

FEDERAL POLYTECHNIC, TOMBIA, BILL, 2021

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A BILL

FOR

AN ACT TO ESTABLISH THE FEDERAL POLYTECHNIC TOMBIA FOR THE TRAINING OF GRADUANTS IN SCIENCES, TECHNOLOGY, ENGINEERING, ARTS, MATHEMATICS AND FOR RELATED MATTERS

Sponsored by Hon. Dagogo Doctor Farah

[] Commencement

BE IT ENACTED the National Assembly of the Federal Republic of Nigeria as follows:

1 PART 1 - ESTABLISHMENT, OBJECT, AND COMPOSITION OF
2 THE POLYTECHNIC

3 1.-(1) There is established a Polytechnic known as the Federal
4 Polytechnic, Tombia (in this Bill referred to as "the Polytechnic").

Establishment,
Object and
Composition of
the Polytechnic

- 5 (2) The Polytechnic:
- 6 (a) is a body corporate with perpetual succession and a common
- 7 seal;
- 8 (b) may sue and be sued in its corporate name;
- 9 (c) may acquire, hold and dispose of moveable or immovable
- 10 property, for the purpose of performing its function.

11 2. The objects of the Polytechnic are to:

Objects

- 12 (a) provide courses of instruction, training and research in science,
- 13 technology, engineering, arts, mathematics (STEAM) and any other field of
- 14 learning as the Polytechnic may determine periodically always having
- 15 regard to the manpower needs of the State in particular and Federation in
- 16 general;
- 17 (b) produce a middle-level manpower required for the
- 18 development of the State in particular and Federation in general;
- 19 © produce graduates that are self-reliant in their chosen professions or fields
- 20 with the right aptitude for entrepreneurship;

1 (d) provide courses of instruction in technology and any other facility
2 for the training of technological and technically inclined students;

3 (e) relate its courses of instruction, activities and services to the
4 social, cultural and economic needs of the people of Nigeria and society in
5 general;

6 (f) provide special training courses including technical education and
7 in-service training for members of the public service and private sector;

8 (g) encourage, promote and propagate the repair and maintenance culture;

9 (h) prepare and groom students in skills and entrepreneurship and for
10 university entry requirements;

11 (i) address the problems posed by the nation's developmental needs
12 and the peculiar difficult terrain of the State through teaching and research into
13 an appropriate technology and management; and

14 (j) undertake any other activity appropriate for a Polytechnic of the
15 highest standard.

Power of the
Polytechnic

16 3.-(1) Pursuant to section 2, the Polytechnic has power to:

17 (a) provide any course of instruction, training and research in science,
18 technology, engineering, arts and mathematics (STEAM), or any other field of
19 learning as the Governing Council and the Academic Board may deem
20 necessary;

21 (b) establish any campus, college, school, faculty, institute, centre,
22 extra moral department or teaching and research unit in the Polytechnic as it
23 deems necessary;

24 (c) institute any post or office, obtainable in a Polytechnic, make any
25 appointment into the post or office and provide conditions of service of staff as
26 approved by the Council;

27 (d) institute and award any scholarship, exhibition, bursary, medal,
28 prize or any other title, distinction, an award, grant any form of assistance to
29 and confer honours on a person, under any condition or manner as it deems
30 necessary;

1 (e) prescribe rules for the discipline and welfare of a staff and
2 student of the Polytechnic;

3 (f) hold any examination and award a diploma, certificate or any
4 other distinction to a person who has pursued a course of study approved by
5 the Polytechnic and has satisfied the requirements of the examination and
6 any other requirements as the Polytechnic may lay down;

7 (g) demand and receive from a student or any other person
8 attending the Polytechnic for the purpose of instruction any fee as the
9 Polytechnic may determine;

10 (h) acquire, hold, grant, charge or deal with or dispose of movable
11 and immovable property wherever situated, subject to section 67;

12 (i) accept any gift, legacy or donation but without obligation to
13 accept the gift legacy or donation for a particular purpose unless it approves
14 any term or condition attached to it;

15 (j) enter into any contract or any other transaction, establish trust,
16 act as trustee solely or jointly with any other person, employ and act through
17 an agent;

18 (k) provide, equip and maintain any library, laboratory, lecture hall,
19 hall of residence, refectory, sport ground, playing field and any other
20 building or thing necessary for the attainment of any of the objects of the
21 Polytechnic;

22 (l) provide for delivery and holding of any academic lecture, class,
23 public lecture, exhibition, symposium, conference, seminar or workshop to
24 advance any of the objects of the Polytechnic;

25 (m) print, publish, design, patent or reproduce any work as may be
26 issued produced by the Polytechnic;

27 (n) sell or provide for reward or otherwise any book, literature,
28 design or other goods and services as may be considered expedient and
29 consistent with the objects of the Polytechnic;

30 (o) enter into:

- 1 (i) partnership or make an arrangement for sharing any profit;
- 2 (ii) a joint venture with any company, person or association of persons
- 3 carrying on or proposing to carry on a business which the Polytechnic is
- 4 authorised to carry on; or
- 5 (iii) any business capable of being conducted so as to directly or
- 6 indirectly benefit the Polytechnic;
- 7 (p) acquire and hold shares, stocks or other securities of a company or
- 8 association;
- 9 (q) invest any money of the Polytechnic not immediately required for
- 10 current expenditure in any investment, venture or security or the acquisition or
- 11 improvement of land, with power to vary the investments and to deposit any
- 12 uninvested money in a bank on deposit or current account, subject to any
- 13 limitation or condition imposed by the Visitor or the Council;
- 14 (r) (i) borrow, whether on interest or not, and where necessary, on the
- 15 security of any or all the properties of the Polytechnic, money as the Council
- 16 may deem necessary; or
- 17 (ii) guarantee any loan, advances or credit facility, with the written
- 18 approval of the Visitor.
- 19 (s) provide for residential and any other welfare facility for the staff of
- 20 the Polytechnic;
- 21 (t) prescribe in its statutes any condition under which a person may
- 22 be:
- 23 (i) admitted as a student of the Polytechnic for any course of study
- 24 provided by the Polytechnic; and
- 25 (ii) conferred with any fellowship, honour, prize or any other
- 26 distinction of the Polytechnic; and
- 27 (u) perform any other function incidental to the attainment and
- 28 advancement of the objects of the Polytechnic.
- 29 (2) Subject to this Bill and regulations made, and without prejudice to
- 30 Section 2, the powers conferred on the Polytechnic are exercisable by Council

1 on behalf of the Polytechnic or in any other manner authorised by
2 regulations.

3 (3) The power of the Polytechnic to establish any other campus,
4 school, institute or centres shall not be exercised except with the written
5 approval of the Council.

6 4.-(1) Subject to this Bill, the Polytechnic may make statutes for:

Power of the
Polytechnic to
make statutes

7 (a) making provision with respect to the composition and
8 constitution of any authority of the Polytechnic;

9 (b) specifying and regulating powers and duties of any authority of
10 the Polytechnic and regulating any other matter connected with the
11 Polytechnic or any of its authorities;

12 (c) regulating the admission of every student, his course of study
13 and welfare;

14 (d) determining whether any matter is to be treated as academic or
15 non-academic for the purposes of this Bill and of any statute, regulation or
16 other instrument made under this Bill; and

17 (e) any other matter authorized by Statute or this Bill.

18 5.-(1) The power of the Polytechnic to make statutes shall be
19 exercised in accordance with this Section.

Mode of exercise
of power to make
statutes

20 (2) A proposed Statute becomes effective if it is approved at a
21 meeting of the:

22 (a) Academic Board by the votes of not less than $\frac{2}{3}$ of the total
23 number of members of the Academic Board present and voting; and

24 (b) Council, by the votes of not less than $\frac{2}{3}$ of the total number of
25 members of the Council present and voting.

26 (3) A proposed statute may:

27 (a) originate either in the Academic Board or Council; and

28 (b) be approved by the Academic Board and Council in accordance
29 with subsection (3) of this Section.

30 (c) An approved statute shall be under the hand of the Chairman of

- 1 Council and the seal of the Polytechnic.
- Staff regulations 2 6.-(1) The Council may, subject to this Bill, make regulations for staff
3 relating to the conditions of service.
4 (2) The regulations may provide for:
5 (a) the appointment, promotion, discipline and dismissal of staff of
6 the Polytechnic; and
7 (b) an appeal by a staff against dismissal or any other disciplinary
8 measure.
- Affiliation 9 7.-(1) The Polytechnic has power to collaborate, associate or affiliate
10 with any institution for advancement of its objects and functions.
11 (2) Notwithstanding subsection (1), the Polytechnic may, by special
12 agreement, affiliate with any institution of learning and prepare its students for
13 any matriculation requirement, diploma, degree, certificate or any other
14 distinction of that institution.
- The Visitor 15 8.-(1) The Minister of Education is the Visitor to the Polytechnic.
16 (2) The Visitor shall, shall, in not less than once every five years,
17 constitute a visitation of the college or appoint a visitation panel, consisting of
18 not less than five experts, to conduct the visitation.
19 (a) for the purpose of evaluating the academic and administrative
20 performance of the Polytechnic;
21 (b) for such other purpose or in respect of any other affairs of the
22 Polytechnic as the Visitor may deem fit.
- Directives from 23 9.-(1) Subject to this Bill, the Minister, as the visitor to the
the Visitor 24 Polytechnic, may give to the Council any directive of a general or specific
25 nature with respect to the effective performance of its functions and the
26 Council shall comply with the directives.
27 (2) The Council is answerable to the Visitor in the exercise of its
28 powers and functions under this Bill.
- Composition of 29 10. The Polytechnic consists of:
the Polytechnic 30 (a) a Governing Council;

- 1 (b) a Rector;
- 2 (c) Deputy Rectors (Academic and Administration);
- 3 (d) a Registrar;
- 4 (e) a Bursar;
- 5 (f) a Polytechnic Librarian;
- 6 (g) a Director of Works and Maintenance Services;
- 7 (h) a Director of Medical Services;
- 8 (i) an Academic Board;
- 9 (j) a body to be called the Congregation;
- 10 (k) a body to be called Convocation;
- 11 (l) Campuses, Colleges and Schools of the Polytechnic;
- 12 (m) Faculties, Institutes, Centres and other Teaching and Research
- 13 Units of the Polytechnic;
- 14 (n) registered students of the Polytechnic; and
- 15 (o) any other person who becomes a member of the Polytechnic
- 16 under any regulation.

