Management System (SIMS): 634 queries closed;
- Branded items – 7,700 items were delivered to learners, guests, staff proceeding on retirement, VIP visitors amongst others. These items include OU bags, pens, notepads, notebooks, shields, polo shirts (to staff) and branded souvenirs put on sale.

Social Media

The MPR Unit makes use of three social media platforms, namely Facebook, Instagram and YouTube to disseminate information, advertise and reach specific targets. By the end of June 2024, OU's official social media platforms (Facebook and Instagram) registered above 30,000 followers, while its YouTube channel garnered more than 8,300 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, alumni testimonies, marketing materials, educational materials and webinars.

Events

Induction Sessions

To prepare newly enrolled learners for their academic journey at OU, two major Induction sessions for undergraduate and postgraduate learners of the July/August 2023 and January/February 2024 intakes were organised.

Both inductions were held online via OU's YouTube channel. The e-inductions involved a series of presentations and demos about the OU e-library, OULearn Blackboard, etc., while all queries were answered in real time. The innovative use of the YouTube channel to conduct live inductions is well-established at OU, and this formula has proved its effectiveness. These live events were successfully organised with the close collaboration of AVPU, AAD, SAU and ETS Units.

Other inductions which utilised the same approach were sessions held for new learners of the Foundation Programmes of the July/August 2023 and January/February 2024 intakes.

Special inductions for international learners enrolled in the Foundation in Hotel Management and Catering Technologies on 07 August 2023 and 31 January 2024 were also organised.

Fairs

OU participated in the following three education fairs during the financial year under review:

1. The Career and Learning Lounge at the Caudan Arts Centre on 01 and 02 September 2023 reinforced the marketing campaign of the January/February 2024 intake.
2. The Mauritius International University & Career Expo 2024, from 09 to 11 February 2024 at SVICC, Pailles; and
3. The Training and Career Counselling Exhibition 2024 in Rodrigues from 29 February to 02 March 2024.

All three fairs welcomed prospective students, parents and representatives from various sectors of the economy. It was an opportunity to showcase OU's programmes, explain its uniqueness and engage in one-to-one counselling with prospective students. These activities are key components of the marketing campaign of the University.

Convocation and Award Ceremonies

The Award Ceremony and Convocation Ceremonies organised during the period under review, were:

1. Presentation of Certificate Ceremony for the e-Vidya Bharati and e-Aarogyabharati (e-VBAB) project, held on 13 July 2023 in the Lecture Theatre of OU.

The Honourable Mrs Leela Devi Dookun-Luchoomun, GCSK, Vice-Prime Minister and Minister of Education, Tertiary Education, Science and Technology and H.E. Mrs K Nandini Singla, High Commissioner of India to Mauritius graced the function;

2. Convocation Ceremony of November 2023, held at the MGI Auditorium, Moka, on 06, 07 and 08 November 2023. The University welcomed around 4,000 persons comprising graduates and parents over six sessions. As Chief Guests, we welcomed:
 - Honourable Mrs Leela Devi Dookun-Luchoomun, GCSK, Vice-Prime Minister and Minister of Education, Tertiary Education, Science and Technology
 - The Hon. Deepak Balgobin, Minister of Information Technology, Communication & Innovation
 - Dr The Hon. Dorine Marie Christiane Chukowry, Minister of Commerce and Consumer Protection
 - Mr Dick Christophe Ng Sui Wa, Chairperson, ICTA
 - Dr Hemant Bessoondyal, Director, Mauritius Institute of Education
 - Dr Mitrasen Bhikajee, Chairman, Quality Assurance Authority Board, Mauritius
3. Special Convocation Ceremony organised with FSI for the first cohort of learners who graduated in International Graduate Diploma in Financial Crime Compliance 2024 on 04 April 2024. The event was held at FSC House, Ébène and Hon. Mr Soomilduth BHOLAH, Minister of Financial Services and Good Governance was the Chief Guest; and
4. Convocation Ceremony of May 2024, held on 06, 07, 08 and 09 May 2024 at the Auditorium of MGI, Moka, with around 5,000 persons comprising graduates and their parents over seven sessions. Among notable chief guests, we welcomed:
 - Honourable Mrs Leela Devi Dookun-Luchoomun, GCSK, Vice-Prime Minister, Minister of Education, Tertiary Education, Science & Technology
 - H.E. Ms Kate Chamley, High Commissioner of Australia to the Republic of Mauritius
 - H.E. Dr Hlamalani Nelly Manzini, High Commissioner of the Republic of South Africa
 - Dr Mohammad Ibrahim Alladin, OU Board Member
 - H.E. Mr Oskar Benedikt, Ambassador of the European Union to the Republic of Mauritius & to the Republic of Seychelles
 - Mr Kevin Ramkaloan, Chief Executive Officer, Business Mauritius
 - Prof. Paul Prinsloo (*DLitt et Phil*), Research Professor in Open and E-learning, UNISA.

Special family photo sessions were organised for all graduands a few weeks prior to the Convocation Ceremonies. Additionally, following each ceremony, the Marketing and Public Relations Unit distributed Convocation DVDs to the graduates ensuring that they received a tangible souvenir of their academic achievement.

Other Events

The Marketing and Public Relations Unit has also been involved in the organisation of the following events with several other Divisions/Units namely, the Academic Affairs Division, the Research Office, the Library Services and Units such as the General Administration and Management Unit, the Engineering Technology Services Unit, the Audio-Video Production Unit and the Graphics, Publishing and Printing Unit:

1. The **Emotional Well-Being International Conference (EWBIC2023)** which was held from 19 to 21 July 2023, co-organised by the Emotional Well-Being Institute, the OU, and Middlesex University-Mauritius.
2. The **International Conference on Global Trends in Management, IT, and Governance in an e-World (e-MIG 2023)**, held from 26 to 27 October, 2023.
3. A medical CPD event with Prof. Philippe Froguel was organised with the collaboration of OU and the Clinique Mauricienne. The topic was **Génomique du Diabète et Maladies Métaboliques : Maurice au centre du Monde**. Professor Froguel is famous for having identified the first genes responsible for family diabetes and obesity.
4. A special interactive event involving the Nobel Laureate in Literature (2008), Dr JMG Le Clézio, Dr Asgarally, Dr Shi Xueying from Nanjing University, China, and Dr Céline Ramsamy-Giancone from *Université de la Réunion*.
5. On 02 August 2023, OU welcomed Professor Akash Saxena, who delivered a talk on 'Choosing a Publishing Platform for Research', held in the Seminar Room of OU, Réduit. The seminar was a valuable opportunity for learners and faculty to gain insights into publication strategies.
6. On 08 September 2023, an event was organised to mark the International Literacy Day in the Lecture Theatre, OU, Réduit.
7. The **Commonwealth of Learning Commonwealth Executive MBA/MPA 37th Meeting of the Academic Board and 15th Meeting of the Executive Governing Board** were organised from 02 to 03 October 2023 at OU's Curepipe campus and OU welcomed Professor Asha Kanwar, CEO of Commonwealth of Learning, and Vice-Chancellors and senior officials from several universities around the world.
8. Additionally, events such as a "*Table Ronde for International Women's Day*" were held on 14 March 2024 and World Press Freedom Day on 03 May 2024. All events were held in the Lecture Theatre, OU, Réduit, featuring notable guests and fostering discussions on local and international issues.

These events, alongside others, reflect the University's dedication to fostering intellectual growth and community involvement.

Notable Visitors at OU

The Marketing and Public Relations Unit also collaborated to welcome a series of distinguished delegations/guests at the University, who engaged in discussions about educational collaborations and institutional advancement strategies, highlighting the University's commitment to fostering international partnerships and enhancing its educational offerings, namely:

- Prof. Mrs Aissatou Sy-Wonyu, *Directrice Régionale Afrique Australe et Océan Indien (DRAAOI)*, who visited OU to discuss regional educational collaborations, representatives from China Training-Visa Application, Pro-Vice Chancellor of Global Ranking and Institutional Advancement at INTI International University, who came to discuss institutional advancement strategies, and representatives from the Mauritius Emerging Technologies Council, amongst others, who engaged with OU to share insights and explore collaborative opportunities.
- Prof. Christian Werner, CEO and Owner of the European Open Education, and a delegation from the University of Seychelles (UNISEY) who were present to strengthen ties between the two institutions.

Production of Marketing Materials, Design and Photography

All marketing materials and artworks used for advertising and all video and radio scripts required for marketing activities are conceived and written in-house by the MPR Unit.

More than 30 photography coverages were carried out. All photos are archived online and kept for future use.

More than 70 artworks were designed by the MPR Unit, and around 150 video interviews of Alumni have been recorded for advocacy purposes. All videos and audio are produced in-house in collaboration with the Audio-Visual Production Unit of OU. Printing of materials is also carried out in-house by the Graphics, Printing and Publishing Unit.

Committees and ISO Re-Certification

The MPR Unit has also been involved in the Website Committee and Library Committee of OU.

The Unit was fully engaged in the preparation of the ISO 9001:2015 recertification of OU, which was held on 06 June 2024.

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) – a 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 is conducted regularly by the Head, Library Services.
- Law Corner – a law collection and dedicated library area equipped with ICT and other library facilities is provided to academics and learners enrolled in law programmes.
- Photocopy services – An assisted photocopy service is offered to learners wishing to photocopy assignments and library materials.
- Virtual Inductions – All new learners are given an overview of the services and resources provided by the Library Services, followed by a demonstration on how to access, search and download online databases.
- Dissemination of information through:
 - a) Emails, phones, online and face-to-face training sessions
 - b) Blackboard Platform: Using the OU e-library demonstration videos, Fact Sheet (containing registration instructions, links, usernames and passwords), list of dissertations, Forms to request library services, webinars, workshops and training videos organised by e-resource providers in collaboration with OU.
 - c) Video tutorials made by the HLS on how to access each database are posted on the YouTube channel of OU.
- Facilitating access to the UoM e-Library System by uploading OU learners' details for access to the UoM's e-dissertations collection. **193** learners and staff have been registered on the system for the period 01 Jul 2023 to 30 June 2024.
- Facilitating 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 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.
- Providing access to physical libraries equipped with library materials, reading areas and photocopy facilities at both Curepipe and Réduit campuses.
- OU e-dissertations – **145** e-dissertations from **19** programmes are available for consultation on the Blackboard LMS.

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 via the Internet. 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 (4,081 titles)
2. Elsevier – ScienceDirect Freedom Collection of e-journals (2,324 titles)
3. Emerald – Management & Engineering e-books and e-journal collections
4. 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
5. ProQuest – Literature Online, ProQuest Arts and Humanities collections
6. Thomson Reuters – Westlaw Classic legal database
7. Research4Life – peer-reviewed content in health, agriculture, environment, and other life, physical and social sciences
8. PressReader – 7,000+ Newspapers and Magazines Collection (New Subscription)

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. Taylor & Francis Open Access e-books and e-journals collections
3. Directory of Open Access Journals and Books (DOAJ) & (DOAB) – peer-reviewed open-access e-journals and e-books collections.
4. National Digital Library of India
5. Global Trends in Management, IT and Governance in an e-World Book series (e-MIG International)
6. Academia
7. Hal-Francophonie
8. Scientific & Academic Publications – SAPUB
9. Education Resources Information Centre (ERIC)
10. Legislation of Mauritius
11. Open Access Theses and Dissertations (OATD)
12. University of Mauritius E-Library System – e-dissertations
13. Open University of Mauritius e-dissertations collection

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. Great effort is made to help learners adapt to a digital library. The usage statistics in **Table 22** indicate the interest of OU learners to use its online resources.

Table 22: Usage Statistics (Searches) of Databases for the Period 2023-2024

Database	01 July 2023 to 30 June 2024	Remarks
ScienceDirect EBS e-Books	2,144	
ScienceDirect Freedom Collection-e-Journals	11,138	
EBSCOhost	101,821	
Emerald Insight	39,143	
JSTOR	69,758	
ProQuest	30,252	
Westlaw Classic	2,318	
Research4Life	343	
UoM e-library	193	
PressReader (New)	Not yet available	Started on 01 June 2024
TOTAL	257,110	

Table 23: Acquisition of Books/Periodicals/Newspapers for Period 2023-2024

Item Type	Quantity	Amount (Rs)
Text Books	52	Rs 207 748
e-books	NIL	NIL
Newspapers	1,567	Rs 46,685
Periodicals	137	Rs 16,110
TOTAL	1,756	Rs 270,543

Virtual Inductions for New Intake Students

The virtual inductions held on 05 Aug 2023 and 03 February 2024 by OU for new intake students also included a presentation of the services and resources provided by the Library Services.

Activities Organised – Webinar Workshop/Training

The Library Services, in collaboration with e-resource providers, organised training and webinars for undergraduate and postgraduate learners, PhD and DBA learners, and part-time and full-time Academics.

Table 24: Activities Organised

Date	Conducted by	Training Description
16 August 2023	EBSCOhost	EBSCO Refresher Training
29 August 2023	Thomson Reuters	Training - Westlaw Classic Platform
12 September 2023	Elsevier	Training - Making the most out of ScienceDirect
19 September 2023	Elsevier	Webinar - Enhancing Teaching by Embedding Research Skills Building - ScienceDirect Journals & E-books in Curricula.
26 September 2023	Emerald Publishing	Training - Access Your Emerald Resources
03 October 2023	ProQuest	Training - Explore the ProQuest and Ebook Central Platforms to Enhance Your Academic Research
10 October 2023	Emerald Publishing	Webinar – Get Ready to Publish in a Journal
02 April 2024	Emerald Publishing	Training - Guidance on how to access, search and navigate the Emerald Insight platform
15 April 2024	Elsevier	Training and Demonstration - Scopus and Scopus AI platform
24 April 2024	Elsevier	Training - ScienceDirect: Elsevier's premier platform of peer-reviewed scholarly literature
06 June 2024	NewspaperDirect	Training – PressReader - How to access features on the platform

Events

The following two events were organised with the participation and collaboration of the Library Committee members:

1. The International Literacy Day 2023 - celebrated on 08 September 2023.
2. The World Book & Copyright Day 2024 - celebrated on 23 April 2024.

Other Library Activities

Learners' manual sales service: No. of manuals sold for the period 01 July 2023 to 23 May 2024 is **40** for the amount of **Rs 10,330**.

Digitisation Project: The Audio-Visual Production Unit (AVPU) and Engineering Technology Services (ETS) Unit are directly concerned with the evaluation, cleaning of tapes, and digitisation process taking

into consideration the historical value of the programmes. This exercise started in May 2021. As at 30 June 2024, **950 MCA Betacam tapes** and **584 MCA DVDs** 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, aimed at students of Grades 7, 8 and 9. A total of **460** programmes for **92** hours were aired for the period 01 July 2023 to May 2024.

Graphics, Publishing and Printing Services

Services Offered

- Design services
- Editorial services
- Offset lithography printing
- Customised digital printing
- Finishing services

Activities

The list of assignments undertaken by GPP for the period July 2023 to June 2024 is reproduced in **Tables 25** and **26**:

Table 25: External Clients for the Period 2023-2024

External Client	Type of Work	Project	Quantity (Units)
Mauritius Qualifications Authority	Booklet (Annual Report: Conception, Design and Printing including a web version)	Annual Report 2021-2022	20
AS SENA	Printing and binding	Planner 2023 Size: A3	200
Erasmus +	Conception Design, Printing and Binding	Notebook Size: A5	200
AS SENA	Enlargement, Printing and Binding	Enlargement of books	5

Table 26: Internal Clients for the Period 2023-2024

Items	Number
A4 prints (sheets + MoU, etc.)	67,170
Binding of documents	27
Booklets (Annual Report, Convocation Booklets, etc.)	17,937
Business Cards	685
Cards (Invitation Cards, Refreshment vouchers and Graduand Access)	11,748

Certificates	2,484
Door Plates	7
DVD Labels	1,462
Exam Answer Booklets	38,000
File Covers	2,300
Flyers	45,109
Folders	160
Manuals	300
Name Plates	55
Notepads	280
Passes	149
Posters	2,839
Signage	28
Sticker Labels A4	2,900

Information and Communication Technology Services

Services Offered

- Overseeing all IT requirements at OU 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

- Updating the registration and re-registration system to accept other modes of online payment until SIMS is in full operation.
- Encouraging the use of BB co-lab for online sessions.
- Implementation of MyT Money and Juice to allow online payments.
- Providing support to tutors on the Part-Time Tutor online application.
- Coordinating issues regarding HR, Accounting Systems, Blackboard LMS and SIMs between staff and suppliers.
- Creating tickets and follow-up on Behind the Blackboard LMS.
- Creating users in Blackboard Collaborate.
- Creating roles and permission at Institutional and systems levels in Blackboard LMS.
- Updating and testing of SIMS.
- Designing test cases for the Vacancy System.
- Continuous Support for Classroom, Vacancy System and Contract Management System
- Renewal of the following:
 1. Symantec Antivirus (200 Licences)
 2. Part-time tutor system

3. Domains open.ac.mu, oumauritius, Grammarly
 4. DYNDNS
 5. HR and Accounting system
 6. Cloud hosting for SSP
 7. SSP Website
 8. Blackboard LMS
 9. Myt Boost
 10. 25 Airbox 5G
- Assisting at the Graduation Ceremonies.

