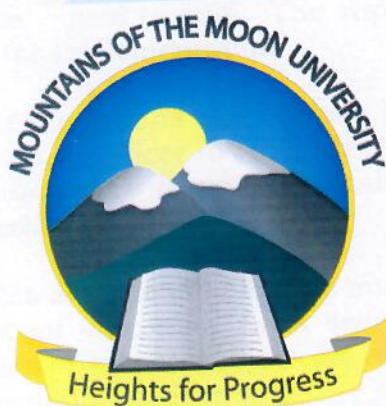
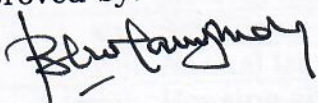
	<b>MOUNTAINS OF THE MOON UNIVERSITY</b>	Document Number: MMU/US/003
Document Title	ALLOWANCE SCHEDULE	Effective Date:
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## **MOUNTAINS OF THE MOON UNIVERSITY**

### **ALLOWANCES FOR STAFF, COUNCIL MEMBERS, COMMITTEES OF COUNCIL AND ANY OTHER RESOURCE PERSONS**

Checked by:	Approved by: 	Date: 20 - OCT - 2023
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2024



# MOUNTAINS OF THE MOON UNIVERSITY

## University Council

**ALLOWANCES FOR STAFF, COUNCIL MEMBERS, COMMITTEES OF COUNCIL AND ANY OTHER RESOURCE PERSONS ASSIGNED OR DEPLOYED BY THE UNIVERSITY as approved by the University Council under Minute 50/MMU/UC/04/22 and Minute 76/MMU/UC/06/23 revised under minute 114/8th/MMU UC/Oct/23**

### 1. BACKGROUND

- 1.1. The Tenure, Terms and Conditions of Service of Academic, Administrative and Support Staff of Mountains of the Moon University (MMU) 2021, provides for allowances to be paid to staff. The stipulated allowances are herein defined and scheduled for implementation.
- 1.2. An allowance at Mountains of the Moon University is a payment additional to salary, payable to an officer to facilitate the proper execution of an assignment or duty. **The allowance is not assignable from one officer to another, in whole or in part.**
- 1.3. These allowances are intended for two main reasons: -
- a) To compensate an officer for extra exertion on their part arising out of the additional duties or responsibilities he or she may be required to carry out or shoulder over a period of time; and
  - b) To meet-out-of-pocket expenses that a public officer may incur from time to time in the course of official duties in furtherance of public interest.
- 1.4. Table 1: provides the different types of allowances to be implemented at Mountains of the Moon University (MMU).

**Table 1: Types of Allowances**

i. Acting allowance	ii. Night allowance
iii. Duty allowance	iv. Sitting allowance
v. Presentation and Extra load allowance	vi. Mobile Telephone allowance
vii. Overtime allowance	viii. Honoraria
ix. Lunch allowance	x. Retainer allowance
xi. Out of Pocket allowance	xii. Medical allowance
xiii. Safari day allowance	xiv. Settling-in-allowance
xv. Fuel allowance	xvi. Annual leave allowance
xvii. Fuel card allowance	xviii. Housing allowance
xix. Top up Allowances	xx. Welfare and Entertainment allowances
xxi. Transit Allowances	xxii. Warm clothing Allowance
xxiii. Baggage Allowance	xxiv. Responsibility Allowance
xxv. Mileage Allowances	xxvi. Gratuity
xxvii. Other Allowances	



## **2. SCHEDULE OF ALLOWANCES**

- 2.1 The allowances listed in this schedule are those that have been planned for the Staff, Council Members, Committees of Council and any other resource persons assigned or deployed by MMU during their Tenure, Terms and Conditions of service of the Academic, Administrative and Support services of University.
- 2.2 The rates proposed were agreed upon, having consulted widely, including a review of the Uganda public Service Standing Order of 2021, the Makerere University Human Resource Manual, the Gulu University allowance schedule, and proposed rates for Kyambogo University, respectively.

