



Universities Academic Staff Union - UoN Chapter  
P. O. Box 30197 - 00100,  
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Nuclear Science Building, University of Nairobi

**ALL CORRESPONDENCES SHOULD BE ADDRESSED TO THE SECRETARY**

**MEMO TO ALL UASU MEMBERS**

**DATE: 14<sup>th</sup> December 2023**

**SUBJECT: LATEST ADVERTISEMENT OF JOBS IN THE UNIVERSITY**

I hope this finds you well, UASU members.

On 5<sup>th</sup> December 2023, the University Council met the Executive Committee of UASU – UoN and a consequent letter from the Chair of Council was dispatched minuting the agreements of this meeting. I refer to this letter attached and specific on agenda item 4.

Secondly, let me refer to the memo to ALL Vice Chancellors on 25<sup>th</sup> October 2023 by the Principal Secretary, Ministry of Education, on the “guidelines for development and review of human resource management instruments for state corporations and public universities” attached herein. UASU, expected after the meeting with the University Council, that any new hiring will be dedicated to filling the ranks of academic staff that are seriously in deficit even as the guidelines for reviewing HR instruments are launched. Instead, the University Council is intent on externally hiring more administrators to the exclusion of academic departments, many in dire need of more lecturers with serious workload weights.

Thirdly, I refer to a Memo by the Secretary and CEO of PSC to ALL CEOs of State Corporations & Vice Chancellors on 5<sup>th</sup> December 2023, and which I attach herein that stated as follows on item 15 (e): “Any human resource management instruments for State Corporations & Public Universities that have not been approved by the Public Service Commission are Unconstitutional, Null & Void”. None of the instruments as directed by the Principal Secretary in the 25<sup>th</sup> October 2023 memo have been approved.

Lastly, let me make reference to the external job advertisements made in National Newspapers on 12<sup>th</sup> December 2023 and active on UoN website at the moment. In the said adverts, the positions of Chief Operations Officer and eight Director positions with their Deputies have been listed for hiring. Notably, the said positions are non-existent in our Charter, University Statutes and have never been gazetted by the Cabinet Secretary, Ministry of Education as required by law and contravene the directions given by the Principal Secretary on 25<sup>th</sup> Oct 2023 and the CEO of PSC on 5<sup>th</sup> Dec 2023.

Let it be clear to all of you that the Union vehemently objects to this adverts, is an affront to the rule of law, considers them part of a wider agenda to alienate and extricate the University from academicians. We take umbrage to this agenda and with this communicate, we demand for a revocation of the adverts in 24 hours and an immediate halt to this hiring exercise. UASU retains its discretion to take whichever action it will deem fit to protect the University should this demand not be met.

We will keep you posted as we remain your labour champions.

Regards,

**Dr. Maloba Wekesa**

**Chapter Secretary**

**Cc The Vice Chancellor, The University Council**

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