

CONCILIATION MATRIX

BETWEEN

JOMO KENYATTA UNIVERSITY OF AGRICULTURE AND TECHNOLOGY (JKUAT) COUNCIL

AND

UNIVERSITIES' ACADEMIC STAFF UNION (UASU)

To address and resolve issues arising from a strike at JKUAT initiated by the UASU National Secretary General on 24th June 2024, and commenced on 2nd September 2024.

Date: 20.12.24

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PURPOSE

This Conciliation Matrix provides the agreed-upon terms and framework for resolving disputes that led to industrial action on 2nd September 2024 by UASU members at JKUAT. Both parties commit to implementing the outlined resolutions in good faith, fostering a harmonious working environment.

PREAMBLE

We, the undersigned representatives of the JKUAT Council and UASU, affirm our joint commitment to resolving disputes arising from the industrial action initiated on 2nd September 2024.

Recognizing the importance of:

- 1. Maintaining the quality of education and research at JKUAT.
- 2. Protecting the welfare, dignity, and rights of academic staff.
- 3. Promoting a productive and harmonious work environment.
- 4. Upholding principles of mutual respect, fairness, and good faith.

We commit to:

- 1. Resolving disputes amicably and promptly through this Conciliation Matrix.
- 2. Implementing resolutions transparently and accountably.
- 3. Resolving deadlocked issues through established legal mechanisms.
- 4. Upholding non-victimization and equity throughout the resolution process.
- 5. Collaborating to prevent recurrence of similar disputes.

This Conciliation Matrix serves as a binding framework to address agreed and deadlocked issues and foster long-term cooperation.

Item / Sub-item	Union Proposal	Council Counteroffer	Observed/Notes	Agreed Position
1. Promotions				
a) Promotion for Returnees:	Staff returning from study leave (TA-TF and TF-Lecturer) must be promoted administratively immediately upon their return, without the requirement of interviews.	That interviews for the returnees be held twice in a year		That interviews for the returnees be held twice in year; in June and in December to cater for staff who complete their courses at different times

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b) Abolish TF Position:	All TFs must be converted to Assistant Lecturers. This is essential because the University no longer provides financial support for trainees research funding, preventing some from completing their PhDs due to lack of funds. This measure also saves the University from incurring hefty gratuity payments.	That the University currently does not recruit staff at the position of Assistant Lecturer and therefore cannot convert the Tutorial Fellow to Assistant Lecturer. That the current approved establishment does not provide for the Assistant Lecturer position save for the ones already in the system.	The Council had submitted the Appointment and Promotion Criteria for i) 2013 Report on Appointment and Promotion Criteria ii) 2014 Commission for University Education iii) 2015 JKUAT Criteria iv) 2018 JKUAT Criteria	This was not agreed and therefore declared a deadlock
c) Long-Serving Academic Staff (Over 10-year same position):	All members of academic staff who have served in one position for over 10 years to be promoted immediately to the next grade.	The University Council promotes staff based on merit in line with the Appointment and Promotion Criteria. That the promotion is in line with the criteria	That the Union tabled a sample list of members in this category The council was to develop the comprehensive list	This was not agreed and therefore declared a deadlock
d) Completion current of Promotions drive:	All promotions processes including advertising, interviewing and appointment for Full Professors, Associate	That the University Council is committed to promoting staff and ensuring their career progression.	That interviews for the Professors have been ongoing. That adverts will be placed by 30 th	The schedule was adopted with amendments be made to include the advertisement dates for the various cadres

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	Professors, and Senior Lecturers must be finalized by the end of November 2024	The Council has scheduled promotions as the attached Table.	November, 2024.	Annex 1
e) Promotion Criteria (change from 5 to 3 years for eligibility):	The promotion criteria must be revised to make staff eligible for promotion after three years of serving in the same job group, instead of the current five-year requirement.	That the Union will be formally requested to nominate a representative to the University Committee reviewing the University Appointment and Promotion Criteria to submit their views	That Council to follow up on the letter	That the letter be issued to the Unions by 15 th November, 2024
f) Release of appointment Letters:	Appointment letters must be issued within 14 days of the interview date.	That the Council shall endeavor to process the letters within 30 days of interviews, as per our Service Delivery Charter. The appointments are normally effective from the date of the interview.		Union accepted this counteroffer
2. Pension				
a) Monthly Remittances:	The sponsor must ensure that both employee and employer pension	That the University shall endeavor to continually remit pension dues as the		This was not agreed and therefore declared a deadlock

