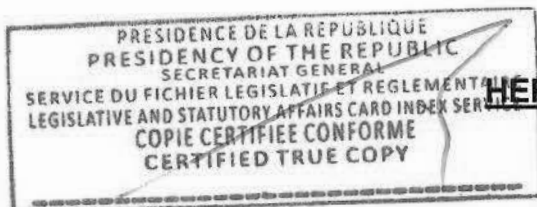


DECREE No. 2019/686 of 26 December 2019 to lay down the reorganization and functioning of the Institute of Medical Research and Medicinal Plant Studies

THE PRESIDENT OF THE REPUBLIC,

- Mindful of** the Constitution;
- Mindful of** Law No. 2017/10 of 12 July 2017 to lay down the general rules and regulations governing public establishments;
- Mindful of** Law No. 2018/11 of 11 July 2018 to lay down the Cameroon Code of Transparency and Good Governance in Public Finance Management;
- Mindful of** Law No. 2018/12 of 11 July 2018 relating to the fiscal regime of the State and other public entities;
- Mindful of** Decree No. 2011/408 of 11 December 2011 to organize the Government, as amended and supplemented by Decree No. 2018/190 of 2 March 2018;
- Mindful of** Decree No. 2018/366 of 20 June 2018 to institute the Public Contracts Code,



HEREBY DECREES AS FOLLOWS:

CHAPTER I
GENERAL PROVISIONS

ARTICLE 1: This decree lays down the reorganization and functioning of the Institute of Medical Research and Medicinal Plant Studies, abbreviated to "IMPM" and hereinafter referred to as the "Institute".

ARTICLE 2: (1) The Institute shall be a public scientific and technical establishment.

(2) It shall have legal personality and financial autonomy.

(3) Its head office shall be in Yaounde. It may be transferred to any other place in the national territory, upon deliberation of the Board of Directors.

(4) Branches, production units, centres, stations, laboratories and/or representations of the Institute may, as and when necessary, be set up within the national territory by resolution of the Board of Directors.

ARTICLE 3:(1) The Institute shall be tasked in particular with:

- developing and executing basic and applied research programmes;
- ensuring the development of research and control in the fields of medicine, medicinal plants and nutrition;
- valorizing and promoting research findings and partnerships in its area of expertise.

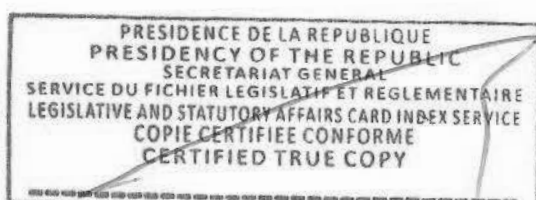
In that capacity, the Institute shall, with regard to:

a. Development and execution of fundamental and applied research programmes:

- contribute towards identifying health problems in conjunction with the competent services, and proposing suitable control tools to the Government;
- carry out research on priority pathologies as defined by the major programmes set up in the sector strategy of the ministry in charge of public health and the World Health Organization;
- determine the nutritional value and health properties of food products;
- assess the nutritional status of the population, develop food composition tables and formulate diets adapted to vulnerable populations;
- conduct research with a view to building capacity in traditional medicine for its integration into primary healthcare;

b. Research development and control:

- develop new technologies with the aim of advancing knowledge on new pathologies and developing advanced technologies for the prevention, control and diagnosis thereof;
- develop appropriate and cost-effective technologies for processing food and improve its nutritional value;
- identify research needs among potential users and support them in seeking appropriate solutions;
- provide training and further training of scientific and technical staff in the various operational structures;
- certify medicinal plant-based food and pharmaceutical products, in conjunction with the relevant government services and organizations;



- ensure sanitary quality control of food and medicinal plants destined for export, in conjunction with the relevant government services and organizations;

c. Valorization and promotion of research findings and partnerships:

- promote the search for medicinal plants and their processing into essential drugs and improved traditional medicines as recommended by the World Health Organization;
- ensure wide dissemination of research findings likely to be used by economic operators, in conjunction with the media and the competent services and bodies;
- directly ensure the production and valorization of research products obtained in the fields of medicine and medicinal plants;
- provide services in its area of competence to the State, its agencies or third parties, for the development of its activities;
- establish partnerships with any other local or foreign public or private body, which may contribute towards fulfilling its corporate purpose;
- provide institutional advisory support to the State, to its agencies and any other institution which so requests, within the framework of activities relating to its corporate purpose.