Major Achievements

- Continuous update of the Registration/Re-Registration systems by adding the following new features:
 - (i) New reports for the Academic Affairs Division
 - (ii) Integration of Myt BillPay
 - (iii) Automation of report and data import structure for new Accounting Software.
- A ticketing system for the IT Unit has been developed.
- An Intranet Portal has been implemented for OU staff.
- Admission for the July 2024 intake is being done on new SIMS
- Continuous update of the Online Vacancy System by adding the following new features:
 - (i) Amendments in reports
 - (ii) Fixed bugs.
- Continuous update in the Contract Management System by adding the following features:
 - (i) New reports
 - (ii) Optimisation of Database.
- Continuous updates in the SSP Website
 - (i) Upload of up-to-date videos from the old website to the new SSP website

Software Development

Software Developed In-house

Online Claim System has been implemented to facilitate part-time tutors to submit their claims for effective processing of payment.

Software at the Development Level

The Student Information Management System (SIMS) is under development/implementation phase.

Software Acquisitions

Several new software have been purchased, namely:

- Microsoft Project – 64 licenses have been successfully installed in the OUCC labs and in the lab of the Rodrigues Centre. Two staff from the IT Unit were sent to Rodrigues for the software installation.
- Atlas.ti – 5 licenses for the ATLAS.ti software, which is a qualitative data analysis tool, has been purchased online and will be managed by the Student Affairs Unit.
- Convene – 20 licences have been purchased to have paperless Board meetings.
- Symantec Antivirus Licences – 100 new licenses have been purchased to cater for the increasing number of staff/devices.

- Microsoft Office 365 Accounts –16 licenses have been purchased for Apple Devices
- Adobe Creative Cloud for Education – 72 subscriptions have been purchased which will be used by OU learners and Staff.

The following software agreements have been renewed:

- (i) Antivirus (200 licenses)
- (ii) Data Protection Act
- (iii) SSL certificates
- (iv) Grammarly software (Yearly)
- (v) SKBL attendance system
- (vi) Cloud hosting server
- (vii) Domain Names
- (viii) IMPP Wi-Fi service
- (ix) ILP Rental
- (x) Part-Time Tutor System
- (xi) HR and Accounting System
- (xii) Blackboard LMS
- (xiii) ATLAS TI
- (xiv) Zoom License
- (xv) SSP Hosting Server

Hardware and Server Acquisitions

- OU has already moved all its online services/applications to a cloud server and upgraded its previous cloud server.
- ETS has replaced some of the old switches with new managed switches. One more server rack has been purchased to house our network equipment and server more securely.
- New UPS and NAS have been installed in the server room to cater for power cuts and backup purposes.
- Symantec Antivirus Manager has been moved to the cloud.
- 3 MyT Business Boosts have been purchased to improve Wi-Fi and the network in OU.
- 25 Wi-Fi Airboxes for OUCC 5G have been purchased to enhance connectivity at OUCC during Class Sessions.
- 19 tablets for paperless Board meetings.

Ongoing Projects

- **IT Equipment & Software**
 - IT Unit provides technical support in elaborating technical specifications for the purchase of IT equipment and Software.
 - IT Unit also manages the process of License renewal for software.
- **Several new software are at the procurement level namely:**
 - The Library Management System (Lib MS)
 - Payment gateway
 - Firewall Service
 - VEEAM Backup

Cloud Server

OU is moving stepwise towards cloud services, which are more efficient and stable, with high availability. It is secured, includes a disaster recovery plan, and has secured backup.

Recently, one more cloud server has been purchased for the SSP project. OU has also upgraded its current cloud server.

Statistics

Statistics are compiled based on the number of applicants through the in-house system. The following are based on an approximation due to late enrolment or application.

1. Registration System (intake July 2023 to Jan 2024)

Applicants (Male):	= 1,110
Applicants (Female):	= 1,924
Total number of Applicants	= 3,034, out of which 36 % of the applicants were Male and 64 % were Female.

2. Re-Registration System

Learners (Male):	= 3,999
Learners (Female):	= 9,071
Total number of Learners	= 13,070, out of which 31 % of the learners were Male and 69 % were Female

3. Part-Time Tutor System

Total number of Applicants	= 1,889
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3.1 Part-Time Tutor Claim System (OCS) = 404

4. Behind the Blackboard

Tickets on Behind the Blackboard	= 20
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5. IT Unit Helpdesk Ticket System

Tickets Received	= 250
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Audio-Video Production Services

Services Offered

The Audio-Video Production Unit (AVPU) plays an essential role in supporting OU's mission by producing high-quality audio-visual (AV) resources and providing technical expertise.

Activities

Student Learning

- Production of 93 video lessons for Grades 10 & 11, providing complementary learning materials on the Student Support Portal (SSP) of the Parent Ministry to enhance student learning experiences. More than 7 million views have been logged on the SSP Portal.
- Video recording of over 560 items of OU lectures for different programmes for review and missed sessions, ensuring learners can access recorded materials for revision and catch-up. These

recordings are uploaded to the Blackboard Learning Management System through the Student Affairs Unit.

Events and Activities

- Provided AV logistics for 69 events, including conferences, workshops, virtual inductions, and other major events, ensuring smooth operations.
- Recordings of presentations by 64 key speakers and guests from conferences and other events, enabling OU to share valuable knowledge and perspectives beyond the live event.
- Video recordings of 5 VIP addresses, demonstrating the University's engagement with prominent figures.

Learners' Development

- Facilitated video workshops for 11 groups and audio workshops for 12 groups, specifically designed for BA (Hons) Communication, Media & Journalism learners, equipping them with essential skills for media careers, by providing necessary coaching.
- Offered audiovisual guidance to OU learners for on-screen presentations as part of their assignments.

Digital Legacy

- Digitisation of 506 video programmes of Mauritius College of the Air (MCA), significantly contributing to preserving valuable historical and educational resources for a wider audience and future generations. These digitised programmes are forwarded to the Library Services for access through a dedicated OU YouTube channel.

University Promotion

- Production of 11 engaging audio/video spots and clips to promote OU enrolment and other activities, playing a key role in attracting new learners as well as raising awareness of OU's programmes.

Graduate Success

- Multicamera video recording and editing of 14 convocation sessions, which were dubbed onto 1,450 DVDs, ensuring graduates have lasting memories of their accomplishments.
- Recording of over 150 graduate testimonials, used as promotional materials, showcasing student success stories.

Online Learning

- Livestreaming of 4 virtual inductions from the OU Studio, reaching thousands of OU learners per session.
- Development of 12 instructional videos to guide OU learners on using the University services and facilities, such as the e-library.

By supporting and enhancing the OU learners' experience, ensuring successful events flow, and preserving institutional memories, the AVPU has demonstrated its vital role in the University's success. The AVPU is committed to keep OU at the forefront of educational technology.

Key Achievements for the FY 2023/2024

The activities carried out during the period under review are given in Table 27.

Table 27

SN	Activities	No. of Items
1	Student Support Programmes (SSP) Video lessons production for Grades 10 & 11	93
2	OU Lectures video recordings	562
3	Events, Inductions, Conferences, Workshops, other recordings and technical support	69
4	Presentations (recordings of key speakers and guests)	64
5	Video recordings of Ministers' addresses and VVIPs	5
6	BA Communication, Media & Journalism – Video Workshops	11
7	BA Communication, Media & Journalism – Audio Workshops	12
8	Digitisation of ex-MCA video programmes	506
9	Audio/Video spots/clips for OU enrolment and other activities	11
10	Dubbing of DVDs (mainly convocation ceremonies for graduates)	1,450
11	Instructional Videos/AV Educational content for OU Learners	12
12	Convocation ceremonies (OU + one at FSI)	14
13	Live streaming of Virtual Inductions from OU Studio reaching thousands of students per session (significant contribution)	4
14	Other videos (interviews, additional content)	171

AVPU team's dedication and expertise were instrumental in achieving these milestones and ensuring high-quality support for our educational and institutional needs.

Engineering and Technology Services

Services Offered

The Engineering and Technology Services (ETS) falls under the Multimedia and ICT Division and provides services in the field of ICT-related technologies and building maintenance.

The ETS is responsible for the formulation of specifications and technical evaluation of projects. The Unit has to ensure that the environment is being protected while writing specifications for Equipment.

The nature of the work of the ETS cadre has evolved, dealing with more IT-based support for online teaching, recording and live streaming.

Activities

The ETS has the responsibility to:

- maintain all the Audio Video Equipment that was recently procured for the video studio and for the editing stations;
- provide technical support for all face-to-face sessions held at both Réduit and OUCC;
- undertake minor repairs to OU infrastructure at Réduit and OUCC;
- manage forty contracts with external service providers concerning building services and office equipment; and
- ensure that all processes set in our ISO manuals are being followed, being an ISO-certified university.

Acquisitions

OU has invested in the purchase of equipment and the upgrading of the digital facilities at both the Réduit and OUCC buildings. Equipment such as projectors, printers, laptops, scanners, desktop computers, photocopy machines, routers, servers and air-conditioning units is constantly being purchased.

The CCTV surveillance system was recently upgraded.

The ETS has also procured more equipment for the recording and live streaming of events like inductions and workshops.

QUALITY ASSURANCE & CAPACITY BUILDING

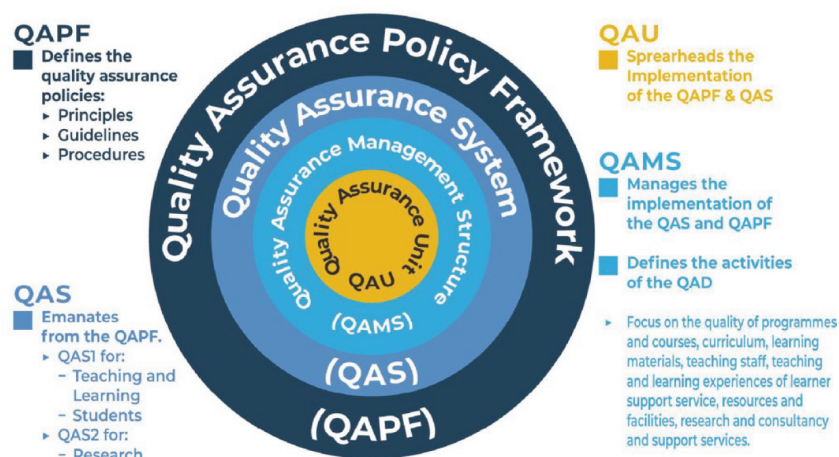
"The panel noted a commitment and awareness of the growing importance of quality assurance"

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:

Diagram 1 : The Quality Assurance Policy Framework of OU



Since coming into operation, OU's top priority has been to provide its learners with quality higher education. Quality Assurance thus constitutes a vital component in OU's operations.

With the increasing number of students, OU is being called upon to develop its departments further in order to provide quality service to its large learner population as well as to its other stakeholders. The need for a well-established Quality Assurance System is even more crucial now as OU is evolving in an ever-changing environment, whereby it has to be ready to face uncertainties and growing competition both locally and at the international level.

Gap Analysis/Progress Report on Current Status of Strategic Plan 2017-2025

A questionnaire was sent to process owners for the first phase of a Gap Analysis. Views from the Process Owners were sought, compiled and consolidated.

A quick analysis of the results obtained shows that for the 16 goals and 65 objectives set, 50% have been fully met, 30% partly met, and 20% have not been met. Each Process Owner has stated the reasons/constraints why some of the objectives have been partly met or not been met.

A summary of the actions stated for each objective has been submitted to the Planning and Monitoring Committee in June 2024.

The next step is to determine the vision and mission of OU for the next five years prior to preparing the Strategic Plan. Taking stock of what OU has achieved so far and where it is heading, new objectives shall be set by Process Owners and KPIs defined to measure progress.

Internal Audits

Following a pre-established schedule, internal quality reviews are conducted on a regular basis for all Units and Divisions of OU. The aim of these internal reviews is to assess if the quality standards are being adhered to and determine if any improvement could be initiated to meet quality objectives set. The internal reviews are based on the requirements of the QA Standards and Guidelines for Quality Audits as well as the ISO 9001:2015 Standards.

Table 28: Internal Audit Undertaken for the Period 2023-2024

Month	Divisions/Units
October 2023	General Administration and Management Unit
November 2023	- Finance Division - Human Resources Unit - Library Services - Student Affairs Unit
December 2023	- Help Desk Unit - Information and Communication Technology Unit - Marketing and Public Relations Unit
February 2024	- Audio-Video Production Unit - Marketing and Public Relations Unit - Stores Unit
March 2024	- Admissions Office - Engineering and Technology Services Unit - Procurement Unit
April 2024	- Academic Affairs Division - Human Resources Unit - Open School Division - Partnership and Collaboration Unit
May 2024	- Certification Unit - Examinations Unit - Graphics, Publishing and Printing Unit - Research Office - Safety and Health Unit

External Audits

The University had to undergo a second surveillance audit on 26th September 2023 by external auditors from the Mauritius Standards Bureau.

A recertification audit was conducted from the 5th to the 6th of June 2024 by the Mauritius Standards Bureau.

SURVEYS

The online learners' tutorial feedback survey was conducted from September 2023 to February 2024. The survey aims to measure the quality of teaching and learning at OU and how learners' experience might be improved. The report was submitted to the Management.

Classroom Visits

Classroom visits were conducted during the period February 2024 to April 2024. This activity is an ongoing one to gauge the satisfaction of learners regarding their Learning and Teaching experience at OU. It is also the opportunity for the Quality Team to address the students and tutors alike and, based on feedback received, undertake improvement initiatives with a view to enhancing the quality of service and deliverables offered by the University.

Weekly Monitoring Sheet in Connection with Online Sessions Held during the Semester

Face-to-face meetings are planned for the collection of feedback from learners and tutors and for the submission of reports. Weekly Monitoring Sheets are collected from all Programme Managers.

Improvement Plans

Further to the request from the Director-General for developing a detailed improvement plan to be used as a blueprint for the Quality Assurance Division and Management to improve and enhance OU programme offering and instructional delivery, face-to-face meetings with Programme Managers to provide feedback on online surveys and classroom visits were conducted during February 2024.

Report on Virtual Induction Held in February 2024

The team worked on a report after attending the virtual induction in February 2024. Recommendations were made in that report, and the same was submitted to the Management.

Revision/Review/Update of Procedure Manuals

Table 29: Revision/Review/Update of Procedure Manuals

No. of Units requested change in ISO Procedure Manual = 11

Request for change in manual received for the financial year 2023-2024

Dept./Unit	Date Received
Academic Affairs Division	17/07/2023
Audio-Visual Production Unit	21/08/2023
General Administration and Management Unit	01/09/2023
Human Resources Unit	04/09/2023
Graphics, Publishing and Printing Unit	01/12/2023
Graphics, Publishing and Printing Unit	01/03/2024
Stores Unit	23/04/2024
Procurement Unit	23/04/2024
Finance Division	23/04/2024
Examinations Unit	03/05/2024
Marketing and Public Relations Unit	21/05/2024

CAPACITY BUILDING IN QA

Trainings/Workshops/Webinars Attended

Workshop on the Validation of the New Integrated Quality Standards by HEC

The Team Leader Quality Assurance (QA), one Lecturer and one Quality Assurance Officer attended a two-day workshop held on 04 and 05 July 2023 by the Higher Education Commission (HEC) on the 'New Validation of the Integrated Quality Standards'.

The HEC has developed twelve (12) comprehensive Quality Standards that HEIs must meet to be granted approval to establish and register with the HEC and to be granted programme accreditation. Each standard is accompanied by specific criteria to guide HEIs to meet the necessary benchmarks.

Public HEIs are required to establish an internal quality assurance system that aligns with the twelve standards outlined, as these standards are generally assessed as part of institutional auditing conducted by the QAA.

