



# UNIVERSITY OF NAIROBI

## Office of the Council Chair

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**UON/CA/10/17  
2023**

**December 6,**

**Dr. Wekesa W. Maloba, PhD**

Chapter Secretary  
Universities Academic Staff Union  
**University of Nairobi**

Dear Dr. Maloba,

**CONSULTATIVE MEETING BETWEEN THE UNIVERSITY OF NAIROBI  
COUNCIL & UASU – NAIROBI CHAPTER OFFICIALS**

Reference is made to a meeting held on Tuesday, December 5, 2023 between the University of Nairobi Council and the Universities Academic Staff Union (UASU) - UoN Chapter Executive Committee officials.

I am delighted to note that this was a historic and fruitful meeting of parties desirous to enhance a cordial working relationship for the benefit of this great institution, the University of Nairobi.

We discussed and agreed to continue engaging from time to time as social partners. Among the outcomes of the meeting were:

1. The immediate release of the Counter Offer for the 2017-2021 cycle of the Internal Collective Bargaining Agreement and commencement of negotiations to be chaired by the Deputy Vice Chancellor, Academic Affairs, Prof. Julius A. Ogeng'o, as the Joint Negotiations Committee Chairman and Prof. Margaret J. Hutchinson, Deputy Vice Chancellor (RIE) as the Spokesperson.
2. That Management shall continuously carry out workload analysis for Faculty staff, review the establishment with a view to filling existing gaps, and develop and implement a strategy for succession planning.

3. That the University Council and Management will continue with interviews for all pending promotion cases for academic staff who are due. Further, the Council will in consultation with Management, develop a tool for assessing eligibility for Faculty promotions in tandem with the rest of the world. This will eliminate the delays currently experienced in promotions.
4. The Council will endeavour to review the university statutes on the defunct positions of DVCs and explore how best to resolve their reinstatement in the context of the ongoing review exercise at the university to develop the human resource instruments and to align them with SCAC/PSC guidelines. However, the onus is on UASU Chapter to canvass the agenda in a participatory manner in order to build consensus on this amongst the university community.
5. That the Council and Management acknowledged that it shall continue to clear the pending Direct Service Provider payments and come up with a trackable schedule of payment of audited arrears.
6. That the University Council commits to improving the infrastructural support for teaching staff which will be prioritized and provided through improvement of work environment and consequent provision of required work equipment.
7. UASU will consider, as a matter of urgency, to resolve to terminate all the pending court cases against the university, amongst other parties, with a view to deepening the new spirit and cordial relations with the Council for sustainable industrial relations at the university.

The Council and UASU-UoN Chapter resolved to continue engaging regularly to enhance the cordial relationship for the welfare of members of staff.



**PROF. AMUKOWA ANANGWE, PhD**  
**CHAIR OF COUNCIL**  
**UNIVERSITY OF NAIROBI**

**Copy to:** Vice Chancellor