(2) The Institute may, in addition, carry out any mission entrusted to it by the State, relating to its corporate purpose.

ARTICLE 4: (1) The Institute shall be under the technical oversight of the ministry in charge of scientific research.

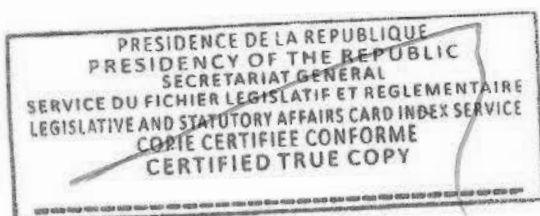
(2) The purpose of technical oversight shall be to ensure:

- that the activities undertaken by the Institute comply with the public policy guidelines of the Government in the sector concerned, subject to the powers of the Board of Directors;
- compliance of resolutions of the Board of Directors with the laws and regulations, as well as with sector policy guidelines.

ARTICLE 5: (1) The Institute shall be under the financial oversight of the ministry in charge of finance.

(2) The purpose of financial oversight shall be to ensure:

- that the Institute manages operations with a financial impact in compliance with public finance regulations on the one hand, and the ex post regularity of accounts on the other;



- the regularity of resolutions of the Board of Directors with a financial impact, the sustainability of financial commitments and the overall consistency of the Institute's performance plans with sector programmes.

ARTICLE 6:(1) The Institute shall forward all technical documents relating to its management to the technical and financial supervisory authorities, in particular draft performance plans, action plans, annual performance reports, the Finance Controller's report, administrative and management accounts, the up-to-date staff situation and the salary grid.

(2) The technical and financial supervisory authorities shall, in conjunction with the Board of Directors, contribute towards monitoring the Institute's performance.

(3) The minister in charge of scientific research and the minister in charge of finance shall, each in his sphere, send an annual report on the Institute's situation to the President of the Republic.

CHAPTER II **ORGANIZATION AND FUNCTIONING**

ARTICLE 7: The management organs of the Institute shall be:

- the Board of Directors; and
- Management.



SECTION I **BOARD OF DIRECTORS**

ARTICLE 8: (1) The Board of Directors of the Institute shall comprise 12 (twelve) members.

(2) In addition to the Board Chairperson, the Board of Directors of the Institute shall be composed as follows:

- one representative of the Presidency of the Republic;
- one representative of the Prime Minister's Office;
- one representative of the ministry in charge of scientific research;
- one representative of the ministry in charge of finance;
- one representative of the ministry in charge of public health;
- one representative of the ministry in charge of the economy;
- one representative of the ministry in charge of forestry and wildlife;
- one representative of the ministry in charge of livestock, fisheries and animal industries;
- the Dean of the Faculty of Medicine and Biomedical Sciences of the

University of Yaounde I;

- the Dean of Faculty of Health Sciences, University of Buea;
- one staff representative elected by his peers.

ARTICLE 9: (1) The Board Chairperson of the Institute shall be appointed by decree of the President of the Republic, for a 3 (three)-year term renewable once.

(2) Board Members of the Institute shall be appointed by decree of the President of the Republic, on the proposal of the government services or organizations they represent, for a 3 (three)-year term renewable once.

ARTICLE 10: (1) The term of a Board Member shall end:

- upon death or resignation;
- following loss of the capacity which motivated their appointment;
- through dismissal due to gross misconduct or acts incompatible with the duty of Board Member;
- at the normal expiry of its duration.

(2) In the cases provided for in paragraph 1 above, their replacement shall take place following the same procedure as for their appointment.

ARTICLE 11: (1) Six months to the expiry of the term of a Board Member, the Board Chairperson shall contact the structure he represents, to designate his replacement.

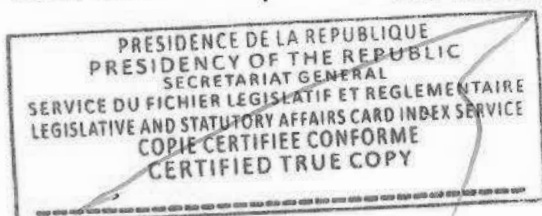
(2) No Board Member may sit beyond the expiry of his term.

(3) In the event of expiry of the term of the Board Chairperson, the supervisory minister shall refer this to the authority vested with power of appointment.