Quality Assurance Committee Workshop

The Team Leader (QA) and one Quality Assurance Officer attended the Quality Assurance Committee Workshop of the Quality Assurance Authority held on 28 September 2023 at the Auditorium of the Core Building, Ébène.

Peer Reviewers for Institutional Reviews

The Registrar, the Team Leader (QA), One Senior Lecturer, one Senior Academic Media Coordinator, one Lecturer and one Quality Assurance Officer attended the reviewer training workshop, which took place on 11 and 12 December 2023 at the Caudan Arts Centre. The workshop was co-facilitated by Dr Mark Hay and staff of the Quality Assurance Authority.

National Multiplication Training (NMT)

The Team Leader (QA) and the Quality Assurance Officers participated in the NMT held from 27 to 29 February 2024 at Hennessy Park Hotel and from 26 to 28 June 2024 at Voilà Bagatelle.

The programme was entitled: 'Training on Capacity Building in Mauritius for Effective Implementation of Quality Management Systems in Higher Education Institutions with a Focus on Accreditation, Audits, and an Introduction to Internationalisation.'

The programme was jointly offered by Middlesex University Mauritius and l'Université des Mascareignes.

The training was hands-on, with a strong practical focus. The workshops included mixed and interactive methods such as presentations by experts, peer learning among the participants, case studies and individual feedback and mentoring.

TrainIQA

TrainIQA is part of the DIES programme (Dialogue on Innovative Higher Education Strategies) which aims at strengthening higher education management structure in developing countries. DIES is jointly coordinated by the German Academic Exchange Service (DAAD) and the German Rectors' Conference (HRK) and supported by funds from the German Ministry for Economic Cooperation and Development (BMZ).

The TrainIQA programme (2020-2024) is coordinated by the University of Potsdam, Germany, in two cohorts from the SADC region, the ASEAN region and the Francophone West Africa region. The partner in the SADC region for cohort 2023/2024 is SARUA, and 30 participants were selected from 185 applicants from the SADC countries.

One Quality Assurance Officer participated in the TrainIQA Programme from February 2023 to April 2024. TrainIQA is a training course on internal Quality Assurance at universities in developing countries. The programme consists of a variety of learning materials, including self-learning modules and synchronous and flexible asynchronous online activities, three in-person workshops, a final conference, and an institutional project that the participant had to complete.

From July 2023 to June 2024, the officer attended two workshops and a final conference:

- (i) **Workshop II** (09-12 August 2023): Potsdam, Germany and hosted by the University of Potsdam in collaboration with all the partners of this programme and it covered the following: Evaluation theories, empirical social research methodology, data collection, analysis and interpretation as tools for effective quality assurance; How to support teaching staff with defining objectives, learning outcomes and competences in a study programme, linking EQA and IQA and quality assurance on study programme level.
- (ii) **Workshop III** (22-24 April 2024): Windhoek, Namibia and hosted by the University of Namibia in collaboration with all the partners of this programme and it covered the following: How to close quality loops, quality management and decision-making processes, communication and implementation strategies for change management at higher education institutions.
- (iii) **Final conference** (25-26 April 2024): Windhoek, Namibia and hosted by the University of Namibia in collaboration with all the partners of this programme and it covered the following: Implications of AI for higher education, change management, curriculum reform, current trends and future development in quality assurance, implementation of institutional change projects.

The Team Leader (QA) participated in the opening workshop and final conference of the programme representing the University Leadership.

Trainings/Workshop Conducted

QAA – Workshops:

(i) For QA Staff on 03 August 2023

The objective of the workshop was to discuss how the QA directorate could organise the institutional audit by mobilising the university community around engagement with IQA and the IQMS.

(ii) For Academic staff on 08 August 2023

The objective was to discuss the organisation of IQA for the academic project.

(iii) For Student Support Services and Students on 15 August 2023

The objective was to discuss the organisation of IQA for students and support services.

Both academics and non-academics participated in two workshops conducted by the Quality Assurance Team on 30 January 2024 and 13 February 2024 concerning customisation of quality standards from the Higher Education Commission and the Quality Assurance Authority.

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 and this 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 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 in collaborating with OU.

Services offered by the Collaboration and Partnership Unit

- (i) Review the existing collaborative arrangements regularly and ensure they remain active where applicable;
- (ii) Organise meetings with potential partners and explore the possibilities of collaboration;
- (iii) Develop MoUs, MoAs with universities and institutions;
- (iv) Research Collaboration between staff of both institutions;
- (v) Participation of students in collaborative research projects;
- (vi) Exchange of academic materials and academic publications;
- (vii) Cooperation in developing and supervising new research projects; and
- (viii) Project supervision for PhDs, Doctorate in Business Administration (DBA's), Bachelors' and Masters' programmes.

International Partners

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

1. Association of Commonwealth Universities
2. International Council for Open and Distance Education
3. African Council for Distance Education
4. Distance Education Association of Southern Africa
5. Association of African Universities
6. International Association of Universities

OU works with the following partners:

1. Imperial College, London (UK)
2. Stockholm University (Sweden)
3. University of California, San Diego (USA)
4. Advance HE (UK)
5. Royal College of Physicians of Edinburgh (UK)
6. Commonwealth of Learning (Canada)
7. University of South Africa
8. University of KwaZulu Natal (South Africa)
9. University Canada West
10. Botswana Open University

11. Botswana College of Distance Education and Open Learning
12. Chartered Institute of Logistics and Transport (UK)
13. Open University of Tanzania
14. Open University of Sri Lanka
15. Charles Sturt University (Australia)
16. African Virtual University (AVU)
17. John Wiley & Sons (USA)
18. Wawasan Open University (Malaysia)
19. Indira Gandhi National Open University (India)
20. Southern African Regional Universities Association (SARUA)
21. Chandigarh University (India)

Memorandum of Understanding/Agreement (MoU/MoA) with other Institutions

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

- (i) Deed Cancellation for Land Lease for Plot 8 in Côte d'Or (Education Hub) between Landscape (Mauritius) Ltd and Open University of Mauritius – signed on 31 August 2023;
- (ii) Memorandum of Agreement between the Higher Education Commission (HEC) and the Open University of Mauritius (OU) – signed on 09 November 2023;
- (iii) Addendum of Memorandum of Agreement between the Higher Education Commission (HEC) and the Open University of Mauritius (OU) – signed on 09 November 2023; and
- (iv) Memorandum of Agreement between the Higher Education Commission (HEC) and the Open University of Mauritius (OU) – signed on 28 March 2024.

RESEARCH AND CONSULTANCY



'Effective Research, Consultancy and Innovation' is one of OU's strategic objectives. Thus, OU aims to provide 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 work.

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 the 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.

The Office aims to leverage research findings for the development of programmes and courses.

The **objectives** of the RO include:

- **Developing Policies and Guidelines:** to create and implement comprehensive policies and guidelines and update existing ones for conducting research and managing research funds;
- **Fostering Collaboration:** to establish and enhance research collaborations with external entities, including national and international agencies, multilateral organisations, NGOs, and universities;
- **Ethical Practices and Code of Conduct:** to develop a comprehensive code of conduct and establish ethical research practices, including detailed procedures for ensuring compliance with standards related to plagiarism, intellectual property rights, and other ethical issues;
- **Promoting Research Output:** to encourage the application of research findings in making informed decisions for programme and course development; and
- **Monitoring and Evaluating Research Productivity:** to design and implement procedures and tools for monitoring and evaluating the productivity of institutional research.

Research Ethics

Ethical Clearance

The Research Ethics Committee addressed the ethical issues of thirteen applications received from doctoral learners, and nine were approved for ethical clearance.

Knowledge Diffusion

Research Committee

The Research Committee met to review and approve the activities of the RO. One of its major tasks was to approve applications received from researchers to attend an international conference in Mauritius or overseas. Grants were also approved for staff (refer to **Tables 30 and 31**).

International Conference Attendance

Table 30: List of Academics Who Attended an International Conference from July 2023 to June 2024

SN	Authors	Title of Paper	Date of Conference	International Conference Attendance	Venue of Conference
1	Mr Abheenaye Chauhan Gokhool	Reskilling students towards a better future	07 - 09 July 2023	6 th World Conference on Research in Teaching and Education	Hotel UTO Kulm, Zurich, Switzerland
2	Mrs Upasna Bhunjun Gokhool	Let's innovate with Blackboard at the Open University of Mauritius: Students' perspectives on the new Learning Management System			
3	Mrs Meera Gungea	Well-Being of the Students-What Matters?	13 -17 June 2024	The Southeast Asian Conference on Education (SEACE2024)	Thailand
4	Dr Appavoo Perienen	A comparative analysis of face-to-face and online tutorials	15-19 February 2024	The Paris Conference on Education (PCE2024)	France
5	Mr Preetamsingh Dookhun	The Effectiveness, Challenges and Psychological Impacts of Online Learning for University Students-A case study of Open University of Mauritius			

Paper Presentation at Conferences

Table 31: Presentation of Paper by OU Academics at the International Conference Organised in Mauritius

SN	Authors	Title of Paper	Conference	Date	Venue
1	Dr Perienen Appavoo	The nexus between Spirituality and Emotional Well-Being - A Christian Perspective	Emotional Well-Being Conference	20 to 21 July 2023	Middlesex University and Open University of Mauritius
2	Ms Margaret Li Yin	Spiritual direction in Mauritius: snippets of the Catholic experience			
3	Mrs Meera Gungea	Emotional well-being and resilience of female ex-detainees – the case of Mauritius			
4	Mr Mrinal Sohoraye	A multisectoral analysis of the interplay of Pro-Environmental Behaviour (PEB) and its impact on emotional well-being of individuals			
5	Mrs Suniti Nundoo-Ghoorah	Meditation: An emotional detox? Conversations with four practitioners and a Meditation Consultant in Mauritius			
6	Mrs Sushita Samjawon-Neerbun	Digital Divide: Who was connected and who was not during the lockdowns? And why?	e-MIG 2023 conference	26 to 27 October 2023	Ravenala Attitude Hotel, Balaclava, Mauritius
7	Ms Bibi Rubeena Doomun	Designing a Gamified Learning Environment to Enhance Student Engagement and Motivation in Online Learning			
8	Mr Mrinal Sohoraye	How 'Green' is the job application process in your company? A comparative cross-sectional analysis of Pro-Environmental Behaviour (PEB) as an element in recruitment practices in public and private job postings			
9	Mr Désiré Gaël Henriette-Bolli	Legislative initiatives in Mauritius: A critical analysis of the Quarantine Act 2020 from a Human Rights perspective			
10	Mr Ballah Permali	Exploring Tutor's perspectives on Online Tutorials since the Outbreak of the COVID-19 pandemic at the Open University of Mauritius			
11	Dr Takesh Luckho	The role of motivation in enhancing employee performance in local SMEs			

Organisation of Conference

Several International Conferences were organised by the Research Office with the assistance of other Units of OU in partnership with other local and international institutions.

- **The Emotional Well-Being Conference**, spearheaded by the Emotional Well-Being Institute (Geneva) was hosted by OU and Middlesex University Mauritius. This event took place from 19-21 July 2023. The theme of the conference was “Advancing the Understanding and Impacts of Emotional Well-Being for Flourishing Societies.” Twelve delegates from around the globe, including Australia, Canada, India, Nepal, Sweden, Malaysia, Africa, and Mauritius, participated in the event.
- OU, in partnership with La Clinique Mauricienne, hosted a medical conference titled **Génomique du Diabète et Maladies Métaboliques: Maurice au Centre du Monde** at Le Suffren Hotel & Marina in Port Louis on 25 September 2023. The keynote speaker was Professor Philippe Froguel, renowned globally for his diabetes research. In 2007, he conducted the first genome-wide association study (GWAS) of type 2 diabetes and recently demonstrated the importance of genome structural anomalies in obesity and rare mutations in diabetes and obesity. He is a Professor of Endocrinology-Diabetology at Lille University Hospital Center and also a Professor of Genomic Medicine at Imperial College, London. The event was attended by 119 general practitioners and specialists from both public and private hospitals. Endorsed by the Medical Council of Mauritius, the conference provided an opportunity for medical professionals to gain CPD points and thus enhance their skills. Additionally, it provided valuable networking opportunities for potential joint research collaborations in the medical field.
- The University of KwaZulu-Natal (UKZN) and OU co-hosted the Third International Conference on Global Trends in Management, Information Technology (IT), and Governance in an e-World (**e-MIG 2023**) at the Ravenala Attitude Hotel in Balaclava on 26 and 27 October 2023. This conference focused on fostering leadership, capacity building, and scholarship in the African region. Utilising a hybrid format, the event featured both in-person (24) and online presentations (19), offering researchers and doctoral students from various universities in Mauritius and South Africa an opportunity to showcase their work and advance their research.
- The **Rencontres Interculturelles** was scheduled on 21 and 22 March 2024, at the Unicity International Education Hub in Medine. Dr JMG Le Clézio, Nobel Laureate in Literature, delivered the keynote address. The Focus Group Discussions featured distinguished international scholars, including Dr Gérard Gouesbet from France, Prof. Thierry Malbert, Dr Rachid Oulahal, and Dr Céline Ramsamy-Giancone from Reunion Island, Prof. Keith Moser from the USA, and Prof. SHI Xueying from China. On March 22, 2024, the Open University of Mauritius hosted an interactive lecture at the Réduit lecture theatre, chaired by Dr Le Clézio. The event received a grant of Rs 180,000 from the Nobel Laureate Scheme of HEC.

Submission and Publication of Research Articles in Peer-Reviewed Journals

Publications

Four research articles were published in peer-reviewed journals and Conference proceedings by Open University's Academics.

Incentive Scheme for Nobel Prize Laureate

Under the above-mentioned scheme, funds to the amount of Rs 250,400 were released by the Higher Education Commission (HEC) to OU to organise various lectures to be delivered by Dr JMG Le Clézio, Nobel Laureate in Literature.

Research Grant Schemes

The Research Office has started implementing a number of research schemes to encourage OU's researchers/academics to delve into research-based activities.

Research Schemes HEC

Following a call for funding from the Higher Education Commission, the Research Office secured funds to the amount of Rs 261,590 to carry out research entitled “Empowering Tutors for Effective Delivery of Open Distance Learning (ODL) courses through the Development of Blended-Learning Model” under the Open Distance Learning (ODL) Research scheme-2023/2024.

Research Seminar

A two-day seminar was organised on 26 and 27 March 2024 to enable our academics/researchers to share the findings of their research study with peers and receive constructive feedback.

22 academics/researchers attended the seminar on these two days. Valuable inputs were received to enhance the studies presented and maximise on statistical tests to render the analysis of data more effective. It was suggested that such seminars be organised more frequently to gather insights and upgrade skills in research. **Table 32** shows the different studies presented at the last seminar.

Table 32

Research Seminar 09:30 -12:00 (Lecture Theatre)		
SN	Tuesday, March 26, 2024	Wednesday, March 27, 2024
1	Mrs Upasna Gokhool: Let’s innovate with Blackboard at the Open University of Mauritius: Students’ perspectives on the new Learning Management System	Ms Margaret Li Yin: Spiritual direction in Mauritius: snippets of the Catholic experience
2	Mrs Suniti Nundoo-Ghoorah: Diving into mermaid iconography in Hans Christian Andersen’s Little Mermaid and its Disney recreations: from subversion of female voice and sexuality to celebration of otherness?	Mrs Sushita Samjawon-Neerbun: Were some learners from the BA (Hons) Communication, Media and Journalism programme at the Open University of Mauritius deprived of proper learning with the switch to online mode during the COVID-19 lockdowns?
3	Mr Abheenaye Chauhan Gokhool: Reskilling students towards a better future	Mr Désiré Gäel Henriette-Bolli: Legislative initiatives in Mauritius: A critical analysis of the Quarantine Act 2020 from a Human Rights perspective.
4		Mr Ballah Permali: Exploring tutors’ perspectives on online tutorials since the outbreak of the COVID-19 pandemic at the Open University of Mauritius
5		Dr Takesh Luckho: The role of motivation in enhancing employee performance in local SMEs

Other Activities

- Meeting with academics on 28 November 2023.
- The Research Proposal was sent to HEC on 02 February 2024.
- Research Committee meetings were held on 22 January, 22 May and 07 June 2024 respectively.
- Research Ethics Committee meetings were held on 31 August, 07 September, 14 October 2023, 29 February and 30 April 2024 respectively.

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 on terms and conditions which shall be not less favourable than those of their previous employment.

