



MEMORANDUM OF AGREEMENT FOR 2020 WAGE NEGOTIATIONS

between

**UNIVERSITY OF CAPE TOWN
(UCT)**

and

**NATIONAL EDUCATION HEALTH & ALLIED WORKERS
UNION (NEHAWU)**

UNIVERSITY & ALLIED WORKERS UNION (UAWU)

**SOUTH AFRICAN LIBERATING PUBLIC SERVICE WORKERS
UNION (SALIPSWU)**

**DEMOCRATISED TRANSPORT LOGISTICS & ALLIED
WORKERS UNION (DETAWU)**

UCT EMPLOYEES UNION (EU)

Handwritten signature in black ink.

Handwritten signature in black ink.

E.M
T.H.T

B.B.
MS

M.P
A.M
Bm
Handwritten signatures and initials in black ink.

1. **SCOPE**

This agreement applies to all employees within pay classes 2 to 6. The period of the agreement is 1 January 2020 to 31 December 2021.

2. **TERMS AGREED**

2.1 **Pay increases**

The parties agreed on a multi- year agreement (Two) as follows:

The cost of employment will be increased in each payclass as follows:

2.1.1 Year 1 (one): Increases will be effective from 1 January 2020. The backdated amount for January and February will be effected in a separate payrun, payable by no later than 1 March 2020.

Payclass	UCT Standard Package 2019	2020 Increase	UCT Standard Package for 2020
Payclass 2	148 191	7,2%	158 861
Payclass 3	175 600	6,5%	187 014
Payclass 4	196 298	6,5%	209 058
Payclass 5	210 250	6,5%	223 917
Payclass 6	239 748	6,5%	255 332

2.1.2 Year two (For 2021):

Western Cape CPI (as at June of 2020) +1%

2.1.3 The parties agreed that all 2020 increases and performance award payments will only be made to eligible staff in service at time of signing the agreement with the only exception being staff who have retired from the University who qualify for performance awards.

3. **INCREASE ON STAFF EDUCATION BURSARY SCHEME**

The parties agreed that the staff education bursary scheme will be increased from R10 000 @75% to R18 000 @ 100%. This will be applied in line with the Staff Education Bursary Scheme policy.

Handwritten signatures and initials:
A.M. T.H.T. E.M. M.P. B.B. A.N. MB
Y.S. M.S. X.P. 2

4. **POLICY REVIEW (RRR, TEMPORARY EMPLOYMENT, GRADING AND DEVELOPMENT DIALOGUE POLICY)**

The parties agreed that all policy issues will be deferred to the Consultative Forum for consultation.

5. **TRANSPORT TO RUN CONSISTENTLY ON WEEKEND AND WHEN STUDENTS ARE AWAY**

Transport is operating on the normal working days (Monday-Sunday) for staff during student holidays and the department responsible for transport prepares a timetable for school holidays which is aligned to employees working/operating hours.

6. **STUDY REBATE TO INCLUDE 100% TUITION, ACCOMMODATION AND PRESCRIBED BOOKS AND INCREASE ON STUDY LEAVE**

As approved by Council on 7 December 2019, staff now qualify for 100% tuition for studies at UCT and 90% tuition for dependants studying at UCT. The parties agreed that fees, accommodation and prescribed books is covered by NSFAS for PC 2 – 6 on condition that NSFAS means test criteria are met and furthermore UCT is offering more generous leave days.

7. **ADDITIONAL STAFF TO BE APPOINTED IN ALL DEPARTMENTS WHERE SHORTAGES HAVE BEEN IDENTIFIED (CATERING, CLEANING, GROUNDS AND GARDENS, PROPERTY AND SERVICES AND TRANSPORT AS RESULTS OF GENERAL SHORTAGE, RETRENCHMENT AND RESIGNATION)**

The parties agreed that this demand will be deferred to the Coalition consultative forum for consultation.

T.H.T
Y. J. J.
MS
E.M
XP
M.P.
B.B.
A.M
MB
Bm

8. MATERNITY LEAVE TO BE INCREASED TO 6 MONTHS AND PATERNITY LEAVE TO BE 1 MONTH

UCT currently is offering four months paid parental leave and five days paid paternity leave with an additional five unpaid paternity leave in line with the requirements of the BCEA Amendments.

9. UCT ENTRY LEVEL TO MOVE FROM PAY CLASS 2 TO PAY CLASS 3 AND SHUTTLE DRIVERS TO BE UPGRADED FROM PAY CLASS 5 TO PAY CLASS 8

The parties agreed that this matter will be referred to a grading process in line with the *Position and Evaluation: A guide to UCT System and Process*. The Coalition will submit a list of members who will be participating in the development of the job profiles by no later than 31 March 2020.

