



Members of the University Council and Senate During the historic luncheon: more than just an exchange of smiles and a toast of wine.

BOOSTING STAFF MORALE

The chairman of the university council, Mr Lawrence Sagini, announces major improvements in the terms and conditions of service for university employees, marking the final phase of the council's plan to harmonize terms of service for university staff, during a recent Council-Senate luncheon.

When the University Council and Senate met last month for a historic luncheon (the second in the history of the University) the entire University community had a reason to smile.

The luncheon, which took place after a gruelling four hour meeting of the University Council, had all the ingredients of a boisterous get together party.

Initially designed to strengthen the existing cordial relations hip between the University's two supreme governing bodies, the luncheon turned out to be more than just an exchange of smiles and a toast of wine.

The chairman of the University Council, Mr Lawrence Sagini, the host, set the ball rolling when he paid a glowing tribute to the University staff for the tremendous sacrifice they made in seeing the university programmes through.

"I would like to register council's appreciation for your dedication to duty which enabled the University to mount a successful double intake", said a jovial Mr Sagini.

Over the last four years, the university has undergone unprecedented



Prof. Mbithi and Mr. Sagini: concern for staff welfare



University Lecturers during a graduation ceremony: *improved working conditions*

expansion programmes in all areas. A major landmark of this expansion was the successful launching of the first double intake in 1987. Most students, totalling 4,600, are almost through with their various courses and are expected to graduate later this year.

The intake acted as a dress rehearsal for this year's double intake, when the University launches its cycle of the new 8-4-4 education programme.

The success of the first double intake has been demonstrated by the exemplary performance of students in some of the disciplines, testifying to the devotion to duty by the teaching staff. "This is a reflection of your effectiveness as teachers and leaders in your various academic fields", Mr Sagini said.

Over the year, the University Council, whose functions include the management of staff and student welfare, has demonstrated increased sensitivity to the improvement of staff welfare.

Last year, for instance, the Council approved an increase in various allowances paid to members of staff on academic and middle grades, based on the recommendations of the Government to harmonize terms and conditions of services for employees of all the four public universities.

The standing committee of the



The chairman of the University Council, Mr Lawrence Sagini,

council on terms of service, chaired by Mr. Silas Ita, recommended further improvement of terms of service on the following areas, in the final phase of the harmonization exercise.

1. Upgrading the chief technicians and secretarial posts and the creation of the post of principal technologist at senior lecturer level.

2. House allowance for married women on academic terms of service.
3. House allowance for middle grades.
4. Raising the car loan ceiling from 150,000 to 200,000 and extending repayment period from 5 years to 6 years.

The recommendations were approved by the council meeting, Mr. Sagini said.

The upgrading of the chief technicians post and creation of the post of principal technologists, are consistent with the modern demands of these positions and is a timely recognition of the complex nature of the operations of the entire technical staff. The new post of principal chief technologist is equivalent to senior lecturer, in the academic grades. In the previous designation, the chief technicians post (head of technical staff) was equivalent to lecturer grade.

The review, was made necessary by the expansion of the University at a time of rapid technological change.

The technological changes and the complex technical services, demand constant training of the entire technical team, if they are competently to provide services to the University community.

In view of this, Council approved that courses for Junior technical staff, which are no longer provided at the Kenya Polytechnic, be mounted at the College of education and External Studies, Kikuyu. The University will organise in-house seminars, and start management courses for senior technical staff.

In upgrading the top secretarial posts, which include secretarial staff in the office of the Vice-Chancellor and Deputy Vice-Chancellors, Council considered the complex tasks and responsibilities the secretaries face in their duties within the present set up of the institution and the demands of their respective offices. With the expansion of the University since the 1970s, the role of secretaries, particularly top secretaries have assumed more managerial duties in addition to general office work. Modern office management has become more high-tech, and require staff trained to handle modern office equipment such as the micro computers, facsimile, fax machines, fast photocopiers etc, making the modern secretary radically different from her predecessor in the 60's and early 70's.

The current grading system for secretarial staff has been in operation since mid 70's, when it was reviewed by the Oyugi committee on staff terms and conditions of service. At that time, there was only one senior secretarial post at grade 'E'.

They remained so for many years until they were recently upgraded to 'F'.

The secretarial staff in the top offices in the university can be equated to their counter parts in the private sector,

where the top secretaries are designated 'Executive Secretaries', performing fairly 'managerial' duties.

In order to further harmonise the scheme of service for the entire secretarial staff, the University Council also approved that the lower secretarial posts be adjusted accordingly.