Recruitment is ongoing at OU to reinforce its staffing population to have adequate human resources for its increasing activities.

Staff Population of OU

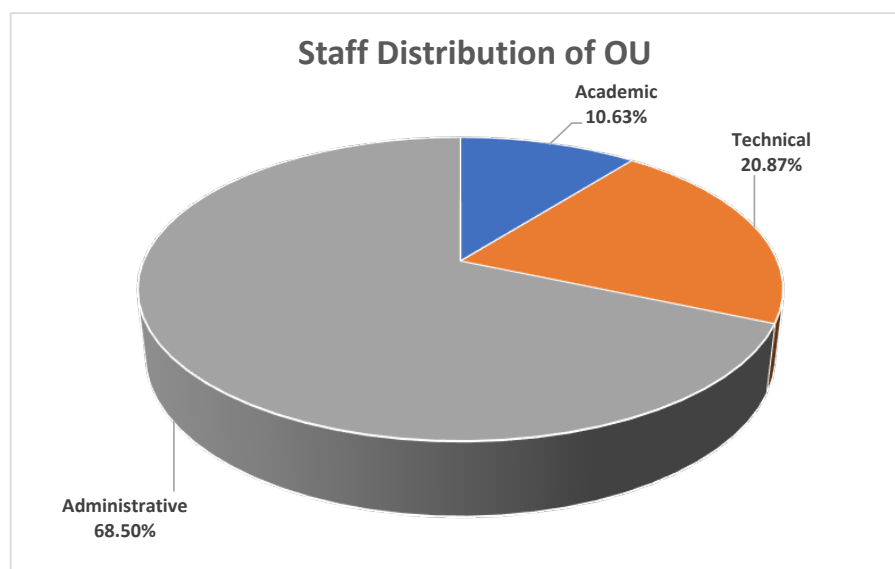
The overall administration of OU rests with the Director-General, who is the chief executive and academic officer of the University. He is supported, in the daily discharge of his duties, by the Director of Academic Affairs, the Registrar, the Financial Controller, the Team Leader of Quality Assurance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

As at 30 June 2024, the staff population of OU was **254**, comprising:

- Academic (including 9 on contract);
- Technical; and
- Administrative (including 2 part-time).

The figure below shows the staff distribution of OU as at 30 June 2024:

Figure 3



External Appointment

The following vacant posts were filled by 48 external candidates:

- One Systems Analyst/Senior Systems Analyst;
- One Instructional Systems Designer;
- Thirty-seven Clerk/Word Processing Operators;
- Three Driver/Office Attendants;
- Two Office Attendants; and
- Four Receptionist/Telephone Operators.

Internal Appointment/Promotion

The following vacant posts were filled by **42** internal candidates:

- Four Assistant Registrars;
- One Human Resource Management Officer;
- One Student Affairs Officer;
- One Senior Technical Executive (Engineering & Technology Services)
- One Technical Executive (Engineering & Technology Services)
- Four Audio Video Executives;
- Eleven Office Management Assistants;
- Seventeen Management Support Officers; and
- Two Clerk/Word Processing Operators.

Renewal of Contract

- The contract of nine Lecturers was renewed.

Retirement

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

- One Deputy Registrar
- One Senior Procurement and Supply Officer
- One Confidential Secretary; and
- One Handy Worker/Tradesman (Skilled)

End of Contract

The contract of three Lecturers ended during the period under review.

Resignation

Twenty-seven officers resigned from the service as mentioned below during the period under review:

- One Instructional Systems Designer;
- One Examinations Officer;
- Two Assistant Financial Operations Officers;
- Twenty-two Clerk/Word Processing Operators; and
- One Office Attendant.

Enlistment on Temporary Basis

1. During the period under review, the AAD and the OSD resorted to enlistment on a temporary basis to assist their 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 starting July 2023:	386 part-time tutors
For the semester starting January 2024:	343 part-time tutors.

➤ For Open School Programmes

OU enlisted the services of 109 part-time tutors.

2. The services of Research Assistants were also enlisted to assist several Divisions/Units on a temporary basis.

Staff Development

Attendance at Seminar Abroad

- One Administrative Officer attended a seminar on University Governance Capacity Enhancement for Developing Countries in China from 10 to 30 August 2023 held in Hangzhou, China.

Continuous Professional Development

- One Senior Academic Media Coordinator (Open School) followed the Online Training - AUF CEF (Centre d'Employabilité Francophone) training of trainers in July 2023.
- One Lecturer followed a training on Artificial Intelligence Technology for University Teachers in the East Africa Region by UNESCO in collaboration with Huawei, held from 07 to 11 August 2023 through an online virtual platform at a suitable location in Nairobi, Kenya.
- The Head GPP attended the Workshop on Development of the National Credit Value and Transfer System held on 24 August 2023 at Hennessy Park Hotel, Ébène.
- The Financial Controller and the Internal Auditor attended the Forum of Accountants hosted by the Mauritius Institute of Professional Accountants held from 24 to 25 August 2023, at Le Meridien Ile Maurice, Pointe aux Piments.
- One Senior Academic Media Coordinator (Research Office) attended the Consultation Workshop on the policy on *Statut National Étudiant Entrepreneur* held on 28 August 2023.
- The Head GPP attended the Stakeholder Consultation Workshop on a Micro-credential Framework for TVET and Higher Education in Mauritius held from 17 to 19 January 2024 at The Docks, Port-Louis.
- The Accountant/Senior Accountant attended the Training on Consolidation of Financial Statements under IFRS held on 16 and 17 May 2024 at Hennessy Park Hotel, Ébène.
- Two Academic Media Coordinators attended the *Formation en Innovation Pédagogique* held online on 07, 10, 13 and 17 June 2024 from 09.30 to 12.30 and on 21, 24 and 28 June 2024 from 09.30 to 16.00.

Attendance at Training/Workshop/Seminar

Academic Staff

- One Lecturer attended the Consultation Workshop on the policy on *Statut National Étudiant Entrepreneur* held on 28 August 2023.
- One Lecturer attended The Future of ICT Regulations to celebrate the 21st Anniversary of the Authority - Workshop held on 14 September 2023 at Caudan Arts Centre, Caudan Waterfront, Port-Louis.

- One Lecturer attended the National Validation Workshop for the Feasibility Study for the development of Ocean Renewable (Offshore Wind) in Mauritius held on 05 October 2023 at The Ravenala Attitude Hotel, Turtle Bay, BalACLava.
- Ten Lecturers attended the Research Capacity Building Workshop for Higher Education Institutions held from 16 to 19 October 2023 at Caudan Arts Centre, Caudan Waterfront, Port-Louis.
- One Lecturer attended the National Science Week 2024: Tech Enabled Innovation held on 27(half day) and 28 March 2024 at Côte D'Or National Sports Complex.
- One Lecturer attended the Community of Practice for Institutional Quality Management Webinar/ Webinar on benchmarking Higher Education held on 27 March 2024.
- One Lecturer attended the Training Course on Certified Diploma in Digital Marketing in the Age of AI held online from 04 to 30 June 2024.

Non-Academic Staff

Administrative Staff

- One Administrative Officer attended the International Conference on Diabetes, Obesity and Associated Diseases from 22 to 24 January 2024 at the InterContinental Mauritius Resort, BalACLava Fort.
- One Administrative Officer attended the Implementing Data Protection in your Organization - Training held on 20 February 2024 at Caudan Arts Centre, Caudan Waterfront, Port-Louis.
- One Administrative Officer attended the Workshop on Stroke and Neuro-Rehabilitation held from 27 to 28 March 2024 at The Ravenala Attitude Resort & Spa, BalACLava.
- One Office Management Assistant attended the seminar on Occupational Safety and Health for Employees working in Parastatal Bodies from 29 to 30 May 2024 held at the Occupational Safety and Health Training and Information Centre, Victoria House, Port Louis.

Technical Staff

- The Systems Engineer attended Implementing Data Protection in your Organization - Training held on 20 February 2024 at Caudan Arts Centre, Caudan Waterfront, Port-Louis.
- One Systems Analyst/Senior Systems Analyst and the Systems Engineer attended the METX AI Summit held from 08 to 09 May 2024 at Le Meridien Ile Maurice, Pointe aux Piments.

Administration of Welfare Activities

OU is concerned about the well-being of its staff and one of its strategic goals 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 the option to include their dependents.
- Grant facilities to the Staff Welfare Association to organise its activities.
- Provision of training in the First Aid Course conducted by the Fellowship First Aiders to support staff.

ANALYSIS OF THE FINANCIAL POSITION OF **OU AS AT 30 JUNE 2024**

a. Background

Since its coming into operation 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 a constant growth and development. Based on the latest financial results as at 30 June 2024, it is clear that the overall financial position of OU has improved since the financial year 2018/19. 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 30 June 2024 stood at 13,227 learners.

b. Financial Position

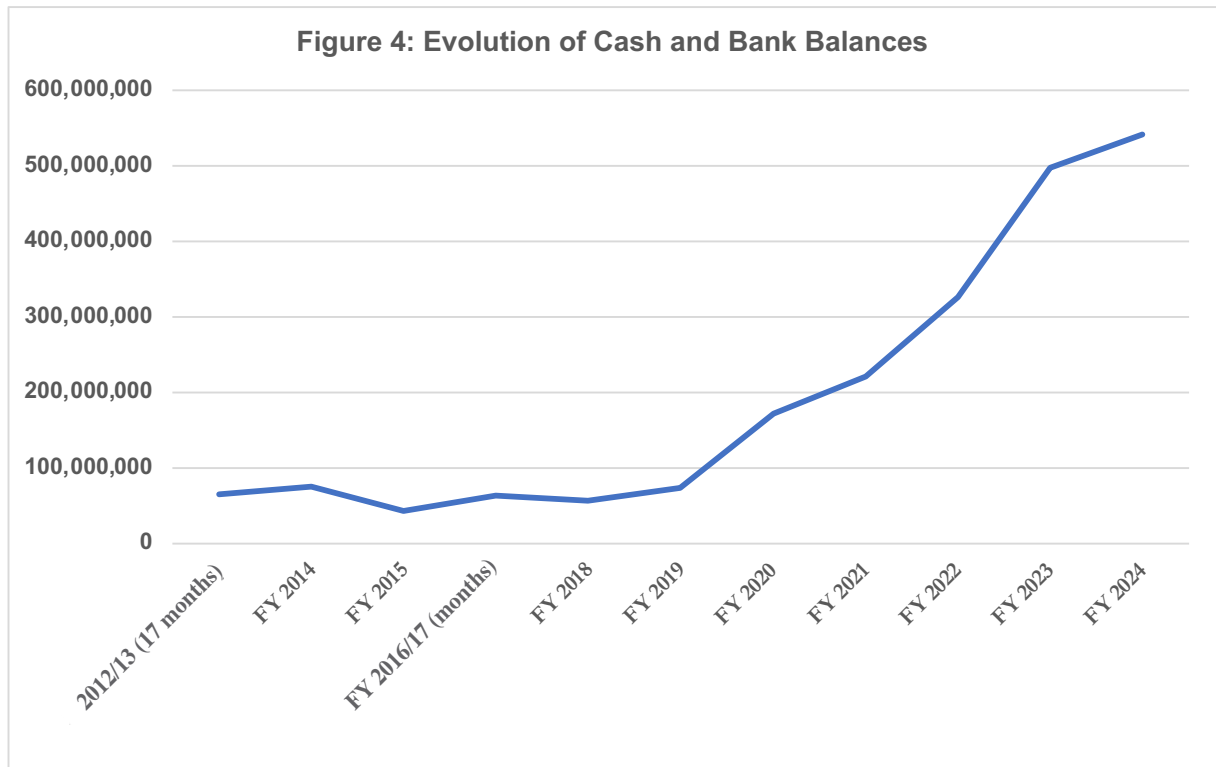
The key financial results for the financial year ended 30 June 2024 are summarised in **Table 33** below:

Table 33: 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
2012/13 (17 months)	149.4	55.1	184.5	20	64.5
FY 2014	88.4	115.7	175.8	28.3	74.6
FY 2015	39.4	108.5	178.0	(30.1)	43.2
FY 2016/17 (18 months)	77.4	204.2	292.2	(10.6)	62.8
FY 2017/18	42.3	149.8	194.8	(2.7)	56.1
FY 2018/19	39.7	184.2	219.6	4.3	72.9
FY 2020	29.4	278.0	221.1	86.3	172.2
FY 2021	16.3	377.1	229.8	163.6	220.6
FY 2022	21.3	424.0	316.9	128.4	326.1
FY 2023	15.2	391.2	304.7	101.7	497.2
FY 2024	12.0	381.4	324.1	69.3	540.7

c. Cash Position

The cash balance of OU as at 30 June 2024 has attained Rs 540.7M. To note, the cash balance excludes an amount of Rs 94M not yet transferred from HEC under the FTES as at 30 June 2024. The increase in cash balance is directly related to the surplus generated during the financial year. It should be noted that OU has generated an amount of Rs 381.4M as course fees and other activities during FY 2023/24. The evolution of cash and bank balance is shown in **Figure 4**.



OU has received financial clearance from the Ministry of Finance, Planning and Economic Development for financing the construction of its new campus from OU's "Savings". All surplus funds are invested in risk-free investment like Treasury Bills with a view to maximise return and at the same time safeguard the interest of OU. OU has created a special item "Construction of OU Building" in its Budget with a view to secure/commit funds for financing the construction of a new campus. As at 30 June 2024, OU's investment in Treasury Bills amounted to Rs 290.3M, generating a return of Rs 10.9M for the financial year 2023/24.

d. Operating Results

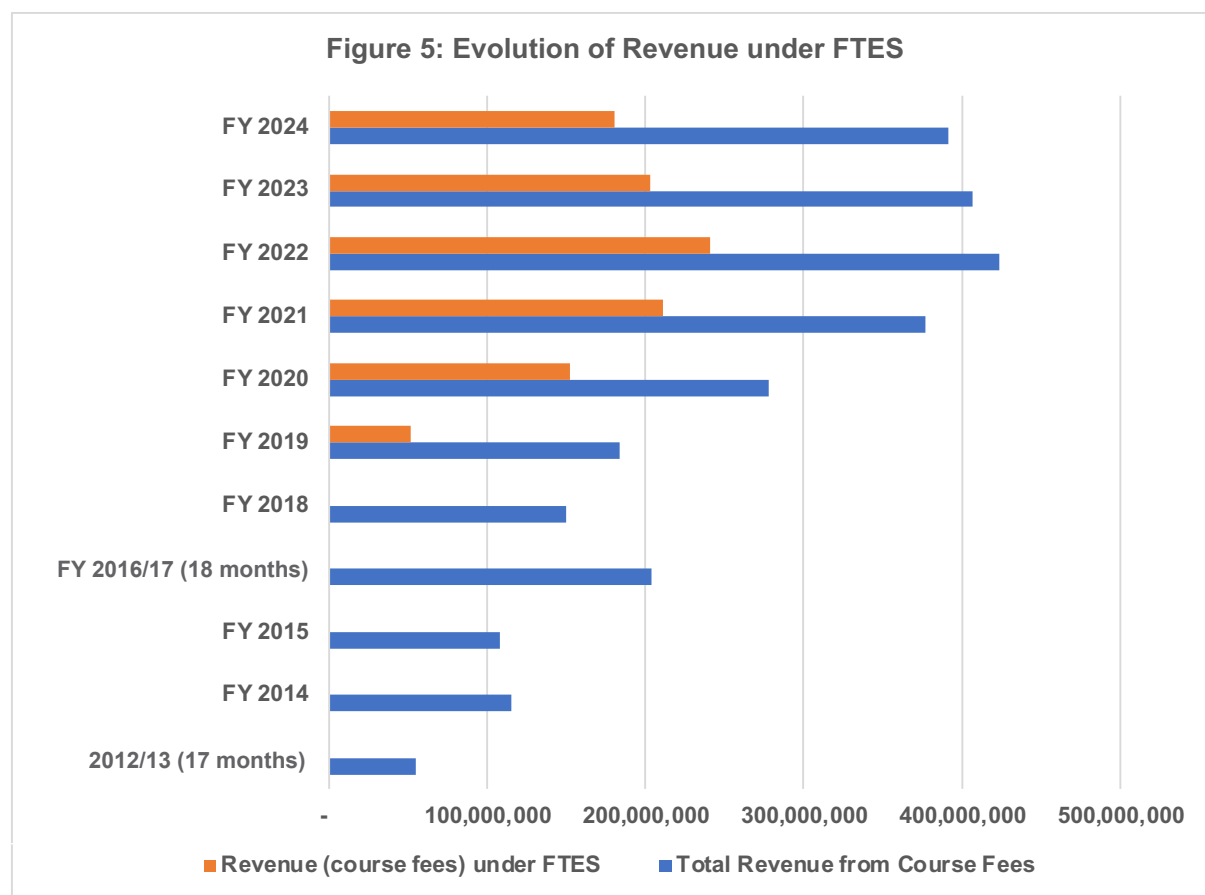
As per the unaudited Accounts of OU for the Financial Year ended 30 June 2024, OU has registered a **surplus of Rs 69.3M**.