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Item / Sub-item	Union Proposal	Council Counteroffer	Observed/Notes	Agreed Position
	contributions are remitted to the pension scheme every month, starting from July 2024.	financial situation improves.		
b) Remedial Plan Compliance:	The sponsor must adhere to the remedial plan agreed in 2021 and ensure its completion is achieved as scheduled by July 2027	<p>That the University is undergoing financial challenges.</p> <p>That Council is in discussion with the National Treasury on how to get assistance in sorting pending bills.</p> <p>That the Employer has tried to clear the employees' portion up to June, 2024 and is making plans on how to clear the employer's portion.</p>	That the timeline for the remedial plan was in July 2027	That the Council will ensure that the payment plan is implemented and adhered to by July, 2027
c) Payment of Retirees:	That the JKUAT University Council should pay all retirees (Normal, Voluntary Early Retirement and Death) cases their claims and accrued interests strictly from	That the Council had paid all retirement dues including interest to the staff who retired on 30 th June, 2024 and the deceased staff in the 2023/2024 financial year	That the Council provided a report on payment of 5 staff who exited on retirements as of 30 th June, 2024 and the 2 staff who passed on.	That the matter was agreed and concluded.

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Item / Sub-item	Union Proposal	Council Counteroffer	Observed/Notes	Agreed Position
	the employer's contributions effective July 2024			
3. Salary Delays				
a) Automatic Picketing:	Staff will automatically begin picketing on the 6th of each new month if the previous month's salaries have not been paid by the 5 th	That payment of salary will be done within one day upon receipt of the capitation. That the Council is engaging the Government for enhanced funding, and timely release of capitation.	That Council will communicate in case of salary delay	That salaries shall be paid by the end each month as per the Employment Act CAP 226
b) Timely Third-Party Deductions:	The employer must ensure all third-party deductions are remitted immediately	The University will endeavor to pay immediately the funds are available.		That the employer to ensure that third party deductions are done by end of following month
c) Unpaid Part-Time Claims:	All unpaid part-time claims must be settled immediately.	Any delays in payment of the claims are due to the financial constraints in the University. That the University is currently applying a systematic approach to payment of part time claims prioritizing the older claims		That the Council to provide a schedule of payment of the pending part time claims and when the backlog would be cleared by December, 2024

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Item / Sub-item	Union Proposal	Council Counteroffer	Observed/Notes	Agreed Position
d) Automate Part-Time Teaching Claims:	The process for claiming part-time teaching hours must be automated to eliminate the need for lecturers to submit manual claims	<p>That the Council is in the process of automating the part-time claims among other processes in order to enhance efficiency in service delivery.</p> <p>That automation process to be completed in 6 months</p>	<p>That the Council proposed to implement the automation within 6 months</p> <p>That the Union proposed that the automation be implemented within 3 months</p>	That the process of automation be implemented within 6 months with monthly progress reports to the unions
4. Local CBA 2017-2021				
CBA Closure:	The 2017-2021 Local CBA must be closed and signed without further delay by transferring all remaining unresolved items through minutes to the 2021-2025 Local CBA negotiations.	That the Council has offered to schedule a Joint Negotiation Committee Meeting on 31 st October, 2024 to conclude on the 2017-2021 Local CBA to allow for commencement of the 2021-2025 CBA.		That the meeting to be held in the month of November, 2024
5. Diagonal Arrears				
Immediate Payment:	The differences between horizontal and diagonal salaries in the 2017-2021 CBA must be paid immediately	That there are no salary arrears for 2017-2021 National CBA.		This was not agreed and therefore declared a deadlock