## **3. GUIDELINES FOR IMPLEMENTATION OF PAYMENT OF ALLOWANCES**

- 3.1 The rates of allowances or the conditions for which they are claimed, shall be determined from time-to-time by the University Council, taking into account pertaining circumstances, and where applicable, in consultation with the rates provided by the Ministry of Public Service.
- 3.2 An accounting Officer may not vary the rate of allowances, but may pay any allowances subject to availability of funds.
- 3.3 Any official (Staff, Member of Council, or anyone assigned or deployed to work for MMU), shall not be paid any allowance at a rate above that approved by Council. However, should under exceptional circumstance, the allowance proves inadequate; representation shall be made by the Accounting Officer who shall refer the matter to Council for review.
- 3.4 Allowances not consolidated in ones' salary shall not attract gratuity.
- 3.5 Payment of allowances shall depend on the availability of funds.
- 3.6 All claims for payment of allowances shall be submitted and processed following laid down procedures and within the approved budget, while ensuring transparency, equity and fairness.
- 3.7 The Accounting Officer shall ensure that there are no double payments made to Staff, Member of Council, or anyone assigned or deployed to work for MMU staff for a given activity.
- 3.8 Payment of allowance shall be stopped, either temporarily or permanently, from the date the Staff, Members of Council, or anyone assigned or deployed to work for MMU, otherwise, qualifying for such allowance if she or he: -
  - i) Assumes duty for a period lasting longer than one month on which they would normally receive the allowance or taking other special tasks on full time basis not directly related to his or her normal duties.
  - ii) Proceeds on any form of leave including Study Leave lasting more than 30 days.



iii) Proceeds on leave lasting for longer than his or her entitlement for one calendar year.

3.9 Allowances shall not be paid to spouses and children when the staff chooses to travel with them on duty, unless it is specifically stated in the letter of appointment, Terms and Conditions of service or on approval by the University Council.

Should any exceptional circumstances arise when in an individual case, the allowance proves inadequate, representation should be made for reimbursement to the Accounting Officer with proof.

3.10 Allowances may be taxed in accordance with the law.

3.11 Except as may be specifically stated in these guidelines, allowances are neither pensionable nor attracts gratuity.

3.12 All claims for payment of allowances must be submitted and processed following the laid down procedures and within the approved budget.

3.13 The Accounting Officer will ensure that payment of allowances is done in a very transparent, fair and equitable manner. In case a claim is under query, the individual concerned should be informed of the query by the quickest means of communication possible.

3.14 A staff should ensure that there is no double payment to any person in respect of allowances. For example, if transport for a journey is provided, the officer should not claim kilometrage for the same journey.

3.15 The Accounting Officer shall maintain a close watch on the travelling undertaken by a staff, to ensure that their duties are being carried out in a proper manner and that a minimum expenditure of public funds is incurred.

3.16 Any allowance payable shall be claimed within the financial year of accrual.

3.17 In event that an allowance has not been specified in this policy, the University shall refer to the Public Service Standing Orders.

#### **4. APPROVED ALLOWANCES AS PER THE TERMS AND CONDITIONS OF SERVICE OF MOUNTAINS OF THE MOON UNIVERSITY**

##### **4.1. ACTING ALLOWANCE**

- a) Acting Allowance shall be paid to a staff when he or she has been appointed to act in an office higher than his or her substantive office by the Appointing Authority.
- b) Where a staff is acting in a higher office, he or she shall be remunerated during his or her acting period as if he or she had been promoted to the higher office.

- c) Acting Allowance shall be the full difference between the minimum salary of the higher post and the consolidated salary of the substantive post of the staff appointed to act.
- d) Acting allowance payment is: -
  - i. not payable unless the acting appointment lasts for at least 30 consecutive days, when the acting allowance becomes payable for the whole of the acting period;
  - ii. not pensionable for pensionable officers, except in the case of a statutory office and does not attract gratuity for non-pensionable officers whose agreements include a gratuity clause;
  - iii. not payable where the salary of the acting officer is already equal to, or higher than the fixed or the maximum salary on which the higher post is graded;
  - iv. not payable for any period in excess of 15 days during which the acting officer does not exercise the functions of the higher office for any reason, such as leave, training or unrelated assignments to the office to which the officer is acting; and
  - v. not paid indefinitely, but lapses after six months unless specifically renewed or extended by the Appointing Authority.
- e) Acting Allowance shall be paid for a period of six (6) months. The period may be renewable for a maximum period of six (6) months and subject to the approval of the Appointing Authority.
- f) When one is appointed in an acting position, the staff so appointed shall enjoy all benefits attached to the post.
- g) The acting appointment shall be applicable in the following circumstances: -
  - i. For positions falling in this category, Council shall effect the acting appointment which shall not exceed the period exceeding six (6) months.
  - ii. For Deans of Faculty/Schools/Institute and Heads of Department temporarily appointed by the Vice-Chancellor during the process of establishment of a Faculty/Department/Unit, shall act for a period not exceeding TWO years.
  - iii. For administrative staff appointed by the Appointments Board, the procedure is spelt out in the Terms of Appointment of SUCH Administrative staff.





