



## **UNIVERSITIES ACADEMIC STAFF UNION (UASU)**

14<sup>th</sup> May 2018

Prof. Paul W. N. Kanyari

Chairman, IPUCCF

NAIROBI

### **RE: THE INTER-PUBLIC UNIVERSITIES COUNCILS CONSULTATIVE FORUM'S COUNTER OFFER TO 2017-2021 CBA PROPOSAL**

Reference is made to IPUCCF's counter proposal dated 14<sup>th</sup> May 2018, which proposes a cumulative rate of **1.75%** increment on basic salary over the four-year 2017-2021 CBA cycle; translating into **0.435%** annualized increment; and **0% (Nil)** increment on house allowance.

Following a careful review and examination of IPUCCF's document, UASU considers the latest document as not a counter proposal at all; UASU categorically rejects it, and would like to draw your attention to the following:

1. The document ignores and does not address the issues in the UASU 2017-2021 CBA proposal.

For the record:

A) Objectives of the salary review in the proposal were to:

- i. Improve the transparency of the academic staff salary structure to reduce the level of compressions and inversions;
- ii. Enhance academic salaries towards parity with equivalent staff within the universities and in other public sector organizations;
- iii. Propose and negotiate for academic staff salaries that are comparable with those offered by other universities and similar organizations in the region to help attract and retain qualified and skilled staff; and,
- iv. Minimize erosion of academic staff's purchasing power due to inflationary pressures.

B) The methodology used in generating the proposal included: review and analysis of local and international pay structures for universities; application of parameters such as reference salary, salary scale spread, mid-point differential and salary scale overlap; determination job worth and analysis of purchasing power of salaries due to the cost of living.

C) The proposed UASU academic staff grades 2017–2021 CBA proposal are as follows:

NAME	CODE
Graduate Assistant	PUG–11
Assistant Lecturer / Tutorial Fellow	PUG–12
Lecturer	PUG–13
Senior Lecturer	PUG–14
Associate Professor	PUG–15
Professor	PUG–16

D) The parameters for design of pay structure were:

- i. Number of salary grades
- ii. Reference basic salary
  - (iii) Salary range length
  - (iv) Midpoint differential (MPD)
  - (v) Salary range spread
  - (vi) Salary ranges overlap

E) The following parametric values were proposed:

- i. Number of salary grades: six (6).
- ii. Reference basic salary: KSh. 385,610/= per month.
- iii. Salary range length: 12 incremental points per grade.
- iv. Midpoint differential (MPD): 35 %
- v. Salary range spread (SRS): 56.4
- vi. Salary ranges overlap (SRO): As a result of the choice in (iv) and (v) which works at 21.4 %.

F) The following were proposed as basic salary adjustments:

- (i) Annual service adjustment (ASA), computed for each grade on the basis of range length of 12 incremental steps.

- (ii) Promotional salary adjustment (PSA) of four incremental steps or minimum basic salary of new grade, whichever is higher.
- (iii) Annual Cost-of-Living Adjustment (COLA) at the rate of inflation as measured by the monthly average increase in the CPI for Kenya for the previous twelve months.
- (iv) Publishing Award at four increments per publication in a peer refereed journal.

Therefore, the issues raised in UASU's CBA proposal, including the following, have not been addressed:

- (a) Restructuring of academic staff salary scale to remove the current excessive pay overlaps, distortions, compressions and inversions;
  - (b) Harmonization of academic staff salaries to enhance parity with other public sector organizations;
  - (c) Housing mortgage and car loans facilities currently available to staff in other public institutions in Kenya;
  - (d) Other work condition benefits in the UASU CBA proposal.
2. No basis has been provided for the 1.75% increment on basic salary and over the four-year CBA cycle; translating into 0.435% annualized increment; and 0% increment on house allowance.

The latest document is not a counter proposal at all, and UASU categorically rejects it.

3. UASU draws your attention, yet again, to the fact that the UASU's 2017-2021 CBA proposal was informed by the following parameters:
- a) The Price Waterhouse Coopers National Human Resource Survey;
  - b) Cost of Living adjustment as measured by CPI;
  - c) GDP growth rate;
  - d) Current Kenyan Salary disparities;
  - e) Comparative international, regional and private universities' salary scales;
  - f) Peer comparison analysis;
  - g) Market rent rates for housing in Kenya.

4. Considering: (i) the four year cumulative CPI of 60%, (ii) the average annual inflation rate of about 7%, and (iii) average increase in rent of 10%; the 1.75 % increment (or 0.435% annualized increment) is not sufficient to cushion our members. The IPUCCF's counter offer does not mention any due consideration to such factors.
5. Clearly, the latest document is grossly below the market value of academic staff, is provocative and falls far below UASU's expectations.

**6. Documents and information**

UASU reminds IPUCCF of your commitment to provide timely information, and requests IPUCCF to expeditiously provide the following information:

- a) The letter of authority (customarily originated from the National Treasury);
- b) The counter-offer given by the Inter-ministerial committee Gazetted by the Cabinet Secretary for Education.

**7. Decision**

In view of the reasons outlined above, UASU concludes that the IPUCCF's counter proposal dated 14<sup>th</sup> May 2018, is not a counter proposal at all, is grossly below the market value of universities academic staff; and is provocative.

UASU accordingly rejects the counter offer *in toto*; and requests the conciliator to issue the parties with a Certificate of Disagreement, and refer the matter to the Employment and Labour Relations Court for determination.

Yours sincerely,

**Dr. Constantine Wasonga, PhD**

**UASU National Secretary General**

CC: Cabinet Secretary, Ministry of Education  
Cabinet Secretary, Ministry of Labour and Social Protection  
Principal Secretary, State Department of University Education  
Principal Secretary, Ministry of Labour  
Chairman, Vice Chancellors' Committee  
Chairperson, IPUCCF Joint Negotiations Committee