



UNIVERSITIES' ACADEMIC STAFF UNION - JKUAT CHAPTER

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All correspondence to be addressed to the Chapter Secretary

Conciliation Matric Implementation Status Report: 25-07-2025

Date: July 25, 2025

Subject: Progress Update on Key Union Demands and Implementation Commitments

1. Promotions

1.1 Promotion for Returnees

- **Status:** Not implemented as scheduled in **June 2025**.

1.2 Abolishment of Tutorial Fellow (TF) Position

- **Status: Deadlock** – No agreement reached; no effort from Council to resolve the matter.

1.3 Promotion of Long-Serving Academic Staff (Over 10 Years in Same Position)

- **Status: Deadlock** – Not agreed upon; no action or engagement from the Council.

1.4 Completion of Ongoing Promotions Drive

- **Full Professors:**

Interviews were conducted in **October 2024** and promotion letters were released on time.

- **Senior Lecturers:**

Interviews were held on **18 February 2025**. Only **50 out of 135** shortlisted applicants were interviewed. The remainder are still awaiting communication.

- **Associate Professors:**

Interviews conducted between **23–25 April 2025**. No further action has been taken.

1.5 Promotion Eligibility Criteria

- **Proposed Change:** Reduction of minimum period from 5 to 3 years.

Status: No action taken; deadlock persists.

Note: The Union has not been invited to any HR related meetings to review this particular requirement, in violation of the agreement with the Council.

1.6 Release of Appointment Letters

- **Full Professors:** Released on time.
- **Senior Lecturers:** Still pending **five months** post-interview.
- **Associate Professors:** Still pending **three months** post-interview.

Agreement Violation: Appointment letters were to be issued within **30 days** post-interview.

◆ *This timeline has been grossly violated.*

2. Remuneration and Benefits

2.1 Monthly Remittances

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- **Status: Deadlock** – No commitment by Council to timely salary payments; no improvement noted.

2.2 Remedial Plan Compliance

- **Timeline:** The court gave the University up to **July 2027** to complete implementation of the remedial plan.
- **Status:** Although we are within agreed timeframe, we don't see any progress to suggest that the University will comply with the court orders.

2.3 Payment of Retirees

- **Status: Resolved** – Report submitted covering **5 retirees** as of **30 June 2024** and **2 deceased staff members**.

2.4 Salary Payments and Automatic Picketing Clause

- **Agreements Violated:**
 - Salaries to be paid at the **end of each month**.
 - Council to **communicate in case of delays**.
- **Actual Payment Dates in 2025:**
 - January salary was paid on 03rd February
 - February salary was paid on 07th March
 - March salary was paid on 10th April
 - April salary was paid on 07th May
 - May salary was paid on 12th June

✗No communication from the council was received on any of the delayed payments.

2.5 Timely Third-Party Deductions

- **Status:** On track but with a **two to three-month delay** between deduction and remittance.

2.6 Unpaid Part-Time Claims

- **Status:** No progress. Claims dating as far back as **2018** remain unpaid.

2.7 Automation of Part-Time Teaching Claims

- **Status:** No progress reported.

3. 2017–2021 Local CBA Closure

- The Union removed all items with **financial implications** in March 2025, as advised by SRC.
- The Union signed its portion.
- The **VC has not signed** the Council's portion.

⊖Status: Pending – Deadlock continues.

4. Immediate Payment Matters

4.1 Diagonal Arrears

- **Status: Deadlock** – No progress.

4.2 Payment for Academic Staff in Management Support Roles



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- **Status:** Only **examination coordination officers** are paid. No allowances for other coordinators.
- No discussion or resolution to date.

5. Scholarships & Supervision

5.1 Dependent Scholarships

- **Status:** **Within timeframe** – Council agreed to review this request by **November 2025**.

5.2 Postgraduate Supervision Payments

- **Status:** **Some progress** – Implementation started, but substantial improvements needed.

6. Workload Regulation and Teaching Quality

- The University **rescinded compliance** with **CUE workload regulations** and ceased engaging Unions.
- Instructed Principal COETEC to **increase workload by one unit** (Ref: **JKU/2/069/008(1682)** dated 15 April 2025).
- The Union protested (Ref: **JKUASU/GEN/22/2025**, dated 12 June 2025).

This is a **clear violation** of existing agreements.

Status: Some progress noted, but key issues remain unresolved.

7. Field Activities and Supervision

7.1 Practical Classes, Field Trips, and Attachment Supervision

- **Status:** Ongoing challenges
 - Lecturers asked to confirm **student fee payments** – a Finance function.
 - Shared transport logistics are inadequate; lecturers often exceed per diem coverage without support.

7.2 Increase of Research Imprest

- **Request:** Raise imprest from **KES 300,000 to KES 500,000**.
- **Status:** **Rejected** – No progress.

8. Medical Services

- Efforts to **streamline outpatient services** and create a **staff wing at JKUAT Hospital** have been in **slow progress** for three years.
- University has instructed that **staff must seek referral from JKUAT Hospital (Juja)** before accessing other hospitals.

This directive is impractical and **discriminatory**, especially for staff with dependents residing away from Juja.

Status: In progress – partial improvements observed.

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9. Governance and Elections

9.1 Dean Elections

- **Status: Deadlock ongoing**
- Elections in **SOBE** and **SCIT** have been delayed without valid explanation.

✗**Not done** as per agreed timelines.

10. Union Dues

Remittance of Union dues: - University is behind schedule by 5 months

11. Summary Table

Issue	Status
Promotions & Appointments	<input type="checkbox"/> Deadlock & delays
Salary Payments	✗Delayed; no communication
Retirees Payment	✓Resolved
Part-Time Payments	✗No progress
Workload Policy	<input type="checkbox"/> Agreement violated
Field Activities Support	✗Inadequate funding/logistics
Research Imprest	✗No progress
Medical Services	<input type="checkbox"/> Slow progress
Dean Elections	✗Delayed – Deadlock
2017–21 CBA Signature	✗VC signature pending
Union dues	✗Delayed by 5 months

Conclusion

While there has been **some minimal progress** in areas such as postgraduate supervision payments and medical service review, the majority of critical issues remain **unresolved**. The Council has consistently **failed to honor agreements**, failed to communicate delays, and continues to act unilaterally on sensitive issues affecting academic staff welfare.

The Union request the court to lift the orders grand to the University

Supporting documents

1. Letter to the Principal COETEC. Ref: **JKU/2/069/008(1682)** dated 15 April 2025).
2. The Union protest letter (Ref: **JKUASU/GEN/22/2025**, dated 12 June 2025).
3. Letter on Medical services for JKUAT Staff (Ref: **JKU/WEL/1C**, dated 8th July 2025)



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