

The Management of the University considered the period within newly employed female pregnant staff are expected to accept the offer of employment given to them as well as take into consideration the fact that all offers of appointment are subject to the production of evidence of good health and such staff are expected to obtain a medical certificate of fitness from the Director of Medical Services.

In carrying out these laboratory tests, pregnant women cannot undergo the mandatory screening exercises due to their peculiar conditions and as a result the three (3) months duration given to other staff may not be applicable to them.

In recent times, there has been series of requests from newly recruited female staff or maternity leave within three (3) to five (5) months of assumption of duties. It is pertinent to note that the Public Service Rules and the University Conditions of Service made no provision for situations like this. It is therefore apparent tha

be paid for that period only while the remaining days will be without