



All correspondences to be addressed to the Executive Director  
**Immediate Release**

**23<sup>rd</sup> November, 2023**

## **PRESS STATEMENT ON THE RECENT 10% SALARY ADJUSTEMENT FOR THE CIVIL SERVANTS**

### **1.0. Introduction**

The National Organisation of Nurses and Midwives of Malawi (NONM) is an independent, non-partisan, professional organization and trade union representing nurses and midwives in Malawi. NONM appreciates the perceived efforts by government in cushioning civil servants to the devastating 44% devaluation of the Malawi Kwacha. However, NONM, as a mouthpiece of nurses and midwives, bemoans the government's decision to call the 10% as a cushioning measure. The 10% salary increment is by far too little and an utter mockery to the civil servants and nurses and midwives in particular. NONM is at much pains with this decision by the government as it comes in the wake of a significant 44% currency devaluation which understandably, through the speech of the State President was meant to align our currency in the quest for economic stability. In this statement, NONM would like to position itself as we bargain for the welfare and affairs of civil servants in general, and nurses and midwives in particular.

### **2.0. Issues at hand**

As an organisation, we are cognisant of the austerity measures announced by the State President whose implementation may be a story of another day and time. Nonetheless, the 10% salary adjustment is not only unjust but also exacerbates the financial hardships already faced by the hardworking nurses and midwives whose salaries are barely enough for survival. Undeniably, the recent abrupt devaluation in the name of fixing broken bones has led to a massive skyrocketing of cost of living, affecting the purchasing power of individuals and families across Malawi. The minimal salary adjustment fails to address the economic challenges imposed by such a drastic devaluation and is grossly insufficient to meet the rising costs of essential goods and services including cost of transportation which has almost doubled. This has negatively affected nurses and midwives who form the backbone of the human resources for health, and unfortunately, the majority stay miles and miles away from the hospital premises. (due to the lack of institutional houses) This has resulted in nurses and midwives reporting late for duties while completely worn out from walking and connecting

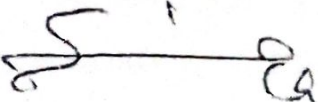
from their respective homes to the workplace. This has a direct impact on service provision to Malawians that are waiting for this same poor nurse to give them service. This is a recipe for disaster and It is imperative that the government takes immediate and urgent action to reassess and rectify this unjust decision.

### 3.0.A call to action


To the foregoing, NONM is calling upon government and all employers where nurses and midwives are working to implement the following actions as soon as possible.

- 3.1. Revision of salary to a more reasonable rate; NONM will soon be joining likeminded and equally concerned unions and stakeholders in demanding that the current salary adjustment of 10% be revised by a **minimum of 44%** in line with the recent currency devaluation and the subsequent sharp price adjustments in essential goods and services such as; water and electricity tariffs in the country.
- 3.2. Government should immediately review and revise downwards the current Pay-As You-Earn (P.A.Y.E) tax to beef up on the income for the citizens including nurses and midwives.
- 3.3. The government and all employers should immediately provide means of transportation i.e. buses/coasters from focal pick up points as agreed by both parties (government/employers and nurses and midwives) to cushion nurses and midwives as we pass through these scorching economic times. NONM hopes that all healthcare workers will benefit from this call, and therefore, an action afterwards will involve the entire health workforce.

NONM believes that our government and all employers will prioritise the well-being of its citizens and nurses and midwives who are risking their own lives walking to-from hospitals across the country to serve the nation. Finally, NONM remains committed to advocating for the rights and welfare of all the nurses and midwives. We will further continue to observe and monitor the developments closely in response to the pertinent issues raised in this letter by government and key line ministries. We shall be considering to take an action by **15<sup>th</sup> December, 2023** should the issues presented herein be given no attention.

  
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**NONM PRESIDENT**



  
Peter Mvuma  
**NONM EXECUTIVE DIRECTOR**