## 4.2. PRESENTATION AND EXTRA LOAD ALLOWANCE

The following presentation and extra load allowances shall apply to staff.

### a. Presentation (Research) and Presentation of Papers

This allowance is paid for preparation and presentation of well researched papers for seminars, workshops and conferences.

**Table 2: Payment for Presentation of Papers**

S/N	Category	Rate per paper
1.	M1 – M4	90,000
2.	Other Officers	80,000

**Table 3: External Examiners Allowances**

S/N	Category	Rate per paper
1.	Per moderated question paper	45,000
2.	Per panel moderated paper	30,000
3.	Moderated marked script (moderating the marking only)	30,000
4.	Panel moderated marked script	12,000

**Table 4: Part Time Lecturer's Allowance**

S/N	Category	Rate per hour
1.	Ph.D.	60,000
2.	Master's Degree	50,000
3.	Degree	40,000
4.	Ordinary Diploma	20,000
5.	Certificate	10,000

### b. Extra load allowance

Extra Load allowance shall be paid to substantively appointed Teaching and Administrative staff who are authorised to and in fact carry out extra duties and/or work outside the normal hours of work. The following are guidelines to manage payment of Extra Load Allowance: -

- i. Normal teaching load for Teaching Staff is 15 hours a week.
- ii. Normal working hours for Administrative Staff shall be 8 hours per day.
- iii. Academic staff who are authorised to carry out extra load outside the normal hours of work shall be paid UGX. 25,000 per hour (taxable).
- iv. Administrative staff who are authorised to carry out extra load outside the normal hours of work shall be paid UGX. 8,000 per hour (taxable amount) as follows: -
  - v. A maximum of two (2) hours of extra load on a normal working day
  - vi. A maximum of eight (8) hours on weekends and public holidays

## 4.3. LUNCH ALLOWANCE

- i. Lunch allowance shall be paid to a member of staff authorised by the University Secretary working during lunch time.



- ii. Where the numbers involved are large, Management shall determine the number to be paid the Lunch allowance at any one time.

**Table 5: Provisions for Lunch Allowance**

S/N	SALARY SCALE	AMOUNT (UGX)
1.	M1 – M3	20,000
2.	M4 – M7	15,000
3.	M10 BELOW	10,000

#### **4.4. OUT OF POCKET ALLOWANCE**

Is paid to cater for incidentals where expenses of meals and accommodation are fully covered by the University or sponsor. Out-of-pocket allowance shall not be paid concurrently with night allowances. All categories of staff – 20% of night allowance within or outside the country.

#### **4.5. SAFARI DAY ALLOWANCE**

A member of staff who travels on official duty and works for five (5) continuous hours or longer shall be paid safari day allowance. If the member of staff must spend more than one night on official duty outside the University, safari day allowance is payable for only the day on which he or she is travelling, (outside 40km).

When one is paid per diem, they shall be paid safari day on the day they travel back. The Safari Day allowance is as follows: -

**Table 6: Provisions for Safari Day allowance**

S/N	SALARY SCALE	AMOUNT (UGX)
1.	M1 – M3	40,000
2.	M4 – M7	30,000
3.	M10 BELOW	20,000

#### **4.6. MILEAGE**

- i. A member of staff in salary scale M1-M7 may after authorisation by the Accounting Officer, use his or her personal vehicle on occasions on which he or she is authorised to travel at the University's expense (on official duty) and claim the appropriate mileage in accordance with the Terms and Conditions of Service, provided that he or she travels by the route, on any journey which the member of staff is required to make in execution of the duties of his or her official work.
- ii. The Officers of the University are entitled to an official vehicle. The Chancellor for a vehicle not exceeding 3000cc, the Deputy Vice-Chancellor and University Secretary not exceeding 2800cc, then the University Bursar, Academic Registrar, University Librarian and Dean of Students not exceeding 2500cc.
- iii. A member of staff who is entitled to an official vehicle from the University pool shall not claim transport or mileage allowance.
- iv. The Accounting Officer and or persons duly authorised by him/her shall closely monitor the travel of members of staff that while members of staff execute their duties properly, the University incurs minimal costs on travel.