17 PART II - GOVERNING COUNCIL, CONSTITUTION, FUNCTIONS AND

18 MEETINGS, ETC. OF COUNCIL AND OFFICIALS OF THE POLYTECHNIC.

19 11.-(1) There is established for the Polytechnic a body known as

20 the Governing Council (referred to as "the Council").

Establishment
of the Governing
Council

21 12. The Council consists of:

Composition of
the Council

- 22 (a) the Chairman;
- 23 (b) 7 members representing the following professions:
- 24 (i) accounting;
- 25 (ii) engineering;
- 26 (iii) industry and Commerce;
- 27 (iv) law;
- 28 (v) management and Administration;
- 29 (vi) physical and Environmental Sciences;
- 30 (c) the Rector;

- 1 (d) the Deputy Rector;
- 2 (e) 2 members representing the Academic Board of the Polytechnic;
- 3 (f) the Permanent Secretary of the Federal Ministry of Education or
- 4 his representative not below the rank of a Director;
- 5 (g) the Permanent Secretary of Federal Ministry of Finance or his
- 6 representative not below the rank of a Director;
- 7 (h) a representative of the National Board for Technical Education;
- 8 (i) an Alumnus to be selected by the Alumni Association of the
- 9 Polytechnic; and
- 10 (j) two members selected to represent the non-academic staff of the
- 11 Polytechnic.

Functions of
the Governing
Council

- 12 13. The Council:
- 13 (a) is responsible for the formulation of policies of the Polytechnic;
- 14 (b) is responsible for the general control and supervision of every
- 15 activity, finance and property of the Polytechnic;
- 16 (c) shall ensure that courses of instruction provided by the
- 17 Polytechnic conform to the required standards;
- 18 (d) shall pursuant to Part IV of this Bill, ensure that proper accounts of
- 19 the Polytechnic are kept and that the accounts are audited annually by qualified
- 20 auditors and that an annual report is published by the Polytechnic together with
- 21 the certified copies of the account as audited;
- 22 (e) may make regulations relating to any internal matter under its
- 23 control; and
- 24 (f) may perform any other function, which it deems necessary, to
- 25 promote the best interest of the Polytechnic and for the effective performance
- 26 of its functions and attainment of its objects.

Appointment of
Chairman and
Special members
of the Council

- 27 14. The President shall appoint the Chairman and 7 special members
- 28 of the Council.

Qualification
and disqualification
of members of
the Council

- 29 15.-(1) Any person to be appointed to the Council shall be a person of
- 30 proven integrity, knowledgeable and acquainted with the working and tradition

1 of a tertiary institution.

2 (2) No person is qualified to be appointed a member of the Council
3 if he has been:

4 (a) convicted of a felony or an offence involving dishonesty or
5 corruption and has not been granted a pardon;

6 (b) found guilty of a contravention of the Code of Conduct;

7 (c) found by a report of a Commission of inquiry or any other court
8 of competent jurisdiction:

9 (i) to be unfit to hold public office; or

10 (ii) that being a public officer, he had acquired assets unlawfully,
11 defrauded the State, misused or abused his office, or wilfully acted in a
12 manner prejudicial to the interest of the State, and the findings have not been
13 set aside on appeal or judicial review.

14 (d) known or adjudged to be of unsound mind; or

15 (e) an undischarged bankrupt.

16 16.-(1) The Chairman and 7 special members shall hold office for a
17 term of 4 years from the date of appointment and are eligible for re-
18 appointment for a further term of 4 years and no more.

Tenure of Office
of Council Members

19 (2) The two terms in subsection (1) shall run consecutively.

20 (3) A member, other than an ex officio member shall cease to be a
21 member if:

22 (a) he resigns his office in writing addressed to:

23 (i) the Visitor, in the case of the special members appointed by him;

24 and

25 (ii) the Council in all other cases.

26 (b) he is removed from office by the Visitor acting in accordance
27 with the advice of the Council for disability, neglect of duty or misconduct.

28 (4) A member nominated by any authority or body as its
29 representative on the Council shall cease to be a member if:

30 (a) he is no longer an employee or a member of the authority or

1 body which he represents; or

2 (b) the Visitor, on the recommendation of the authority or other body
3 by writing addressed to him and copied to the Chairman of the Council,
4 revokes his appointment.

5 (5) Where a member of the Council:

6 (a) is absent from Nigeria for a continuous period of six months;

7 (b) is absent from three consecutive meetings without a written
8 permission from:

9 (i) in the case of the Chairman, the Council through the Secretary of
10 the Council;

11 (ii) in the case of a member, or where it is impracticable to obtain the
12 written permission the member may obtain an oral permission from the
13 Chairman;

14 (c) is removed from office;

15 (d) resigns from office;

16 (e) is unable to discharge the functions of his office whether arising
17 from infirmity of mind or body, or any other cause; and

18 (f) dies; the Council may request the Visitor to appoint another person
19 (in case of a special member) or the authority or body that nominated the
20 member to nominate another person to replace him.

21 (6) The Chairman of the Council shall notify the Visitor, of any
22 vacancy in the membership of the Council.

23 (7) Where a member of the Council is temporarily unable to discharge
24 the functions of his office either by illness or any other cause:

25 (a) the Visitor may, acting on the recommendation of the Council
26 appoint another person, in the case of a special member, or

27 (b) the authority or body that nominated the member may, on the
28 recommendation of the Council, nominate another person, to act in his office
29 until that member is able to perform the duties of his office.

1 17.-(1) The Chairman of the Council shall:

2 (a) in relation to the Polytechnic, take precedence over every
3 member of the Polytechnic; and

4 (b) preside at every meeting of the Convocation held for award of a
5 diploma, certificate or prize, or any other qualification approved by the
6 appropriate regulatory body.

7 (2) Where there is a question as to the scope of the Chairman's
8 powers, it shall, subject to this Bill, be determined by the Council.

9 18. -(1) The Registrar of the Polytechnic is the Secretary to the
10 Council.

11 (2) Where the Registrar is absent or incapable of performing the
12 functions of his office, the Chairman of the Council may appoint a suitable
13 person to act as Secretary in a meeting or for the duration of his absence or
14 incapacity.

15 (3) The Secretary to the Council shall keep in custody the official
16 seal and mace of the Polytechnic.

17 (4) The Secretary to the Council shall not vote on any question
18 before the Council or count towards a quorum unless, he is entitled to vote as
19 a member of the Council.

20 (5) The Secretary to the Council shall:

21 (a) organize the business and issue notice of meeting of every
22 meeting of the Council;

23 (b) keep minutes of every meeting of the Council;

24 (c) attend every meeting of the Council and its Committees;

25 (d) perform every secretarial duty in respect of the meeting;

26 (e) advise on compliance with the applicable rules and regulations;

27 (f) keep every record of the Polytechnic; and

28 (g) carry out any administrative and secretarial duties as directed
29 by the Council.

Status and functions
of Chairman of
Council

Secretary to the
Governing Council

Remuneration	1	19. A member of the Council shall be paid allowances as may be
	2	determined by the Visitor.
Directions	3	20.-(1) The Council may give to the Rector, any other person or body
	4	a direction on a matter under its control and the Rector, the person or body shall
	5	comply with the direction.
	6	(2) The direction shall:
	7	(a) be in writing and under the hand of the Chairman or a person
	8	authorized; and
	9	(b) come into force when issued under the seal of the Polytechnic or
	10	on any other date as may be specified.
Meetings of the Council	11	21. A meeting of the Council is as prescribed in Schedule 1.
Committees of the Governing Council	12	22.-(1) The Council may appoint any committee consisting of
	13	persons as it deems necessary to perform on its behalf any function as the
	14	Council may determine;
	15	(2) A decision of any committee shall not have effect unless it is
	16	ratified by the Council.
Establishment of the Finance and General Purposes Committee	17	<i>Finance and General Purposes Committee</i>
	18	23.-(1) A committee of the Council known as the Finance and General
	19	Purposes Committee is established.
	20	(2) The Committee consists of:
	21	(a) the Chairman of the Council as its Chairman;
	22	(b) the Rector;
	23	(c) the deputy Rectors;
	24	(d) the Permanent Secretary, Federal Ministry of Education, or in his
	25	absence, a member of the Ministry not below the rank of a Director as he may
	26	designate to represent him;
	27	(e) the Permanent Secretary, Federal Ministry of Finance, or in his
	28	absence, a member of the Ministry not below the rank of a Director as he may
	29	designate to represent him.
	30	(f) 4 members of the Council, one of whom shall be a member

1 representing the Academic Board in the Council.

2 (3) The Finance and General Purposes Committee shall, subject to
3 the directives of the Council, exercise control over the property and
4 expenditure of the Polytechnic and perform any other function as the
5 Council may delegate or prescribe by regulations.

Functions of the
Finance and
General Purposes
Committee

6 (4) The Finance and General Purposes Committee shall meet not
7 less than 4 times in a year, and at other times as the Council may direct, for
8 the performance of its functions.

Meeting of Finance
and General
Purposes Committee

9 (5) The quorum of the Committee is a simple majority of the total
10 number of members including 2 members who are not members of staff of
11 the Polytechnic.

