



UGANDA CHRISTIAN UNIVERSITY

A Centre of Excellence in the Heart of Africa

Office of the Vice Chancellor

INTERNAL MEMORANDUM

From: The Vice Chancellor
To: All Staff of Uganda Christian University
Cc: The Chancellor - Uganda Christian University,
Members of the University Council
Date: 22nd May 2020
Re: PERFORMANCE OF CONTRACTS OF EMPLOYMENT DURING THE COVID - 19 PANDEMIC.

Dear Colleagues,

I greet you all in the name of our Lord and Saviour Jesus Christ. I hope you are all very well and safe, and in prayer given this period of strife.

The closure of the business of Uganda Christian University (UCU) on the 20th March 2020 means that the University cannot collect tuition and other fees unpaid and due from continuing students for the Easter Semester. Further, the University has not made any admissions intake or received back our continuing students for the Trinity Semester, and as such cannot collect any tuition and other charges from new students and continuing students. Indeed, there are no students at any UCU campus and no lectures or student activity whatsoever is ongoing.

The state of affairs above notwithstanding, some activities and operations at UCU have to remain ongoing at its expense despite all measures put in place by Management to be and remain frugal and minimize expenditure. This is inevitable given the nature and character of business that UCU is.

The situation alluded to has affected the revenue stream and finances of UCU in a significant and adverse way/manner. The Management of UCU is now under enormous pressure to devise all ways and means lawful to ensure that UCU remains afloat and/or does not get to a situation where it is cash strapped.

The current lockdown brought about a ban on the use of public and private means of transport. This too has impacted UCU in that its employees staying out of or far away from the campuses are unable to commute to execute their duties. Moreover, and even for some who are able to reach the campuses, there are no students to teach since the date of closure, on the 20th March 2020. Thus, members of staff, however

A Complete Education for A Complete Person

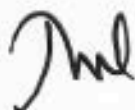
well intention cannot and/or are unable to fulfil their obligations to UCU. On the other hand, the University is unable to provide work to some of its employees.

While UCU has to deal with the above state of affairs, in his address to the nation on the 18th May 2020, the President of the Republic of Uganda intimated that students in their final years of study would be allowed to return to complete their studies. These students and the members of staff of UCU required for that purpose might have to remain within the precincts of the respective campuses. As Management does not envisage that the category of students aforementioned will be required to pay more/additional/extra, UCU will have to use the little that is available for the upkeep of the finalists and members of staff whose services will be required.

Management is cognizant of the fact that the state of affairs referred to above is not the responsibility of, and is beyond the control of UCU and/or its members of staff. However, and quite unfortunately, the same present situation is before all of us and for a period of time none of us knows or can estimate but which must be dealt with.

In light of all the above, the Management of UCU has taken into consideration the current and very unusual circumstances. Thus, and after a lot of thought and prayer has arrived at a consensus position that certain measures must be put in place to preserve the operations of University, and the position/jobs of its employees in the medium and long term. The following below are the measures to be put in place for the abovementioned purpose:

- (i) UCU will pay salaries for the month of May 2020 **ONLY**, to all members of staff on Full - Time Contracts of Employment/ Full-Time Members staff at the rate of 75% (seventy-five per cent) of what is due to each one of them under their respective Contract(s) of Employment (the Contracts). This is all the University will be able to pay.
- (ii) The performance of the duties, obligation and responsibilities under the Contracts of Employment will stand suspended effective 1st June 2020. This means that the affected employees of UCU will not be required to report to work as there will be no work to do, and in many cases, the obligation to report to work and perform their respective duties will not be achievable without extreme difficulty and inconvenience on the employees. As such, UCU will, during the suspension referred to, stand discharged of its obligation(s) to among others provide work to its employees and will not be required to pay any salaries to employees in this category.
- (iii) The suspension of the performance of the Contracts of Employment referred to in (ii) above is not/does not amount to a termination of any Contract of Employment. Thus, and for clarity, all members of staff with valid/running contracts of Employment will remain in the service of UCU but the performance of the duties and responsibilities under the respective



Contracts of Employment will remain suspended. The description "valid/running Contracts of Employment" refers to Contracts of Employment which have not reached their respective expiry dates on/by the date of this Internal Memo.

- (iv) The suspension will remain in place until such time when UCU will resume normal business, which is expected to be the months of August - September, or earlier ONLY if circumstances permit.
- (v) Only and to the extent that it is possible and practical, and if circumstances permit, UCU may in its sole discretion provide such support, it shall determine, to members of staff during the period referred to in (iv) above.

Please note that this Memorandum and its contents may not apply to certain categories and individual members of staff of UCU whose services Management deems and shall deem essential during the lockdown and/or who will be called upon to render services when the final year students report back in line with the directive(s) of Government of Uganda or His Excellency the President of the Republic of Uganda.

Management urges all members of staff to use the funds and other resources at their disposal very sparingly, and to keep praying to God who we are trusting to see us through this period.

Yours in Christ's Service,



Rev. Canon Dr. John Senyonyi
VICE CHANCELLOR