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Item / Sub-item	Union Proposal	Council Counteroffer	Observed/Notes	Agreed Position
6. Payment for Academic Staff Performing Management Support Duties				
Immediate Payment/Absorption in payroll:	All Programme Coordinators and Timetabling Officers must be paid allowances through the pay roll as per an earlier proposed send to UMB. The Kshs 4,000.00 currently paid to Examination Officers is very little.	<p>The council has already implemented payment through the payroll the payment for examinations coordinators, after the Union made this request in 2022.</p> <p>The Council is looking into the possibility of including timetabling officers in this arrangement.</p> <p>That with regard to enhancement of the allowance for the examination officer the council has already appointed a Committee to review allowances of which this is one.</p> <p>To note that any enhancement of allowances will require and SRC</p>		<p>That approved allowance for the Timetabling Officers and Programme Coordinators position be paid through the payroll</p> <p>That Council to consider improving allowances for each administrative cadre as per union proposal</p>

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		approval as per the Allowance Policy, 2021 by SRC.		
7. Dependent Scholarships				
Reverse to the old rates	Dependent scholarships must revert to the previous rates of 80%, 60%, 40%, and 20%.	That Council would consider the review once the financial situation improves.		The Council will review scholarships by November, 2025 in consultation with the Union
8. Postgraduate Supervision				
Immediate payment	All payments for postgraduate supervision must be made immediately.	That the University has been making regular payments and it shall continue paying and endeavor to be up to date as the financial situation improves.	The Council requires more time to provide a payment plan	That two weeks payment report be shared with the Union by 28 th November, 2024
9. Class Size and Workload Regulation				
Optimize for quality teaching	Class sizes must be regulated to ensure quality education and manageable workloads as specified by CUE and various professional bodies for various disciplines.	That the University shall progressively enhance staffing levels to ensure achievement of the recommended students staff ratios per programme.	The council to provide reports student lecture ratio, class size for various colleges	That Council shall abide by the CUE and Professional bodies guidelines to enhance teaching quality That a joint committee of Council and Union

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Item / Sub-item	Union Proposal	Council Counteroffer	Observed/Notes	Agreed Position
	Also focus on ensuring adequate teaching facilities.	The council shall continue to prioritize availing the required teaching facilities for quality and effective teaching.		members be formed to conduct an annual review on quality teaching
10. Sanitation Facilities				
Clean facilities	Immediate action is required to ensure availability clean and hygienic toilets and lactation centers on campus.	<p>The University will continue to ensure that the washrooms are continuously cleaned.</p> <p>Lactation room has been identified at the staff quarters and the necessary items shall be fitted.</p>	<p>That two abolition blocks outside COHRED AND COETEC building next to the Swimming pool; had already been approved by Council for construction</p> <p>It was proposed the Abolition blocks to also be constructed outside the COPAS and COHES buildings</p>	<p>That Council approve the construction of Abolition blocks outside the COPAS and COHES Buildings</p> <p>That the Lactation room be fitted with the necessary items within six months</p>
11. Practicals, Field Trips, and Attachment Supervision				


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Optimize for quality education	Adequate resources must be made available for these academic quality enhancing activities. Currently, funds and attention allocated to these activities is on the downward trend	That the University shall endeavor to ensure that all students are provided with the required Practicals, field trips and attachment supervision as required by the respective curricula.	Day trips are usually approved; one trip per class per semester Exceptions are made for courses that require mandatory trips	That Departments can consolidate trips based on the respective courses/ programs and submit the request one semester in advance for approval
12. Research Imprest and Internal Research Funding				
a) Increase imprest amount:	The research imprest must be increased to KShs 600,000.00 and processed within one weeks.	That the Council is already looking into this matter to enhance the imprest ceiling.	The imprest is currently capped at Kshs. 300,000/=	That Council shall review the maximum ceiling for imprest
b) Internal research funds	Internal research grants must be reinstated to support faculty research activities 		Theres an ongoing discussion with Nacosti & National Research Fund to rekindle funding	That funding is available for postgraduate University staff upon request through the Training Committee That Council to consider reinstatement of the Research and Innovation Fund









