



# MUAST

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MARONDERA UNIVERSITY  
OF AGRICULTURAL SCIENCES AND TECHNOLOGY

## **HOUSING POLICY**

**POLICY NO. HP/06/24**



# MUA

**MARONDERA UNIVERSITY**  
OF AGRICULTURAL SCIENCES AND TECHNOLOGY

SEN17/08/24

<b>TITLE</b>	<b>HOUSING POLICY</b>
<b>POLICY NUMBER</b>	
<b>COMPILED BY</b>	<b>HOUSING AND OFFICE ALLOCATION COMMITTEE</b>
<b>EFFECTIVE DATE</b>	
<b>REVIEW YEAR</b>	
<b>APPROVED BY</b>	



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## 1. **PREAMBLE**

Marondera University of Agricultural Sciences and Technology (MUASt) is a modern and unique institution of higher learning established through an Act of Parliament [Chapter 25:29]. The University is driven by the vision “to be a leading global centre of excellence in the provision of technology driven sustainable green agricultural solutions”. Underpinned by its unique CORE VALUES: Excellence, Diversity, Innovation, Ethics, Ubuntu and Integrity. The University aims at producing globally acceptable and competent graduates grounded in agricultural, entrepreneurial and technological skills through excellence in teaching, research and extension services, innovation and industrialization.

This document describes the general policy of Marondera University of Agricultural Sciences and Technology (MUASt) regarding housing. The institution does not have the capacity to provide accommodation for its entire staff. Albeit, with the limited accommodation facilities available, the University has an obligation to, first and foremost, provide accommodation to staff stationed at the Agro-Industrial Park (Dozmary) Campus. Secondly, the University has an obligation to provide accommodation to staff whose contracts of employment require them to reside in University accommodation.

## 2. **SCOPE**

The provision of housing is critical to the achievement of the university’s long term goals. This Housing Policy provides guidelines for the provision and management of staff accommodation to eligible staff members of Marondera University of Agricultural Sciences and Technology (MUASt).

## 3. **DEFINITION OF TERMS**

### 3.1 Institutional accommodation:

This refers to all types of residential accommodation including houses or apartments owned by the University both on and off campus, and those houses for which the University has lease arrangements with private owners.

### 3.2 University staff:

This refers to persons working at MUASt on a permanent basis.

## 4. **GUIDING PRINCIPLES**

The University shall:

4.1 Be guided by the values of fairness and equity.

4.2 Seek to provide appropriate accommodation to eligible staff.

4.3 Ensure that the provision of housing is conducted in a professional, timely and responsive manner, and in compliance with prevailing Labour Laws and housing laws.

4.4 Ensure that housing provision is cost effective.



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## **5. ELIGIBILITY**

- 5.1 Institutional accommodation shall be provided to those University staff members whose contracts of employment have this provision.
- 5.2 The following officers may be entitled to institutional accommodation if it is available:
  - 5.2.1 Senior Management in Grades 1, 2, 3 and 3A who contractually should be given accommodation;
  - 5.2.2 The University shall pay full or part rentals for such members if University-owned accommodation on or off campus is inadequate.
  - 5.2.3 Effort shall be made to secure such rented accommodation in decent residential areas in both the low and medium density areas of the town.
  - 5.2.4 The University shall, through the Housing and Office Allocation Committee, set the upper limit of such rentals subsidy from time to time.
- 5.3 Members of staff who offer essential services at the discretion of the Vice Chancellor.
  - 5.3.1 Such members may include, but are not limited to Wardens, Senior Nursing Sister, Dean of Students, Driver, Electrician and Chief Security Officer.

## **6. ELIGIBLE MEMBERS WHO HAVE OWN ACCOMMODATION IN MARONDERA**

- 6.1 The University encourages members who are eligible for institutional accommodation to acquire own accommodation.

## **7. TEMPORARY HOLDING PLACE**

- 7.1 The University may allocate newly appointed members who are eligible for temporary accommodation as a mere holding place until such a time that they are allocated appropriate institutional accommodation. A member of staff is expected to stay at the temporary holding place for a period not exceeding 3 months.

7.2 If a member of staff who is eligible for University accommodation declines an offer of house deemed to be decent by the University and elects to continue staying in the temporary holding place, such member may be allowed to continue staying in such temporary accommodation on a cost recovery basis notwithstanding clause 7.1.

## **8. SERVICE CHARGES AND STATUTORY DEDUCTIONS**

- 8.1 Unless otherwise specified, a member staying in institutional accommodation will be required to pay service charges for electricity, water, refuse collection, internet or any other charges used by him/her including top-up rental where necessary.

## **9. CARE OF INSTITUTIONAL ACCOMMODATION ALLOCATED TO A MEMBER**

- 9.1 It shall be the duty of the member staying in institutional accommodation, including rented accommodation, to exercise high standards of hygiene and maintain the general internal and external ambience of the property and the grounds, commensurate with the high esteem with which members of the knowledge society such as University staff are treated.



9.2 Repairs on University accommodation will be supervised by the Works and Estates Department.

9.3 The Registrar's office shall make routine compliance checks on all University houses including those that the institution is renting.

9.4 No structural changes to the house, including its fittings, may be carried out without the written consent of the Registrar and/or the lessor of the property.

## **10. NOTICE TO VACATE INSTITUTIONAL ACCOMMODATION**

10.1 A member staying in institutional accommodation shall be given three (3) months' notice to vacate such accommodation when circumstances require such notice to be given, except in cases of dismissal and other disciplinary outcomes.

10.2 Failure to comply with the policy is an act of misconduct which is subject to disciplinary action.

10.3 The Registrar may withdraw the housing benefit from a member who fails to comply with the provisions of the Housing Policy.

## **11. MANAGEMENT OF THE HOUSING POLICY**

11.1 The Registrar's office shall oversee the implementation of the Housing Policy.

11.2 The Central Services Unit shall be directly responsible for securing houses to lease and administering the leases.

11.3 The Central Services Unit shall check houses for suitability for staff occupation and allocate rented accommodation.

11.4 Individual tastes can only be accommodated within the limitations of what the market offers.

## **12. INTERPRETATION**

The interpretation of this Housing Policy rests in the Office of the Registrar.

## **13. EFFECTIVE DATE**

The policy shall take effect after the Senate's approval.

## **14. REVIEW OF POLICY**

This policy shall be reviewed after four years.



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**APPROVED**

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Chairperson of VC EXCO

Date: .....18/06/2024.

**APPROVED**

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Chairperson of Senate

Date: .....24/06/2024