

MEMORANDUM FOR THE CABINET
BY THE HON. PRIME MINISTER

Salaries - Academic Staff, Royal University of Malta

When consideration was being given to the adjustments in the salaries of the non-academic staff of the Royal University of Malta rendered necessary by the anomaly adjustments approved in the public service, it was left to the University Authorities to decide on the various adjustments that they considered necessary. In so doing the University Authorities were to take into account the general level of the anomaly adjustments made by the Government. On this basis the funds available to the University for the three year period ending with financial year 1969/70 were increased by £48,000.

2. The application of this principle to the academic staff was not acceptable to either the Government or the University Authorities. In this connection reference is made to Part A. Academic Staff in Memo. 890 (copy annexed) and to the decision taken by Ministers on the 6th December, 1967, to the effect that the salaries of the academic staff be adjusted as in paragraph 8 of that part of the Memorandum. These adjustments were never accepted by the University Authorities who feel that nothing short of the salaries recommended by the R.U.M. Commission (para.2 of the Memo) was acceptable to them and to the staff. These are still being paid the salaries in force prior to April, 1966.

3. The University Authorities are now prepared to agree that the same policy adopted for the non-academic staff be applied to the academic staff. It is therefore for consideration whether the funds made available to the University Authorities should not be increased to enable them to pay their staff the salaries they consider proper. It would appear dangerous to do this unless under the condition that in so deciding the R.U.M. should have due regard to the general level paid within direct service with the Government. On the other hand it would appear that if the salaries of the academic staff are not improved no suitable recruitments could be made thus impeding progress in the field of higher education.

4. If something broadly on the lines recommended by the Royal University of Malta Commission is agreed to, the funds made available to the University for the triennium ending 31st March, 1970, would have to be increased by £17,500 per annum. If arrears are paid from 1st April, 1966, the total amount required will be £70,000.

5. Ministers are asked to consider the policy they would wish to adopt in the matter of the salaries of the academic staff of the R.U.M.

22nd June, 1968.