Quorum

12 (6) Subject to this Bill, the Finance and General purposes
13 Committee may make rules for the performance of its functions and
14 regulating its procedure.

Power to make
rules

15 (7) Pursuant to subsection (6) the rules made by the Finance and
16 General Purposes Committee shall not come into force unless ratified by the
17 Council;

18 (8) Where a rule made by the Finance and General purposes
19 conflict with any directive of the council, whether before or after the coming
20 into force of the rule, the rector of the council shall prevail.

21 24.-(1) A Committee of the Council known as the Management
22 Committee is established.

Management
Committee

23 (2) The Committee consists of the:

24 (a) Principal Officers of the Polytechnic under Section 36;

25 (b) Deans of Schools and Institutes;

26 (c) Director of the Consultancy Unit; and

27 (d) Director of the Entrepreneurial and Industrial Centre.

28 (2) The Management Committee officers are the:

29 (a) Rector as the Chairman or in his absence, the Deputy Rector

30 (b) (Administration); and

Functions of
Management
Committee

- 1 (b) Registrar as the Secretary or in his absence, his nominee.
- 2 (3) The Management Committee shall:
- 3 (a) in the absence of the Council, perform any function incidental to
- 4 the objects and functions of the Polytechnic;
- 5 (b) advise and guide the Rector on the administration of the
- 6 Polytechnic; and
- 7 (c) make any proposal to the Council through the Rector on the
- 8 administration and management of the Polytechnic.
- 9 (4) The Management Committee shall meet once in a month and may
- 10 hold any special meeting where it deems necessary.
- 11 (5) The quorum of the Management Committee is a simple majority
- 12 of the total number of members of the Committee.

Appointments
and Promotions
Committee

- 13 25.-(1) The Appointment and Promotion Committee:
- 14 (a) consists of the Rector as Chairman and 4 other members appointed
- 15 by the Council;
- 16 (b) is responsible for recommending to the Council the appointment
- 17 and promotion of the academic and senior non-academic staff of the
- 18 Polytechnic; and
- 19 (c) has a quorum of 3 members.
- 20 (2) The Junior Staff Appointment and Promotion Committee:
- 21 (a) consist of the Deputy Rector as Chairman and 4 other members
- 22 appointed by the Rector; and
- 23 (b) is responsible for recommending to the Rector on the appointment
- 24 and promotion of any Junior Staff in the Polytechnic.
- 25 (3) The Appointments and Promotions Committee shall, in the
- 26 performance of its functions, ensure that where a new policy introduces any
- 27 new requirement for the promotion of staff, the new policy shall not come into
- 28 effect until after a period of 3 academic sessions from the date of approval of
- 29 the new policy by the Council.
- 30 (4) The new policy must be published and circulated, within 7 days of

1 its approval by the Council, to every department in the Polytechnic in order
2 to ensure that every staff of the Polytechnic is aware of the new policy.

3 (5) The appointment of academic and non-academic staff by the
4 Council may be on permanent, temporary or contract basis as the Council
5 may consider necessary.

6 26.-(1) A Committee of the Council known as the Committee on Committee on
7 Students' Affairs is established. Students Affairs

8 (2) The Committee consists of:

- 9 (a) the Deputy Rector as Chairman;
- 10 (b) a member of the Council;
- 11 (c) Dean of students' affairs;
- 12 (d) 2 members of the Academic staff not below the rank of senior
13 lecturer; and
- 14 (e) 2 representative of the students union of the Polytechnic.

15 (3) The Committee shall:

- 16 (a) consider any matter which relates to the welfare of students;
- 17 (b) consider and advise the Rector on any matter relating to the
18 students of the Polytechnic; and
- 19 (c) consider any other matter referred to it by the Council, the
20 Academic Board, the Rector or the Students of the Polytechnic;

21 (4) A matter which any student wishes to refer to Council shall first
22 be referred to the management committee, which may refer the matter to the
23 committee on student affairs.

24 27. The Council shall by regulations: Council

- 25 (a) prescribe the composition and quorum of the Committees; Regulations
- 26 (b) define the procedures of the Committees; and
- 27 (c) enlarge the functions of the Committees where it deems
28 necessary.

29 28.-(1) A body established under this Bill has power to appoint any Appointment of
30 committee, whether or not consisting exclusively of members of that body, sub-committee

1 and to authorise the committee established by it to:

2 (a) exercise, on its behalf, any of its functions as it deems necessary

3 and consider and report on a matter within the competence of the body

4 establishing it; and

5 (b) co-opt any member, and may direct whether or not the co-opted

6 member is entitled to vote in that committee.

Establishment
and composition
of the Academic
Board

7 29.-(1) A Board of the Polytechnic known as the Academic Board is

8 established.

9 (2) The Board consists of:

10 (a) the Rector;

11 (b) the Deputy Rectors;

12 (c) The Registrar who is the Secretary to the Academic Board.

13 (d) the Deans of Schools and Institutes, and Directors of Centres of

14 the Polytechnic;

15 (e) Chief Lecturer of the Polytechnic, but where a School or Institute

16 does not have a Chief Lecturer, a Principal Lecturer or a Senior Lecturer, where

17 there is no Principal Lecturer, may be elected by the Board of the School or

18 Institute to represent the School or Institute;

19 (f) Heads of Academic Departments of the Polytechnic; and

20 (g) the Librarian;

21 (3) The Rector is the Chairman of the Academic Board and in his

22 absence, the Deputy Rector Academic shall act.

Functions of the
Academic Board

23 30.-(1) The Academic Board is responsible:

24 (a) for every academic activity of the Polytechnic and any function

25 delegated to it by the council; and

26 (b) to the council.

27 (2) Notwithstanding subsection (1) the Academic Board shall:

28 (a) advise the council and Rector on any academic matter of the

29 Polytechnic, the award of National Diploma (ND), Higher National Diploma

30 (HND), Certificate, prizes, fellowships, and any other Distinction;

- 1 (b) prepare and approve a curriculum for an academic programme;
2 and any other course of instruction in the Polytechnic;
- 3 (c) regulate admission of students into the Polytechnic by
4 conducting entrance examinations and interviews or other systems of
5 selecting candidates for admission into the Polytechnic;
- 6 (d) subject to this Bill, establish, organize and control every
7 campus, school, department, centre, institute and any other teaching and
8 research units of the Polytechnic, and allocate responsibility for the different
9 branches of learning;
- 10 (e) make rules for the award of a diploma, certificate, fellowship,
11 and any other qualification prescribed in connection with any examination
12 held in the Polytechnic, and any other qualification approved by the
13 appropriate regulatory body;
- 14 (f) make examination rules for courses of instruction at the
15 Polytechnic and appoint external and internal examiners to conduct the
16 examinations of the Polytechnic;
- 17 (g) approve the results of any examination conducted by the
18 Polytechnic;
- 19 (h) make every arrangement for and convening any conference,
20 seminar, symposium and provide in-service training, workshop and any
21 other research and training facility for academic staff and students of the
22 Polytechnic; and
- 23 (i) make periodic reports on any academic matter as it considers
24 necessary to the Council.

25 31.-(1) Where after due enquiry, a person is shown to have gained
26 admission into the polytechnic or obtained his award by making false
27 representation on any matter required as a pre-requisite to being admitted or
28 obtaining the award, the Academic Board may deprive the person of the
29 diploma, certificate or any other award of the polytechnic which has been
30 conferred on him.

Revocation of
degrees, discipline,
etc.

1 (2) Pursuant to subsection (1) the person has a right of appeal to the
2 council from a decision of the Academic Board.

Meetings of
Academic Board

3 32. A meeting of the Board is as prescribed in Schedule 2.

Tenure of office
of member

4 33.-(1) An elected member of the Academic Board shall hold office
5 for a term of 2 years and may be elected for a further term of 2 years and no
6 more.

7 (2) Any other member shall hold office for a term specified in his
8 instrument of appointment.

9 (3) An elected member may resign his office by notice in writing
10 addressed to the Academic Board.

11 (4) The Council shall prescribe the procedure for electing a member to
12 the Academic Board.

Committees of
the Academic
Board

13 34.-(1) The Academic Board may, with the approval of the Council,
14 constitute a Committee of the Board in any School or Institute of the
15 Polytechnic and for any other purpose as it deems necessary.

16 (2) The Academic Board may:

17 (a) refer a matter within its competence to a Committee of the Board
18 and the Committee shall treat the matter in accordance with the direction of the
19 Board; and

20 (b) delegate any of its functions to a Committee as it deems necessary,
21 but the Academic Board shall not delegate to a Committee its power to award, a
22 National Diploma, Higher National Diploma, Fellowship, Certificate,
23 Scholarship or any other academic distinction.

Power of the
Academic Board
to make regulations

24 35. The Academic Board has power to make regulations for:

25 (a) teaching, study, research and publication;

26 (b) any condition which a person may comply with any scheme of
27 instruction in the Polytechnic;

28 (c) use of the Polytechnic Library;

29 (d) timely preparation, publication and strict implementation of the
30 academic calendar of the Polytechnic;

- 1 (e) conduct and administration of examinations;
- 2 (f) award of a diploma, certificate, fellowship, and any other
- 3 qualification prescribed in connection with any examination held in the
- 4 Polytechnic, and any other qualification approved by the appropriate
- 5 regulatory body;
- 6 (g) procedure for electing a representative of a School or Institute
- 7 where the School or Institute does not have a Chief Lecturer; and
- 8 (h) for the effective implementation of its powers and functions.

9 36. The Principal Officers of the Polytechnic are the:

Principal Officers
of the Polytechnic

- 10 (a) Rector;
- 11 (b) Deputy Rectors:
- 12 (c) Registrar;
- 13 (d) Bursar;
- 14 (e) Polytechnic Librarian;
- 15 (f) Director of Works, Maintenance Services; and
- 16 (g) Director of Medical Services.

