

1. **PROFESSOR - GRADE A (CLINICAL)**

A. FIXED ALLOWANCES

1. Special Grade Allowance

RM2000.00 per month

2. Housing Allowance

A housing allowance of RM2000.00 per month will be paid unless staff occupies University quarters.

3. Entertainment Allowance

RM3300.00 per month

B. OTHER ALLOWANCES

1. Maid Allowance

RM500.00 per month

2. House Maintenance Subsidy

A house maintenance subsidy of RM2000.00 per year will be paid (unless staff occupies University quarters)

3. Special Incentive Allowance

Professors in the field of Engineering, Accounting, Dentistry, Medicine, Architecture and Quantity Surveying are eligible for a monthly special incentive allowance based on the following formula:

50% of the special grade allowance

4. Specialist Incentive Allowance
(for the Faculty of Medicine/Dentistry)

Public Health Officer's Incentive Allowance
(for the Faculty of Medicine/Dentistry)

Incentive Allowance (Honorarium)
(for the Faculty of Medicine/Dentistry)

A Professor who possesses a basic MBBS/BDS or equivalent is entitled a Specialist Incentive Allowance or Public Health Officer's Incentive Allowance or an Incentive Allowance (Honorarium) as shown below:

(1) Specialist Incentive Allowance

A Professor who possesses a recognized specialist qualification and is designated as a clinical specialist and working in a clinical department and is assigned patient care responsibilities may be eligible to be considered for a Specialist Incentive Payment. Please be informed that the staff member will not be eligible for this payment if his qualification is not recognized by the University as a specialist qualification. The Specialist Incentive Allowance can only be paid if the staff member's qualification is recognized and he has fulfilled all other requirements for payment.

(2)Public Health Officer's Incentive Allowance

(for the Department of Social & Preventive Medicine, Faculty of Medicine and the Department of Community Dentistry, Faculty of Dentistry)

A Professor who possesses a Diploma in Public Health (DPH) or a Master in Public Health (MPH) or a recognized equivalent qualification is entitled for a Public Health Officer's Incentive Allowance of RM1920.00 per month.

(3)Incentive Allowance (Honorarium)

A Professor who possesses a basic MBBS/BDS and a post-graduate degree (Master or PhD or specialist qualification) in the relevant field and working in a non-clinical department may be eligible to be considered for an Incentive Allowance (Honorarium). The rate of payment is as follows:

- (a) A staff member who possesses a basic MBBS/BDS and a Master' degree shall be paid RM960.00 per month;
- (b) A staff member who possesses a basic MBBS/BDS and a PhD or specialist qualification shall be paid RM1920.00 per month.

The University reserves the right to amend/change the above allowances/payment and the rates of payment from time to time.