

MEMORANDUM FOR THE CABINET BY THE
HONOURABLE PRIME MINISTER

Salaries of Royal University of Malta

The Vice-Chancellor and Rector Magnificus of the Royal University of Malta has written on the additional funds required to cover adjustments in the salaries of academic and non-academic staff consequent on the implementation of the recommendations of the Salaries (Anomalies) Commission for civil servants. The Association of Teachers of the Royal University of Malta, on behalf of academic staff, and the National Association of Clerical and Supervisory Staffs, on behalf of non-academic staff, have also made representations.

2 Unlike other, and more recently created, public corporations, the University authorities are not specifically empowered by law to employ staff on terms and conditions as deemed appropriate by them. The Malta Development Corporation, the Malta Electricity Board and the Central Bank, on the other hand, are all specifically vested with the power to employ staff under conditions of service, including salaries, established by their boards of directors. The law establishing the autonomy of the university is silent on this point and, until 1968, the practice was for university salaries to be subject to approval by the Government. Since, however, the University is an autonomous public corporation the Cabinet agreed on the 23rd July, 1968, to provide money for the adjustment of academic salaries on the basis of the salary adjustments of civil servants and to leave the University authorities free to use those funds to meet the demands of the teaching staff as they thought fit.

3. The University authorities have made a projection of university salaries on the basis of the recommendations of the Salaries (Anomalies) Commission, thus producing salaries which the Government would have paid were the University staffed by civil servants. On this basis, in order to cover the cost of arrears from the 1st April, 1966 to the 31st March, 1970 the following funds are required -

- (a) £60,000 for the salaries of non-academic staff;
- (b) £61,000 for the salaries of full-time academic staff;
- (c) £69,000 for the salaries of part-time academic staff

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The staff at (c) is still in receipt of totally unrevised salaries (i. e. pre-1966 rates) plus cost of living increases, hence the rather high figure under this item.

4. Retrospection to the 1st April, 1966 is being claimed in all these cases. The Government is not actually bound to such retrospection, however it has to be pointed out that the Tourist Board, the Gas Board, the Electricity Board and the Malta Broadcasting Authority, who pay salaries related to those in the civil service, have paid adjusted salaries with effect from 1st April 1966.

5. The Royal University of Malta Commission has also made recommendations regarding the salaries of academic and of the Vice-Chancellor and of senior administrative staff, such salaries to be made effective as from 1st April, 1970. The salaries recommended by the Commission are given in Appendix A. Although, at first sight, the figures appear to be high when compared with the salaries paid in the civil service a closer examination shows that the salaries are more or less related to those of broadly comparable civil service grades. To take the Vice-Chancellor's salary as an example, the salary proposed by the Commission, which is inclusive of the 10% cost of living increase and 5% pension contribution corresponds to a basic pay of £3,280. Considering that University staff, unlike civil servants, are only eligible for a pension not exceeding one-half of retiring salary and considering that this implies that the holder of the Vice-Chancellorship must make some savings during his career so as not to suffer an undue cut in emoluments on retirement the salary of the Vice-Chancellor works out to approximately £3,000. This compares to the basic pay of Judges of Her Majesty's Courts who, in addition, receive the 10% cost of living increase. The same holds true for all other university salaries. It would therefore appear that approval might well be given to the proposals of the Commissioners. If such approval is given the grant of the University would have to be increased by £50,000 in the first year of the triennium, £60,000 in the second year and £70,000 in the third year to take account of increases in academic salaries.

6. Finance agree with what is being proposed in paragraph 7 below:

7. Ministers are requested to say whether they agree

- (a) that the University authorities should be free to establish the salaries of non-academic staff, to meet the requirements of the University;
- (b) to the provision of an additional grant of approximately £80,000 to cover arrears in academic and non-academic salaries with effect from the 1st April, 1966 on the basis of a projection of the recommendations of the Salaries (Anomalies) Commission.
- (c) to agree to the recommendations of the Royal University of Malta Commission regarding the salaries of academic and senior administrative staff.

9th April 1970.

APPENDIX A

Salaries proposed by the Royal University of
Malta Commission

	<u>Present</u> *	<u>Revised</u> *
<u>Vice-Chancellor and Senior Administrative Staff</u>		
Vice-Chancellor	£2250 (a)	£3850 (a)
Registrar	£1800	£3150
Librarian	£1200x100-£1500	£1700x100-2400/2500x125-2750
Finance Officer	£1105x 54-£1345	£1700x100-£2400
Buildings Officer	£1135x 54-£1375	£1600x100-£2200
Assistant Registrar	£1105x 54-£1345	£1600x100-£2200
<u>Full-time academic Staff</u>		
Professor	£1800-2500 (range)	£3150-3650 (range)
Senior Lecturer	£1700	£2500x125-2750
Lecturer)	£1200x100-£1500	£1300x100-1600/1700x100-2400
Assistant Lecturer)	£ 850x 50-£1000	
<u>Junior College</u>		
Principal	£1800	£2400
Lecturer (Local)	-	£1050x75-1200x100-1600

* exclusive of 4% cost of living increase

* consolidated pay to attract any cost of living increases after date of implementation

(a) allowance of £400 per annum.