17 *Appointment of the Rector*

18 37.-(1) There shall be a Rector for the Polytechnic who shall be

19 appointed by the President in accordance with the provisions of this section.

The Rector

20 (2) The Rector shall hold office on terms and conditions specified

21 in his instrument of appointment.

22 38.-(1) Where there is a vacancy in the post of a Rector, the Council

23 shall advertise the vacancy in a manner that provides sufficient notice

24 specifying the:

Procedure for
appointment of
the Rector

- 25 (a) qualification and any other requirement in compliance with this
- 26 Law, of a person who may apply;
- 27 (b) job description; and
- 28 (c) terms and conditions of service applicable to the post.

29 (2) There is a Joint Council and Academic Board Selection

30 Committee, which consists of:

- 1 (a) the Chairman of the Council;
- 2 (b) 2 members of the Council who are not members of the Academic
3 Board; and
- 4 (c) 2 members of the Academic Board not below the rank of Chief
5 Lecturer.
- 6 (3) The Joint Council and Academic Board Selection Committee shall
7 draw up a shortlist of suitable candidates from among those who applied for the
8 post of Rector strictly based on merit after a:
- 9 (a) consideration of their curriculum vitae, academic excellence and
10 administrative competence; and
- 11 (b) formal interview with each of them, for the purpose of
12 determining their suitability for the post.
- 13 (4) The Joint Council and Academic Board Selection Committee shall
14 recommend to the Council at least 3 but not more than 5 candidates from
15 among those shortlisted and arranged in order of performance.
- 16 (5) The Council shall, after considering the candidates recommended
17 by the Joint Council and Academic Board Selection Committee, forward 3 of
18 the names shortlisted to the Minister for appointment.
- 19 (6) The President shall appoint as Rector, one of the 3 candidates
20 recommended to him.
- 21 39.-(1) The Rector is:
- 22 (a) The Academic head and Chief Executive of the Polytechnic; and
- 23 (b) Responsible for the:
- 24 (i) execution of Policy decisions of the council;
- 25 (ii) expenditure of the Polytechnic in accordance with the estimates
26 of the Polytechnic;
- 27 (iii) presentation of statements of accounts to the Council;
- 28 (iv) daily administration of the Polytechnic;
- 29 (v) general authority over the staff; and
- 30 (vi) maintenance of discipline of staff and students.

1 (2) The Rector shall execute decisions of the Council and perform
2 any other function as the Council may direct.

3 (3) The Rector shall hold office for a term of 4 years from the date
4 of his appointment and shall be eligible for a second term of 4 years and no
5 more, unless he resigns earlier.

Tenure of office
of the Rector

6 (4) A person is qualified for appointment as a Rector of the
7 Polytechnic if he:

Qualifications
of the Rector

8 (a) is an academic staff of the Polytechnic at the time of his
9 appointment as Rector;

10 (b) has attained the rank of a Chief Lecturer in the Polytechnic;

11 (c) holds a doctoral degree, not being an honorary degree from a
12 recognized academic institution; and

13 (d) is not disqualified on a ground specified in this Law relating to
14 the disqualification of staff and a member of any of the bodies of the
15 Polytechnic.

16 40. The President may, on the recommendation of the Council,
17 remove the Rector from office on grounds of misconduct or inefficiency.

Removal of
Rector

18 41. The Rector shall establish in the office of the Rector, the
19 Information and Public Relations Unit, Legal Unit, Internal Audit Unit and
20 any other unit as he deems necessary for the effective performance of his
21 functions.

Units in the office
of the Rector

22 42.-(1) A Rector, who remains in the service of the Polytechnic at
23 the expiration of his term of office shall revert to a position and salary grade
24 level:

Former Rector

25 (a) appropriate to his qualifications and experience; and

26 (b) in accordance with the guidelines on appointments and
27 promotions in force in the Polytechnic.

28 43.-(1) There are a Deputy Rector (Academic) and Deputy Rector
29 (Administration) for the Polytechnic.

The Deputy
Rectors

30 (2) The Deputy Rectors shall be appointed by the Governing

1 Council from 3 names submitted by the Rector from amongst the academic
2 staff of the Polytechnic not below the rank of a Chief Lecturer.

3 (3) The Deputy Rectors must be persons of high academic standing
4 and possess administrative experience.

5 (4) Where the Rector is absent, the Deputy Rector (Academic) shall
6 act on his behalf, in the absence of the Deputy Rector (Academic), the Deputy
7 Rector (Administration) shall act for the Rector.

8 (5) The Deputy Rectors shall perform any duty assigned to them by
9 the Rector.

Tenure of office
of Deputy Rectors

10 44.-(1) A Deputy Rector shall hold office for a single term of 3 years
11 beginning on the date on which he is appointed and on the terms and conditions
12 specified in the instrument of his appointment.

13 (2) Where a Deputy Rector has held office for 3 years, he is not
14 eligible for re- appointment, until 3 years have lapsed from the end of the
15 period in which he last held office as Deputy Rector.

16 (3) Where a Deputy Rector vacates office before his term expires, the
17 Council may, if it thinks fit, appoint a successor to hold the office for the
18 unexpired period of that term.

The Registrar

19 46.-(1) The Registrar is the Chief Administrative Officer of the
20 Polytechnic and is responsible to the Rector the general administration of the
21 Polytechnic.

22 (2) The Registrar shall:

23 (a) keep records and conduct the correspondence of the Polytechnic;

24 and

25 (b) perform any other duty assigned to him by the Council or the
26 Rector.

27 (3) The Registrar:

28 (a) is the Secretary to the Council, Academic Board, Congregation,
29 Convocation and Finance and General Purposes Committee of the Council;

30 and

1 (b) shall provide secretarial services for any other body of the
2 Polytechnic as may be prescribed by regulations.

3 46.--(1) The Bursar:

4 (a) is the chief financial officer of the Polytechnic; and

Other Principal
Officers of the
Polytechnic Bursar

5 (b) is responsible to the Rector for the administration and control of
6 every financial affair of the Polytechnic.

7 (2) The Polytechnic Librarian:

Polytechnic
Librarian

8 (a) is responsible to the Rector for the administration of the
9 Polytechnic Library; and

10 (b) shall co-ordinate every library service in the Polytechnic, and
11 its campuses, centres, schools, departments, institutes and any other
12 teaching and research units as may be prescribed by regulations.

13 (3) The Director of Works and Maintenance Services is responsible
14 to the Rector for every engineering works and maintenance services of the
15 Polytechnic.

Director of Works
and Maintenance
Services

16 (4) The Director of Medical Services is responsible to the Rector
17 for the Medical care, safety and welfare of every staff and student of the
18 Polytechnic.

Director of
Medical Services

19 (5) Where there is a question as to what an academic is or a
20 financial affair of the Polytechnic, it shall be decided by the Rector.

21 (6) Where there is a question as to the scope of the responsibilities
22 of the Rector or any Principal Officer of the Polytechnic, it shall be decided
23 by the Council.

Question as to
the scope of the
responsibilities

24 (7) The Registrar; Bursar; Polytechnic Librarian; Director of
25 Works, Maintenance Services and Director of Medical Services are
26 appointed by the Council on terms and conditions specified in their
27 instruments of appointment and shall hold office for a single term of 5 years.

Appointment and
Tenure of Office

28 (8) Where an officer in subsection (7) remains in the service of the
29 Polytechnic at the expiration of his term of office, the officer shall revert to a
30 position appropriate to his qualification and experience in accordance with

1 the existing guidelines on Appointments and Promotions.

2 (9) An appointment in an acting capacity in a department shall be the
3 most senior officer in that department unless the officer is incapacitated,
4 incompetent or has a record of proven misconduct.

5 (10) Where the officer is appointed in substantive capacity from the
6 last grade under the career structure of his department for the specific position,
7 he shall retain the substantive salary of that position on completion of his tenure
8 of office.

9 (11) Where the Registrar; Bursar; Polytechnic Librarian; Director of
10 Works and Maintenance Services and Director of Medical Services; and has
11 held office for:

12 (a) 5 years, he is deemed to have completed his term of office and shall
13 relinquish his position in accordance with subsections (7) and (8); and

14 (b) less than 5 years, he is entitled to complete the unexpired portion
15 of his term of 5 years and shall relinquish his position in accordance with
16 subsections (7) and (8).

Principal Officers
Selection
Committee

17 47.-(1) Where there is a vacancy in the office of the Registrar, Bursar,
18 Polytechnic Librarian, Director of Works and Maintenance Services or
19 Director of Medical Services, the Council shall constitute a Principal Officers
20 Selection Committee (hereinafter referred to as "the Selection Committee").

21 (2) The Selection Committee shall consist of:

22 (a) the Chairman of the Council, as the Chairman of the Selection
23 Committee;

24 (b) the Rector;

25 (c) the Deputy Rectors; and

26 (d) 2 members of the Council, who are not members of the Academic
27 Board;

28 (e) 2 members appointed by the Academic Board; and

29 (f) 3 assessors appointed by the Council on the recommendation of
30 the Rector to guide the Committee in the selection process.

1 (3) The Selection Committee shall recommend a candidate to the
2 Council for appointment to the vacant office after making the necessary
3 inquiries.

4 (4) Pursuant to subsection (1), the Council may make an
5 appointment after considering the recommendations of the Committee.

6 BOARDS OF SCHOOLS AND INSTITUTES, DEANS, HEADS OF
7 DEPARTMENTS, CONGREGATION, CONVOCATION, ETC.

8 *Establishment and composition of the Board of School*

9 48.-(1) There is established in each School or Institute in the
10 Polytechnic, a body known as the Board of School or Institute.

Boards of Schools
or Institutes

11 (2) The Board consists of:

12 (a) the Dean of the School or Institute;

13 (b) every Head of Department of the School or Co-ordinators of the
14 Institute;

15 (c) any person, whether or not a member of the School or Institute
16 as the Board may determine with the approval of the Academic Board;

17 (d) every Academic staff of the School or Institute; and

18 (e) the Rector and Deputy Rectors as ex officio members.