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**Table 7: Provision for Mileage Allowance**

Class of Vehicle	Rate per Kilometre
Class 2000cc and above	1,200
Class 2000cc --below	850

**4.7. FUEL ALLOWANCE**

Members of the University Council shall be paid fuel as per activity carried out.

**Table 8: An Illustration of Fuel Card Issuance**

S/N	Titles	Amount per Month
1.	Vice-Chancellor	2,200,000
2.	Deputy Vice-Chancellors	1,500,000
3.	University Secretary	2,000,000
4.	Directors-Administrative Units	1,000,000
5.	Deans & HoD's-Academic units	500,000
6.	Other HoD's-Admin Units	500,000

**Note:** Due to the nature of the travels of certain officers like the Vice-Chancellor, Deputy Vice Chancellors and the University Secretary, additional fuel shall be catered for to facilitate the movements for urgent University work.

**4.8. NIGHT ALLOWANCE**

- i. Night allowance is paid when a staff stays away for a night or more from his/her duty station on official duty to cater for meals, accommodation and other incidentals.
- ii. The allowance will be claimed only for the actual nights spent away from the usual place of work and no receipted account will be required.
- iii. Night allowance may be claimed for the number of nights a staff is absent from his or her station on official duty to a maximum of 21 consecutive nights of stay in one place. Beyond 21 days, the staff shall be regarded as being on official duty at that alternative station and no additional night allowance shall be paid.
- iv. The rate payable shall be determined by Council annually in line with the budget. Table 10 below indicates the rates to be applied to manage payment of night allowance while on travel within Uganda.

**Table 9: Rates of Night Allowance (in land travels)**

Salary Scale	Per diem - UGX
M 1	250,000
M 2	230,000
M 3	220,000
M 4	180,000
M 5	180,000
M 6	180,000
M 7	180,000
M 10- M11	150,000
M 12- 14.	120,000
M 15	90,000



Table 10 indicates the rates to be applied to manage payment of night allowances outside Uganda.

**Table 10: Rates of Night Allowance (Abroad travels)**

Salary Scale	Per diem (US\$)
M 1	\$730
M 2	\$710
M 3	\$680
Others	\$650

Night allowance for Council, Council Committee, and Ministerial Senate appointees shall be as demonstrated in Table 12.

**Table 11: Rates of Night Allowance for Council Members and Ministerial Senate Appointees**

Category	Rate – UGX
Council Chairperson	350,000
Council Vice Chairperson	320,000
Council Member	300,000
Ministerial Senate Appointee	300,000

Table 12 below indicates the rates to be applied for night allowance for Council Members while outside Uganda.

**Table 12: Rates of Night Allowance (Abroad Travels)**

S/N	Category	Per diem (US\$)
1.	Council Chairperson	\$850
2.	Council Vice Chairperson	\$830
3.	Council Member	\$810
4.	Ministerial Senate Appointee	\$810

#### **4.9. TRANSIT ALLOWANCE;**

Transit allowance is paid per round trip to cover costs due to waiting for flight connections exceeding six (6) hours of transit and will be payable as follows: -

**Table 13: Transit Allowance (Abroad Travels)**

S/N	Region	Rate US\$
1.	North, South & West Africa	\$850
2.	North America & West Asia	\$830
3.	Far East & South America	\$810
4.	European Union Countries	\$810

#### **4.12 RESPONSIBILITY ALLOWANCE**

This is a monthly payment to the University Officers for their extra responsibilities as indicated in Table 15 below.



**Table 15: Responsibility Allowance rates**

S/N	Category	Rate per Month
1	Vice Chancellor	3,500,000
2	Deputy Vice Chancellor	2,000,000
3	University Secretary	1,650,000
4	Academic registrar	1,430,000
5	University Bursar	1,430,000
6	University Librarian	1,430,000
7	Dean of Students	1,430,000

**4.13 SITTING ALLOWANCE**

Sitting Allowance is paid to: -

- Chairperson and Members of Council, Senate or any other Committee of Council or Members of Staff of the University.
- A person appointed or co-opted on Council, Senate or any other Committee or task force constituted for a specific assignment by the University Council or Senate or the University Secretary.
- Staff involved in preparation for meetings of Council and Council Committees shall be paid a rate as indicated in the schedule below in Tables 16-23.
- Sitting allowances for the University Council meetings, Council Committee meetings, Senate meetings, Faculty Board meetings, Contracts Committee meetings, Ad-hoc Committee meetings and Evaluations Committee meetings are listed in the Tables 15 – 23 respectively.