(4) In the event of death during the term of office or in all cases where a Board Member is no longer able to perform his duties, the body which he represents shall designate another Board Member for the remainder of the term.

ARTICLE 12: (1) The Board Chairperson and Members shall be bound by the restrictive and incompatibility measures provided for by the regulations in force.

(2) The Chairperson and Members of the Board of Directors, as well as all other persons invited to take part in Board sessions shall, in addition, be bound by the obligation of discretion for the information, facts and acts they have become acquainted with in the performance of their duties.



ARTICLE 13: (1) The Board Chairperson shall receive a monthly allowance and benefits. The amount of the monthly allowance and benefits shall be fixed by the Board of Directors, in accordance with the regulations in force.

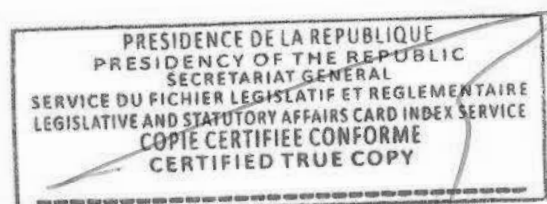
(2) Board Members shall be entitled to a session allowance fixed by resolution of the Board of Directors, within the limits laid down by the regulations in force. They may claim reimbursement of expenses incurred for the sessions, upon presentation of supporting documents.

(3) The Board of Directors may grant to its members special remuneration for the assignments and mandates entrusted to them, or authorize the reimbursement of travel and subsistence expenses incurred in the interests of the Institute.

ARTICLE 14: (1) The Board of Directors shall have the powers to define, guide the general policy of the Institute and assess the management thereof, within the limits set by its corporate purpose and in accordance with the regulations in force.

In that capacity, it shall:

- set the objectives and approve the Institute's draft performance plans;
- adopt the budget together with the Institute's draft performance plans and approve the accounts;
- approve annual performance reports;
- adopt the organization chart and the Internal Rules and Regulations;
- approve the staff recruitment plan proposed by the Director General;
- appoint, on the proposal of the Director General, to the ranks of Sub-Director, Director and persons ranking as such;
- authorize the dismissal of staff on the proposal of the Director General;
- accept all grants, legacies and subsidies;
- approve performance contracts or any other agreements prepared by the Director General and having an impact on the budget;
- authorize any disposal of movable or immovable, tangible or intangible property, in accordance with the legislation in force;
- ensure compliance with the rules of governance and request audits to ensure proper management of the Institute;
- determine staff remuneration and benefits, in compliance with the laws and regulations in force, the Internal Rules and Regulations and budget forecasts;



- determine the monthly remuneration and benefits of the Director General and the Deputy Director General, in compliance with the laws and regulations in force;
- determine the amount of the Board Chairperson's allowance and benefits, as well as the amount of the allowances of Board Members, in accordance with the regulations in force.

(2) The recruitment plan referred to in paragraph 1 above shall include in particular, the expression of staffing needs, the profile and qualification of the positions to be filled, the job description, the retirement forecast table, and information on vacancies.

(3) The Board of Directors' approval of the recruitment plan referred to in paragraph 1 above shall constitute recruitment authorization.

(4) The Board of Directors may delegate some of its powers to the Director General.

ARTICLE 15: (1) The Board Chairperson shall convene and chair Board meetings. He shall ensure implementation of its resolutions.

(2) The Board Chairperson may invite any natural or legal person, by virtue of their competence on agenda items, to take part in Board proceedings in an advisory capacity.

ARTICLE 16: (1) In the event of vacancy of the position of Board Chairperson following death, resignation or failure, Board meetings shall be convened by the minister in charge of finance at the request of the Director General, or 2/3 (two thirds) of Board Members.

(2) The Board sessions convened in accordance with paragraph 1 above shall be chaired by a Board Member elected by his/her peers.

ARTICLE 17: (1) When convened by its Chairperson, the Board of Directors shall meet at least twice a year in ordinary session, of which:

- one session devoted to reviewing the performance plan and adoption of the budget;
- one session devoted to approving the accounts.

(2) The Board of Directors may be convened in extraordinary session on a specific agenda, at the request of its Chairperson or 2/3 (two thirds) of its members.

(3) The Board Chairperson shall be failing in his duty when he does not convene at least 2 (two) Board sessions in a year.