19 (3) The Board shall:

Functions of the
Board

20 (a) advise the:

21 (i) Polytechnic on; and

22 (ii) assist the Dean in, the superintendence of the academic and
23 administrative affairs of the School or Institute;

24 (b) consider and approve the examination results of the students of
25 the School or Institute before presenting the results to the Academic Board;

26 (c) advise the Academic Board and any other organ of the
27 Polytechnic on any matter referred to it;

28 (d) consider any matter referred to it by the Departmental Boards of
29 the School or Institute; and

30 (e) perform any other function as the Academic Board, Board of

Meetings and
regulation of
procedure of the
Board

Deans of Schools
or Institutes

1 School or any other competent organ of the Polytechnic may deem necessary.

2 (4) The Board of School or Institute may, subject to the direction of
3 the Academic Board, regulate its own procedure and shall meet at a time and
4 place as it deems necessary.

5 49.-(1) Every School or Institute shall have a Dean (referred to as the
6 "Dean") who is elected by the Board of the School or Institute from amongst
7 the academic staff members of the School or Institute.

8 (2) A person is eligible for election as a Dean if he is an academic staff
9 of the school or institute and has attained the rank of a Chief Lecturer.

10 (3) Where a School or Institute does not have a Chief Lecturer, the
11 Rector may appoint the most senior academic staff in the School or Institute to
12 serve as Acting Dean.

13 (4) The Registrar shall conduct the election into the office of a Dean.

14 (5) The Rector shall transmit the record of the election in subsection
15 (1) to the Council for ratification.

16 (6) The Dean is:

17 (a) the head of the School or Institute;

18 (b) the Chairman at every meeting of the Board of School or Institute,
19 and in his absence, a member of the Board of School or Institute elected from
20 amongst the members present at the meeting shall preside;

21 (c) responsible to the Rector for the daily running of the School or
22 Institute;

23 (d) to exercise general superintendence over the academic and
24 administrative affairs of the School or Institute; and

25 (e) responsible for presenting to Convocation for the conferment of
26 diplomas, certificates and prizes, every person qualified for a diploma,
27 certificate or prize in every branch of learning for which responsibility is
28 allocated to that School or Institute.

29 (7) The Dean shall hold office for a term of 2 years from the date of
30 appointment, unless he earlier resigns, but may be eligible for re-election for a

1 second term of 2 years and no more.

2 (8) The Dean may be removed from office for good cause by the
3 Rector on the recommendation of the Board of School or Institute by the
4 vote of at least 213 of the members of the Board of School or Institute taken
5 at a meeting of the Board of School or Institute.

6 (9) Where a Dean has been removed under subsection (8) the
7 Rector may appoint an Acting Dean.

8 (10) The Acting Dean shall vacate his office when a substantive
9 Dean is elected.

10 Pursuant to subsection (8), an election of a new Dean shall hold within a
11 period of 3 months after the removal of the Dean.

12 50.-(1) Every School or Institute shall have a Sub-Dean (referred to
13 as the "Sub-Dean") who is elected by the Board of the School or Institute
14 from amongst the academic staff of the School or Institute.

Sub-Deans of
Schools or
Institutes

15 (2) A person is eligible for election as a Sub-Dean if he is an
16 academic staff of the school or institute not below the rank of a Principal
17 Lecturer.

18 (3) Where a School or Institute does not have an academic staff not
19 below the rank of a Principal Lecturer, the Rector may appoint the most
20 senior academic staff in the School or Institute to serve as Acting Sub-Dean.

21 (4) The Registrar shall conduct the election into the office of Sub-
22 Dean.

23 (5) The Rector shall transmit the record of the election exercise in
24 subsection (1) of this Section to the Council for ratification.

25 (6) The Sub-Dean shall:

26 (a) act in the absence of the Dean;

27 (b) perform any duty assigned to him by the Dean; and

28 (c) hold office for a term of 2 years from the date of appointment,
29 unless he earlier resigns, but may be eligible for re-election for a second term
30 of 2 years, and no more.

1 (7) The Sub-Dean may be removed from office for good cause by the
2 Rector on the recommendation of the Board of School or Institute by the vote of
3 at least 213 of the members of the Board of School or Institute taken at a
4 meeting of the Board of School or Institute.

5 (8) Where a Sub-Dean has been removed under subsection (7), the
6 Rector may, appoint an Acting Sub-Dean.

7 (9) The Acting Sub-Dean shall vacate his office when a substantive
8 Sub-Dean is elected.

9 (10) Pursuant to subsection (7), an election of a new Sub-Dean shall
10 hold within a period of 3 months after the removal of the Sub-Dean.

Committee of
Deans of Schools
and Institutes

11 51.-(1) Every School or Institute shall have a Committee of Deans of
12 Schools or Institutes which consists of every Dean of each School and Institute
13 in the Polytechnic.

14 (2) The Committee shall:

15 (a) advise on any academic matter referred to it by the Rector and the
16 Academic Board;

17 (b) regulate its own procedure;

18 (c) meet not less than once but not more than 4 times, in a semester;

19 and

20 (d) ensure the standardization of academic calendar and timetable.

21 (3) Chairmanship of the Committee, is one academic session and
22 shall rotate amongst the Deans of the Schools and Institutes.

23 (4) Secretary of the Committee is the Administrative Secretary of the
24 incumbent Chairman's School or Institute.

Departmental
Board

25 52.-(1) There is established in each department of a School or Institute
26 a body known as the Departmental.

27 (2) The Departmental Board consists of:

28 (a) the Head of Department as Chairman;

29 (b) every academic and senior non-academic staff of the department;

30 and

1 (c) any person, whether or not a member of the department, as the
2 Board of School deems necessary with the approval of the Academic Board.

3 53.-(1) The Departmental Board shall:

Functions of
Departmental
Board

4 -(a) advise the Board of School or Institute on academic and other
5 matters of the Polytechnic;

6 (b) consider and approve before presentation to the Board of
7 School, the examination results of the department;

8 (c) plan and organize academic activities in the Department; and

9 (d) perform any other function as the Academic Board, Board of
10 School and any other competent organ of the Polytechnic may refer to it.

11 (2) The Departmental Board may regulate its procedure and shall
12 meet at a time and place as it deems necessary.

13 (3) The Departmental Board is subject to the control of the
14 Academic Board through the Board of School.

15 54. Quorum at a meeting of the:

Quorum of
meetings of Board

16 (a) Board of school; and

17 (b) Departmental Board is 1/3 or the nearest whole number less
18 than 1/3 of the members of the body.

19 55.-(1) There shall be a head of department in every academic
20 department in the Polytechnic who is appointed by the Rector from amongst
21 the academic staff of the department, not below the rank of a senior lecturer.

Head of Department

22 (2) Where there is no Senior Lecturer in the Department, the most
23 senior lecturer in the Department shall be appointed as the Acting Head of
24 Department.

25 (3) The Head of Department is the Chairman at every meeting of
26 the Departmental Board and in his absence a member of the Departmental
27 Board elected from amongst the members present at the meeting shall
28 preside

29 (4) The Head of Department shall exercise general
30 superintendence over the academic and administrative affairs of the

1 department and is responsible to the Dean of the School or Institute in which
2 the department is established.

3 (5) The Head of Department shall hold office for a term of 2 years
4 from the date of his appointment, unless he resigns, but may be eligible for re-
5 appointment for a further term of 2 years and no more.

Congregation

6 56.-(1) There is a Congregation of the Polytechnic which consists of:

7 (a) the Rector;

8 (b) the Deputy Rector;

9 (c) every full-time academic staff; and

10 (d) every member of the non-academic staff who holds a degree or its
11 equivalent from any University or institution of higher learning recognized for
12 the purpose, not being an honorary degree.

13 (2) The Rector is the chairman at every meeting of the Congregation
14 and in his absence the Deputy Rector shall preside.

15 (3) The quorum of the Congregation is 1/3 or the nearest whole
16 number less than 1/3 of the total number of members of the Congregation or 50
17 members, whichever is less.

18 (4) A certificate signed by the Rector specifying the:

19 (a) total number of members of the Congregation for the purpose of
20 any particular meeting of the Congregation; or

21 (b) names of the persons who are members of the Congregation
22 during a particular period, is conclusive evidence of that number or the names
23 of those persons.

24 (5) Subject to this section, the Congregation may regulate its own
25 procedure.

26 (6) The Congregation may express by resolution or in any other way,
27 its opinion on every matter affecting the interest and welfare of the Polytechnic
28 and shall have any other function as prescribed by regulation.

Convocation

29 57.-(1) There is a Convocation of the Polytechnic which consists of:

30 (a) the Council,

- 1 (b) the Congregation,
 2 (c) students and invited persons of the Polytechnic; and
 3 (d) any other person as prescribed by regulation.

4 (2) Subject to this Law the Convocation has the powers and shall
 5 perform any function prescribed by regulation approved by the Academic
 6 Board and Council.

7 (3) Without prejudice to sub-section (1) the regulation shall
 8 contain conferment of:

- 9 (a) an award or honour;
 10 (b) a certificate or diploma;
 11 (c) a qualification approved by an appropriate regulatory body; and
 12 (d) any other award approved by the Academic Board and Council.

13 58.-(1) There is established in the Polytechnic an Industrial Service
 14 and Entrepreneurship development Centre, which shall be headed by a
 15 Director.

Establishment
 of an Industrial
 Service and
 Entrepreneurship
 Development
 Centre

16 (2) Schedule 3 has effect to matters relating to the Industrial
 17 Service Centre.

18 59.-(1) There is established in the Polytechnic a Staff School.

Staff School

19 (2) Schedule 4 has effect to the operation of the Staff School.

