

## **1. PROFESSOR - GRADE A (*NON 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 may be 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 for a Specialist Incentive Payment 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 may be eligible 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 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's 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.