



# Prof. Shadrack Muya PhD

*For*

CHAPTER SECRETARY  
GENERAL 2026

## Agenda BREW 1.0 Delivered Results (2021–2026)

### Building the Union

- Strengthened Union membership to over 95% representation through a sustained recruitment drive that converted agency-fee-paying staff into full Union members.
- Negotiated and signed a legally binding Conciliation Matrix with the University Council, safeguarding staff rights in critical areas including promotions, pensions, salaries, workload, and staff welfare.
- Strengthened the Union's investments by acquiring a strategically located plot near Gate C, processed development approvals, and saved over KSh 3,000,000 to support construction of Union offices.

### Resource Allocation (Human and Financial)

- Negotiated comprehensive promotion schedule between covering twenty-two (22) Professors, forty (40) Associate Professors, one hundred and six (106) Senior Lecturers, one hundred and twenty-four (124) Lecturers, and fifty-six (56) Tutorial Fellows, with appointment letters issued promptly.
- Secured slight improved pension remittances, and a promise by management to implement the

pension remedial plan, and timely salary payments through structured negotiation and lawful industrial action.

- Negotiated monthly payment of Examination Officers through the payroll.
- Strengthened institutional accountability by ensuring full implementation and payment of CBA arrears in accordance with National Implementation Committee guidelines.

## Enhanced Communication

- Institutionalised real-time communication systems, ensuring timely dissemination of information, improved transparency, and stronger member engagement in Union affairs.

## Work Environment and Welfare

- Secured the establishment of a dedicated staff clinic wing at the University Hospital.
- Organized staff wellness awareness clinic day.
- Successfully protected academic staff from attempts by UMB to increase workloads in COETEC
- Secured commitment by UMB that staff on partial study leave shall teach half workload and no administrative duties.
- Enhanced staff welfare by introducing hospital visitation and spouses support in benevolent scheme.
- Provided effective representation and defence for members involved in disciplinary processes.
- Protected staff pensions and salaries through the legally binding Conciliation Matrix signed by Council.

## BREW 2.0 Reloaded 2026–2031 Will Deliver

- Construction of Union offices in the plot near gate C in 2026-2027 FY
- Full implementation and enforcement of all negotiated agreements and staff protection frameworks.
- Sustain career progression through institutionalized promotion cycles and staff development support.
- Enhanced staff welfare, including improved medical cover, expanded benevolent support, and full implementation of affordable car loan and housing mortgage facilities.
- Enforce UMB to comply with Occupational Safety and Health standards.
- Liaise with National Office to ensure that pension debt is addressed by the Government

***Continuity... Stability... Results...***