20 PART III - STAFF CONDITIONS OF EMPLOYMENT, DISCIPLINE OF

21 STAFF AND STUDENTS

22 60.-(1) The Polytechnic may employ any staff necessary for the
 23 discharge of its functions.

Staff of the
 Polytechnic

24 (2) A staff of the Polytechnic other than the Rector, is appointed by
 25 the Council on terms and conditions as the Council may determine subject to
 26 the Visitor's approval.

27 61.-(1) Service in the Polytechnic is approved service under the
 28 Pension Act.

Pensions

29 (2) Every staff of the Polytechnic is entitled to pension, gratuity
 30 and other retirement benefits prescribed under the Pensions Act.

1 (3) An Act, Law or Rule, which requires a person to retire from public
2 office after 35 years of service or attainment of 60 years shall not apply to a staff
3 of the Polytechnic.

4 (4) Notwithstanding anything to the contrary in the Pension Act, the
5 compulsory retirement age of a staff of the Polytechnic is 65 years.

6 (5) Nothing in this Bill shall prevent the appointment of a person to an
7 office in the Polytechnic on terms which preclude the grant of a pension,
8 gratuity or other retirement benefit in respect of that office.

Removal and
discipline of
academic, senior
administrative
and technical staff

9 62.-(1) Where it appears to the Council that there is any reason to
10 believe that an academic, a senior administrative or technical staff of the
11 Polytechnic, other than the Rector, should be removed from office on a ground
12 of misconduct or inability to perform the functions of his office, the Council
13 shall:

14 (a) give notice of the reasons in writing to the person;

15 (b) afford him an opportunity of making a representation in person on
16 the matter to the Council; and

17 (c) where the person or any 3 members of the Council request, within
18 the period of one month beginning from the date of the notice, the Council shall
19 make arrangement:

20 (i) where the person is an academic Staff, for a joint committee of the
21 Council and the Academic Board to investigate the matter and report to the
22 Council; or

23 (ii) where the person is a non-academic staff, for a committee of the
24 council to investigate the matter, and to report to the Council; and

25 (iii) for the person to be afforded an opportunity to appear before the
26 investigating committee.

27 (2) The investigating committee established under subsection (1)
28 shall report its findings and recommendations to the Council not later than 3
29 months after it is constituted.

30 (3) The Council shall, within one month of the receipt of the report of

1 the investigating committee, consider the report and if satisfied that the
2 person should be removed, the Council may remove him by an instrument in
3 writing signed on the directives of the Council.

4 63. Where it appears to the Council that there is any reason to
5 believe that the Rector should be removed from office on a ground of
6 misconduct or inability to perform the functions of his office, Section 62
7 shall apply provided that the Council shall, after considering the report of
8 the investigating Committee, send its recommendations to the Visitor.

Discipline of
Rector

9 64.-(1) Without prejudice to Section 62, the Rector may, in a case
10 of misconduct by a staff which, in the opinion of the Rector, is prejudicial to
11 the interests of the Polytechnic, suspend the staff and the suspension shall
12 immediately be reported to the Council.

Discipline of staff
by Rector

13 (2) A member of staff may be suspended from office or his
14 appointment terminated by the Council for Good Cause.

15 (3) "Good Cause" in sub-section (2) means:

16 (a) conviction of an offence which renders a person unfit to
17 discharge the functions of his office;

18 (b) a physical or mental incapacity, which in the opinion of the
19 Council, after obtaining medical advice, renders the person unfit to continue
20 to discharge the functions of his office;

21 (c) conduct of a scandalous or disgraceful nature which in the
22 opinion of the Council renders the person unfit to continue to discharge the
23 functions of his office; or

24 (d) conduct which in the opinion of the Council constitute failure or
25 inability of the person to discharge the functions of his office or comply with
26 the terms and conditions of his employment.

27 (4) A person suspended under subsection (1) or (2) shall be placed
28 on half pay, and the Council shall, before the expiration of 3 months after the
29 date of the suspension, consider the case against the person and decide
30 whether to:

1 (a) continue the suspension and on what terms and proportion of his
2 emoluments to be paid;

3 (b) reinstate him, and where the Council reinstates him, it shall restore
4 his full emoluments with effect from the date of suspension;

5 (c) terminate his appointment and where the Council terminates his
6 appointment, he is not entitled to the proportion of his emoluments withheld
7 during the period of suspension; or

8 (d) take such lesser disciplinary action against him and restore the
9 proportion of his emoluments that may have been withheld.

10 (5) Where the Council decides to:

11 (a) Continue with the person's suspension; or

12 (b) decides to take further disciplinary action against a person, the
13 Council shall, before the expiration of 3 months from the decision, come to a
14 final determination in respect of the case.

15 (6) A person who signs an instrument of removal under Section 62
16 subsection (3) shall ensure that a copy of the instrument is served on the person
17 as soon as it is reasonably practicable.

18 (7) Nothing in this Section shall prevent the Council from making any
19 regulation prescribing any other disciplinary measure for staff and workers of
20 the Polytechnic as it may deem necessary.

21 65.-(1) Where a junior staff is accused of misconduct or inefficiency,
22 the Rector may suspend him for not more than three months and shall
23 immediately constitute a committee to:

24 (a) consider the misconduct or inefficiency; and

25 (b) make any recommendation on the appropriate action to be taken
26 by the Rector.

27 (2) The Committee shall:

28 (a) inform the staff of the charge against him in writing; and

29 (b) give him a reasonable opportunity to defend himself.

30 (3) The Rector may, after considering the recommendation made

1 under subsection (1) (b), dismiss, terminate, retire, downgrade or apply any
2 other disciplinary measure to the staff as he may deem necessary.

3 (4) A staff aggrieved by the Rector's decision under subsection (3)
4 may, within a period of 21 days from the date of the letter communicating the
5 decision to him, appeal in writing to the Council, and the Council's decision
6 shall be final.

7 66.-(1) Subject to this Section, where it appears to the Rector that a
8 student of the Polytechnic is guilty of misconduct, the Rector may, without
9 prejudice to any other disciplinary power conferred on him by this Bill or
10 any regulation, direct that the:

Discipline of
students

11 (a) student shall not, during the period specified in the directive:

12 (i) participate in any activity of the Polytechnic; or

13 (ii) make use of any facility of the Polytechnic, as the Rector may
14 specify;

15 (b) any activity of the student shall, during the period specified in
16 the directive, be restricted in a manner as specified;

17 (c) student be suspended for a period as specified in the directive;

18 (d) student be expelled from the Polytechnic.

19 (2) Where a directive is given under subsection (1) (c) or (d), the
20 student may, within 21 days from date of the letter communicating the
21 decision to him, appeal to the Council; and where an appeal is brought, the
22 Council shall, after making inquiry as it considers just, either confirms,
23 modify or set aside the decision in a manner as it deems fit.

24 (3) Where an appeal from a decision is brought in under subsection
25 (2), it shall not affect the operation of the decision while the appeal is
26 pending.

27 (4) The Rector may delegate his powers under this Section to a
28 disciplinary committee consisting of members of the Polytechnic, one of
29 whom shall be the Student Union President if any, as the Rector deems
30 necessary; provided that in a case of gross misconduct, the Rector shall refer

1 the matter to a disciplinary committee.

2 (5) Nothing in this section shall be construed as preventing the
3 restriction or termination of any activity of the student at the Polytechnic or
4 other than on the ground of misconduct.

5 (6) A directive under subsection (1) (a) may be combined with a
6 directive under subsection (1) (b).

7 PART IV - FINANCIAL COMPENDIUM

8 TOTAL PROJECTION/ESTIMATES FOR THE TAKE-OFF OF THE FEDERAL
9 POLYTECHNIC TOMBIA, RIVERS STATE IN THE FIRST TWELVE MONTHS
10 FOLLOWING THE COMMENCE OF THE ACT; AND SUBSEQUENTLY THE
11 POLYTECHNIC SHALL GENERATE FUNDS TO SUPPORT ITS BUDGETARY
12 ALLOCATION.

13	1. TOTAL PERSONNEL:	N 737,640,699
14		
15	a. Salaries and Wages:	₦ 655,680,621
16	- (Consolidated Salary)	
17	b. Allowances and Social Contribution:	₦ 81,960,078
18	- NON-REGULAR ALLOWANCES:	₦ 32,784,031
19	- FOREIGN SERVICE ALLOWANCE:	₦ 49,176,047
20	2. TOTAL OVERHEAD:	₦ 111,111,111
21	- TOTAL GOODS AND NON-PERSONAL SERVICES GENERAL	
22	- Travel & Transport: Training	
23	TOTAL RECURRENT:	₦ 848,751,810
24	3. TOTAL CAPITAL:	₦ 277,777,778
25	- CONSTRUCTION / PROVISION	
26	- CONSTRUCTION / PROVISION OF FIXED ASSETS – GENERAL	
27	- CONSTRUCTION / PROVISION OF INFRASTRUCTURE	
28	TOTAL PERSONNEL:	₦ 737,640,699
29	TOTAL OVERHEAD:	₦ 111,111,111
30	TOTAL RECURRENT:	₦ 848,751,810
	TOTAL CAPITAL:	₦ 277,777,778
	TOTAL ALLOCATION	₦ 1,126,529,588

- 1 67.-(1) The Funds and resources of the Polytechnic consist of:
- 2 (a) an amount appropriated by the National Assembly;
- 3 (b) Subventions and grants-in-aid from the Federal or State
- 4 Government;
- 5 (c) tuition and boarding fees, and any other fee or levy charged by
- 6 and payable to the Polytechnic with regard to its students;
- 7 (d) every gift, donation, endowment, grant, testamentary
- 8 disposition and investment;
- 9 (e) any money which may accrue to the Polytechnic for services
- 10 including the disposal, lease or hire of any property vested in or acquired by
- 11 the Polytechnic; and
- 12 (f) any other money or property which may accrue to the
- 13 Polytechnic from any other lawful source.
- 14 (2) Pursuant to sub-section (1), the Polytechnic shall not accept any
- 15 grant, endowment, legacy, donation or gift if any condition attached is
- 16 inconsistent with the objects or functions of the Polytechnic.
- 17 (3) Any money donated for a particular purpose shall be placed in a
- 18 Special Reserve Account approved by the Council until the money is
- 19 expended for the purpose.
- 20 (4) Any money received on behalf of the Polytechnic shall be paid
- 21 into a bank account of the Polytechnic approved by the Council.
- 22 (5) The Polytechnic shall manage the fund in accordance with
- 23 regulations made by the Council.
- 24 (6) The Council may make regulations for the Polytechnic to:
- 25 (a) specify the manner in which any asset or the fund of the
- 26 Polytechnic is to be held;
- 27 (b) regulate how payment is made in and out of the fund; and
- 28 (c) keep proper accounts and records for the purpose of the fund in
- 29 a form specified in the regulations.