(4) In the event of refusal to convene a Board meeting in accordance with paragraph 1 above, 2/3 (two thirds) of the members shall refer this to the minister in charge of finance who shall convene the Board on a specific agenda.

ARTICLE 18: (1) Convening notices, together with the files to be considered, shall be sent to Board Members by any means leaving a paper trail at least 15 (fifteen) days before the meeting date. In case of emergency, such period may be reduced to 5 (five) days.

(2) Convening notices shall specify the agenda, date, venue and time of the session.

ARTICLE 19: (1) Any Board Member who is unable to attend a Board meeting may give a proxy to another member.

(2) No Board Member may, during the same session, represent more than one Board Member.

(3) Any member present or represented at a Board session shall be considered to have been duly invited.

(4) Where the Board Chairperson is unavoidably absent, the Board of Directors shall elect from among its members, by a simple majority of the members present or represented, a pro-tem Chairperson.

ARTICLE 20: The Board of Directors shall consider any items entered on the agenda either by the Chairperson or at the request of 2/3 (two thirds) of the Board Members.

ARTICLE 21: The Director General of the Institute shall provide secretarial services at Board meetings.

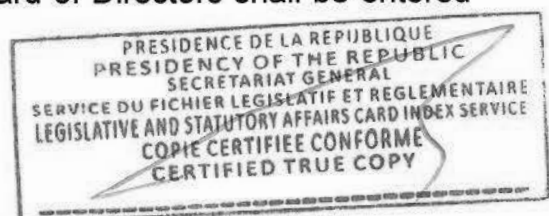
ARTICLE 22: (1) The Board of Directors shall validly deliberate on any agenda item of its meeting only if at least 2/3 (two thirds) of its members are present or represented. Where there is no quorum during the first convening, the quorum for the subsequent convening shall be reduced to half of the Board Members.

(2) Each member shall have one vote. Decisions shall be taken by a simple majority of the votes of members present or represented. In the event of a tie, the Chairperson shall have the casting vote.

ARTICLE 23: (1) Board decisions shall take the form of resolutions. They shall be signed immediately by the Board Chairperson or the pro-tem Chairperson, as appropriate, and one Board Member.

(2) Board decisions shall take effect upon their adoption.

ARTICLE 24: (1) The deliberations of the Board of Directors shall be entered



in the minutes signed by the Board or pro-tem Chairperson and the Director. In addition to the names of the members present or represented, the minutes shall mention those of persons invited in an advisory capacity. They shall be read and approved by the Board of Directors during a Board session.

(2) The minutes of meetings shall be recorded in a special register kept at the head office of the Institute.

ARTICLE 25: (1) For the performance of its duties, the Board of Directors may, as and when necessary, set up committees and commissions internally.

(2) Members of such committees or commissions shall be entitled to work facilities and allowances, within the limits set by the regulations in force.

SECTION II **MANAGEMENT**

ARTICLE 26: (1) The Management of the Institute shall be under the authority of a Director General assisted, if need be, by a Deputy Director General.

(2) The Director General and the Deputy Director General shall be appointed by decree of the President of the Republic.

ARTICLE 27: (1) The Director General and the Deputy Director General shall be appointed for a 3 (three)-year term, renewable twice.

(2) The renewal provided for in paragraph 1 above shall be tacit.

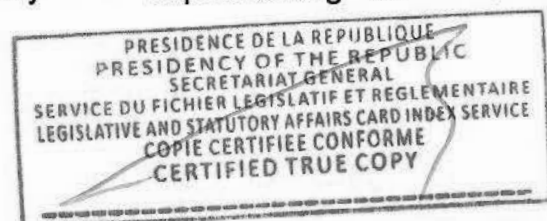
(3) In any case, the combined terms of the Director General or the Deputy Director General may not exceed 9 (nine) years.

ARTICLE 28: The Director General and the Deputy Director General shall be bound by the restrictive and incompatibility measures provided for by the regulations in force.

ARTICLE 29: (1) Under the supervision of the Board of Directors, the Director General shall be responsible for implementing the general policy and managing the Institute.

