

STATE OF ACCRA COLLEGE OF EDUCATION ADDRESS

PRESENTED

BY

THE PRINCIPAL

DR SAMUEL AWINKENE ATINTONO,

**TO CONVOCATION ON MONDAY, APRIL 15 , 2021 AT THE
CONFERENCE ROOM, AcCE, ACCRA.**

Salutation

Vice Principal

College Secretary

Finance Officer

Internal Auditor

Librarian

Senior Management

Heads of Department

Members of the Convocation

Colleagues

Ladies and Gentlemen

Introduction

I would like to, first of all, welcome you all to the first Convocation meeting of Accra of College Education since it gained its status as a tertiary institution by Act 2012, Act 847. This is the first time that I stand before you to perform my responsibility as specified by Statute 29 of the Harmonised Statutes for Colleges of Education which requires that meetings of Convocation shall be held at least once every semester.

Per the Harmonised Statutes, my responsibility is to submit to you the state of the College and its future plans as well as express opinion on matters affecting the College and refer any such matters to the relevant statutory body for further consideration. I intend this morning to fulfil this statutory requirement by presenting to you the “State of the College” since my assumption of office, as well as our major areas of emphasis for the current year and the years ahead. I hope this will provide an opportunity for us to reflect on our individual and collective actions and efforts towards achieving the vision and mission of the College.

Permit me to express my profound gratitude to the Governing Council, members of Convocation and the entire college community for your support during my investiture on November 13, 2020. It was a great success and a spectacular historic event in the College and we all deserve commendation for our collective contribution and roles. For me, it was a true reflection of our commitment, teamwork and dedication towards the development of the College.

Let me also use this opportunity to extend a warm welcome to the new staff who have joined the College in the various departments. Accept my congratulations.

Perhaps it is instructive to remind ourselves of the current Covid-19 pandemic and its impact on academic work and activities. The pandemic stretched last academic year from August up to December, 2020. This delayed the start of the 2020/2021 academic year till January 11, 2021. We are most grateful to God that our college community have been spared our lives and any infection. While we will continue to pray to God for his protection, I will appeal to everyone to observe the protocols at all times and take advantage of the ongoing vaccination against the pandemic.

In this address, I will focus on a number of thematic areas which will include: Students and statistics, Academic Departments and programmes, Human resource and staff development, workshops/seminars/ conferences, strategic plan, staff welfare and conditions of service, teaching, research, innovation and professional development, finance, external grant, housing, internal controls, ICT infrastructure, academic facilities, utilities, alumni, security and affiliations.

Students and Faculty Statistic

The College has a total population of 1,71 students from level 100-300 for the current academic year. This population is made up of 616 males and 455 females. The distribution based on levels are 419 (39%) for first years, 351 (33%) being second years and 297(28%) for third years. The population distribution of students) represented by various regions in Ghana is as follows:

Table 1: Students Enrolments by region in the College for the 2020/2021 Academic Year

S/No	REGION	LEVEL			TOTAL
		100	200	300	
1	Ahafo	7	0	2	9
2	Ashanti	69	45	48	162
3	Bono	34	0	20	54
4	Bono East	12	0	3	15
5	Brong Ahafo ***	0	48	4	52
6	Central	51	31	26	108
7	Eastern	74	76	63	213
8	Greater Accra	40	51	75	166
9	Northern	8	6	2	16
10	North East	2	0	0	2
11	Oti	7	0	2	9
12	Savannah	4	0	0	4
13	Upper East	22	11	8	41
14	Upper West	4	3	2	9
15	Volta	68	61	26	155
16	Western	11	19	15	45
17	Western North	6	0	1	7
Total		419	351	297	1067

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The breakdown by programmes is as follows: Early Grade Education (39), Primary Education (310), and Junior High Education (718). The pattern of distribution that appears to be in favour of Junior High Education programme is partly because of the large number of applicants opting for the JHS option for the past three years. We are

making efforts to ensure that many students opt for Early Childhood and Primary programmes.

