



PRESS STATEMENT

GREAT ZIMBABWE UNIVERSITY OPERATIONS

Following an article headlined **GRAFT, NEPOTISM ALLEGATIONS ROCK GZU initially published in the **Newsday** of **18 April 2022** and eventually circulated on various online news channels and social media, Great Zimbabwe University wishes to put the record straight as follows:**

- Whereas the article, sourced from faceless persons and alleged Great Zimbabwe University workers, insinuates that the University does not have transparent employee recruitment policies, the truth is that the institution has clear and transparent recruitment policies which give equal opportunities to all prospective employees. Policies, such as **Acting Appointments and Procedure Policy, Recruitment of Teaching and Non-Teaching Staff Policy and Procedure, and, Non-Teaching Staff Advancement/Promotions: Procedures and Guidelines**, clearly stipulate how employees at all levels are hired by the University. These policies are strictly adhered to at all the times.
- The Constitution of Zimbabwe, in Part 2 – Fundamental Human Rights and Freedoms provides for equality and non-discrimination (Section 56); freedom of profession, trade or occupation (Section 64) Labour Rights (Section 65). What these rights entail, is that no one may be discriminated, or outlawed from applying for a job or position, or disqualified from employment at any institution, solely on the basis that by some stroke of fate, they are related or close to current employees of the University.
- All vacant posts are advertised in the media and are open to all qualifying prospective employees. The publishing of vacancies in newspapers is

followed by strict short-listing and interviewing processes. The short-listing process is initiated at respective Departments before being subjected to further screening at higher level by a completely different committee, a process that then leads to successful candidates being invited for interviews. A panel of at least six interviewers preside over the interviews. The interview panel has the final say on who gets hired. Their decision is final.

- The University further wishes to put it on record that workers' interests are protected throughout the recruitment processes as the Great Zimbabwe University Council and Workers' Unions are involved.
- Guided by the aforementioned policies, the University wishes to unequivocally state that contrary to the allegations made in the Newsday article, all Great Zimbabwe University appointments are done according to procedure as outlined in its recruitment policies giving due regard to transparency, fairness and qualifications.
- It is totally untrue, and inconceivable, and sounds like a kindergarten drama fiction that 65% employees at any institution, would be related to 3 individuals – it is also impossible to imagine a situation where 65% of all Great Zimbabwe University employees are not only alleged to be related to 3 individuals, but that, in addition the same 65% were unprocedurally recruited, without undergoing the mandatory standard motions and procedures.
- Great Zimbabwe University has been on an unprecedented growth in terms of its physical infrastructure and academic programmes since 2012 hence the corresponding growth in the size of its management structure and general workforce. That simultaneous expansion has seen the University growing its brand and market share to become one of the leading higher and tertiary institutions in the country. Since 2012, Great Zimbabwe University has become the University of First Choice for most students in the country and in the region.
- Whilst the prospect of retrenchment under the current harsh economic environment is in itself enough to generate trepidation and uncertainty in the

future amongst all staff, this should not justify abuse and expression of ill-will towards those who have been mandated by Government to drive the process in all institutions of higher learning.

- Moreover, the process is taking place under the watchful eye and participation of the University Council, Senior Staff, Management and Workers Committee, to guarantee full transparency, fairness and justice.
- To surmise therefore, that the process would be abused by management to settle unknown and imagined scores is both mind boggling and unfortunate.
- The University takes exception to the deplorable efforts to tarnish its image and that of its principal officers, including that of its Vice Chancellor. The scandalous allegations raised in the article are an unfortunate distraction from the numerous success that the Institution has achieved under the current Vice Chancellor and his team.

Dated at Masvingo this 19th day of April 2022

ANDERSON T. CHIPATISO

Director Information and Public Relations
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