In that capacity, he shall be responsible for:

- ensuring the technical, administrative and financial management of the Institute;
- preparing the draft budget and performance plan, producing the administrative account as well as the annual performance report;
- preparing resolutions of the Board of Directors, attending Board meetings in an advisory capacity and implementing decisions thereof;



- proposing a staff recruitment plan to the Board of Directors;
- recruiting staff, in accordance with the recruitment plan approved by the Board of Directors;
- rating and dismissing staff, subject to the powers devolved to the Board of Directors;
- recruiting and dismissing temporary, casual and seasonal staff as required by service, in accordance with the regulations in force;
- managing the Institute's movable, immovable, tangible and intangible assets in compliance with its corporate purpose and the powers of the Board of Directors;
- submitting the draft organizational plan of the Institute, internal rules and regulations, staff rules and regulations, the employee compensation and benefits grid for adoption by the Board of Directors.

(2) In emergency cases, the Director General shall take all the necessary protective measures, with a view to ensuring the proper functioning of the Institute, within the limits of the powers vested in the Board of Directors.

(3) The Director General may delegate part of his powers.

ARTICLE 30: The Director General shall represent the Institute in all acts of civil life and before the court of law.

ARTICLE 31: (1) The Director General or the Deputy Director General, if any, shall be answerable to the Board of Directors, which may penalize him in the event of gross mismanagement or misconduct likely to disrupt the smooth functioning or tarnish the image of the Institute.

(2) In the cases provided for in paragraph 1 above, the Board Chairperson shall be required to convene an extraordinary session during which the Director General or the Deputy Director General shall be heard.

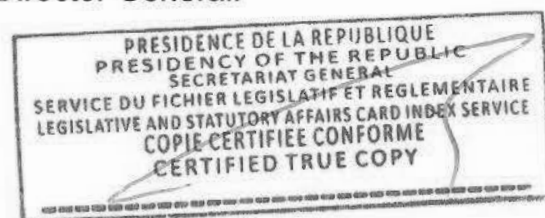
(3) The file comprising the charges shall be sent to the Director General or the Deputy Director General at least 10 (ten) days before the scheduled date of the extraordinary session.

(4) Debate before the Board of Directors shall be adversarial.

(5) The Board of Directors may validly deliberate only in the presence of at least 2/3 (two thirds) of its members. No proxies shall be allowed in such case.

ARTICLE 32: (1) The Board of Directors may inflict the following sanctions against the Director General or the Deputy Director General:

- suspension of some powers;



- suspension from office for a limited period with immediate effect;
- suspension from office with immediate effect accompanied by a request for dismissal sent to the appointing authority.

(2) Decisions shall be forwarded for information to the minister in charge of scientific research and the minister in charge of finance, at the behest of the Board Chairperson.

ARTICLE 33: In the event of suspension of the Director General or the Deputy Director General from office, the Board of Directors shall take the necessary measures to ensure the smooth running of the Institute.

ARTICLE 34: (1) Where the Director General is temporarily unavailable, the Deputy Director General shall deputize.

(2) Where no Deputy Director General is provided for in the Management of the Institute, the Director General shall appoint an official having at least the rank of Director, to deputize.

(3) In case of vacancy in the post of Director General as a result of death, resignation or expiry of the term, the Board of Directors shall take all the requisite measures for the proper functioning of the Institute, pending the appointment of a new Director General by the appointing authority.

CHAPTER III **STAFF**

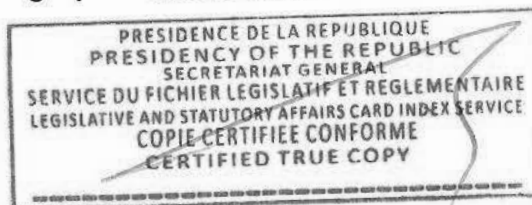
ARTICLE 35: The following may form part of the staff of the Institute:

- staff recruited by the Institute;
- civil servants on secondment;
- State employees governed by the Labour Code and placed at the disposal of the Institute;
- casual, seasonal and temporary staff whose recruitment, remuneration and contract termination procedures shall be set out in the staff rules and regulations.

ARTICLE 36: Civil servants on secondment and State employees governed by the Labour Code and placed at the disposal of the Institute shall, throughout their employment, be liable to labour laws, subject to the provisions of the General Rules and Regulations Governing the Public Service and special rules and regulations relating to retirement, promotion and end of secondment.

ARTICLE 37: (1) Civil servants on secondment and State employees governed by the Labour Code and placed at the disposal of the Institute shall, regardless of their status of origin, be fully managed by the Institute.

(2) The management referred to in paragraph 1 above shall concern the



salary and salary incidentals, allowances, bonuses and other benefits provided by the Institute.