Academic Programmes/Departments

As part of the reforms of the initial teacher education in the country, Government rolled out a 4-year Bachelor of Basic Education Degree (B.Ed.) programme in 2018/2019 academic year alongside the diploma programme. The first batch who are now in the 3rd year are running the UCC programme. This 4-year Bachelor of Education programme is fully aligned with the expectations, principles and practices set out in the National Teacher Education Curriculum Framework (NTECF). Student teachers pursuing this degree programme will be fully prepared to meet the National Teachers Standard (NTS). This new B.Ed. curriculum aims to transform initial teacher's education (ITE) and through this secure the training of highly qualified motivated new teachers who are able to inspire their learners to achieve better outcomes in basic education. The B.Ed. curriculum has been written through a collaboration of the five teacher education universities together with some tutors from the Colleges of Education, bringing together for the first-time leading educationist across Ghana to create the curriculum. The curriculum has recently been adjudged as one of the best in sub-saharan Africa.

The last batch of the 3-year Diploma in basic education completed in July 2020. The College has introduced B.Ed in Early Grade option in 2020/2021 academic year to increase the programmes to three.

The College has nine (9) academic departments: Languages, Mathematics/ICT, Sciences, Education Studies, Social Sciences, Visual Arts, Home Economics, Early Childhood and Library.

Human Resource and Staff Development

The total number of full-time staff is 133 comprising 63 academic staff, and 70 non-academic staff. Senior Staff A are 76; Senior Staff B 26; and Junior Staff 31. The College currently has 2 part-time tutors. The number of casual workers are 19. It is worth noting that efforts are made to add more staff to where vacancies exist subject to financial clearance.

In view of our critical staffing needs, we have evolved a number of conventional initiatives to attract both teaching and non-teaching staff. Such initiatives include the soliciting assistance from other Colleges of Education to recruit and transfer, proactive measures by Management in dealing with the conduct of interviews with prospective applicants for appointment into various positions. Partly because of these initiatives, over the years under review, we were able to fully engage a total of 62 staff. Another strategy used to augment staff recruitment was through migration of qualified staff from GES to the College which saw 22 staff added to our payroll. Unfortunately, the Ghana Tertiary Education Commission (GTEC) shut down this window in January 2020. We also were fortunate to have staff (about 27) from other sister Colleges of Education joining the College through the release/transfer window. Almost all academic departments have benefited from this initiative. There are on-going efforts to help sustain the good student teacher ratio.

It is important to mention that for the past two years, we received 7 and 12 financial clearance respectively from the Ministry of Finance through GTEC. We have used them to fill critical vacancies in academic and non-academic departments. We are grateful to government but will continue to appeal for more since there is still a huge gap of staff needs in the various departments. We will continue to adopt measures such as annual submission of technical and financial requests to GTEC to meet our human resource needs.

As a result of the foregoing initiatives, our student, teacher ratio as a College has improved as it now stands at 20:1 compared to the last two years, 2019 figure of 25:1.

As part of the on-going efforts to promote staff development through continuing training of our staff;8 staff from 5 academic departments are pursuing further studies to build their academic and professional capacities. Out of this number, 6 staff members are pursuing PhD and 2 staff members are pursuing MPhil. For non-teaching staff, 5 are pursuing further studies with 2 PhD , 2 first degree and 1 HND . Most of them are on part-time study leave with pay while others are on full time study leave-with pay. I am happy to report that since assuming office in November 2018 I have taken steps to ensure that staff on study leave receive the GETFund support to the College. Thus all our staff on study leave receive funding to cover fees and accommodation. A supplementary funding option is the T-TEL Transition Support Fund which will soon be disbursed following the submission of the policy on disbursement formula to the Academic Board.

In line with efforts to regularize the positions of senior management members, Council set up a Search Committee in July 2020 which interviewed applicants for the positions of College Secretary, Vice Principal, College Finance Officer, Internal Auditor and College Librarian. I am happy to report that the Search Committee submitted its report to Council in September 2020. The College Secretary has been confirmed while we are still awaiting some directives from GTEC to regularize the rest of the positions.

The promotion of staff in the College has not been encouraging. Only one tutor from the Department of Social Science has been promoted to the rank of Senior Tutor in

2020. A few others have submitted their applications for promotions and we have submitted them to our affiliate university (University of Ghana) for assessment. This is a worrying situation and I have taken steps to set up the College Seminar and Journal Committee with clear terms of reference to facilitate academic research and publication. To this end, there will be mandatory weekly seminars next semester where every tutor will be required to present a paper and obtain feedback. The Committee will work with the various Heads of Department to come out with a schedule. We will support staff to attend conferences in their discipline areas and also ensure that they publish at least an article a year. This is something dear to my heart and I wish to appeal to all of you to step up your academic research in order to remain relevant in the College since research is critical to your professional growth.