The main reasons behind the surplus are summarised as follows:

Operating Revenue

- OU has generated Revenue of Rs 381.4M during the financial year, out of which Rs 336M is directly related to course fees. Since the introduction of FTES in 2019, OU is generating a significant part of its revenue from Course fees under FTES. Course fees generated under the Free Tertiary Education Scheme amounted to Rs 182.7M, representing 54% of the total course fees.
- OU is currently generating 97% of its operating revenue from fees from learners as well as from other activities relating to printing, conduct of examinations for other TEI's and audio-video productions.

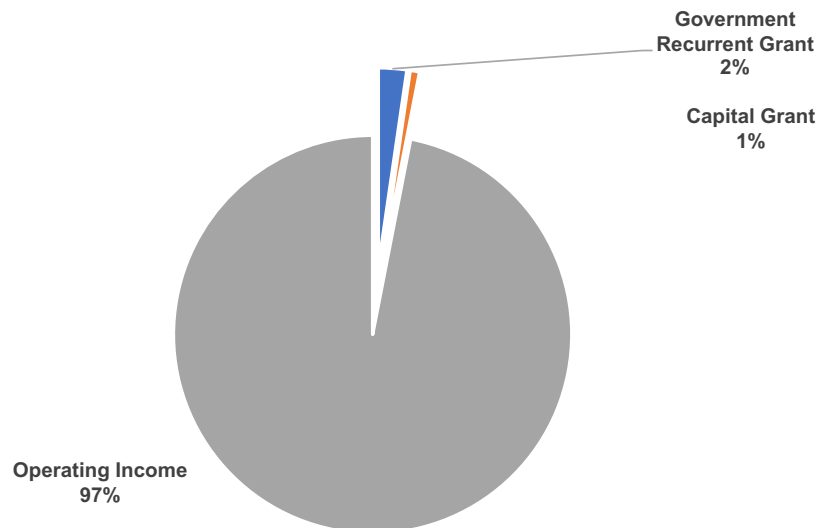
The evolution of operating revenue and revenue under FTES is depicted in Figure 5 below.



Though the Government's 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 enrolling students 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 2%.

It should also be 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 ten years, OU is currently generating nearly 97% of its total operating income from fees from learners and other activities. To note, OU has been "self-financing" its operation since 2019.

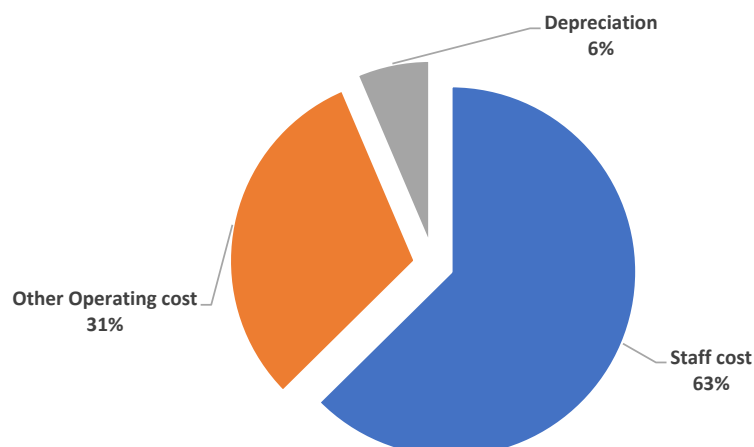
The distribution of Revenue for the FY 2023/24 is depicted in **Figure 6**:

Figure 6: Distribution of Revenue for FY 2023/24

Operating Expenditure

- The Operational cost of OU for the financial year 2023/24 amounted to Rs 324.1M. The total staff cost constituted 63% of the total operating cost.
- OU has implemented major software systems, including Blackboard (LMS), Accounting system and HR system, in the previous years, and this has led to the depreciation of assets to the tune of Rs 21M.
- Following the advice of SLO and the report of the Director of Audit, OU has carried out an impairment of debtors for course fees from learners for the financial year 2014 and has reversed provision to the tune of **Rs 3.8M** classified as irrecoverable, as the probability of recovery is very low. OU is reversing the provision for those learners who have opted for payment facilities in the year 2014 and who subsequently dropped their course or are inactive as at date. These learners have exceeded their maximum course duration of seven years and have to be terminated in any case.

The distribution of expenditure of OU for the FY 2023/24 is shown in **Figure 7** below:

Figure 7: Distribution of Expenditure for FY 2023/24

e. Performance Agreement

In line with Section 6A of the Statutory Bodies (Accounts and Audit) Act, OU signed a Performance Agreement for the financial year 2023/24 with the Ministry of Education, Tertiary Education, Science and Technology.

The Performance Agreement details the budgeted measures, Key actions and Key Performance Indicators as agreed with the Parent Ministry.

Key Performance Indicators and Targets

Key Performance Indicators

SN	MEASURES	FY 2023/24 Projected	FY 2023/24 Actual	Remarks
1	% Increase in Income from Course Fees	5%	(6%)	Note 1

Note 1:

The decrease in Income from Course fees is attributed to the decrease in revenue received under the Free Tertiary Education Scheme (FTES) for Undergraduate Learners. Revenue from course fees under FTES accounts for 54% of total course fees. The main reason for the decrease in revenue under FTES is due to a decrease in registration of modules by existing learners during the two semesters in the financial year 2023/24.

SN	MEASURES	FY 2023/24 Projected	FY 2023/24 Actual	Remarks
1	Enrolment of New Learners	2,200	2,764	Note 1
2	Number of Programmes Offered	81	58	Note 2
3	Offer of New Programmes	0	1	Note 2
4	Number of International Learners enrolled	13	36	Note 3
5	Number of Graduates Produced	650	3,004	Note 4

Notes

1. Learners' enrolment for both undergraduate and postgraduate programmes increased during the financial year 2023-2024. As per the latest statistics published by the Higher Education Commission (HEC), OU has the highest number of learners among other Public Funded Institutions. As at 30 June 2024, the total number of learners at OU is 13,227.
2. Following the promulgation of the HEC Act, OU is currently liaising with HEC for the accreditation of all its existing and new programmes. The accreditation process is ongoing.

3. OU has made major investments in technological support being provided to international learners with the implementation of the new software, Blackboard. This is in line with OU Strategy for Internationalisation.
4. OU conducted two convocation ceremonies, and 3,004 learners successfully graduated.

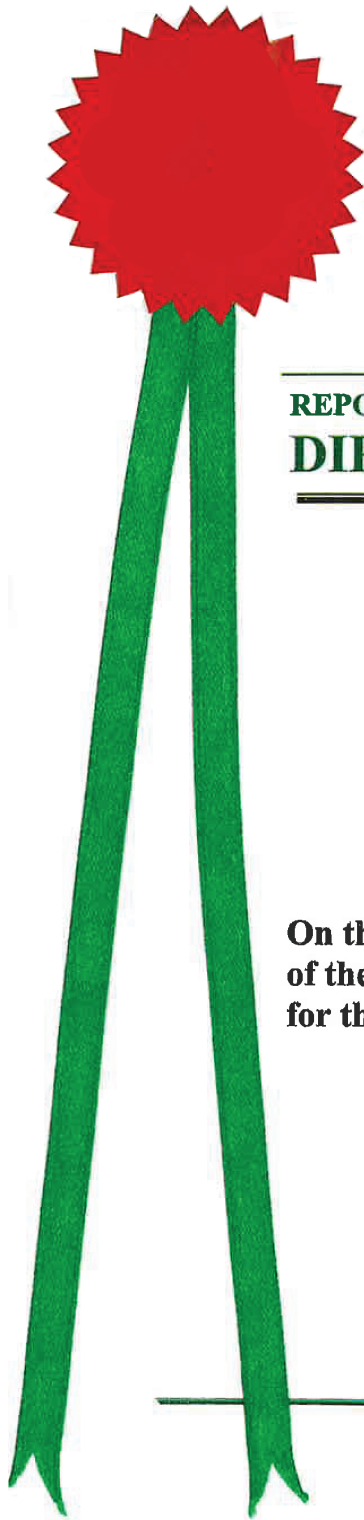
f. Way Forward

OU is benefiting from a sound financial position and has attained the “self-financing” status since 2019. With the significant growth in the student population reaching the milestone of 13,227 learners as at June 2024, 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 shown same by its 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 the construction of its new campus, 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 is now preparing to steer its efforts towards invigorating research, increasing its research outputs and consolidating its research and innovation. Resources will be directed towards capacity building in research, attracting high-calibre academics and researchers to OU, encouraging staff development, increasing the number of PhD holders, increasing research publications and research and consultancy projects.

REPORT OF THE DIRECTOR OF AUDIT



**REPORT OF THE
DIRECTOR OF AUDIT**

**On the Financial Statements
of the Open University of Mauritius
for the year ended 30 June 2024**

NATIONAL AUDIT OFFICE



Republic of Mauritius

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

Qualified Opinion

I have audited the financial statements of the Open University of Mauritius, which comprise the statement of financial position as at 30 June 2024 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 possible 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 2024, 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 – Rs 126,718,666

I could not ascertain the accuracy of Course Fees receivable from learners amounting to Rs 6.9 million in respect of years prior to July 2018 as no records was available for these years.

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 qualified 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.

14th Floor, Air Mauritius Centre, President John Kennedy Street, Port-Louis, Republic of Mauritius

212 2096/212 2097/211 0882 – Fax: (230) 211 0880 – WhatsApp: 5919 4442 – Email: aud@govmu.org – Website: <https://nao.govmu.org>

Except for the matters described in the Basis for Qualified Opinion section of my report, I have determined that there are no other 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 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 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

Qualified 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.

In accordance with the requirements of the Statutory Bodies (Accounts and Audit) Act, I report as follows:

- (a) this Act, in so far as it relates to the accounts, has been complied with. No direction relating to the accounts has been issued by the responsible Minister to the Open University of Mauritius;
- (b) in my opinion, and, as far as could be ascertained from my examination of the financial statements submitted to me, expenditure incurred were not of an extravagant or wasteful nature, judged by normal commercial practice and prudence; and
- (c) in my opinion, the Open University of Mauritius has been applying its resources and carrying out its operations economically, efficiently and effectively.

Public Procurement Act

In accordance with the requirement of the Public Procurement Act, the auditor of every public body shall state in his annual report whether the provisions of Part V of the Act have been complied with.

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.

Financial Reporting Act

My responsibility under the Financial Reporting Act is to report on the compliance with the Code of Corporate Governance disclosed in the annual report and assess the explanations given for non-compliance with any requirement of the Code. From my assessment of the disclosures made on corporate governance in the annual report, the Open University of Mauritius has, pursuant to section 75 of the Financial Reporting Act, not complied with the requirements of the Code.

Basis for Opinion

I performed procedures, including the assessment of the risks of non-compliance with laws and regulations, to obtain audit evidence to discharge my responsibilities as described in the 'Auditor's Responsibilities' section of my report as referred to below. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

Other Matter

The financial statements for the financial year ended 30 June 2024 were received at my Office on 29 October 2024. Following audit, management was informed on 25 April 2025 of amendments to be made to the financial statements and to submit the amended financial statements to my Office by 9 May 2025. As of the date of this report, the amended financial statements were not yet submitted. This report is being issued on the basis of the last approved financial statements received at my Office.

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 the 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 was 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;
- (e) the provisions of Part V of the Public Procurement Act regarding the bidding process have been complied with; and
- (f) the Open University of Mauritius has complied with the National Code of Corporate Governance in accordance with the Financial Reporting Act.



DR D. PALIGADU
Director of Audit

National Audit Office
14th Floor
Air Mauritius Centre
PORT LOUIS

9 January 2026

FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

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Statement of Comparison of Budget and Actual Amounts	129
Accounting Policies & Notes to the Financial Statements	

STATEMENT OF FINANCIAL POSITION AS AT 30JUNE 2024

		30-Jun 2024	30-Jun 2023
	Notes	Rs	Rs
ASSETS			
			Restated
CURRENT ASSETS			
Cash and Cash Equivalents	5.1	250,405,953	202,703,033
Short-Term Investments	5.2	290,283,000	294,504,000
Receivables	6	126,718,666	110,209,427
Inventories	7	4,033,069	3,160,569
		671,440,688	610,577,028
NON-CURRENT ASSETS			
Receivables - Car Loan	8	8,318,703	8,406,719
Property, Plant & Equipment	9.1 & 10.1	41,647,540	20,418,673
Intangible Assets	9.2 & 10.2	52,790,892	38,501,297
		102,757,135	67,326,689
TOTAL ASSETS		774,197,823	677,903,718
LIABILITIES			
CURRENT LIABILITIES			
Payables	11	24,309,753	40,022,817
Car Loans	12	2,962,156	2,759,045
Employee Benefits	13	14,700,000	13,000,000
		41,971,909	55,781,862
NON-CURRENT LIABILITIES			
Car Loans	12	9,187,403	8,447,033
Long-term Employee Benefits	13	68,718,491	66,787,194
Pension Obligation	14	469,012,397	422,406,249
		546,918,291	497,640,476
TOTAL LIABILITIES		588,890,200	553,422,338
NET ASSETS		185,307,623	124,481,380
EQUITY			
Accumulated Funds		154,141,624	124,481,380
Revaluation Reserve		31,165,999	-
TOTAL EQUITY		185,307,623	124,481,380

The notes on pages 132 to 157 form an integral part of the Financial Statements.

Approved by the Board of the Open University of Mauritius on 27 September 2024

Dr Oomandra Nath Nath Varma, OSK
Chairman

Dr K S Sukon, PFHEA
Director-General

STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2024

		30-Jun 2024	30-Jun 2023
	Notes	Rs	Rs
REVENUE			
Revenue from Exchange Transactions	15.1	381,421,508	390,921,153
Revenue from Non-Exchange Transactions	15.2	11,992,755	15,510,920
TOTAL REVENUE		393,414,263	406,432,073
EXPENSES			
Staff Costs	16	201,189,561	175,522,237
Depreciation and Amortisation Expense	9 & 10	20,611,916	22,402,446
Other Operating Expenses	17	102,279,508	106,759,225
TOTAL EXPENSES		324,080,985	304,683,908
SURPLUS		69,333,278	101,748,165

The notes on pages 132 to 157 form an integral part of the Financial Statements.

STATEMENT OF CHANGES IN NET ASSETS/EQUITY FOR THE YEAR ENDED 30 JUNE 2024

	Notes	Accumulated Fund Restated Rs
Opening Balance as at 01 July 2022		51,991,150
Surplus for the year		101,748,165
Remeasurement on Actuarial Loss	14	(27,919,866)
Prior Year Adjustments		(1,338,069)
Closing Balance as at 30 June 2023		124,481,380
Opening Balance as at 01 July 2023		124,481,380
Surplus for the year		69,333,278
Remeasurement on Actuarial Loss	14	(35,529,720)
Prior Year Adjustments	27	(4,143,314)
Closing Balance as at 30 June 2024		154,141,624

The notes on pages 132 to 157 form an integral part of the Financial Statements.