In 1989, the Council approved a recommendation from the University Management Board, to increase Owner Occupier House allowance by 25% and 21% , for staff in the academic grades and its equivalent respectively.

The increases were consistent with council's policy of assisting staff acquire their own houses or live as comfortably as possible while performing their duties.

However, the increases excluded the staff in the middle grades (A-F) which constitute the bulk of support, technical and administrative staff, equally affected by the spiralling mortgage repayment rates and high house rent in the city.

The majority of staff in this category perform duties that support the University's academic programmes and the general smooth running of the institution. They, like their counterparts in the higher grades, require security of tenure where they live to enable them sustain productivity at work.

It is against this background the university council approved a 25% increase for the owner occupier house allowance and a further 25% increase in private rented house allowance for staff in middle grades.

The university council policy is to encourage staff to acquire and live in their own houses. This policy, which is

consistent with the government housing policy, is intended to encourage employees in this category (mainly Kenyans) to own private houses.

During the luncheon, Mr Sagini also announced that married women, serving on academic terms of service will be paid house allowance on non-accountable basis.

This was due to a Government directive to all public universities that, because of the nature of the work married staff be paid housing allowance.

Mr. Sagini also announced the establishment of a new employee awards schemes and the strengthening of existing ones.

The new awards will comprise performance/productivity and long service awards. At present, the university awards commendation letters to employees who have rendered service with distinction over a certain period of time or those who perform specific tasks with distinction.

Until recently, the university provided long service bonus to unionisable employees in grade I and II, who had served at the maximum of their respective salaries for many years. This bonus was provided for in the collective bargaining Agreement the University signed with Kenya Union of Domestic, Hotels, Educational institutions, Hospitals and Allied Workers (KUDHEHA) in 1980.

Under the new award scheme, the university will provide performance/productivity awards to employees in grade I-IV and the middle grades A-F.

The awards will carry an equivalent value of Ksh 500 for grade I-IV and Ksh 1000 for middle grades A-F. In addition the recipients will receive letters of commendations signed by the Vice-Chancellor.

The long service awards will be given to employees who serves the university for at least 15 years. The award will be structured as follows:-

15 years - an award in kind whose value is Ksh 500.

20 years - Ksh 1000.

25 years and above Ksh 2000.

The university will host parties for presentation of these awards twice a year, between June and December.

During the luncheon, Mr. Sagini announced Council's approval to raise the car loan ceiling from Ksh 150,000 to 200,000 and the extension of repayment period from five years to six years.

Prices of cars have increased over



Vice-chancellor Prof. Mbithi presiding over prize-giving ceremony in 1987.

new awards schemes for employees announced

VARSIITY NEWS

the years the Council noted. Even with sales tax exemption, ordinary cars such as Toyota EE90 or Nissan 1.3 S2y are still unaffordable to the majority of staff on academic terms of service. For instance:

Saloon costing Kshs 279,087.00 is 20,000 per year.

Consequently, a member of staff intending to buy a Peugeot 504 saloon

a maximum of shs 150,00 had to repay the same amount at the rate of 4,200/= per month. The monthly repayments for the proposed maximum loan of Sh 200,000 (for 72 months - 6 years) would be shs 4,720. It is these economic realities that prompted the University Council to raise the ceiling and extend the repayment period, to enable staff members benefit from this scheme. The car loan Scheme has been in existence since the inception of the institution.

Since it was launched, the scheme has benefited members of staff wishing to own cars, bringing a new lease of life to the University car park, originally dotted with old smoky 'junks'. The enhancement of the scheme announced by Mr. Sagini will further refurbish our car parks as more members take advantage of this facility. It supplements the duty and sales tax waivers to members of staff, announced by His Excellency the President in 1989.

Make\Model	Price at duty free/ Sales tax exemption	Maximum Loan	Balance
Peugeot 504 salon	279,087.00	150,000.00	129,087.00
Peugeot 205	209,961.00	150,000.00	59,961.00
Nissan Sunny Saloon SLY	244,000.00	150,000.00	94,000.00
Mitsubishi Lancer saloon	288,380.00	150,000.00	138,380.00
Toyota Corolla saloon 1300 cc.	264,470.00	150,000.00	138,380.00

Some of these prices may have already increased substantially. Besides the price of the car there is a substantial insurance to be paid. For instance insurance cover for the Peugeot 504

car, after getting the maximum car loan of shs 150,000 will still have to privately raise sh 129,000.00. Under the previous arrangement, a member of staff who took