Let me take this opportunity to also inform you that since last year promotions in the colleges which used to be conducted by the then NCTE has now been ceded to the affiliate universities. As a result, the University of Ghana set up a joint committee made up of College Principals and the College of Education to develop Appointments and Promotions guidelines based on the Harmonised Statutes and Harmonised Scheme of work for the assessment of promotion applications in the colleges. The draft policy is almost ready and will soon be used for assessment of promotion both teaching and non-teaching applications. The Governing Councils through their respective Appointment and Promotions Committee will now be responsible for staff for promotions when the policy document is approved. The four key areas for assessment for promotion include teaching, research, extension work, and innovation for academic staff. Research should be based on recognized peer reviewed journals and published book chapters or books. Let me emphasize that there is no room for predatory journal publication. As much as joint publication is

encouraged you are advised to ensure that you have sole publication to enhance your chance for promotion.

For the non-academic staff, annual appraisal and publications in the form of report writings, memos, minutes taking, speeches, policy documents are required.

On a rather sad note, I wish to report that during the period under review, five senior staff A members left the College for other institutions. This is partly because of the poor conditions of service in the Colleges of Education which makes them an easy prey for the universities and other institutions.

On a closely related matter, I would like to inform Convocation that, as a matter of policy, all staff who desire to pursue further studies must first of all obtain approval in good time from the Principal through their respective Heads of Department before embarking on their studies. The practice where staff secure admissions before informing Management will no longer be tolerated. .

The Strategic Plan: 2021-2025

We began the process to develop a new 5-year Strategic Plan in July 2020 to replace the previous Strategic Plan which ended in December 2020. The themes of the Strategic Plan include the following.

- Excellent Academic Standards in Teaching and learning
- Research, Innovation and Professional Development
- Collaboration and Stakeholder Engagement
- Physical Infrastructure Development
- ICT Infrastructure Development
- College Support Services
- Financial Sustainability

- Good Corporate Governance
- Health Sanitation and Environment

The process of the developing the Strategic Plan was spearheaded by a committee chaired by Dr. Bernice Oteng. They adopted the bottom-up consultative approach from the department level to the top for the SWOT analysis. This eventually led to building the eight above thematic areas that will address the developmental needs of the College. I am happy to report that the final draft of the Strategic Plan is ready for consideration by Council at its next meeting on March 24, 2021. When it is approved it will provide the strategic direction for the realization of our vision to become the centre of excellence.

Workshops/Seminars/ Conferences

Management have made it a policy to ensure we build the capacity of our staff to improve performance. This is particularly critical since the College is a tertiary institution. As a result, during the period under review, many workshops/seminars/conferences for staff and Senior Management officials were organized. These workshops/seminars/ conferences contributed to broadening the knowledge and building the capacity of staff at the various departments and units. Most of these workshops/seminars/ conferences were by virtual mode because of the Covid-19 pandemic.

The current policy remains unchanged regarding training and development of staff. It is anticipated that more senior staff A members will avail themselves of the opportunity to attend workshops/seminars/conferences. Indeed, we have allocated funds from our Transition Support Fund. The annual GETFund do include support for conference attendance and I will urge you to take advantage.

Teaching, Research, Innovation and Professional Development

In response to the outbreak of the COVID-19 pandemic, the College, introduced the emergency remote teaching and learning. During the implementation of this online teaching and learning, we identified some challenges including some students who had challenges with either not having a smart phone, data or internet connectivity. To ensure we have at least 80% participation we collaborated with T-TEL to support with about 80 smart phones and preloaded SD cards which were given to the students in need at a subsidized price. This approach enabled students to participate in the online lectures.

A number of workshops on online teaching and learning were organized to equip the teaching staff in their delivery of lessons online. For instance, a four-week online training programme aim at building the capacity of academic staff for online lesson preparation and teaching was organized in collaboration with the University of Amsterdam, Netherlands. This was a successful programme as others were.

To promote the culture of research and innovation and enhance professional development, the College aims to institute measures to create a conducive and stimulating academic environment. In line with this, the College management is working so hard to institute the office of Research, Innovation and Professional Development to support research ; encourage publications, special projects and professional development. The office is also designed to promote grantsmanship, encourage peer review research, explore internal and external collaboration on research for staff and provide in-service training for teachers.

