



Office of the Vice Chancellor

Department of Public Affairs

Corner of Notwane  
and Mobuto Road  
Gaborone, Botswana

Pvt Bag 0022  
Gaborone  
Botswana

Tel : (267) 355 2284  
Fax : (267) 391 2420  
Email Directorpa@ub.ac.bw

## MEMORANDUM

**Reference:** UB/1/57/3  
**To:** UB Community  
**From:** Acting Director, Public Affairs  
**Date:** 27 April 2023  
**Subject:** UNIONS REJECT 8% SALARY ADJUSTMENT

The University of Botswana Academic and Senior Staff Union (UBASSU) and the University of Botswana Staff Union (UBSU) have rejected an eight percent inflationary adjustment proposed by UB Management after it was tabled for discussion. Subsequently, the two unions yesterday (April 26, 2023) decided to go back on an indefinite strike.

The negotiation reached a stalemate after the University Management presented the Unions with projections that the proposed 10% increase by the unions would result in the wage bill taking up 90 percent of the overall budget of the University. The UB Management advised the unions that the proposed 10% increase would not be sustainable. Best practices for higher education is such that the threshold for a University's wage bill should be at 65% of the total budget. In the event that the wage bill exceeds this threshold, the University will eventually collapse.

On the issue of salary deductions, as per the agreed strike rules "No work no pay and No pay no work", only nine Academic Staff were affected. Therefore, all other academic staff should cover teaching materials for this semester. The affected nine are Union leadership members whose participation was duly recorded.

However, the UB management is still hopeful that the negotiations will continue and both parties will reach an amicable solution to safeguard the interests of the institution as well as to avoid disrupting the learning process of the students. The disruption of classes will inevitably have adverse effects on students especially completing students.

Management wishes to appeal to the striking Unions to reconsider their position and return to the negotiating table for the interest of UB students and the nation at large.

Meanwhile, the University of Botswana Joint Negotiating Committee comprising representatives of Management and the National Amalgamated Local, Central Government and Parastatal Workers Union on the 25<sup>th</sup> April 2023 reached a joint agreement to implement a staggered percentage salary adjustment for their members.

Thank you

Una Busang  
Acting Director, Public Affairs