10. MINIMUM PACKAGE TO BE NO LESS THAN 6 MONTHS AND LATER BE MOVED TO THE MAXIMUM PACKAGE

The parties agreed that this demand is currently regulated by clause 2.17 of the 2018/19 substantive agreement.

11. PERIOD BETWEEN CHRISTMAS AND NEW YEAR IF THE UNIVERSITY CLOSES

The parties agreed that the December closure will be regulated by Council resolution dated 7 December 2019. This matter is still subject to consideration and finalisation by Council, and the outcome will be communicated with labour.

12. GENERAL

Settlement and disputes


12.1 This agreement resolves all matters concerning the conditions of service of staff as contained in this agreement.

12.2 All other conditions remain unchanged.

12.3 Any dispute concerning the interpretation, application or implementation of this agreement will be resolved as follows:

12.3.1 As a first step, the issue will be raised as soon as possible with the relevant parties to attempt to resolve it by agreement;

12.3.2 If there is no agreement within 10 days of the issue arising, the parties will attempt mediation with an external mediator;

Handwritten signatures and initials at the bottom of the page, including 'J.H.T.Y.M', 'E.M', 'MS', 'X.P.', 'BB', 'M.P', 'A.N', and 'MB'.

12.3.3 If the matter is not resolved through mediation, the issue will be referred to arbitration under the provisions of the LRA.

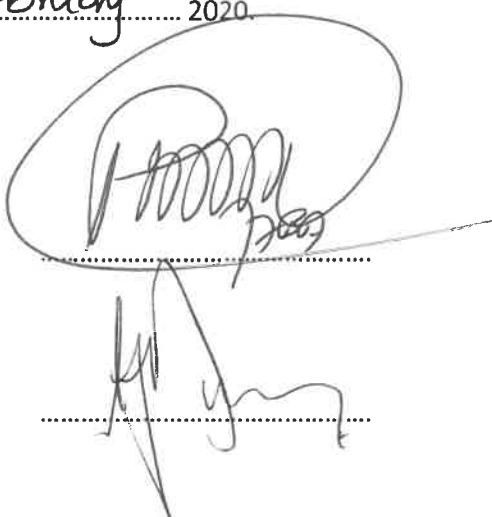
12.4 Commitment to the relationship

12.4.1 The parties restate the commitment of all parties to the recognition agreements that they have concluded, including that bargaining over remuneration and benefits and other conditions of service will take place only during the cycle agreed in the recognition agreements.

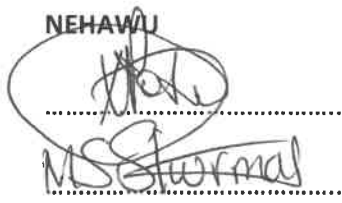
Signed at **RONDEBOSCH** this 6 day of February 2020.

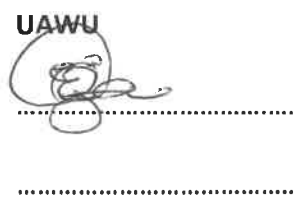
ON BEHALF OF THE UNIVERSITY OF CAPE TOWN

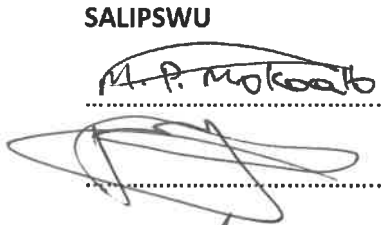

.....
.....

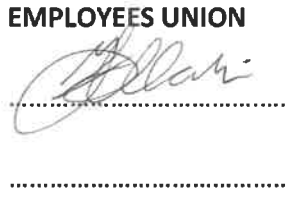

.....
.....

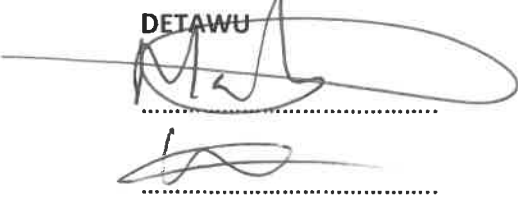
ON BEHALF OF THE COALITION


NEHAWU

.....
MS Stormal
.....


UAWU

.....
.....

SALIPSWU

.....
.....

EMPLOYEES UNION

.....
.....

DETAWU

.....
.....

B.B. A.A.M
E.m m.P Bm
X.P
M.S

5

 J.H.T Y.S.V