Financial Resource mobilization

The College main sources of funding are from Government subvention, GETFund, donations and Grants, and Internally Generated Funds (mainly schools fees).

The government provides a substantial amount of the financial resources required for the conduct of the College's activities and personal emoluments alone constitute 89% of Government's subvention to the College.

Our monthly wage bill is about GH¢150,000.00 out of which government provides GH¢120,000 with the rest catered for by the College.

The fiscal year (2019/2020) received 47% of its total funds from Government for compensations, goods and services. About 44% of the funds came as IGF and 9% of the funds came from GETFund which was mainly for staff development. We appreciate the government for always responding to our needs even though we still expect more.

As we can see, the actual income received from government is always less than our total funding requirements. Actual revenue for this year (2021) is projected to form only 50% of our total funding requirement as against the 2020 figure of 56.7%. This shows that other sources of funding such as the internally generated funds are required to meet the financial demands.

The Ghana Education Trust Fund (GETFund) grants make up a substantial proportion of the total revenue available to the College. GETFund receipts amounted to GH¢2 million (9%). This means that though the College has improved on its GETFund receipts, it is important for it to improve on private sources of funding which are made up of the various fees charged to students and other internally generated income.

Our internally generated funds and student fees have also been increasing, although very slowly. In 2020/2021 academic year, our total receipts from these sources are estimated to be about 44% of our total income compared to a 2019/2020 proportion of 42%. Various initiatives are in place to augment the IGF through the facelifting

of the college facilities to enable us improve the academic environment for teaching and learning but at the same time also improve the charges for rentals of college facilities. For the year 2020, rentals of college facilities such as the auditorium, classrooms, conference room, etc. amounted to close to GHS40,000.00 despite the Covid-19 disruption of social and public events

We are hopeful that if the grip of the pandemic becomes less tighter revenue streams from rentals can improve which will subsequently improve, the financial strength of the College . This calls for more determined and committed efforts as well as adopting innovative approaches to generate income. Also, we need to ensure stringent internal controls as well as prudent and judicious use of resources, failing would result in some frustration and immense pressure on the College's financial administration and management.

External Grants/Support

The Transforming Teacher Education and Learning (T-TEL) through Ghana Tertiary Education Commission (GTEC) is a partner in supporting teacher education in Ghana especially the Colleges of Education. T-TEL rolled out a number of projects and programmes to support the development of the Colleges of Education. The College submitted a proposal for a competitive grant call by T-TEL and was among the few Colleges of Education to win a GH¢30,000.00 grant for the establishment of the Teaching and Learning Resource Centre. With the help of this grant the College has renovated an existing classroom and set up the Teaching and Learning Resource Center and appointed a staff to coordinate the activities.

The College has also won the Transition Support Fund (TSF) twice through the efforts of our hard working academic staff. The grant is to support the Colleges of Education in their transition to tertiary institution status. Each of the 46 Colleges of

Education were assessed with respect to the level of achievement in the implementation of the 4-year B.Ed programme focusing on teaching, supported teaching in schools, professional development and partnership with schools.

The College was assessed twice in 2019 and 2020 and qualified after a vigorous assessment by a panel of experts. Thus, the College received a total award of GH¢100,000.00 to support staff development and capacity building. In order to ensure equity and fairness, the College has developed a policy document to guide the disbursement of the fund. A number of staff have applied for the fund and we are working to disburse it based on the approved formula.

Another grant that we won from GTEC within the last year was the Wifi Extension Support grant in Colleges. The grant was GHS20,000 but GHS10,000.00 was awarded due to the exhaustion of the fund. This grant allowed us to extend Wifi coverage to many facilities on campus.

Internal controls

Upon assumption of office, I consciously ensured that the internal controls of the College were strengthened for efficient functioning. The Internal Audit Unit was setup in January 2020 to ensure that activities and financial transactions are evaluated in order to contribute to the improvement of the College's governance, risk management, and control processes. The College's credibility and corporate image is enhanced when internal controls are proactive to offer new insights and consider future impact. This practice requires Management's insight into the internal audit activity and support in every possible direction.

