

INCENTIVE

1. INCENTIVE TO STAFF FOR FURTHER STUDIES
2. RECREATION AND SPORTS CLUB MEMBERSHIP
3. PROFESSIONAL REGISTRATION FEE
4. SPECIALIST INCENTIVE PAYMENT

INCENTIVE TO STAFF FOR FURTHER STUDIES

1. This incentive is given to permanent staff who have succeeded in obtaining a higher academic qualification as a result of their own effort.
2. This incentive is an appreciation of the sincere effort the staff has put in to upgrade their own academic achievement.
3. The rate of incentive given is according to the qualification obtained:

Qualification	Rate of Incentive (RM)
Diploma	1,000.00
Bachelor degree	2,000.00
Master degree	3,000.00
PhD degree	
• Less 3 years	10,000.00
• 3 – 4 years	7,000.00
• More than 4 years	5,000.00

4. Requirements:

- (1) This incentive is given to permanent staff that has been confirmed in service.
- (2) Staff has achieved annual appraisal as required by the University.
- (3) Staff has satisfied attendance record.
- (4) The Human Resource Department has given the permission for the staff to further study.
- (5) The qualification is obtained on a personal basis while in the service of the University of Malaya and through their own effort (not during a training scheme, study leave with full/partial pay or approved no pay leave without any financial help from the University).
- (6) Staff who fails to obtain their PhD or equivalent or higher qualification while under the Study Leave or SLAB scheme but re-register on a part-time status and succeed in obtaining their qualification is not qualified to receive the above incentive.
- (7) The said qualification is recognized by the Public Services Department.
- (8) Staff will only receive the incentive once throughout their service in the University of Malaya.

RECREATION AND SPORTS CLUB MEMBERSHIP

1. The University provides facilities in the form of financial contribution for Management & Professional Group staff to pay membership fees to become members of Recreation and Sports Clubs for the purpose of increasing staff interaction with colleagues in the private sector.
2. This facility is given subject to the following conditions:
 - (1) The duties of the Management & Professional Group Officer require interaction with colleagues in the private sector.
 - (2) Membership is subjected to the list of recreation clubs approved by the Government.
 - (3) The subsidized payment/actual entrance fee is subject to a maximum of RM4000 (effective from 1st October 2007). Any excess payment is borne by the staff.
 - (4) Husband and wife serving in the University of Malaya qualify to enjoy this facility and are allowed to claim separately.
 - (5) Claims must be accompanied by original receipts.
 - (6) This facility is given once only throughout the staff's service in the Government.

PROFESSIONAL REGISTRATION FEE

The University reimburses staff for membership in professional bodies. Reimbursement is subject to the following criteria:

1. The necessity to register with a professional body for his/her profession.
2. Registration as a member of a professional body is a requirement which staff need to comply to enable him/her to carry out his/her duties when serving the University.
3. Registration is only with recognized professional bodies (within and outside the country).
4. Claim for registration with one body only, within or outside the country.
5. Reimbursement is allowed for registration and membership fees only and not for items such as library membership fee, annual or monthly bulletin subscription and the like.
6. Staff are required to make a *pro rate* reimbursement to the University should he/she resign from the University.
7. Staff are required to submit a copy of the professional registration certificate to the Human Resources Division for record purposes.
8. Claim for registration fee can be made for the current year only.

SPECIALIST INCENTIVE PAYMENT

1. All medical/dental academic staff are required to register themselves with the Malaysian Medical Council (MMC)/General Dental Council (GDC) before they assume clinical duties with the Universiti Malaya Medical Centre/Dental Centre.
2. All medical academic staff are required to purchase 'Medical Defence' insurance for themselves.
3. (a) In the case of a new appointee to a clinical department, the appointee who possesses MBBS/MBChB/BDS or an equivalent and with a recognized specialist qualification and is assigned patient-care responsibilities may be eligible to be considered for designation as a clinical specialist provided he is assessed after 6 months' or 18 months' service (depending on his specialist qualification as shown below):
 - (i) Holder of a Master degree such as MMed, MS from local universities or a specialist qualification such as FRACP/FRACS/FRCS Ed(Ortho) or other equivalent specialist qualification may be designated as a clinical specialist provided he is assessed after 6 months.
 - (ii) Holder of a specialist qualification such as MRCP/MRCOG/FRCS or an equivalent from 1 January 1994 may be designated as a clinical specialist provided he is assessed after 18 months.

(b) A clinical staff with a recognized specialist qualification and has been designated as a clinical specialist shall be eligible to be considered for a non-pension able specialist incentive payment in accordance with the rate applicable to him as long as he remains designated as a clinical specialist. The schedule for specialist incentive payment is as follows:

GRADE (U, UD, DU, DUG)	SPECIALIST INCENTIVE PAYMENT (PER MONTH)
C and above	3,100.00
53 & 54	2,800.00
51 & 52	2,500.00
47 & 48	2,200.00
45	2,000.00
43 & 44	1,900.00
41	1,600.00

(effective from 1st January 2009)