



GOVERNMENT OF SIERRA LEONE

AGREEMENT BETWEEN GOVERNMENT OF SIERRA LEONE REPRESENTED BY MINISTRY OF TECHNICAL AND HIGHER EDUCATION AND THE MINISTRY OF FINANCE AND UNIVERSITIES AND POLYTECHNICS REPRESENTED BY THEIR UMBRELLAR ACADEMIC STAFF ASSOCIATIONS

Reference is made to the constituted Framework of His Excellency the Vice President dated 26th January, 2021 composed as follows:

1. The Minister of State in the Office of the Vice President
2. The Ministry of Finance (representative)
3. The Ministry of Technical and Higher Education
4. The Minister of Labour or representative
5. The Tertiary Education Commission
6. A representative of University Courts and Polytech Councils
7. The Chairman – Conference of Vice Chancellors and Principals
8. Civil Society Organizations (representative)
9. The Presidents – Academic Staff Association of Public HEIs (6)

After deliberations on all issues raised, the Committee also discussed the Proposal presented by the Academic Staff Association of Universities and Polytechnique Institutions. Subsequent follow-up meeting on the above subject, was held between the Ministry of Technical and Higher Education and the following:-

- President of the Umbrella Academic Staff Association of the Universities
- President of the Umbrella Academic Staff Association of Polytechnics
- ASA and Administration of Milton Margai College of Education and Technology
- ASA, N'jala University
- ASA and Administration of Eastern Polytechnics
- The Acting Minister of Finance; Accountant General, Senior Deputy Financial Secretary, and Staff of Budget Bureau.

It is now resolved that: -

1. 50% Salary Adjustment for All Tertiary Institutions effective 1st April, 2021

Government hereby commits itself *to review* the proposed Salary Adjustment for all Tertiary Institutions effective 1st April, 2021. However, in line with prudent and effective financial management practices, Government cannot implement more than one salary adjustment in the same Financial Year. Hence, in addition to the 25% salary increase announced in the FY2021 budget, Government will provide another 25% salary increase in April, 2021, making a total of 50% salary increase for all Tertiary Institutions effective 1st April, 2021.

2. In case the WCC is not in effect by January 2022, a 25% increase be made for all tertiary institutions.

The Ministry of Finance remains committed to the establishment and operationalization of the WCC in 2021. If however this is not done for any unforeseeable reason, then the proposed 25% increase will be made for all Tertiary institutions in January 2022.

3. Outstanding payments of 3rd and 4th quarter allocations for 2020 for all Tertiary Institutions.

Government through the Ministry of Finance is committed to the payment of the 3rd and 4th quarter allocations of 2020. We request that all the Tertiary Institutions submit their respective requests soonest for payment to be effected during the first quarter of 2021.

However, requests for all quarterly subventions for FY2021 should be accompanied by detailed revenue (fees and other income) and planned expenditure projections for that quarter to guide decision on the amount to be approved. This is in compliance with Section 49(1) of the PFM Act of 2016 which states thus '***The Minister may require any budgetary agencies, sub-vented agencies, and other entities in the central government to prepare and submit to him forecasts and reports related to cash flow of the agencies and entities in such form and by such date as determined by the Minister***'.

4. Regularize outstanding payment of Grants-in-Aid dating back from 2014

The Ministry of Finance would require the payment request through the Ministry Technical and Higher Education in respect of the above for reconciliation and subsequent payment. The request will be subjected to an Internal Audit review for verification of the claims. Once the claims for Grants-in-Aid arrears are verified, each Tertiary Institution will be required to submit detailed capital project proposals to be incorporated into Government's Public Investment Program, for financing through the budget, using the verified amounts of the claims.

5. Staff promoted during the review period be placed on right scales.

The University and Polytechnic Associations would be encouraged to do promotions by the end of the third quarter so as to be in phase with the general Man-power plan of Government. Note that the Ministry of Finance will require a formal request with the relevant supporting documents such as promotion letter, salary before promotion, salary at promotion(if not indicated on promotion letter), etc.

6. The Conditions of Service should be comprehensively reviewed

Conditions of Service across all Public Sector Tertiary Institutions will be judiciously reviewed as part of the initial set of activities to be undertaken by the Wages and Compensation Commission.

7. Capacity Building Incentive for Lecturers

Government through the Ministry of Tertiary and Higher Education will provide annual financial support to deserving Lecturers to pursue Doctoral and other relevant Research studies to improve on their capacity.

8. To waive taxation on Leave Allowances

This has a legal implication. Section 23 (1)(s) of the Income Tax Act, 2000, as amended states that: ***“any leave allowance in excess of the gross monthly salary***

shall be subject to income tax at the existing highest marginal tax rate for individual income tax”

Given the legal implications highlighted above, Government cannot therefore waive income tax on leave allowances given its adverse impact on overall revenue generation of Government and the bad precedent that will be created for the wider public service.

Based on Government’s commitment on the above, Academic Staff Associations of Universities and Polytechnics hereby agree to resume classes on Wednesday 3rd February, 2021 while a strategic discussions continue on governance and quality assurance in higher education institutions.

For and behalf of Academic Staff Associations of Public Universities

Name	Signature	Date
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For and behalf of Academic Staff Associations of Polytechnics and Teacher College

Name	Signature	Date
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Government of Sierra Leone

Ministry of Finance

Name	Signature	Date
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Ministry of Technical and Higher Education

Name	Signature	Date
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The President – Academic Staff Associations

ASA	Name	Signature
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FBC	-----	-----
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IPAM	-----	-----
COMAHS	-----	-----
EBK	-----	-----
NU	-----	-----
MMCET	-----	-----
FTC	-----	-----
EP	-----	-----

Guarantors

The Minister of State in the Office of the Vice President

Name	Signature	Date
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The Minister of Labour or representative

Name	Signature	Date
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The Tertiary Education Commission

Name	Signature	Date
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A representative of University Courts and Polytech Councils

Name	Signature	Date
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The Chairman – Conference of Vice Chancellors and Principals

Name	Signature	Date
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Civil Society Organizations (representative)

Name	Signature	Date
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