Expansion and Application of ICT

Today, the use of ICT in the teaching and learning process is a necessity and not a choice. Thus, for the College to run effectively and efficiently, it absolutely depends

on reliable and highly equipped ICT infrastructure. Management prioritise the improvement of ICT and has supported the Management Information System (MIS) unit to establish a Local Area Network (LAN). This will enable the College to manage its own LAN. The College MIS unit is currently reconfiguring NanoStations which when done will enhance network communication. The MIS Unit has also begun extension of Wi-Fi connectivity to other facilities in the College. In addition, the the Ministry of Education has provided internet for Colleges with Busy Internet being the Internet Service Provider (ISP).

The College has a temporal agreement with Blue Cloud Network (Ozone), an internet provider to support the College's network/internet accessibility. Other service providers who are also supporting are K-net and Varkey Foundation.

During this period under review, two servers have also been purchased by the College for the unit. One of the servers is currently being used to run the Colleges of Education Management Information System (CEMIS). The other server is being used as a DNS/DHCP server to assign and resolve IP addresses to client computers. Our future plans is to establish a very strong internet connectivity on campus. In line with this, we have made provisions for an ICT centre and a server room and an office in the new Lecture and office block. We are in the process of getting NIITA to connect our ICT infrastructure to the fibre optic which runs through the campus to improve the capacity and speed of the internet. The cost has already been assessed and we have made budget for it. Hopefully, this should be fixed soon.

Academic facilities and Physical Infrastructural Development

For the past two years, the College has adopted a holistic approach to both academic and infrastructural development of the College. This approach has translated into the birth of the several projects which were initiated and completed during the

2019/2020 academic year while others are in progress. Prominent achievements include,

1. Procurement of the five hundred (500) classroom furniture for various Lecture Blocks.
2. Acquisition and installation of five hundred (500) metal bunk beds to replace the old, bedbug infested-wooden beds
3. Acquisition and installation of public address system, projectors and projector screens at the various lecture halls, ICT Lab, Auditorium, Cafeteria and Conference Halls.
4. Renovation and Establishment of the Teaching and Learning Resource Centre (TLRC) to suit modern education and training aid for both tutors and student-teachers (learners).
5. Renovation works at the Principal's Office, Principal's bungalow, College Secretary office, washrooms at Lecture halls, and washrooms at the male and female hall of residence.
6. The construction of ultramodern washrooms for both male and female students.
7. The extension of new office and classroom complex from a three to four-storey building. Multi-purpose four-storey building (in progress)

In addition to the GETFund projects, we also use our internally generated funds for various projects. We have applied it to partition offices for HoDs at the Administration Annex. This year we intend to apply our internally generated funds to provide a facelift to our lecture halls, auditorium, dinning hall, and administration block.

Management will continue to take measures geared towards improving teaching and learning on Campus. Towards the modernization and improved efficiency in service delivery at the College, management proposes to undertake a number of projects and business ventures aimed primarily at providing improved services to the community and at generating significant income for the College.

The College is soliciting support from Government and private investors to undertake various projects which include:

- Furnishing of a modern ICT center
- Construction of Hostel and staff Housing facilities
- Establishment of College Clinic
- Rehabilitation of College buildings
- Partitioning of offices
- Water Project
- Improving security

All these and other projects are underway to improve the teaching and learning environment for both students and staff on campus.

Apart from the above projects, it is also anticipated that substantial progress will be made on some of our strategic investment projects on which we are partnering with private sector operators. In connection with this, I would like to inform convocation that we are still looking for investors interested to Build Operate and Transfer (BOT) or enter into partnership with us. Our discussions with potential investors have so far not yielded any substantial results but some progress is being slowly made with regard to hostel and the Guest house.

Water Supply

The water situation on campus has been very efficient until recently that we have been experiencing erratic supply. Work is in progress to revamp the water supply system to all facilities on campus. Management is also working at employing a permanent staff in-charge of plumbing works in the College.

Electricity

An electrical unit was created and resourced to manage all electrical and electronic issues in the College. Some amount have been committed in purchasing electrical tools to resource the unit. With the provisions of tools and materials, the following can now be executed in the College: routine maintenance, daily co-ordination with our utility providers, and servicing of Air conditioners. We were able to receive donations of materials from the Ministry of Energy. These include led bulbs, led street light and a 315KVA 3 phase transformer which can now sustain the current load of the College.