ARTICLE 38: (1) The civil and/or criminal liability of the staff of the Institute shall be subject to the rules of ordinary law.

(2) Disputes between staff and the Institute shall fall under the jurisdiction of ordinary law courts.

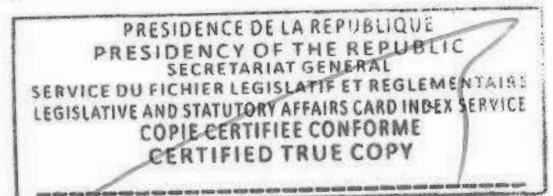
ARTICLE 39: The instrument appointing the Director General and the Deputy Director General shall not confer on them the status of employee of the Institute, unless they were previously under contract with the Institute.

CHAPTER IV **FINANCIAL PROVISIONS**

SECTION I **RESOURCES**

ARTICLE 40: The financial resources of the Institute shall consist of:

- resources from services provided and paid activities;
- proceeds from the sale of research products;
- State subsidies;
- proceeds from the disposal of property;
- funds from agreements and partnerships;
- various contributions and allocations;
- grants and legacies;
- any other resource that may be assigned by the regulations in force.



ARTICLE 41: The financial resources of the Institute shall be public funds managed in accordance with the rules provided for by the Financial Regime of the State and other public entities.

However, resources from cooperation and various partnerships may be managed in accordance with the procedures provided for in the relevant conventions and agreements.

SECTION II **BUDGET AND ACCOUNTS**

ARTICLE 42: The financial year of the Institute shall run from 1 January to 31 December of each year.

ARTICLE 43: (1) The Director General shall be the main authorizing officer of

the Institute's budget.

(2) On the proposal of the Director General, delegated authorizing officers may be appointed by the Board of Directors.

ARTICLE 44: (1) The draft annual budget, together with the draft performance plan including the investment plans of the Institute shall be prepared by the Director General and adopted by the Board of Directors.

(2) The budget shall be presented in the form of sub-programmes consistent with national or sectoral public policy objectives.

(3) The Institute's budget must be balanced in revenue and expenditure.

(4) The Institute's entire revenue and expenditure shall be entered in the budget adopted by the Board of Directors.

ARTICLE 45: (1) The Institute's budget shall be adopted by the Board of Directors.

(2) The budget adopted by the Board of Directors shall be sent to the minister in charge of finance for approval, at the behest of the Board Chairperson.

(3) The budget shall become enforceable upon its adoption by the Board of Directors, save otherwise provided by the laws and regulations in force.

ARTICLE 46: The Institute's accounts must be regular, accurate and true to the Institute's assets and financial position.

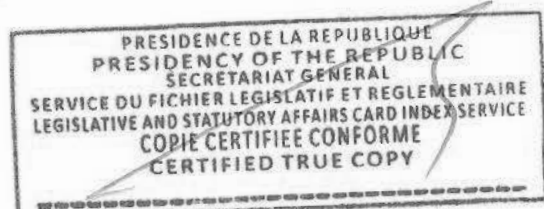
ARTICLE 47: (1) The Institute shall keep 3 (three) types of accounting records:

- income and expenditure budgetary accounting;
- general accounting;
- cost accounting.

(2) The Institute may, in addition, keep other types of accounts.

ARTICLE 48: (1) The sums essential to cover operating expenses and, generally, the resources of the Institute may be deposited in a bank account, after prior approval by the minister in charge of finance.

(2) The commitment, validation, authorization and payment of the sums deposited in the account referred to in paragraph 1 above, shall be done in accordance with the rules of public accounting.



SECTION III
MANAGEMENT CONTROL AND MONITORING

ARTICLE 49: (1) An order of the minister in charge of finance shall appoint an Accounting Officer and a Specialized Finance Controller at the Institute.

(2) The Accounting Officer and the Specialized Finance Controller shall perform their duties in accordance with the laws and regulations in force, save otherwise provided by international agreements duly ratified by Cameroon and published. In such case, the organic instruments of the Institute shall specify the financial management conditions.

ARTICLE 50:(1) The Accounting Officer shall collect and record all the Institute's revenues and expenses. He shall ensure the regularity of revenue, authorizations and payments ordered by the Director General.

(2) Payment of authorized expenses shall be made only with the Institute's Accounting Officer.

ARTICLE 51: The Specialized Finance Controller shall be responsible for controlling revenue and expenditure-generating documents signed by the Director General or by his subordinates. He shall be generally responsible for monitoring budget execution.

