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## OFFICE OF THE VICE-CHANCELLOR PUBLIC RELATIONS OFFICE

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### PRESS STATEMENT

#### **Makerere University Council's decision on payment of top-up allowance**

Following the requests from the Makerere University Academic Staff Association (MUASA) to harmonise the payment of the top-up allowances, the Makerere University Council tasked its Finance, Planning and Administration Committee to study the issue and come up with recommendations.

#### **The Finance, Planning and Administration Committee of Council was given the following terms of reference:**

1. To review the existing top-up allowances for the entire university
2. To review all allowances paid in the University
3. To recommend to other University Council on the best way to manage the top up and other allowances in the whole university

The Finance, Planning and Administration Committee of Council embarked on a consultative process, which also involved getting proposals from the Makerere University Academic Staff Association (MUASA) and the Makerere University Administrative Staff Association (MASA).

On Tuesday 16<sup>th</sup> August 2011, the University Council, which is the supreme governing body of the University, held a special meeting to receive the Finance, Planning and Administration Committee report on harmonization of top-up allowance.

Quoting from their report, the Finance, Planning and Administration Committee made the following recommendations:

- a) That the University Council should appeal to Government to fund the whole (100%) University wage bill to enable the University spare some resources to address critical financial obligations that it is faced with, including domestic arrears.
- b) The Current status-quo regarding top-up allowance be maintained as was approved in the 2011/12 budget. That in an effort to distribute available funds more equitably within units, specific indications of attention to this issue should be major criteria when the

Finance, Planning and Administration Committee and the Accounting Officer review budgets proposed by units for distribution of allowances for the next financial year.

- c) That Council mandates the Management to work out ways to enhance and promote inter-college mentorship, collaboration and cross learning in order to assist those units which have up to now, found it quite difficult to design and implement entrepreneurial activities so that they too can begin to contribute more equitably to revenue creation.

However, the University Council also noted the voices from academicians who asked whether it would be fair to harmonise payment of top-up allowances without considering the teaching load. For instance, would it be fair for a lecturer teaching 15 students to earn the same amount of top-up with a colleague teaching 500 students?

The University Council also noted that three (3) academic units namely The College of Computing and Information Science; The College of Business and Management Sciences and the School of Law strongly opposed the issue of harmonising top-up allowances basing on salary scales. These three (3) academic units said that other factors such as which academic unit generates more income and the teaching load should be considered.

In light of the above, the Makerere University Council decided as follows:

- a) For this financial year 2011/12, the status-quo on payment of top-up allowance remains.
- b) To accord the issue of rationalization of top-up allowance utmost priority during this financial year 2011/12. This financial year, the University Council would hire a professional reputable firm to undertake a comprehensive job evaluation, review salary scales, consider salary enhancement, staff motivation and staff retention.
- c) The University Council would then discuss the proposals from the professional reputable firm, and ensure that by the next financial year, the top-up allowance is rationalized.

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