Housing

There is limited housing for staff. The two bedroom flats can only accommodate eight families. There are two bungalows which accommodates a maximum of 4 families and the last facility which is the Chamber and hall type also house about 6 staff. The allocation of the facilities are based on long service and responsibility. Currently, there are two vacancies which we shall soon allocate. Quite recently, the Works and Housing Committee reviewed the recent charges which have never been reviewed for the past ten years. The Academic Board approved them and very soon the rates will be implemented. The charges are based on the type of facility and are only to support the maintenance of the residential facilities. We appeal to staff to bear with us as we strive to improve the facilities and also explore ways of building new residential facilities.

Staff Welfare and Conditions of service

The welfare of staff is a critical issue and Management have taken steps to ensure that our staff are motivated with some incentives to be able to work. To this end, we have had to provide at least one meal for all staff during school term to mitigate feeding. We started in 2019 with breakfast and lunch but over time it became a huge cost considering that we have to rely on our IGF to support it. So in 2021 we resorted to providing only lunch. We are very mindful of sustainability and coverage. We are very much concern about our welfare and are considering working with the staff unions such as CETAG and CENSAG to establish a college welfare which will require voluntary contribution from staff to establish a welfare fund that we can apply for assistance.

On the general conditions of service, those that are applicable at the College level Management submitted a proposal to Council and it was approved. They include night allowances, travel, invigilations, and others. The car maintenance allowances have been processed but there are still a few issues to be sorted out before it is paid.

Most the allowances such as commuted mileage, rent allowances, utilities, responsibility allowances, etc. require negotiations and approval by Fair Wages and Salary Commission and the Ministry of Finance. I am happy to report that PRINCOF have initiated the process and it is receiving attention. Hopefully, we should get a positive esponse by the end of the year. I would only appeal that we have to remain together as a team to negotiate with government for our collective interest. So long as we are divided we will never succeed.

We are equally concern about the work environment of our staff. Majority especially the teaching staff do not have offices and where they exist the environment is not conducive. Manangement have taken note of this and is working hard to ensure that

the office space created at the ground floor of the new administration block will be completed soon for staff to move in. This will ease the office space issue.

Security

The security situation of the College has improved to a large extent since my assumption of office. We need to recruit more staff and also improve on the equipment such as security cameras, communication gadgets, descent uniforms, boots, security pepper spray, tasers, stun guns, handheld metal detectors, security wands and the, re-inforcement of the fence wall at some points, etc. at the main access points. . Beyond the main access point, in the medium to long term, installation of such surveillance infrastructure is considered as critical for College facilities..We intend to, in collaborate with the University of Ghana's Security Department to undertake basic security training for our officer which should include search protocols and questioning procedures.

The issue of security is a major problem on campus and Management is giving it a priority.

Affiliations

The College has since its establishment in 1962 been affiliated to UCC. However, following the designation of the College as a tertiary Institution as part of government reforms of all the 46 Colleges of Education, the College has been affiliated to the University of Ghana, Legon. This affiliation was made official through the signing of MoU on September 5, 2019 between the two Institutions.

Alumni Affairs

The College has identified the Alumni as a key stakeholder. Consequently, the College is working together with the Alumni groups to reach more Alumni of the College, to energize and galvanize them to support the College. As a show of commitment, the Alumni groups have as recently as October 9, 2020 donated a projector, projector screen, laptop computer and footballs to the College. We have assigned a desk officer and will soon provide them with an office to further strengthen our relationship. We will continue to work with them to ensure that we develop the College.

Conclusion

To conclude, I am convinced that within the confines of time and other constraints, I have been able to present the current state of affairs of the College and the plans we have laid out. In the address, I have been mindful about our overall strategic direction as well as addressed some matters of administrative nature. I believe that I have covered most of the areas of concern to Convocation members. It is important that we work as a team to achieve our goals and make the College a center of excellence. I will also ask that everyone of you read the Act (Act 2021, Act 847), the Harmonized Statutes, Harmonised Conditions of Service, and other policy documents to apprise yourselves with governance issues. As a tertiary institution, every decision and action is based on the decentralized committee system.

I wish to thank you all for your attention and to assure you that I intend that we should hold convocation regularly as is required by the Harmonised Statutes.

May God bless us all.

Thank you.