CASH FLOW STATEMENT FOR THE YEAR ENDED 30 JUNE 2024

	30-Jun 2024	30-Jun 2023 Restated
	Rs	Rs
CASH FLOW FROM OPERATING ACTIVITIES		
Surplus for the year	69,333,278	101,748,165
Adjustments for:		
Depreciation and Amortisation Expense	20,611,916	22,402,446
Prior Year Adjustment	(4,143,314)	(1,338,069)
Remeasurement on Actuarial (Gain)	(35,529,720)	(27,919,866)
Pension Liability	46,606,148	30,615,708
Loss/(Gain) on disposal of Non-Current Assets	3933	21,890
Operating Profit before working capital changes	96,882,241	125,530,275
Changes in Working Capital:		
Decrease/(Increase) in short term investments	4,221,000	(294,504,000)
(Increase)/Decrease in Receivables	(16,421,224)	45,985,650
(Increase)/Decrease in Inventories	(872,500)	110,370
(Decrease)/Increase in Payables	(11,138,286)	11,925,082
NET CASH FLOWS FROM OPERATING ACTIVITIES	72,671,231	(110,952,624)
CASH FLOW FROM INVESTING ACTIVITIES		
Purchase of Non-Current Assets	(24,968,311)	(12,521,595)
Proceeds from Disposal of Non-Current Assets	-	31,500
NET CASH FLOWS FROM INVESTING ACTIVITIES	(24,968,311)	(12,490,095)
CASH FLOW FROM FINANCING ACTIVITIES	-	-
NET CASH FLOWS FROM FINANCING ACTIVITIES	-	-
NET INCREASE IN CASH AND CASH EQUIVALENTS	47,702,920	(123,442,719)
CASH AND CASH EQUIVALENTS AT BEGINNING OF PERIOD	202,703,033	326,145,752
CASH AND CASH EQUIVALENTS AT END OF PERIOD	250,405,953	202,703,033

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.

Cash and Cash Equivalents are made up of:	Rs	Rs
Cash at bank	250,318,857	202,635,813
Cash in hand	87,096	67,220
Cash and Cash Equivalents at year end	250,405,953	202,703,033

2. Non-Current Assets

Non-current assets were acquired at an aggregate cost of Rs20,232,739, out of which Rs2,500,000 was financed by means of capital grant from the Government.

The notes on pages 132 to 157 form an integral part of the Financial Statements.

STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE YEAR ENDED 30 JUNE 2024

	Budgeted Amounts		Actual	Difference	Notes	Difference	Notes
	Original	Final	Amounts on Comparable Basis	Original and Final Budget		Final Budget and Actual Amounts	
	Rs	Rs	Rs	Rs		Rs	
RECEIPTS:							
Recurrent Grant							
Fixed Deposit: Maturity - August 2023	200,000,000	200,000,000	200,000,000	-		-	
Fixed Deposit: Maturity - March 2024	100,000,000	100,000,000	100,000,000				
Fixed Deposit: Maturity - June 2024	-	87,850,000	87,850,000	(87,850,000)		-	
Top-up Capital Grant 23/24; Other Equipment	(16,000,000)	(25,500,000)	(25,500,000)	9,500,000		-	
Government Recurrent Grant	10,000,000	9,000,000	9,000,000	1,000,000			
Recurrent Grant- (MOE) NYCBE	3,000,000	-	-	3,000,000	18.2.1	-	
MOE: Embellishment Works in Public TElS: Funds allocated under Economic Recovery (ERP)	-	1,500,000	1,500,000	(1,500,000)	18.2.2		
Course Fees- Govt (Free Tertiary Education Scheme) B/F	-	58,957,105	58,957,105	(58,957,105)	18.2.3	-	
Course Fees- OU Learners (Postgraduate, Sponsorship & Others)	130,000,000	110,000,000	100,905,924	20,000,000	18.2.3	(9,094,076)	18.3.1
Course Fees- OU Learners (Admin Fee)	45,000,000	45,000,000	37,632,400	-		(7,367,600)	18.3.1
Course Fees- Govt (Free Tertiary Education Scheme)	240,000,000	168,000,000	106,490,365	72,000,000	18.2.3	(61,509,635)	18.3.2
Other Income	25,000,000	31,000,000	31,387,107	(6,000,000)	18.2.4	387,107	
Sub Total	737,000,000	785,807,105	708,222,901	(48,807,105)	-	(77,584,204)	
Capital Grant							
Top-up Capital Grant 23/24; Other Equipment	16,000,000	25,500,000	25,500,000	(9,500,000)	18.2.5		
Capital Grant	3,000,000	3,000,000	2,992,755	-		(7,245)	
Capital Grant- MOE (NYCBE)	3,000,000	-	1,412,085	3,000,000		1,412,085	
Other Income	-	31,500	31,500	(31,500)		-	
Sub Total	22,000,000	28,531,500	29,936,340	(6,531,500)		1,404,840	
Total Receipts	759,000,000	814,338,605	738,159,241	(55,338,605)		(76,179,364)	
PAYMENTS:							
Recurrent Expenditure							
Personal Emoluments							
Salary	114,350,000	104,000,000	99,242,784	(10,350,000)	18.2.6	4,757,216	18.3.3
Compensation 2022	1,600,000	1,300,000	1,181,110	(300,000)		118,890	
Compensation 2023	3,600,000	3,200,000	2,942,667	(400,000)		257,333	
Compensation 2024	-	3,150,000	2,966,409	3,150,000		183,591	
End of Year Bonus	10,000,000	8,500,000	8,213,344	(1,500,000)		286,656	
Allowances	2,500,000	2,500,000	2,181,655	-		318,345	
Extra Assistance	1,000,000	800,000	315,095	(200,000)		484,905	
Passage Credit	5,000,000	5,000,000	3,901,794	-		1,098,206	
Overtime	4,000,000	8,500,000	7,831,522	4,500,000	18.2.7	668,478	
Pensions contribution & Gratuity & PRGF	27,500,000	26,500,000	26,274,445	(1,000,000)		225,555	
Social Contribution (SC) & Social Contribution Allowance (SCA)	7,000,000	7,000,000	7,055,936	-		(55,936)	
National Savings Fund	1,500,000	1,700,000	1,613,273	200,000		86,727	
Cash in Lieu of Sick Leave	7,000,000	7,000,000	5,713,731	-		1,286,269	
Sub Total	185,050,000	179,150,000	169,433,765	(5,900,000)		9,716,235	
Travelling and Transport:							
Refund of Bus Fares	6,500,000	6,200,000	5,710,459	(300,000)		489,541	
Travel Grant	2,200,000	2,500,000	2,452,189	300,000		47,811	
Commutated Travel & Petrol Allowance	4,200,000	4,150,000	3,644,083	(50,000)		505,917	
Mileage	900,000	850,000	713,501	(50,000)		136,499	
Sub Total	13,800,000	13,700,000	12,520,232	(100,000)		1,179,768	

The notes on pages 132 to 157 form an integral part of the Financial Statements.

STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE YEAR ENDED 30 JUNE 2024

	Budgeted Amounts		Actual Amounts on Comparable Basis	Difference Original and Final Budget	Notes	Difference Final Budget and Actual Amounts	Notes
	Original	Final					
	Rs	Rs	Rs	Rs		Rs	
Payments (Cont'd):							
Cost of Running Office							
Uniforms	200,000	250,000	239,865	50,000		10,135	
Chairperson/Board Fees	2,000,000	2,500,000	2,351,619	500,000		148,381	
Medical Scheme	1,000,000	1,000,000	908,500	-		91,500	
Telephone & Postages	4,000,000	4,200,000	3,957,165	200,000		242,835	
Electricity	3,200,000	4,200,000	4,037,917	1,000,000		162,083	
Water	150,000	150,000	115,988	-		34,012	
Motor Vehicles Running Expenses	1,800,000	2,000,000	1,932,949	200,000		67,051	
Office Expenses & Incidentals	700,000	900,000	714,918	200,000		185,082	
Hospitality & Ceremonials	1,000,000	1,000,000	851,759	-		148,241	
Publicity, Advertisement & Recruitment Expenses	300,000	250,000	178,170	(50,000)		71,830	
Insurance of Staff	200,000	200,000	190,012	-		9,988	
Overseas Passages & Allowances	1,000,000	500,000	53,215	(500,000)		446,785	
Office Stationery	1,800,000	2,800,000	2,131,610	1,000,000		668,390	
Legal & Consultancy Fees	300,000	300,000	265,000	-		35,000	
Repairs & Maintenance: Building & Equipment	7,000,000	10,000,000	9,780,738	3,000,000	18.2.8	219,262	
Audit Fees	400,000	350,000	350,000	(50,000)		-	
Insurance of Building, Equipment & Furniture	150,000	110,000	103,686	(40,000)		6,314	
Institutional Links	1,200,000	1,800,000	1,353,541	600,000		446,459	
Security Services	1,800,000	1,800,000	1,577,283	-		222,717	
Graphics/Printing & Audio-Visual Materials	2,500,000	3,000,000	1,845,144	500,000		1,154,856	
Resource Centre (Library)	12,000,000	12,000,000	10,399,292	-		1,600,708	
Marketing & Outreach Activities	3,000,000	1,900,000	1,329,914	(1,100,000)		570,086	
Staff Development & Training	1,000,000	700,000	165,988	(300,000)		534,012	
Research & Development	2,500,000	2,900,000	2,144,923	400,000		755,077	
Quality Assurance Activities	200,000	50,000	32,000	(150,000)		18,000	
Academic Affairs:							
Induction Expenses	100,000	20,000	19,868	(80,000)		132	
Part-time Tutors	17,000,000	17,000,000	11,767,166	-		5,232,834	18.3.4
Marking of Assignments/Projects	12,000,000	17,000,000	10,090,965	5,000,000	18.2.9	6,909,035	18.3.4
Exams Expenses	17,000,000	24,500,000	17,858,545	7,500,000	18.2.9	6,641,455	18.3.4
Educational Software Licences	10,000,000	12,000,000	9,424,345	2,000,000		2,575,655	18.3.4
Insurance of Part-Timers & Learners	150,000	130,000	125,224	(20,000)		4,776	
General Academic Expenses	2,200,000	1,400,000	832,416	(800,000)		567,584	
Programme Development & Review of Learning Materials	5,000,000	9,000,000	5,750,572	4,000,000	18.2.9	3,249,428	18.3.4
Supervision of Doctoral Learners	1,500,000	1,000,000	645,191	(500,000)		354,809	
Tablets for Learners	23,000,000	-	-	(23,000,000)	18.2.10	-	
Award Ceremonies & Conferences	3,000,000	4,000,000	3,214,162	1,000,000		785,838	
Overseas Study Centres	500,000	250,000	127,150	(250,000)		122,850	
Collaboration with other Universities	3,000,000	5,000,000	3,910,306	2,000,000		1,089,694	
Rental of Building & Parking for Delivery of Courses	100,000	50,000	44,000	(50,000)		6,000	
Sub Total	143,950,000	146,210,000	110,821,106	2,260,000		35,388,894	

The notes on pages 132 to 157 form an integral part of the Financial Statements.

STATEMENT OF COMPARISON OF BUDGET AND ACTUAL AMOUNTS FOR THE YEAR ENDED 30 JUNE 2024

	Budgeted Amounts		Actual Amounts on Comparable Basis	Difference Original and Final Budget	Notes	Difference Final Budget and Actual Amounts	Notes
	Original	Final					
	Rs	Rs					

Payments (Cont'd):

Special Item:
Funds reserved for
consultancy services
and for the construction of Campus at
Côte d'Or :

	376,227,533	376,227,533	376,227,533	18.2.11	
Rental of land at Côte d'Or	690,000	-	-	(690,000)	-
Registration and other fees	-	-	530	-	(530)
Project Management Consultant	12,600,000	-	-	(12,600,000)	-
Architectural Services	50,000,000	-	-	(50,000,000)	-
Construction of Campus	400,000,000	-	-	(400,000,000)	-
Geotechnical Investigation Services	-	1,841,405	1,841,405	1,841,405	-
Topographics Study of Land	-	115,000	115,000	115,000	-
Project Management Consultant, Architectural Services, Building Services Engineering, Civil/Structural Engineering and Quantity Surveying Services	-	1,500,000	-	1,500,000	1,500,000

Sub Total	463,290,000	379,683,938	378,184,468	(83,606,062)	1,499,470
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ADDITIONS TO NON-CURRENT ASSETS	22,000,000	42,987,703	19,849,539	20,987,703	23,138,164
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TOTAL PAYMENTS	828,090,000	761,731,641	690,809,110	(66,358,359)	70,922,531
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The notes on pages 132 to 157 form an integral part of the Financial Statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

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 2023, SICOM Ltd has advised that 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.

(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.

In the application of 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 2024. Comparative figures relate to the period 1 July 2022 to 30 June 2023.

(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 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.

(b) 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:

- (i) 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

3. IPSAS ISSUED BUT NOT YET EFFECTIVE (*Cont.*)

- (ii) 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.

(c) IPSAS 45 – Property, Plant and Equipment (Effective as from 01 January 2025)

IPSAS 45 removes the scope exclusion for heritage assets that satisfy the definition of property, plant and equipment. Heritage assets that satisfy the definition of property, plant and equipment shall be recognized as assets when they need the recognition criteria set out in IPSAS 45. IPSAS 45 requires the disclosure of unrecognized heritage assets that cannot be measured reliably.

IPSAS 45 includes Application Guidance that identifies specific characteristics that distinguish infrastructure assets from other property, plant and equipment and prevent complexities in the application and implementation of the principles.

(d) IPSAS 46 – Measurement of Assets and Liabilities in Financial Statements (Effective as from 01 January 2025)

The subsequent measurement framework developed in Chapter 7 of the Conceptual Framework explains the relationship between the various components required to estimate the value of an asset and liability. In developing the subsequent measurement framework, the IPSASB identified three levels of measurement: Measurement Models, Measurement Bases and Measurement Techniques.

IPSAS 46 prescribes the use of “Current Operational Value” concept as a measurement basis to respond to the key service delivery characteristic of many assets held by public sector entities. Current Operational Value is the amount the entity would pay for the remaining service potential of an asset at the measurement date.

To reflect the unique characteristics of assets held in the public sector, Current Operational Value measures assets in their existing use.

(e) IPSAS 47 – Revenue (Effective as from 01 January 2026)

IPSAS 47 replaces IPSAS 9, IPSAS 11 and IPSAS 23.

IPSAS 47 presents two accounting models, based on the existence of a binding arrangement. IPSAS 47 first requires an entity to determine whether its revenue arises from a transaction with a binding arrangement, to determine the appropriate accounting model. The principles within the models enable the entity to reflect the substance of its revenue transaction.

The accounting arrangement is an arrangement that confers both rights and obligation, enforceable through legal or equivalent means, on the parties to the arrangement. As such, an entity must have at least an enforceable right and an enforceable obligation.

The accounting model for revenue without binding arrangements requires an entity to consider whether any of its rights or its obligations in the revenue transactions are enforceable, and meet the definition of an asset or liability, respectively.

(f) IPSAS 48 – Transfer Expenses (Effective as from 01 June 2026)

IPSAS 48 prescribes the accounting requirements for transfer expenses.

A transfer expense is an expense arising from a transaction, other than taxes, in which an entity provides a good, service or other asset to another entity, without directly receiving any good, service or other asset in return.

IPSAS 48 presents two accounting models based on the existence of a binding arrangement. IPSAS 48 includes comprehensive guidance for an entity to determine whether their transaction is

arising from a binding arrangement or without a binding arrangement, and consequently, which accounting model to apply.

(f) IPSAS 49 – Retirement Benefit Plans (Effective as from 01 January 2026)

IPSAS 49 prescribes the accounting and reporting requirements from a retirement benefit plan from the perspective of the plan itself. This enhances accountability to participants of the plan and other users.

The standard requires pension assets and liabilities be presented on a gross basis, including movements during the period, which is different to net-liability (asset) position prescribed in IPSAS 39, Employee Benefits

This standard complements the requirements in IPSAS 39, and therefore provides the desired information on public sector retirement benefit obligations for each retirement benefit plan that reports under this standard.

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.

OU proceeded with one Board of Survey during the Financial Year 2023/2024 and proceeded with the write-off of items of Property, Plant and Equipment.

(c) Revaluation

In line with IPSAS 17, OU has carried out an impairment review of all the major classes of assets. Assets which are fully depreciated as at 30 June 2023 have been assessed to determine whether they will render economic benefit or service to OU.

Fully depreciated assets which are obsolete and which will not render any economic benefit to OU have been derecognised from the Fixed Asset Register.

Fully depreciated assets which have the possibility to render economic benefits to OU have been revalued as at 30 June 2024. Those assets have not been depreciated for the financial year ended 30 June 2024. The useful life of the revalued assets have been reviewed based on the assessment

4. ACCOUNTING POLICIES (Cont.)

4.1 Property, Plant and Equipment

of probable year/s the assets will be utilised and the assets have been revalued based on a 'prudent' estimate.

OU set up an internal Committee comprising head of departments, technical staff and administrative staff for the assessment of economic useful life and estimation of revalued amount for fully depreciated assets which will render economic benefit to OU in the foreseeable future. In view of the specialised nature of assets, management judgement was used for the revaluation of assets.

The fleet of vehicles was revalued as at 30 June 2024 and the revaluation surplus has been transferred to the Statement of Financial Position. The valuation exercise was carried out by a Motor Surveyor and the whole class of asset has been revalued, No depreciation has been charged for the financial year ended 30 June 2024.