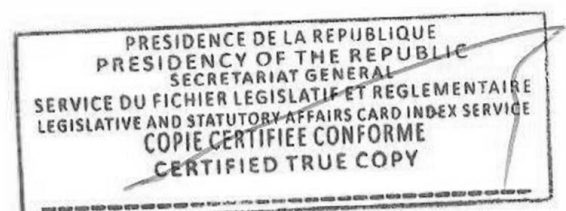
ARTICLE 52: (1) The Specialized Finance Controller and the Accounting Officer shall present their respective reports on the execution of the Institute's budget to the Board of Directors.

(2) Copies of such reports shall be forwarded to the minister in charge of finance, the minister in charge of scientific research and the Director General of the Institute.

ARTICLE 53: (1) At the end of each financial year, the Director General shall draw up all the statements relating to the situation of all bank, deposit and portfolio accounts. He shall also establish the inventories, as well as the statement of claims and debts.

(2) The Director General shall present to the Board of Directors and, as appropriate, to the minister in charge of finance and the minister in charge of scientific research, the administrative and management accounts, as well as the annual performance reports within 6 (six) months of the end of the financial year.

ARTICLE 54: (1) The minister in charge of finance shall be responsible for monitoring the management and performance of the Institute. To this end, the Director General shall send to the minister in charge of finance all the documents and information relating to the life of the Institute which must be kept, under ordinary law, at the disposal of Board Members.



(2) Each year, the Director General shall publish an information note presenting the status of the assets, debts and annual accounts of the Institute in a journal of legal notices and in the national press.

CHAPTER V **ASSET MANAGEMENT**

ARTICLE 55:(1) The Institute's assets shall be made up of the movable and immovable property allocated thereto by the State.

(2) Public, national and private property of the State, transferred for enjoyment to the Institute in accordance with State property legislation, shall maintain their original status.

(3) Private property of the State of which ownership is transferred to the Institute shall be permanently incorporated into the assets of the Institute.

(4) The assets forming part of the private property of the Institute shall be managed in accordance with ordinary law.

ARTICLE 56: (1) The Director General shall be responsible for the management of the Institute's assets, under the supervision of the Board of Directors.

(2) The asset management referred to in paragraph 1 above shall concern the acquisition and disposal of property.

ARTICLE 57: (1) In the event of disposal of Institute property, the Director General shall seek the prior authorization of the Board of Directors. He shall keep the Board of Directors abreast of the asset situation which shall be considered during one of its meetings.

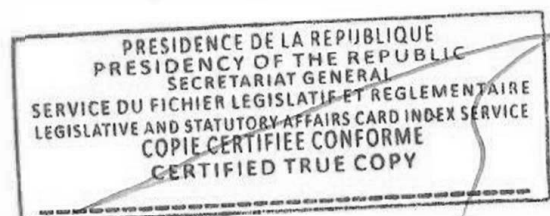
(2) The authorization of the Board of Directors shall be obtained through a resolution adopted by at least 2/3 (two thirds) of its members.

CHAPTER VI **PUBLIC CONTRACTS**

ARTICLE 58: (1) The Institute shall be subject to the provisions of the Public Contracts Code.

(2) The Director General shall be the contracting authority for all public contracts.

ARTICLE 59: The internal contract award committee set up at the Institute shall ensure compliance with the rules of transparency, competition and fair prices.



CHAPTER VII
MISCELLANEOUS AND FINAL PROVISIONS

ARTICLE 60: (1) Notwithstanding the provisions of this decree, in the event of a serious crisis likely to jeopardize the general interest missions, the corporate purpose or Government sectoral objectives, a Provisional Administrator may be appointed by decree of the President of the Republic, in lieu of the governing bodies of the Institute.

(2) The instrument appointing the Provisional Administrator shall specify his duties and the duration of his mandate which, in any event, may not exceed 1 (one) month.

(3) At the end of his mandate, the Provisional Administrator shall be required to produce an activity report presenting all his management actions.

ARTICLE 61: All previous provisions repugnant hereto are hereby repealed, in particular those of Decree No. 93/215 of 4 August 1993 to reorganize the Institute of Medical Research and Medicinal Plant Studies.

ARTICLE 62: This decree shall be registered, published in accordance with the procedure of urgency and inserted in the Official Gazette in English and French.