Funds and
Resources of the
Polytechnic

Power to borrow
and invest

1 68.-(1) The Council may, with the approval of the Visitor, borrow
2 from any source any money as loan or overdraft required by the Polytechnic to
3 meet its obligations and discharge its functions.

4 (2) The Council may invest any sum not immediately required for the
5 purpose of the Polytechnic in any security as it deems necessary.

Annual estimates

6 69.-(1) The Council shall prepare and submit to the Minister not later
7 than 30th June in each financial year, an estimate of income and expenditure of
8 the Polytechnic who shall present it to the Federal Executive Council.

9 (2) The annual estimates of the Polytechnic are subject to the approval
10 of the National Assembly.

Annual Accounts
and Audit

11 70.-(1) The Polytechnic shall keep proper books of accounts and
12 records of financial transactions undertaken by it in respect of each financial
13 year in a form which conform with best accounting standards and practices.

14 (2) The Council shall ensure that the accounts of the Polytechnic are
15 audited not later than 6 months after the end of each year by external auditors
16 appointed by the Council from a list of qualified auditors prepared by the
17 Auditor-General of the Federation.

18 (3) The External Auditor shall be appointed after advertisement and
19 interview of applicants by the Council.

20 (4) The External Auditor's report shall state if:

21 (a) proper books of accounts have been kept by the Polytechnic;

22 (b) the financial statement of the Polytechnic:

23 (i) was prepared on a basis consistent with that of the preceding year
24 and is in agreement with the books of accounts;

25 (ii) in case of the balance sheet, gives a true and fair view of the state
26 of the Polytechnic's financial affairs as at the end of the financial year; and

27 (iii) in the case of the statement of income and expenditure, gives a
28 true and fair view of the income and expenditure of profit and loss of the
29 Polytechnic for the financial year.

30 (5) The Council shall fix the remuneration of the External Auditor

1 based on the guideline provided by the Auditor-General of the Federation.

2 (6) The External Auditor shall serve for a period of 3 years only.

3 71. The financial year of the Polytechnic is the same as the Financial Year
4 financial year of the Federal Government.

5 72.-(1) The Council shall prepare and submit to the Auditor- Annual Report
6 General of the Federation, not later than the 30th day of June in each year, a
7 report on the activities of the Polytechnic during the immediate preceding
8 year.

9 (2) The annual report shall include:

10 (a) the Internal Auditor's report during the year to which the report
11 relates;

12 (b) the audited accounts of the Polytechnic for that year and the
13 comments of the Council;

14 (c) a statement of all directives given by the Visitor to the
15 Polytechnic under section 12 of this Bill; and

16 (d) any other matter as the Minister may require the Council to
17 include.

18 (3) The Auditor-General of the Federation shall, not later than 30
19 days of receipt of the report make any comment on the report and forward it
20 to the:

21 (a) Minister who shall forward the report to the Federal Executive
22 Council; and

23 (b) the National Assembly.

24 73.-(1) There is a Chief Internal Auditor for the Polytechnic, who is Chief Internal
Auditor
25 appointed and removed by the Council on terms and conditions as the
26 Council may determine.

27 (2) The Chief Internal Auditor shall:

28 (a) be responsible to the Rector in the performance of his functions;

29 (b) every 3 months, prepare a report on the internal audit carried out
30 by him during the period of the report; and

1 (c) as soon as practicable after the preparation of the reports, submit it
2 to the Rector.

3 (3) The Chief Internal Auditor's report shall contain any observation
4 and recommendation as appear necessary for the proper and efficient conduct
5 of the financial affairs of the Polytechnic during the period under review.

6 (4) The Rector shall on receipt of the report, forward copies to the
7 Chairman of the Council as soon as practicable.

8 (5) The Council shall consider the report of the Chief Internal Auditor
9 at its meeting.

Auditors to have
access to books,
etc.

10 74. The External Auditor and Chief Internal Auditor:

11 (a) shall have access during normal official hours to every book,
12 record and any other document of the Polytechnic; and

13 (b) may also inspect any project being undertaken by the Polytechnic.

14 PART V - TRANSITIONAL PROVISIONS

Liability

15 75. A member of the Council, Academic Board or a body established
16 under this Bill shall not be personally liable for an act or omission committed or
17 omitted to be done in the performance of his duties under the authority of the
18 Council, Academic Board or other body established under this Bill.

Declaring personal
interest

19 76-(1) Any member of the Council, Academic Board or any other
20 body established under this Bill shall declare in writing any direct or indirect
21 personal interest which he may have in a matter before the Council, Academic
22 Board or the body of which he is a member.

23 (2) Where the member declares his personal interest under subsection
24 (1), he shall be disqualified from:

25 (a) participating in any deliberation on the matter; and

26 (b) voting in any decision of the Council, Academic Board or the body
27 on the matter, and his presence shall not count towards a quorum.

28 (3) A member who contravenes this Section shall be removed from
29 the Council, Academic Board or other body.

PART VI - MISCELLANEOUS AND GENERAL PROVISIONS

1 PART VI - MISCELLANEOUS AND GENERAL PROVISIONS
 2 77.-(1) The Seal of the Polytechnic shall be determined by the
 3 Council.

Miscellaneous
 administrative
 provisions

4 (2) The affixing of the Seal of the Polytechnic shall be
 5 authenticated by the signatures of the Rector and the Registrar.

6 (3) A document purporting to be:

7 (a) an instrument executed or issued by or on behalf of the
 8 Polytechnic; and

9 (b) sealed with the seal of the Polytechnic authenticated in the
 10 manner prescribed in subsection (1) of this section, is deemed to be executed
 11 or issued until the contrary is shown.

12 (4) Any contract or instrument which, if made or executed by a
 13 person who is not a body corporate, would not be required to be under seal,
 14 may be made or executed on behalf of the University by a person authorized
 15 by the Council.

16 78.-(1) The validity of any proceeding of a body established under
 17 this Bill is not affected by a vacancy in the membership of the body or by
 18 reason that a person not entitled to take part in the proceeding took part in it.

Validity of
 proceedings

19 (2) The power conferred by this Bill to make any regulation
 20 includes power to vary or revoke the regulation by a subsequent regulation.

21 79.-(1) In this Bill:

Interpretation

22 "Academic staff" means the teaching staff of the polytechnic;

23 "Ex-officio member" means a person who is a member of a body or
 24 committee by virtue of his holding or performing the functions of an office;

25 "Graduate" means a person on whom a degree, diploma or certificate (other
 26 than an honorary, degree, diploma or certificate) has been conferred,
 27 awarded by the Polytechnic or by a recognized institution of higher learning;

28 "Member" means a member of any of the bodies established by this Bill and
 29 it includes the Chairman of the body;

30 "Minister" means the Minister responsible for Education in the Federation;

1 "Misconduct" means improper behaviour, a specified act of wrong-doing
2 susceptible to investigation and proof and it includes:

3 (a) any wilful act, omission or general misconduct which constitutes a
4 scandal to the public or polytechnic or to the prejudice of discipline and proper
5 administration of the polytechnic, which includes dishonesty, drunkenness,
6 use of false certificates, foul language, violent demonstration, wilful
7 destruction of the Polytechnic's property, immorality and falsification or
8 forgery of certificates or any other document:

9 (b) a criminal offence and conviction for a criminal offence; and

10 (c) an act prejudicial to the good name of the Polytechnic; and "gross
11 misconduct" may be construed where the misconduct complained of is of a
12 vulgar or an aggravated kind. Cases of doubt may be referred by the Rector to
13 the Academic Board for definition.

14 "National Assembly" means the Federal law making body of the Federal
15 Republic of Nigeria;

16 "Polytechnic" means the Federal Polytechnic, Tombia;

17 "President" means the head of State, government and the Commander - in -
18 Chief of the Armed Forces of Nigeria;

19 "Staff" means an employee of the Polytechnic and it includes Principal
20 Officers;

21 "State" means Nigeria;

22 "Student" means a person attending the Polytechnic for the purpose of
23 instruction;

24 "Visitor" means the Minister of Education.

25 80. This Bill may be cited as the Federal Polytechnic, Tombia, Bill,
26 2021.

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SCHEDULE I

[Section 21]

MEETINGS OF THE GOVERNING COUNCIL

Times of Meeting

1. The Council shall meet in the Polytechnic except where it is impossible:

(a) at a time and place as the Chairman may decide; and

(b) at least 3 times, but not more than 6 times in a year, with respect to regular meetings.

Notice of meetings

2.-(1) A notice of the meeting shall be sent to every member of the Council.

(2) The notice shall:

(a) state the agenda for the meeting;

(b) be delivered to every member of the Council at least 7 clear days prior to the meeting to which the notice relates unless a majority of the members decide to waive the requirements in respect of the notice.

