

UNIVERSITY OF CAPE COAST

COUNCIL SECRETARIAT

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UNIVERSITY POST OFFICE
CAPE COAST, GHANA

In case of reply please quote:

Our Ref:

Your Ref:

31st July 2024

Prof. Johnson Nyarko Boampong
Office of the Vice-Chancellor
U.C.C.

Dear Prof. Boampong,

NOTICE OF TERMINATION OF APPOINTMENT AS VICE-CHANCELLOR OF THE UNIVERSITY OF CAPE COAST

1. Pursuant to your letter of appointment dated 17th June 2020, the University Council appointed you as Vice-Chancellor of the University of Cape Coast for a period of four (4) years with effect from 1st August 2020.
2. You are hereby notified that your appointment ended and terminated on the 31st day of July 2024.
3. Please note that the purported renewal/extension of your appointment as Vice-Chancellor at the Council's meeting on the 28th of July 2023, for a term of two (2) years effective 1st August 2024, is void and consequently same is revoked as it breaches the University's Statutes on renewal of appointment of the Vice-Chancellor.
4. The voidness of the aforementioned renewal is by reason of the following:
 - a. The compulsory retirement age for public servants is sixty (60) years, as provided by Article 199 clauses (1) and (4) of the 1992 Constitution, thus:

"199 (1) A public officer shall, except as otherwise provided in this Constitution, retire from the public service on attaining the age of sixty years.

(4) Notwithstanding clause (1) of this article, a public officer who has retired from the public service after attaining the age of sixty years may, where the exigencies of the service require, be engaged for a limited period of not more than two years at a time but not exceeding five years in all and upon such other terms and conditions as the appointing authority shall determine"

b. While your appointment may be extended by 2 years at a time up to a maximum of 5 years beyond your retirement age by contract, as provided in Article 199 clause (4) above, there has not yet been any such contractual extension, and such extension is applicable only to your appointment as a member of the University in general, but not applicable to your position as the Vice-Chancellor, since the University's Statutes has placed a limit on same in Statute 8.2.

c. Statute 8.2 of the University's Statutes provides that your position as Vice-Chancellor can be renewed/extended by up to 3 years. However, such an extension shall not exceed your retirement age of 60 years, thus:

"The Vice-Chancellor shall hold office for an initial term of four years. The appointment may be renewed for a further term of up to three years if that is not beyond the statutory retiring age of 60."

d. Considering that you will be 60 years and due for compulsory retirement on the 18th of September 2025, the 2 years renewal granted you by Council effective 1st August 2024 would extend your position as Vice-Chancellor well beyond your retirement age. This breaches the Constitution and the University's Statutes.

e. Further to these, the renewal of your term as Vice-Chancellor was procedurally void as no properly-constituted Search Committee was put in place, as required by Statute 8.15, to fulfil its mandate imposed by Statutes 8.16 and 8.17 in the appointment or renewal process.

f. From the foregoing, the 2 year renewal/extension of your position as Vice-Chancellor granted by Council is void and same cannot stand.

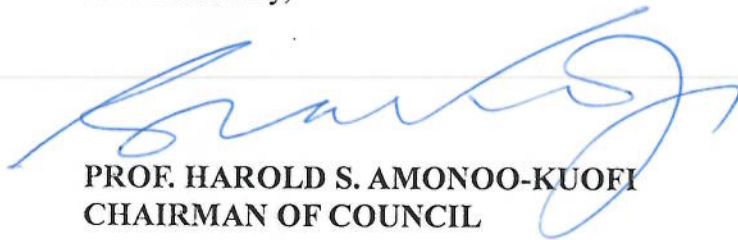
5. You are accordingly directed to hand over your office to the Pro Vice-Chancellor of the University **IMMEDIATELY** upon service on you of this letter. You are further directed to hand over all your official effects to the Pro Vice-Chancellor.

6. You may, however, apply to Council for its consideration in line with laid down procedure for the purpose of renewing your term as Vice-Chancellor for a period not exceeding your retirement age and which does not breach the Constitution and the University's Statutes.

7. For the avoidance of doubt, this termination of your position as the Vice-Chancellor does not in any way affect your appointment as a senior member of the University.

8. By a copy of this letter, the Pro Vice-Chancellor is directed to take over and act as Vice-Chancellor with effect from 1st August 2024 until a new and substantive Vice-Chancellor is appointed.
9. The Council of the University thanks you immensely for your dedicated service to the University and wishes you well in your future endeavours.

Yours sincerely,



PROF. HAROLD S. AMONOO-KUOFI
CHAIRMAN OF COUNCIL

Cc: Pro Vice-Chancellor
Director of Finance
P/File