

Dear Staff and Students

As Management Team we deplore the illegal and unacceptable behaviour by protestors on our campus today. The vandalism, arson, violence and attempts to disrupt an exam come despite the appointment of a task team to address issues related to insourcing/outsourcing and the meeting between members of management, union representatives and students. As indicated in the statement below, the activities of the Task Team will proceed once the situation on campus has been stabilised.

Protestors moved about on campus, setting tyres and dustbins alight in the streets and on the Rooiplein, causing chaos in the Neelsie Student Centre and trying to disrupt an exam before ending up at the Admin B building where Prof Tobie de Coning, Chief Director: Strategic Initiatives and Human Resources addressed the group. The statement was read to the protestors and sent to all members of the Task Team.

In the late afternoon two vehicles were set alight in parking areas on the campus and the group dispersed after the South African Police Services intervened. By early evening the SAPS and campus security were monitoring the situation very closely, and will continue to do so tomorrow if necessary.

For the most campus activities went ahead and the movement of students on campus was not hampered. Exams will continue tomorrow as scheduled. Catering services in residences have been affected by the protest action, but contingency plans are being made.

We have acknowledged the rights of staff and students to protest, provided that protest action does not disrupt academic and administrative activities, does not create risks to the safety of people and does not cause damage to University property, or infringe on the rights of students to learn. It has also been our approach to avoid actions that could accelerate violence. However, the University will not tolerate hooliganism or thuggery, and will act against individuals who have vandalised property, and tried to disrupt the exam.

I would like to appeal to our campus community to not get angry or become discouraged. Neither will bring us closer to a solution. It is a difficult time for us all, but let's stick to our vision of becoming a more inclusive, innovative and future-focused institution promoting knowledge in service to all.

Thank you for your patience and support. I wish you all the best for the rest of the exams and last weeks of the academic year.

Kind regards

**Prof Wim de Villiers**  
**Rector and Vice-Chancellor**

### **Feedback from the Rector's Management Team (RMT) to the members of the Task Team on Outsourcing/Insourcing, and Chairperson of the SRC**

Following a meeting of the RMT today, 2015/11/17, the following feedback is provided:

- The RMT deplores the current illegal and unacceptable behaviour, including arson, vandalism, violence and attempts to disrupt exams. The Task team that was announced earlier, has already commenced with its work, and it acknowledges the need for the process to be expedited. However, this can only progress once the situation on campus has been stabilised. Therefore, the RMT appeals to the leaders of both the workers and students to restore calm and discipline prior to the Task Team continuing with its discussions.

- The RMT reiterates its commitment to finding sustainable solutions to the issues related to outsourcing/insourcing.
- More specifically, the RMT mandated the Task Team to, once the situation has been stabilised:
  - meet the proposed time frame and expedite the matter for the remainder of November 2015;
  - broaden participation by adding worker representatives employed by major external service providers, who are currently excluded; and
  - meet with the management of outsourced services in order to explain the process, to obtain their input and gain their support for the work of the Task Team.