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13. Medical Services				
a) Outpatient	Streamline outpatient services	The JKUAT hospital is being renovated to ensure smoother services for the staff.	There is a designated Staff wing and Student wing The University currently has a self-sufficient Medical Scheme	That it shall be reviewed based of the evolution of the SHA
b) Inpatient	Reintroduce MP Shah Hospital as additional referral hospital for academic staff	That the Council is in the process of identifying alternate hospitals to improve access to medical care for the staff.		That Council shall review other referral hospitals in addition to the existing ones; Kenyatta National Hospital (KNH) and Kenyatta University Teaching, Research and Referral Hospital(KUTRRH)
14. Teaching Materials				
Enhance provision	Adequate teaching materials must be provided to ensure effective quality teaching and learning 	That University shall continue to ensure timely provision of quality and learning materials		That Council shall sensitize the Chair of Department on timely requests and requisition of teaching materials Academic Staff to follow up with the Chair of Department(s) on the same






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15. Dean Elections				
Specifically, in 2 Schools	That SOBE and SCIT to carry out dean elections immediately	This matter is being looked at by the council.	Re-organization is underway of the courses, Programs in SOBE There is a bigger, better vision for SCIT	This was not agreed and therefore declared a deadlock.
16. Union dues				
Remit all unpaid dues	Unpaid union dues arrears for six months to be remitted immediately	That payment has been done for up to June, 2024 and the University shall endeavor to clear the 3-month backlog as financial situation improves.		That one cheque to be released immediately and the next one released by the end of November, 2024

SIGNATURE:

IN WITNESS WHEREOF, the undersigned representatives of the JKUAT Council and the UASU National Office have executed this Conciliation Matrix on this ___ day of _____, 2024.

For JKUAT Council

Name: Mr. B. W. King
 Designation: Doc (A&F)
 Signature: [Signature]
 Date: 20.12.24

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For JKUAT Council

Name: Simon O. Otieno
 Designation: HR Manager
 Signature: [Signature]
 Date: 20/12/24


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For UASU

Name: MUIGA N. PUGARA

Designation: UASU - CHAIRMAN

Signature: 

Date: 20th DECEMBER 2024

For UASU

Name: Dr Shadrach Muya

Designation: UASU - SG

Signature: 

Date: 20-12-2024

Witnessed by:

Conciliator

Name: C-I. GONDOSIO

Designation: A.L.C.

Signature: 

Date: 20th December, 2024











**JOMO KENYATTA UNIVERSITY
OF
AGRICULTURE AND TECHNOLOGY**

Office of the Deputy Vice Chancellor (Administration & Finance)

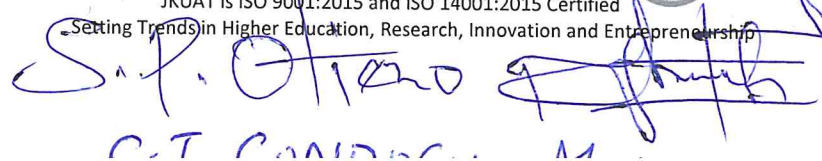
SCHEDULE FOR TEACHING STAFF PROMOTION INTERVIEWS				
No	Cadre of staff	Proposed Interview Month	Remarks	ADVERTISEMENT DATE
1.	Returnses (All departments)	July, 2024	Interviews for all returnses across the University were done on 25 th July, 2024	
2	Professors	COANRE / IBR - August, 2024 All other colleges – October, 2024	Interview for Professors in CoANRE and IBR were done on 28 th August, 2024	January, 2025
3	Senior Lecturers	All Colleges, February, 2025		March, 2025
4	Associate Professors	All Colleges, March, 2025		April, 2025


PROF. (ENG.) BERNARD W. IKUA, Ph.D, PE
DEPUTY VICE CHANCELLOR (ADMINISTRATION & FINANCE)

Muiget, N. PUGARA
VASSU - CHAIRMAN

20th DECEMBER 2024



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S.P. OTHMAN
C.T. COORDINATOR



Shadrack Anya
VASSU - SG