**Table 16: Sitting allowance for University Council Meetings**

S/N	Category	Rate UGX.
1.	Chairperson	500,000
2.	Vice Chairperson	457,143
3.	Members	400,000
4.	Secretary to Council	285,714
5.	In-attendance/Secretariat	200,000

**Table 17: Sitting Allowance for Council Committee Meetings**

S/N	Category	Rate UGX.
1.	Chairperson	428,471
2.	Members	400,000
3.	Secretary to Council	285,714
4.	In-attendance/Secretariat	200,000

**Table 18: Sitting allowance for Senate Meetings;**

S/N	Category	Rate UGX.
1.	Ministerial Appointees	280,000
2.	Chairperson	120,000
3.	Members	100,000
4.	In-attendance/Secretariat	50,000



**Table 19: Sitting allowance for Senate Committee Meetings;**

S/N	Category	Rate UGX.
1.	Other Appointees	240,000
2.	Chairperson	100,000
3.	Members	80,000
4.	In-attendance/ Secretariat	40,000

**Table 20: Sitting allowance for Faculty Board Meetings;**

S/N	Category	Rate UGX.
1.	Chairperson	120,000
2.	Members	100,000
3.	In-attendance/ Secretariat	50,000

**Table 21: Sitting allowance for Contracts Committee;**

S/N	Category	Rate UGX.
1.	Chairperson	100,000
2.	Members	90,000
3.	In-attendance/ Secretariat	45,000

**Table 22: Ad-hoc Committees;**

S/N	Particulars	Rate UGX.
1.	Chairperson	60,000
2.	Members	50,000
3.	In-attendance/ Secretariat	25,000

**Table 23: Sitting Allowance for Evaluation Meetings**

S/N	Particulars	Rate UGX.
1.	Chairperson	60,000
2.	Members	50,000
3.	In-attendance/ Secretariat	25,000

**4.14 MOBILE TELEPHONE ALLOWANCE;**

This is paid to the categories of officials listed in Tables 23 & 24 respectively, to facilitate effective communication. The cost of the telephone handset shall be borne by the officer.

**Table 24: University Council Quarterly Airtime Allowance**

S/N	Category	Rate UGX.
1.	Chancellor	750,000
2.	Chairperson	750,000
3.	Vice Chairperson	500,000
4.	Members	200,000



**Table25: Staff monthly Airtime Allowance**

S/N	Category	Rate UGX.
1.	M1 Vice-Chancellor	90,000
2.	M2 Deputy Vice-Chancellor	70,000
3.	M3-M4	65,000

**4.15 RETAINER**

A retainer will be paid to the Chancellor, Chairperson and Vice Chairperson of Council, and other members of Council as indicated in Tables 26 and 27 respectively.

**Table 26: Retainer for the Chancellor per year**

S/N	Particulars	Rate UGX.
1.	Chancellor	24,000,000 Paid per quarter UGX. 6,000,000

**Table 27: Retainer for the Council paid per month**

S/N	Particulars	Rate UGX.
1.	Chairperson	3,500,000
2.	Vice Chairperson	3,200,000
3.	Chairpersons of Committees-basic pay	1,900,000
4.	Other Council members-basic	1,500,000

**N.B.:** Members of the Council who are students, serving officials or staff of the University being paid salaries/wages shall not be entitled to retainers.

**4.16 MEDICAL INSURANCE**

- a) The University Management will subscribe to an appropriate Medical Scheme or any other scheme as approved by Council to which both the University and the employee shall contribute.
- b) In the absence of a medical insurance scheme, the University recommends as follows:
  - i. While at the University premises, staff who fall sick and need first aid can be treated at the University sick bay.
  - ii. Council may from time-to-time designate hospitals where staff and their spouses and children can receive medical care. However, emphasis shall be placed on Government Health Centres (Hospitals) and government-aided (NGO) medical facilities.
  - iii. Beneficiaries in the designated medical facilities shall include, staff, one spouse and up to four (4) children who are registered with the University upon production of proof of marriage or birth.
  - iv. Officers of the University under scale M1-M3 shall be provided insurance cover subject to findings in item (v) below.
  - v. The University Management shall liaise with Insurance providers and obtain their available products and make recommendations to council for adoption.



#### 4.17 GRATUITY;

Gratuity shall be paid to the categories of staff listed in table 28 at the stated rates of Annual consolidated pay per annum.

