

**1. MANAGEMENT & PROFESSIONAL GROUP (ACADEMIC/NON ACADEMIC)
GRADE 41 - 54**

A. FIXED ALLOWANCES

- 1. Housing Allowance**
- 2. Cost of Living Allowance (COLA)**

A Housing Allowance and Cost of Living Allowance (COLA) at the following rate will be paid unless staff occupies University Quarters:

Salary Grade	Rate Per Month	
	Rent Subsidy	COLA*
53 and 54	RM900.00	RM300.00 or RM200.00 (Nilam Puri, Kelantan)
45 to 52	RM700.00	
43 and 44	RM400.00	
41	RM250.00	

* For staff who occupies University quarters eligible at a monthly rate of 50% of the quantum.

3. Entertainment Allowance

Salary Grade	Rate Per Month
53 and 54	RM800.00
51 and 52	RM600.00
45 to 50	RM550.00
43 and 44	RM400.00

4. Public Service Allowance

Salary Grade	Rate Per Month
41 to 45	RM300.00

B. OTHER ALLOWANCES

1. Critical Service Incentive Allowance

The following staff who fall in the critical service group (except staff in the Higher Management Group) may be eligible for a Critical Service Incentive Allowance:

University Lecturers (in the fields of Medicine): RM500.00 per month

University Lecturers (in the field of Dentistry, Pharmacy, Law, Engineering, Architecture, Quantity Surveying and Nursing): at a monthly rate of 5% of the basic salary:

The staff member must meet the following requirements to qualify for this allowance:

- possess a Master's degree or a PhD in the required field;
- is appointed as a permanent/temporary or contract staff in the critical service group; and
- by virtue of his qualifications, is carrying out the duties and functions assigned for this purpose.

2. Specialist Incentive Payment

(for Lecturers/Associate Professors in the Faculty of Medicine)

A Lecturer/Associate Professor who possess 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 Payment can only be paid if the staff member's qualification is recognized and he has fulfilled all other requirements for payment.

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