

BOLGATANGA TECHNICAL UNIVERSITY



PRIVATE SECTOR POLICY 2021

TABLE OF CONTENT

1.0 Introduction	3
1.1 Policy objective of BTU	4
2.0 Governance policy	5
3.0 The culture of BTU towards PS	6
4.0 Recruitment and training of staff	8
4.1 Recruitment method for research staff	8
5.0 Compensation for staff and general staff	9
5.1 Reward for staff	9
5.1.1 Project vehicle	9
5.1.2 Flexibility of schedules for staff	9
5.1.3 Intellectual property	10
5.1.4 Promotion	10

1.0 Introduction

The Bolgatanga Technical University (BTU) is to provide hands-on training for students. The University therefore seeks to collaborate with the Private Sector (PS) to create synergy towards this end.

1.1 Objectives of the Policy

The Policy objectives are to:

- i. build the technical capacity of both the University and PS Institutions' staff to provide technological and innovative solutions to industry;
- ii. make available the appropriate infrastructure and networks for students to develop and diffuse PS-oriented solutions to industry;
- iii. motivate technical staff with incentives in the development and diffusion of PS innovative solutions; and
- iv. provide the PS with training to adopt and learn innovative solutions developed by the University.

In order for the University to achieve the objectives above, the policy document is designed mainly on four (4) sections which are:

- i. policy Governance
- ii. the culture of BTU towards PS
- iii. compensation and General Welfare
- iv. training of staff

2.0 Implementation of the Policy

The operations of this policy will be effective if the University identifies the technological, research and service needs of the PS and develop solutions for them.

To do this, the University needs to:

- a. prioritise research activities towards PS needs and develop appropriate technologies for them.
- b. identify potential PS partners and initiate dialogue on PS requirements for skills, technological innovations, and Technical and Vocational Education and Training (TVET) programmes.
- c. identify problems within industry for research solutions within the PS.
- d. engage the appropriate sector ministries and other TVET agencies on reward systems for achieving targets of strategic importance to government and National Development.
- e. link-up with COTVET, GTEC, NABPTEX and relevant ministries for special windows for creative initiatives in the new PS oriented system.
- f. ensure that laboratories and workshops are adequately equipped to help staff deliver appropriate solutions to the PS.
- g. direct all Applied Science and Engineering School/Faculties to focus on staff research that has direct potentials to solve PS problems or improve upon existing situations.
- h. identify skilled/professional staff to handle PS requested projects at agreed packaged rewards (fees, incentives, awards, sponsorships), on professional basis.
- i. talk to PS firms for production and profit sharing of new technologies and solutions.

3.0 The Culture of the University towards PS

The Culture Orientation of the University towards PS Research and Engagement is such that the University should develop a positive culture towards PS research for its core staff by:

- a. ensuring that departments and research staff develop reports for PS needs for technology products and services.
- b. ensuring staff of the University develop products and services based on the needs assessment of the PS every year.
- c. ensuring that there are workshops and seminars for all staff every year educating them on PS operations.
- d. ensuring that the University establishes and operates a PS-oriented project centre.
- e. developing and running programmes that are PS focused.
- f. involving the PS stakeholders in new programme development so that the curricula meets the needs of the PS.
- g. supporting Schools/Departments to facilitate the development of strategic partnerships with the PS.
- h. empowering the Directorate of Research, Innovation and Development with the requisite resources to support research into PS needs.
- i. improving on the intellectual capacity units within the departments to carry out technology research and development, and diffuse same to the PS.
- j. establishing a PS research grant for staff to research into PS technology needs.
- k. ensuring that the university makes **budgetary allocation for PS-oriented research**, hence ensure staff bring in proposals that are geared towards PS needs assessment.
- l. providing support in terms of resources for the production units within the University to increase their capacity to generate funds.

- m. supporting to strengthen and expand the provision of business development services for PS firms.
- n. providing support in terms of expert training to raise the absorptive capacity of PS firms, particularly the indigenous micro, small and medium sized enterprises.
- o. empowering the marketing unit of the University to promote and market technologies and innovative products and services to the PS.
- p. instituting an adequate and appropriate legal framework of Intellectual Property Rights to support and protect the interests of staff in Science, Technology and Innovation development.

4.0 Training of Staff

In order for the University to increase the number of teaching and technical staff with improved entrepreneurial quality and managerial skills, there is the need to:

- a. invest in staff training on PS and entrepreneurial skills.
- b. empower all existing departments and directorates directly involved in entrepreneurship and management training programmes that are in line with PS needs.
- c. support staff of PS with requisite training to enhance their entrepreneurial skills for productivity
- d. provide incentives for staff by way of promotion for PS demand driven research, technology and innovation.

4.1 Recruitment Method for Research Staff

In order to increase the human resource of the various departments within the PS research, technology and innovation, the University should ensure that the Research, Innovation and Development Directorate:

- a. makes request for requisite staff through the appropriate recruitment channels.
- b. offers appropriate and regular training programmes for staff.
- c. develops performance management system to align employees' skills and expertise.

5.0 Compensation for Project and General Staff

In order to offer incentive packages and grant support to any staff who develops PS research and technology, as well as engagement with the PS, the University management in collaboration with the Research, Innovation and Development Directorate should:

- i. assist in identifying the PS industries and their needs, as well as funding opportunities for dissemination to potential researchers.
- ii. bring in consultants from time to time to assist staff through proposal writing, data analysis and budget preparation among others.
- iii. ensure that all proposals are reviewed to conform with the University's policies and the sponsors' requirements before submission.
- iv. prepare proposals/expression of interest to be submitted within the required period.
- v. ensure that there is a separate project account established for research work only.

5.1 Rewards for staff

The University Shall provide appropriate rewards to any staff who wins a research grant for the institution.

- In the event that a staff wins a project, the sharing of the proceeds shall be done in accordance with the Efforts and Compensation Policy.

5.1.1 Project Vehicle

At the end of any project executed, if a vehicle was part of the grant, that vehicle shall be handed over to the University with priority use by the lead researcher/grant winner.

5.1.2 Flexibility of Schedules for research staff

The University must ensure that researchers projects on PS research are given flexible schedules for data collection and report writing.

5.1.3 Intellectual Property

All issues on intellectual property shall be in accordance with the provisions in the Intellectual Property Policy.

5.1.4 Promotion

Issues on promotion of winners of projects on PS shall be in line with the Appointments and Promotions Policy.

5.1.5 Budgeting and Implementation

The Pro Vice Chancellor shall be responsible for budgeting private sector engagement and the implementation of this policy.