

MEMORANDUM FOR THE CABINET
BY THE HONOURABLE PRIME MINISTER

Salaries at the University

Strong representations are being made for the revision of salaries of the Academic and Administrative Staff at the Royal University of Malta.

A. Academic Staff.

2. In the twelfth report submitted to Government in October, 1966, the Royal University of Malta Commission made recommendations for increases in the salaries of Academic Staff. They pointed out that "no University can be efficient or at ease with itself if the discrepancy between the remuneration of colleagues, solely as a result of their domicile, is as great as now exists at the Royal University of Malta between expatriate and Maltese members of Staff". The Commission strongly urged that the following increases recommended by the Committee of the Council of the University should be accepted to the fullest possible extent.

| | <u>Present Salary*</u> | <u>Proposed Salary*</u> |
|--------------------------------|------------------------|-------------------------|
| Vice Chancellor | £1,728 | £2,250 |
| Vice Chancellor (allowance) | £200 | £350 |
| Professor | £1,458 | £1,800 |
| Lecturer | £864 x 54 - £1134 | £1200 x 100 - £1500 |
| Asst. Lecturer | £684 x 54 - £756 | £850 x 50 - £1000 |
| Registrar | £1134 x 54 - £1350 | £1,800 |

* includes 5% Pension Contribution

3. The Commission pointed out that, because of the willingness of the U.K. Government to top up a number of expatriate salaries, the University is in a position to attract expatriate staff of good quality, whereas good Maltese staff cannot be retained in Malta against the competition of Universities in U.K., U.S.A. and Australia.

4. The Commission also recommended that the University should be authorised to spend a sum whose total in any year should not exceed 7 x £350 (= £2,450) to supplement the salaries of individual Maltese Professors on the grounds of (a) special distinction or (b) special responsibility or (c) competition with other Universities. This professional "spread" is meant to enable the University to attract or keep the services of a distinguished Maltese Scholar or Scholars who would otherwise be likely to be lost. In no case should the spread be used to increase an individual professor's stipend beyond £2,500.

5. In discussions held with the Rector of the University it has been made clear that:-

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- (a) the salaries suggested do not satisfy the aspirations of the staff and will have to be further increased if Government salaries are increased; and
- (b) that the staff feel very strongly on this matter and are not prepared to accept anything less than the amounts suggested.

6. A decision on the recommendations made depends on whether it is Government's policy to retain existing relativities between the salaries of the academic staff of the University and Government Salaries. It is pointed out that a decision to implement the salaries proposed is bound to affect the salaries of judges and senior Civil Service posts.

7. Ministers are asked to consider whether existing relativities should be maintained or whether the salaries proposed by the Committee of the Council of the University, including the professional spread mentioned at paragraph 4, should be accepted.

8. If it is decided that existing relativities should be maintained the salaries of the academic staff will have to be adjusted as follows with effect from 1st April, 1966, in view of anomaly adjustments recently approved in Government Salaries:-

| | |
|-----------------------------|---------------------|
| Vice Chancellor | £1,890* |
| Professor | £1,680* |
| Lecturer (Medical Subjects) | £1300 x 50 - £1400* |
| Lecturer (Pre-clinical) | £1090 x 50 - £1340* |
| Lecturer | £ 950 x 50 - £1340* |
| Assistant Lecturer | £ 850 x 50 - £1000* |
| Registrar | £1200 x 50 - £1450* |

* includes 5% Pension Contribution

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