(3) The Rector or 4 members of the Council may, by a notice in writing signed by them, request the Chairman to convene a special meeting of the Council and the Chairman shall, on receipt of the notice, summon a meeting of the Council.

(4) The request in sub-section (3) shall specify the business to be transacted at the meeting and any business not specified shall not be considered at the meeting.

Presiding at meetings

3.-(1) The Chairman shall preside at every meeting of the Council at which he is present, and in his absence a member of the Council, other than the Rector, elected by the members present from amongst themselves, shall preside.

(2) Subject to this Schedule, the Council may adopt rules, in

1 accordance with this Law, for the conduct of its meetings.

2 (3) The validity of any proceeding of the Council is not affected by a
3 vacancy in its membership.

4 (4) The minutes of the meetings of the Council shall be:

5 (a) recorded by the Secretary;

6 (b) signed by the Chairman of the Council; and

7 (c) kept in the custody of the Secretary.

8 (5) Where the Secretary is absent at a meeting, the Rector shall
9 nominate a person to act as Secretary at the meeting.

10 *Power to co-opt*

11 4. The Council may co-opt a person to act as an adviser at any of its
12 meetings, but the person co-opted is not entitled to vote at the meeting on any
13 matter for decision by the Council.

14 *Quorum*

15 5. The quorum of the Council is 7 and it includes not less than 2
16 members who are not staff of the Polytechnic.

17 *Simple majority*

18 6. A question before the Council at any meeting shall be decided by a
19 majority of the votes of members present.

20 SCHEDULE 2

21 [Section 32]

22 MEETINGS OF THE ACADEMIC BOARD

23 *General meetings*

24 1.-(1) The Board shall meet at a place and time as the Rector may
25 decide.

26 (2) The Rector shall summon a meeting of the Academic Board when
27 he deems it necessary, provided that the Board shall meet not less than once in a
28 month.

29 *Special meetings*

30 2.-(1) 4 members of the Academic Board may request in writing to the

1 Rector to convene a special meeting of the Board and the request shall
2 specify the business to be transacted at the meeting.

3 (2) The Rector shall convene the special meeting not later than ten
4 days after the receipt of the request.

5 *Quorum*

6 3.-(1) The quorum of the Academic Board at any meeting is one-
7 third or the nearest whole number less than one-third of the members of the
8 Board.

9 (2) Subject to this Section, the Board may regulate its own
10 procedure.

11 SCHEDULE 3

12 *[Section 58(2)]*

13 INDUSTRIAL SERVICE AND ENTREPRENEURSHIP DEVELOPMENT CENTRE

14 1.-(1) The Centre shall be administered in line with the National
15 Board for Technical Education (NBTE) guidelines and duties.

16 (2) The Centre shall engage the talents and facilities of all
17 disciplines in the polytechnic for the execution of joint projects of special
18 relevance to the State and the country.

19 (3) The Centre shall, in particular, propagate the maintenance
20 culture, undertake innovative jobs like designing and production of spare
21 parts and tools, and engage in consultancy services for which expertise
22 exists within the Polytechnic.

23 2.-(1) The Centre has a Management Board consisting of:

24 (a) the Rector as the Chairman or his representative; and

25 (b) other members appointed by the Council on the
26 recommendation of the Rector.

27 (2) The terms of reference of the Board are determined by the
28 Council on the recommendation of the Rector.

29 (3) The Board has power to:

30 (a) appoint and remove from office its core staff (managerial,

1 professional, technical and otherwise); and

2 (b) set out the terms and conditions of service for the appointments,
3 subject to the approval of the Council.

4 (4) The Director of the Centre is responsible to the Management
5 Board.

6 (5) The Council, on the recommendation of the Rector, shall
7 determine the working condition and emoluments of the Polytechnic staff
8 participating in the activities of the Industrial Service and Entrepreneurship
9 Development Centre.

10 3.-(1) The Centre shall be financed by:

11 (a) the Polytechnic; and

12 (b) fees charged for its works and services.

13 (2) Subject to the approval of the Council, the Management Board of
14 the Centre shall ensure prudent management of its finances and shall:

15 (a) keep proper accounting records, in accordance with standard
16 accounting practice and financial regulations in respect of:

17 (i) revenues and expenditures of the Centre;

18 (ii) its assets, liabilities and other financial transactions; and

19 (iii) any other revenue collected by the Centre.

20 (b) prepare an annual report and audit report, including financial
21 statements, in accordance with generally accepted accounting principles and
22 practice; and

23 (c) ensure that the accounting records of the Centre are in line with
24 financial regulations.

25 (3) The Centre is self-accounting.

26 (4) The Management Board shall submit comprehensive half-year
27 reports of its activities through the Rector to the Council for appropriate action.

1 SCHEDULE 4

2 [Section 59 (2)]

3 STAFF SCHOOL

4 *Composition of the Staff School*5 1. There is a Comprehensive Staff School, which shall be self-
6 funded and consists of:

7 (a) Nursery and Day-Care;

8 (b) Primary; and

9 (c) Secondary.

10 *Objects of the Staff School*

11 2. The objects of the Staff School are to:

12 (a) provide courses of instruction and learning in nursery, day-care,
13 primary and secondary education levels;14 (b) prepare, groom and present students and pupils for internal and
15 external examinations;

16 (c) promote and encourage sound moral training and discipline;

17 (d) inculcate in the students and pupils respect for national ethics
18 and the fear of God;19 (e) pursue any other academic programme as may be approved by
20 the Academic Board.21 *Director of the Staff School*

22 3.-(1) There is a Director of the Staff School who shall be:

23 (a) an academic staff not below the rank of a Chief Lecturer; and

24 (b) responsible to the Rector for the administration of the Staff
25 School.26 (2) The Director shall co-ordinate academic and administrative
27 activities of the Staff School.28 *Appointment and Discipline of the Director*29 (3) The Rector shall appoint the Director subject to ratification by
30 the Council.

1 (4) The tenure of office of the Director is 2 years and may be
2 reappointed for a further term of 2 years and no more.

3 (5) The Director shall be disciplined in accordance with Section 62 of
4 this Law.

5 *Board of Governors*

6 4.-(1) There is a Board of Governors for the Staff School which
7 consists of:

- 8 (a) the Director as Chairman;
9 (b) heads of the arms of the School,
10 (c) a representative from every School and Institute of the
11 Polytechnic, not below the rank of a Senior Lecturer;
12 (d) 2 representatives of the Academic Board;
13 (e) one representative of the Congregation; and
14 (f) Chairman of Parents and Teachers Association.

15 (2) The Rector shall appoint a Secretary for the Board.

16 (3) The Secretary shall be a Registry staff not below the rank of a
17 Principal Assistant Registrar.

18 *Functions of the Board of Governors*

19 5. The Board shall:

- 20 (a) advise the Academic Board and every organ of the Polytechnic on
21 any matter concerning the academic programmes and activities of the Staff
22 School;
23 (b) plan and organize every academic activity of the Staff School;
24 (c) make proposals to the Academic Board on any matter concerning
25 the Staff School for consideration and approval; and
26 (d) perform any other function as the Academic Board may refer to it.

27 *Appointment of Staff of the Staff School*

28 6.-(1) Subject to this Bill, academic and non-teaching staff shall be
29 appointed by the Council on the advice of the Appointments and Promotions
30 Committee.

1 (2) The appointment of academic and non-teaching staff by the
2 Council may be on permanent, temporary or contract basis as the Council
3 may consider necessary.

4 *Conditions of Service*

5 7. The remuneration, terms and conditions of service of every staff
6 of the School is determined by the Council.

7 *Pensions, gratuities, etc.*

8 8.-(1) The Polytechnic shall ensure that the conditions of service of
9 staff of the Staff School are in line with the Pensions Act.

10 (2) Nothing in this Bill shall prevent the appointment of a person to
11 an office on any term which precludes the grant of a pension and gratuity in
12 respect of that office.

13 *Discipline of staff and students of the Staff School*

14 9.-(1) Where there is a case of misconduct or inability to perform
15 the functions of an office against an academic or non-teaching staff, the
16 Director shall refer the case to the Rector who shall forward it to the Council.

17 (2) Where it appears to the Council that there is a reason to believe
18 that the staff should be removed from office on those grounds of misconduct
19 or inability to perform the functions of his office, the Council shall:

20 (a) give notice of the reasons in writing to the person;

21 (b) afford him an opportunity of making a representation in person
22 on the matter to the Council; and

23 (c) constitute a joint Committee of Council and Academic Board or
24 a Committee of Council to investigate the matter and report its findings to
25 the Council.

26 (3) The Rector shall exercise powers on discipline of staff as
27 provided under this Bill.

28 *Discipline of students*

29 (4) There is a Disciplinary Committee of the Staff School which
30 consists of the:

- 1 (a) Director as Chairman;
- 2 (b) Assistant Director;
- 3 (c) Guidance Counsellor of the School; and
- 4 (d) Co-ordinators of each class.
- 5 (5) The Committee shall advise the Rector and Academic Board on
- 6 any matter relating to discipline of pupils and students.
- 7 (6) The Rector shall exercise powers on discipline of students as
- 8 provided under this Bill.

EXPLANATORY NOTE

This Bill seeks to establish a Polytechnic in Tombia and would promote knowledge in courses of instruction, training and research in science, technology, engineering, arts, and mathematics (STEAM, which is a core access of guiding students' inquiry and critical thinking in the new age.

A growing number of schools are now incorporating teaching methods that are more in line with STEAM education. STEAM gives students tools and methods to explore new and creative ways of problem-solving, displaying data, innovating, and linking multiple fields.

The arts and STEM subjects naturally complement and inform each other, so implementing STEAM principles into education allows for more understanding, innovation and a cohesive education in the classroom.

Tombia is a Community in Degema Local Government Area of Rivers State and has a Technical College, which could be upgraded with the passage of this Bill.