**Table 28: Categories of Staff Paid Gratuity**

S/N	Titles	Rate per Annum of basic Pay
1.	Vice-Chancellor	25%
2.	Deputy Vice-Chancellors	25%
3.	University Secretary	25%
4.	Contractual Staff on Scale M3-below	25%

#### 4.18 SETTLING IN ALLOWANCE

A settling in allowance is payable to Officers of the University on the first appointment to whom installation allowance did not apply. The allowance applies to only those officers who would have been transferred from locations outside the Rwenzori Region, and it consisted of a non-accountable sum as follows:

- Vice Chancellor – One month of the Officer's basic salary.
- Deputy Vice Chancellor – 50% of the Officer's basic salary; and
- University Secretary, Academic Registrar, Bursar, Librarian and Dean of Students – 30% of the Officer's basic monthly salary.

#### 4.19 HOUSING ALLOWANCE

The following categories of officers of the University shall be paid housing allowance, to cater for House Rent, Utilities and Domestic servants as determined by the University Council from time-to-time, as indicated in Table 29.

**Table 29: Categories of Staff paid Housing allowances**

S/N	Title	RATE (UGX).PM
1.	Vice-Chancellor	3,500,000
2.	Deputy Vice-Chancellors	2,800,000
3.	University Secretary	2,700,000
4.	Academic Registrar	2,500,000
5.	University Bursar	2,500,000
6.	University Librarian	2,500,000

#### 4.20 SECURITY ALLOWANCE

This is paid for the security of the Vice Chancellor, Deputy Vice Chancellors and University Secretary at a rate not exceeding UGX 1,000,000= per official per month.

#### 4.21 HONORARIUM

This shall cater for visiting Professors, Lecturers and their equivalent per tour and shall be paid as indicated in Table 30 below.

**Table 30: Table on the Honorarium Rates**

S/N	Category	Rates (UGX)
1.	Visiting Professors/Associate Prof	500,000
2.	Visiting Senior Lecturer	400,000
3.	Visiting Lecturer	300,000
4.	Supervising Masters	350,000 Per Student



5.	Supervising Ph.D.	500,000 Per Student
6.	Public Lectures	100,000
7.	Accommodation	Full Board

#### 4.22 RECREATION, WELFARE AND ENTERTAINMENT ALLOWANCE

A monthly provision for office recreation, welfare and entertainment for the following officers shall be applied;

**Table 31: Welfare and entertainment rates**

S/n	Category	Rate (UGX) Per month
1.	Vice-Chancellor	3,000,000
2.	Deputy Vice-Chancellor	1,000,000
3.	University Secretary	1,000,000
4.	Public Relations Officer	500,000

This shall be refunded/paid upon presentation of entertainment expenditure receipts.

#### 4.23 WARM CLOTHING ALLOWANCE

A warm clothing allowance shall be paid to a public officer who proceeds on duty overseas to temperate and cold climates. This allowance will not be paid more than once in any period of three consecutive years for the same public officer. The allowance may be claimed before the departure of the public officer for his or her duty trip overseas. The rate payable shall be USD 500 (five hundred only).

#### 4.24 HEADSHIP ALLOWANCE

This shall be paid to staff of the University for heading the respective departments;

**Table 32: Headship Allowances Rates**

S/n	Category	Rate (UGX) per month
1.	Deans of Faculties	500,000
2.	Heads of Department	300,000
3.	Administrative units – non-teaching	500,000

#### 4.25 Staff Tribunal

Section 56(1) (a) of the Universities and Other Tertiary Institutions Act 2001 (as amended) provides that there shall be a University Staff Tribunal.

**Rates (Night Allowance)** for both Chairperson and Members UGX.300,000

#### **Rates (Sitting Allowance)**

- a) Chairperson UGX. 350,000
- b) Member UGX. 280,000
- c) Chairperson Retainer of UGX. 1,900,000 per month

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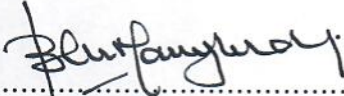


**Payment of Guide for Council members with Disabilities**

Section 3.6 of the Council Charter provides for assistance to Persons with Disabilities and in particular Section 3.6 (c) requires that a person assisting a Member of Council with disabilities during Council or Committee proceedings

**Rates**

- a) Sitting Allowance UGX.100,000
- b) Per diem UGX. 90,000

**Approved by:**

Eng. Dr. Ben Manyindo

**CHAIRPERSON, UNIVERSITY COUNCIL**

20- OCT- 2023

Date