



[The remainder of the page is obscured by heavy black redaction bars and horizontal lines, making the text completely illegible.]

- 1.6 "Ordinances" means statements in writing published by the Council relating to matters referred to in the Charter or the Statutes or relating to the work of the University.
- 1.7 "Policies and Procedures" written policies and procedures first approved by Council under Statute 2 paragraph 4.1 and subsequently as revised, amended or replaced by Council from time to time in accordance with Statute 2 paragraphs 4.2 and 4.3.
- 1.8 "Regulations" means statements in writing published by the Senate governing the academic work of the University.
- 1.9 Meanings shall be interpreted in such manner as not to conflict with the Charter.

STATUTE 2 - ACADEMIC STAFF

1. This Statute shall apply to all Academic Staff.
2. This Statute shall override any provision in any contract, term or condition of

University Policies and Procedures are established that cover the following areas of employment and which shall ~~also~~ ~~include~~ ~~the~~ ~~following~~ ~~areas~~ ~~of~~ ~~employment~~ ~~and~~ ~~which~~ ~~shall~~ ~~also~~ ~~include~~ ~~the~~ ~~following~~ ~~areas~~ ~~of~~ ~~employment~~

6. Appeals

- 6.1 In the case of an appeal against the dismissal of a member of Academic Staff for reasons other than redundancy, an Appeal Panel shall be established and shall consist of at least three members, including a chair being a member of Council not being a person employed by the University; at least one other member of Council not being a person employed by the University; and at least one member of the Academic Staff nominated by the Senate.
- 6.2 In the case of dismissal for reasons of ill health incapacity, appropriate medical advice/opinion shall be provided to the dismissal panel and any appeal panel.

STATUTE 3 - PROVISION AS TO THE VICE-CHANCELLOR AND PRINCIPAL

The provisions for the removal of the Vice-Chancellor and President from office will be as determined in Ordinances.

STATUTE 4 - REMOVAL OF OTHER STAFF

All members of staff other than Academic Staff may be removed by the Vice-Chancellor and President in accordance with the terms and conditions of their appointment.