A list of assets derecognised or revalued is shown at Note 10.

(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:-

	Original Asset	Revalued Asset
Audio-Visual Equipment	7% - 50%	7% - 50%
Computer Equipment	14% - 50%	14% - 50%
Furniture and Fittings, Driveway and Parking Area	10%	10%
Office Equipment	10% - 20%	10% - 20%
Motor Vehicles	14% - 33%	14% - 33%
Printing and Graphics Equipment	5% - 20%	5% - 20%
Tools	20%	20%
Building Partitioning	10% - 20%	20%

(f) Disposal

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

The gain or loss arising on the disposal of an item of plant and equipment is determined as the difference between the net sales proceeds and the carrying amount of the asset and is recognised in the Statement of Financial Performance.

One Board of Survey was carried out during the Financial Year. Based on the report of the Board of Survey, the items of Property, Plant and Equipment were carted away in line with Government Regulations/Guidelines.

(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 M²) of land situated at Côte d'Or, in the District of Moka.

The leased land is intended for the construction of the 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 periods 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.

OU appointed a Project Management Consultant (PMC) for the implementation of the Project for the Construction of a new campus at the new Education Hub. Following the advice from the PMC and meetings held with Landscape (Mauritius) Ltd, OU was allocated another plot of land in the Education Hub and the Board approved the cancellation of the existing lease on 31 August 2023.

(i) Donations

No donations were received during the Financial Year 2023/24.

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.

In line with IPSAS 31, OU has re-assessed the useful economic life of fully amortised intangible assets.

Fully amortised intangible assets which are obsolete and which will not render any economic benefit have been derecognised.

In view of the specialised nature of the intangible assets, OU set up an internal committee for the assessment of the useful economic life and revalued amount of fully amortised intangible assets which will render economic benefit to OU in the foreseeable future. Management judgement was used for the revaluation of intangible assets.

A list of intangible assets derecognised or revalued is shown at Note 10.

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:-

	Original Asset	Revalued Asset
Rights	20%	N/A
Production Software	10% - 100%	N/A
Computer Software	14% - 20%	20% - 100%
Programme Development	20%	10%

4. ACCOUNTING POLICIES (Cont.)

4.3. Cash and Cash Equivalents

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

4.4. Short-Term Investments

OU is currently investing surplus funds in Treasury Bills in line with circular No. 6 from the Financial Secretary. The OU Board has approved an Investment Policy and an Investment Committee for such purpose.

The investments in T-Bills are categorised under 'Held-to-maturity Investments'. Short-term Investments are recorded at par value as at date of investment. The interest receivable from the investments are accrued in the accounts on a 'pro-rata' basis based on the period held for each accounting period.

4.5 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.

4.6 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.

4.7 Retirement and Other Benefit Obligations

4.7.1 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.

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.

4.7.2 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 01 July 2018 has major impact on the accounting disclosures and reporting for the financial year 2018/19 onwards.

In line with Section 5 of the Statutory Bodies Pension Fund Act, SICOM Ltd has carried out an actuarial valuation of OU Pension Fund as at 30 June 2023.

As per report of SICOM Ltd dated 06 February 2024, the main findings are as follows:

- (a) on the Ongoing basis, the valuation results show that the fair value of past service benefits and present value of pension exceed the fair value of assets by MUR 437.7M.
- (b) On the discontinuance basis, there is a shortfall of MUR 395.6M to cover the payment of active members' accrued benefits based on service and salaries as at valuation date and pensions in payment.

The funding level is currently at 38% and if the above recommendations are not implemented, it is expected that there will be no fund available to pay for benefits as from the year 2036/37. Further, if members retire before the age of 65 years, the fund will be depleted earlier.

On the basis of valuation results, SICOM has recommended to maintain the contributions rate at 22.0% of pensionable emoluments and make cash injections as follows:

- (a) 5 annual instalments of MUR 95.1 M or
- (b) 7 annual instalments of MUR 71.6 M or
- (c) 10 annual instalments of MUR 59.2 M

In view of the sustainability of OU Pension Fund and taking into account the sound financial position of OU, as well as the best interest of staff over the long run, the Board at its meeting held on 27 March 2024 approved the following measures:

- (i) Increase the contribution from 22% to 25% for the period up to 30 June 2028; and
- (ii) the annual cash injection of Rs 10 M annually for the next four years

4. ACCOUNTING POLICIES (Cont.)

4.7 Retirement and Other Benefit Obligations (Cont.)

4.7.2 Defined Benefit Pension Plan (Cont.)

(up to the publication of next valuation report in June 2028), subject to clearance from the Higher Education Commission and the Ministry of Finance, Economic and Planning Development.

4.7.3 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.

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.

4.7.4 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".

4.8 Revenue Recognition

Revenue comprises mainly government grants, course fees and sales of goods and services.

4.8.1 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.

4.8.2 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 on an 'accruals' basis pertaining to the period the service is delivered.

4.8.3 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.

4.9 Expenses

Expenses are charged to the accounts on an 'accruals' basis.

4.10 Risk Management Policies

A description of the various risks which the Board is exposed to, is shown below together with the approach adopted by Management to control and mitigate those risks. Except where with

the approach adopted by Management to control and mitigate those risks. Except where stated elsewhere, the carrying amounts of OU's financial assets and financial liabilities approximate their fair values.

Currency Risk

Currency risk arising 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.

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.

4.11 Taxation

No provision has been made in the Financial Statements for income tax and value added tax, on the basis that OU is exempted.

4.12 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.

4.13 Comparative Figures

When an accounting policy is changed with retrospective effect, comparative figures are restated in accordance with the new policy.

4.14 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 realised within time frame set up by the OU Board.

4. ACCOUNTING POLICIES (Cont.)

4.14 Disclosure of Interests in Other Entities (Cont.)

As at 30 June 2024, 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 categorised 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 2024, 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 2024

	30-Jun 2024 Rs	30-Jun 2023 Rs
5.1 CASH AND CASH EQUIVALENTS		
Cash at bank	250,318,857	202,635,813
Cash in hand	87,096	67,220
Total	250,405,953	202,703,033

5.2 SHORT-TERM INVESTMENTS

	Maturity Date	Rate of Return		
Investment in Treasury Bills	26-Sep-24	3.48%	193,792,000	96,698,000
Investment in Treasury Bills	6 Mar 2025	3.98%	96,491,000	197,806,000
			290,283,000	294,504,000

The Open University has no undrawn borrowing facilities.

6. RECEIVABLES AND PREPAYMENTS

		Restated
Course fees due - Learners	9,874,881	13,316,325
Debtors other Institutions	5,761,230	3,840,901
Works commissioned by clients	198,952	107,630
Affiliation fees prepaid	355,433	355,433
Other prepayments	6,367,581	6,347,619
Car Loans (Note 8)	2,831,356	2,799,359
Sundry Debtors	3,259,432	2,482,491
Interest Receivables	5,572,452	2,108,744
Course fees receivable - FTES	92,497,350	78,850,925
Total	126,718,666	110,209,427

7. INVENTORIES

	Carrying Amount at 30-Jun 2024 Rs	Carrying Amount at 30 June 2023 Rs
Materials and supplies	3,460,499	2,821,889
Finished goods	572,570	338,680
Total	4,033,069	3,160,569

8. RECEIVABLES CAR LOANS

Movement in car loans were as follows:		
Amount due as at 01 July	11,206,078	9,163,354
Loans released to staff	2,960,000	6,500,989
Loans refunded by staff	(3,016,019)	(4,458,265)
Amount due as at 30 June	11,150,059	11,206,078
Deduct: Amount falling due within one year	(2,831,356)	(2,799,359)
Amount falling due after one year	8,318,703	8,406,719

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

9.1 NON-CURRENT ASSETS - PROPERTY, PLANT & EQUIPMENT

Reporting Period	PRODUCTION EQUIPMENT		FURNITURE & FITTINGS, OFFICE EQUIPMENT AND PARKING SPACE		MOTOR VEHICLES		COMPUTER EQUIPMENT		TOTAL	
	30 June 2024	30 June 2023	30 June 2024	30 June 2023	30 June 2024	30 June 2023	30 June 2024	30 June 2023	30 June 2024	30 June 2023
Opening Carrying Amount	77,662,936	77,200,161	61,261,267	62,794,192	4,951,475	4,951,475	31,835,470	34,346,211	175,711,148	179,292,040
Write-off of original cost of Assets										
Revalued	(36,958,262)	-	(15,683,190)	-	(3,822,993)	-	(8,024,863)	-	(63,360,826)	-
Additions	2,463,575	609,615	3,312,542	1,269,093	-	-	9,176,320	1,676,440	14,952,437	3,555,148
Revaluation of assets	8,648,371	-	3,659,698	-	2,301,522	-	507,560	-	15,117,151	-
Disposals	-	(146,840)	(226,533)	(2,802,018)	-	-	-	(4,187,181)	(226,533)	(7,136,039)
Derecognition of assets	(26,905,892)	-	(12,111,565)	-	-	-	-	(10,572,189)	(49,589,646)	-
Closing Carrying Amount	24,910,728	77,662,936	40,212,219	61,261,267	3,430,000	4,951,475	22,922,298	31,835,470	92,603,727	175,711,149
Opening Accumulated Depreciation	(72,555,392)	(68,158,036)	(53,922,205)	(53,353,288)	(3,822,993)	(2,986,270)	(24,991,888)	(26,235,094)	(155,292,478)	(150,732,688)
Write-off of original cost of Assets										
Revalued	(36,958,262)	-	(15,683,190)	-	3,822,993	-	(8,024,863)	-	64,489,308	-
Depreciation for the period	(2,778,041)	(4,544,196)	(2,756,115)	(3,317,542)	-	(836,723)	(4,431,110)	(2,943,975)	(9,965,266)	(11,642,436)
Disposals	-	146,840	226,096	2,748,625	-	-	-	4,187,181	226,096	7,082,646
Derecognition of assets	26,905,892	-	12,108,069	-	-	-	10,572,189	-	49,586,150	-
Closing Accumulated Depreciation	(11,469,279)	(72,555,392)	(28,660,965)	(53,922,205)	-	(3,822,993)	(10,825,946)	(24,991,888)	(50,956,190)	(155,292,478)
Net Carrying Amount	13,441,449	5,107,544	11,551,254	7,339,062	3,430,000	1,128,482	12,096,352	6,843,582	41,647,540	20,418,671

9.2 NON-CURRENT ASSETS - INTANGIBLE ASSETS

Reporting Period	RIGHTS		PRODUCTION SOFTWARE		COMPUTER SOFTWARE		PROGRAMME DEVELOPMENT		TOTAL	
	30 June 2024	30 June 2023	30 June 2024	30 June 2023	30 June 2024	30 June 2023	30 June 2024	30 June 2023	30 June 2024	30 June 2023
Opening Carrying Amount	1,646,347	1,646,347	-	-	46,625,871	46,337,467	57,450,471	49,142,428	105,722,689	97,126,242
Write-off of original cost of Assets										
Revalued	-	-	-	-	(546,000)	-	(29,358,740)	-	(29,904,740)	-
Additions	322,468	-	-	-	5,207,834	288,404	4,485,572	8,678,043	10,015,874	8,966,447
Revaluation of assets	-	-	-	-	241,000	-	14,679,370	-	14,920,370	-
Derecognition of assets	(1,438,984)	-	-	-	(5,261,321)	-	(11,721,686)	(370,000)	(18,421,991)	(370,000)
Closing Carrying Amount	529,831	1,646,347	-	-	46,267,384	46,625,871	35,534,987	57,450,471	112,236,942	105,722,689
Opening Accumulated Amortisation	(1,521,928)	(1,315,886)	-	-	(18,717,839)	(12,364,966)	(46,981,623)	(43,150,529)	(67,221,390)	(56,831,381)
Write-off of original cost of Assets										
Revalued	-	-	-	-	546,000	-	(29,358,740)	-	29,904,739	-
Amortisation for the period	(105,966)	(206,042)	-	-	(6,369,561)	(6,352,873)	(4,171,122)	(4,201,094)	(10,646,650)	(10,760,010)
Derecognition of assets	1,438,984	-	-	-	5,261,321	-	11,721,686	370,000	18,421,991	370,000
Closing Accumulated Amortisation	(188,910)	(1,521,928)	-	-	(19,280,079)	(18,717,839)	(10,072,319)	(45,981,623)	(59,446,049)	(67,221,391)
Net Carrying Amount	340,921	124,419	-	-	26,987,305	27,908,032	25,462,668	10,468,848	52,790,892	38,501,298

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

10 REVALUATION AND DERECOGNITION/DISPOSAL OF ASSETS

10.1 NON-CURRENT ASSETS - PROPERTY, PLANT & EQUIPMENT

FA Class	Costs (Zero NBV) 30/06/23 Rs	Economic Useful Life	Original Costs of Revalued (Assets still in use) Rs	Revalued Economic Useful Life	No. of Revalued Items	Revalued Amount Rs	No. of Derecognised/ Disposed Items	Derecognised Amount (Assets no longer in use Rs
Audio-Visual Equipment	48,554,509.26	1-15	26,033,724.89	5-10	388	6,581,077.97	498	22,400,784.37
Audio-Visual Equipment (Décor Studio)	1,094,345.00	1-15	687,660.00	5	50			
Computer Equipment	22,704,331.27	2-7	8,024,862.95	1-3	261	507,559.78	636	10,572,189.28
Tools	498,949.94	5	168,628.25	5	45	40,076.06	104	330,321.69
Fencing	1,417,021.12	10	0	0	0	0	18	1,417,021.12
Graphics Equipment	2,694,523.19	5-20	527,014.95	1-2	12	31,917.00	51	2,140,668.24
Printing Equipment	11,575,353.42	5-20	9,541,234.25	1-5	19	1,823,386.00	6	2,034,119.17
Building Partitioning	11,093,714.89	10	10,050,613.54	5	9	2,512,653.39	4	1,043,101.35
Motor Vehicles	4,951,475.00	3-7	4,951,475.00	3-7	6	3,430,000.00	-	-
Office Equipment	5,632,576.47	2-10	5,632,576.47	1-5	327	1,147,044.89	475	9,651,443.08
Furniture and Fittings	-	-	-	-	-	-	108	226,532.70
Total	110,216,799.56		65,617,790.30		1,117	16,073,715.09	1,900	49,816,181.00

10.2 NON-CURRENT ASSETS - INTANGIBLE ASSETS

FA Class	Costs (Zero NBV) 30/06/23 Rs	Economic Useful Life	Original Costs of Revalued Assets still in use Rs	Revalued Economic Useful Life	No. of Revalued Items	Revalued Amount Rs	No. of Derecognised Items	Derecognised (Assets no longer in use)/Amount Rs
Programme Development	41,080,426.49	5	29,358,740.21	10	624	14,679,370.11	258	11,721,686.28
Rights	1,438,983.83	5	0	0	0	-	10	1,438,983.83
Computer Software	5,807,321.39	5-7	546,000.00	1-5	7	241,000.00	54	5,261,321.39
Total	48,326,731.71		29,904,740.21		631	14,920,370.11	322	18,421,991.50

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

	30-Jun 2024 Rs	30-Jun 2023 Rs
11. PAYABLES		
Course fees prepaid	2,406,668	15,219,204
Accrued expenditure	19,219,835	21,783,074
Course Fees to be refunded	57,176	180,982
Sundry creditors and prepayments	2,626,074	2,839,557
Total	24,309,753	40,022,817

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 2024 Rs	30-Jun 2023 Rs
Total car loans	12,149,559	11,206,078
Less amount falling due within one year	(2,962,156)	(2,759,045)
Amount due after one year	9,187,403	8,447,033

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 2024 Rs	30-Jun 2023 Rs
Short-term:		
Sick leave benefits	7,000,000	6,000,000
Passage benefits	5,000,000	5,000,000
Vacation leave benefits	2,700,000	2,000,000
Total	14,700,000	13,000,000
Long-term:		
Sick leave benefits	31,900,000	30,400,000
Passage benefits	7,718,491	7,817,194
Vacation leave benefits	29,100,000	28,570,000
Total	68,718,491	66,787,194

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

14. PENSION OBLIGATION

The actuarial valuation of the Open University of Mauritius Staff Pension Fund managed by SICOM Ltd as at 30 June 2024, is reported as follows:

	30-Jun 2024 Rs	30-Jun 2023 Rs
Amounts recognised in Statement of Financial Position at:		
Defined benefit obligation	758,748,106	695,508,024
Fair value of plan assets	(289,735,708)	(273,101,775)
Liability recognised in the Statement of Financial Position at end of year	469,012,398	422,406,249
 Amounts recognised in the Statement of Financial Performance:		
Service cost:		
Current service cost	11,509,761	12,337,657
(Employee contributions)	(3,435,016)	(3,755,477)
Fund Expenses	790,780	712,234
Net Interest expense/(revenue)	24,075,901	19,310,687
P&L Charge	32,941,426	28,605,101
 Remeasurement:		
Liability (gain)/loss	43,559,952	27,229,325
Assets (gain)/loss	(8,030,232)	690,541
Net Assets/ Equity (NAE)	35,529,720	27,919,866
Total	68,471,146	56,524,967
 Movements in liability recognised in the Statement of Financial Position:		
At start of year	422,406,250	391,790,541
Amount recognised in P&L	32,941,426	28,605,100
(Past service liability contribution)	(12,000,000)	(13,208,220)
(Assets transferred in)	(820,595)	(2,653,263)
(Contributions paid by employer)	(9,044,403)	(10,047,775)
Amount recognised in NAE	35,529,720	27,919,866
At end of year	469,012,398	422,406,249

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 2024

14. PENSION OBLIGATION (Cont.)

FIGURES FOR IPSAS 39 ADOPTION FOR:

	30-Jun 2024 Rs	30-Jun 2023 Rs
Reconciliation of the present value of defined benefit obligation		
Present value of obligation at start of period	695,508,025	658,898,284
Current service cost	11,509,761	12,337,657
Interest cost	39,895,197	32,694,688
(Benefits paid)	(31,724,829)	(35,651,929)
Liability (gain)/loss	43,559,952	27,229,325
Present value of obligation at end of period	758,748,106	695,508,025
Reconciliation of fair value of plan assets		
Fair value of plan assets at start of period	273,101,775	267,107,743
Expected return on plan assets	15,819,296	13,384,001
Employer contributions	9,044,403	10,047,775
Employee contributions	3,435,016	3,755,477
Actuarial reserves in	12,000,000	2,653,263
Past service liability contribution	820,595	13,208,220
(Benefits paid + other outgo)	(32,515,609)	(36,364,163)
Asset gain/(loss)	8,030,232	(690,541)
Fair value of plan assets at end of period	289,735,708	273,101,775
Distribution of plan assets at end of period		
<i>Percentage of assets at end of year</i>	June 2024	June 2023
Fixed Interest securities and cash	49.9%	53.9%
Loans	3.1%	2.8%
Local equities	15.2%	14.0%
Overseas bonds and equities	31.3%	28.8%
Property	0.5%	0.5%
Total	100%	100%
Additional disclosure on assets issued or used by the reporting entity	30 June 2024	30 June 2023
<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
Components of the amount recognised in NAE		
Year	30-Jun 2024	30-Jun 2023
Currency	Rs	Rs
Asset experience gain/(loss) during the period	8,030,232	(690,541)
Liability experience gain/(loss) during the period	(18,660,077)	(27,229,325)
Liability gain/(loss) due to change in financial assumption	(24,899,875)	N/A
	(35,529,720)	(27,919,866)
Year	2024/2025	
Expected employer contributions	10,073,344	
(Estimate to be reviewed by Open University of Mauritius)		
Weighted average duration of the defined benefit obligation	13 years	
(Calculated as a % change in PV of liabilities for a 1% change in discount rate)		

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

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 2024	Year ending 30 June 2023
Discount rate	5.60%	5.87%
Future salary increases	4.50%	4.50%
Future pension increases	3.50%	3.50%
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 88.0 million (increase by Rs 107.9 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 31.2 million) if all assumptions were held unchanged.

- If life expectancy would increase (decrease) by one year, the defined benefit obligation would increase by Rs 23.7 million (decrease by Rs 23.6 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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

15. REVENUE

15.1 Revenue from Exchange Transactions

	30-Jun 2024 Rs	30-Jun 2023 Rs
Breakdown:		
Course fees	153,356,871	156,882,903
Course fees under Free Tertiary Education Scheme	182,705,290	202,907,435
Research Grant	489,736	-
Other Fees from learners	20,457,027	17,378,944
Sale of services	8,331,477	7,479,563
Sale of goods	270,580	168,805
Collaboration with Other Universities	2,249,001	2,502,537
Miscellaneous Revenue	2,696,302	1,492,222
Gain on Disposal of Non-Current Asset	-	-
Gain on Exchange	50	-
Interest Receivable	10,865,174	2,108,744
Total	381,421,508	390,921,153

15.2 Revenue from Non-Exchange Transactions

	30-Jun 2024 Rs	30-Jun 2023 Rs
Breakdown:		
Government Recurrent Grant	9,000,000	10,000,000
Capital Grant	2,992,755	5,172,421
CGS Refund	-	338,499
	11,992,755	15,510,920

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

16. STAFF COSTS

	Note	30-Jun 2024 Rs	30-Jun 2023 Rs
Breakdown of Staff Costs:			
Basic Salary		98,085,528	94,678,264
Salary Compensation		7,089,914	2,479,917
Overtime		8,408,107	7,007,806
Acting and other Allowances		2,152,114	2,164,950
Gratuity		1,216,600	631,370
Chairman & Board/Committees Fees		2,332,840	3,031,295
End-of-Year Bonus		8,209,172	7,976,832
Passage Benefits		3,864,592	3,317,200
Pension cost - Defined benefit plan		30,930,007	22,844,127
Contributions - Public Sector Defined Contribution Plan		4,364,274	3,562,666
Contributions - NPF, CSG & FPS		8,046,759	7,435,010
Contributions - National Savings Fund		1,638,625	1,397,187
Extra Assistance		428,335	812,756
Sick Leave		8,095,873	4,187,260
Vacation Leave		2,777,433	653,599
Uniforms Allowance		201,455	222,605
Travelling and Transport		12,439,434	11,983,894
Medical Scheme		908,500	797,000
Insurance Compensation		-	338,499
		201,189,561	175,522,237

17. OTHER OPERATING EXPENSES

17.1 Breakdown of Operating Expenses:

Academic Expenses	17.2	54,315,370	64,303,826
Programme Production		1,589,736	1,938,606
Resource Centre		10,640,035	6,308,293
Marketing & Outreach Activities		1,289,530	1,337,568
Training and Staff Development		209,507	581,951
Research		2,120,779	1,609,837
Insurance		293,698	292,475
Security Services		1,505,750	1,214,127
Postage & Office Stationery		2,011,910	2,006,214
Telephone, Electricity and Water		7,652,865	6,324,153
Institutional Links and Membership fees		1,020,423	801,868
Legal and Professional Charges		615,000	552,600
Motor Vehicle Running Expenses		1,922,744	1,595,108
Repairs and Maintenance		10,210,482	10,935,916
Hospitality		871,040	753,673
General Expenses		519,654	441,445
Publicity, Advertisement and Recruitment Expenses		245,252	216,299
Loss on disposal of assets		3,933	21,892
Loss on exchange		25,682	89,954
Mission Expenses		53,215	483,070
Quality Assurance		32,000	48,301
Collaboration with other Universities		3,116,467	4,170,234
Land Rental & Campus Construction at Côte d'Or:			
Operating Lease	26	-	690,000
Other Expenses		2,014,435	41,815
Total		102,279,508	106,759,225

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

	30-Jun 2024	30-Jun 2023
	Rs	Rs
17.2 Breakdown of Operating Expenses:		
Induction	19,868	19,390
Face/Face Sessions	8,666,531	18,297,287
Assignment Marking	5,654,296	9,450,461
Project Supervision/Marking	4,524,000	6,620,969
Refund Research Materials	24,323	43,042
Professional Certification	-	12,217
Exams	17,055,785	24,786,827
Group Personal Accident (Student & Tutors)	125,224	100,199
AAD General Materials	289,994	261,660
AAD General Others	802,054	351,023
Student Activities	-	81,652
Educational Software	9,404,237	1,347,747
Main Supervisor	968,321	1,147,055
Second Supervisor	75,846	201,822
Tablet for learners	-	2,289
Conferences	903,380	58,111
Graduation Ceremony	2,933,448	1,522,075
Overseas Study Centre	127,150	-
Bad debts -Course Fees	2,692,913	-
Rental of space for parking space for delivery of courses	48,000	-
	54,315,370	64,303,826

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

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

	Year Ended 30 June 2024
	Rs
Revenue	
Actual Revenue as per Statement of Comparison of Budgets and Actual Amounts	738,159,241
Fixed Deposit	(387,850,000)
Course fees FTES as at 30 June 2023	(78,850,925)
Course Fees FTES at 30 June 2024	92,497,350
Bank interest receivable as at 30 June 2024	5,572,452
Movement in Operating Revenue	23,886,145
Total Revenue as per Statement of Financial Performance	393,414,263
Expenses	
Actual Expenditure as per Statement of Comparison of Budgets and Actual Amounts	690,809,110
Commitment for the year and other adjustments	36,552,799
Investment: Funds reserved for construction of Campus at Côte d'Or	(376,227,533)
Commitment of last year	(32,001,982)
Inventories as at 01 July 2023	3,160,569
Inventories as at 30 June 2024	(4,033,069)
Depreciation & Amortisation	20,611,916
Increase in Passage Benefit	3,864,592
Increase in Sick Leave	8,095,873
Increase in Vacation Leave	2,520,560
Increase in Pension	11,076,428
Movement in Pension Obligation	(8,380,586)
Other Prepayments	(6,367,581)
Additions to PPE and Intangible assets	(19,849,539)
Programme Development	(5,750,572)
Expenditure as per Statement of Financial Performance	324,080,985

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

18.2 Explanations on Difference between the Original and Final Budgets

The budget for Financial Year 2023/24 was approved by OU Board on 12 June 2023. The Revised Budget for the Financial Year 2023/24 was approved by OU Board on 28 June 2024 taking into consideration the actual results for the six months ended 31 December 2023 and re-allocations carried out during the Financial Year 2023/24. The most significant differences are as follows:

- 18.2.1 Recurrent Grant - NYCBE** - The request for 'Carry Over of Expenditure" was not approved by the Parent Ministry. Procurement exercise is ongoing.
- 18.2.2 Funds allocated under ERP** - Funds were transferred by Parent Ministry after several follow-up actions undertaken.
- 18.2.3 Course fees - FTES** - Provision reviewed as there was delay in refund for fees under FTES Scheme.
- 18.2.4 Other Income** - Provision reviewed based on new projects and assignments.
- 18.2.5 Top-Up Capital Grant** - Provision reviewed following approval of new projects by the Committee of Needs
- 18.2.6 Salary** - List of vacancies was reviewed as there was delay in Recruitment exercise and there was sudden departure of staff to other institutions as well as retirement.
- 18.2.7 Overtime** - Provision reviewed upwards based on actual expenditure for the six months period ended 31 December 2023 and also following delay in recruitment of staff.
- 18.2.8 Repairs and Maintenance** - Following the implementation of new projects and based on actual trend of expenditure for the six months period ended 31 December 2023, the provision was reviewed upwards.
- 18.2.9 Marking of Assignment, Exam Expenses & other Academic Expenses** - Provision was revised upwards as OU had a backlog of payments to clear and there was an increase in payments in the last six months ended 31 December 2023.
- 18.2.10 Tablet for Learners** - Tender proceedings could not be undertaken during the financial year as the matter was at the level of Central Procurement Board.

18.3 Explanations on Difference between the Final Budget and Actual Amounts

- 18.3.1 Course Fees - OU learners and Admin Fees** - There was a decrease in revenue from course fees based on decrease in enrolment of learners.
- 18.3.2 Course Fees - FTES** - Funds were not transferred from HEC as at 30 June 2024 in respect of fees claimed under FTES for the financial year 2023/24.
- 18.3.3 Basic Salary** - Actual costs of Salary and Travelling Allowances was lower than budgeted due to non-filling of posts and following departure of staff on retirement and 'Leave Without Pay'.
- 18.3.4 Academic Expenses** - Savings occurred as backlog of payments for Exams and other payments were not cleared during the financial year, though payments effected during the period July to September 2024 were accrued in the accounts.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

19. EVENTS AFTER THE REPORTING DATE

There were no events after the reporting date.

20. EMPLOYEE DISCLOSURE

As at 30 June 2024, OU had 254 employees on permanent pensionable establishment, 1 part-time and 10 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 41,457,896 was provided to key management personnel for the reporting period as follows:

	30-Jun 2024	30-Jun 2023
	Rs	Rs
Director-General	3,685,407	3,955,938
Heads of division/section	9,219,771	11,898,851
Other senior staff	28,552,718	23,553,033
Total	41,457,896	39,407,822

22. OTHER REMUNERATION AND COMPENSATION TO KEY MANAGEMENT

During the reporting period, fees totalling Rs 312,800 for tutoring services were paid to key personnel as follows:

	30-Jun 2024	30-Jun 2023
	Rs	Rs
Senior Management staff	312,800	814,300

Figures for other remuneration are included in Note 21.

23. BOARD OF DIRECTORS' REMUNERATION

	30-Jun 2024	30-Jun 2023
	Rs	Rs
Chairperson fees	483,750	626,560
Other Board Directors' fees	6,399,482	831,665
Total	6,883,232	1,458,225

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2024

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.

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.

25. PENDING LITIGATIONS

There is no litigation as at 30 June 2024.

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 2024 Rs	30-Jun 2023 Rs
Total Rental of Land	-	30,884,247
Total Rental Paid	-	(690,000)
Less amount falling due within one year	-	(690,000)
Amount due after one year	-	29,504,247

27. PRIOR YEAR ADJUSTMENTS

		Restated
Reversal of Debtors - Other Institutions	880,534	721,794
Corrections of Entries	3,262,780	616,275
	4,143,314	1,338,069

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, postgraduate 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.

Open University
of Mauritius



CODE OF
ETHICS

CODE OF ETHICS

Open University
of Mauritius



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

CODE OF ETHICS FOR OU STAFF

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1. Introduction

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. 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

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

Code of Ethics are 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

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 of 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

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 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

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

All staff must comply with the intellectual property regulations as specified in the OU General Rules.

11. Use of University Resources

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

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 so 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

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

OU employees should not, without written approval of the Director-General, provide any information to the news media or 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

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

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

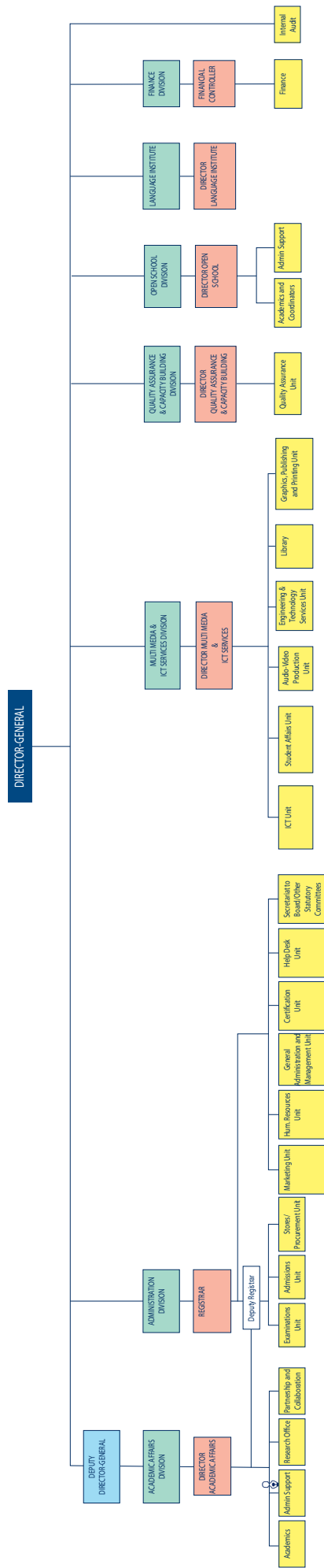
I,....., holding the post ofat the Open University of Mauritius, confirm having read and understood the Code of Ethics of the Open University of Mauritius. I hereby undertake to commit to uphold the values of personal integrity and fairness while complying to all the provisions stated in this Code. I will maintain the highest ethical standards in all my actions.

.....
Date

.....
Signature

Appendix 4

ORGANIGRAM OF OU AS AT 30 JUNE 2024



Note: 1. This organigram will evolve in line with future development of OU.

2. The Examinations Unit and Admissions Unit work closely with Academic Affairs Division through the Deputy Registrar.