



## MEMORANDUM OF AGREEMENT FOR 2022

between

**UNIVERSITY OF CAPE TOWN  
(UCT)**

and

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

**UNIVERSITY & ALLIED WORKERS UNION (UAWU)**

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

**DEMOCRATIC TRANSPORT & ALLIED WORKERS UNION  
(DETAWU)**

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1. **SCOPE**

This agreement applies to all employees within pay classes 2 to 6 only. The period of the agreement is 1 January 2022 to 31 December 2022.

2. **TERMS AGREED**

2.1 **Pay increases**

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

Payclass	UCT Standard Package 2021	2022 Increase	UCT Standard Package for 2022	Once-off Lump Sum Payment February 2022
Payclass 2	164 898	5,2%	173 473	2 100
Payclass 3	194 121	5,2%	204 216	2 100
Payclass 4	217 003	5,2%	228 288	2 100
Payclass 5	232 426	5,2%	244 513	2 100
Payclass 6	265 035	5,2%	278 817	2 100

2.1.2 The increase of 5.2% will be effected in February 2022, backdated to 1 January 2022.

2.1.3 A once-off Ex Gratia lump sum payment for Lower Pay Classes which will be paid in the February 2022 payroll and not be extended outside of the Coalition of Unions.

2.1.4 The parties agree that all 2022 increases and performance award payments will only be made to staff in service as at 28 February 2022 with the only exception being staff who have retired from the University who qualify for performance awards.

3. **GENERAL**

**Settlement and disputes**

3.1 This agreement resolves matters concerning the salary increase and all non-salary matters will be dealt with separately by the week of 8 February 2022.

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

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

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

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

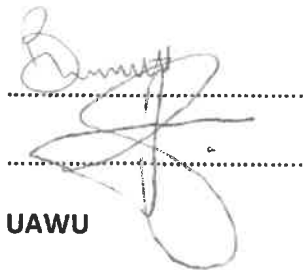
**Commitment to the relationship**

3.3 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.

3.4 The parties agree that grievances will be dealt with in terms of the UCT policies and procedures, taking into account the relevant terms of the recognition agreements and this agreement.

Signed at **RONDEBOSCH AND ELECTRONICALLY** on this 3rd day of February 2022.

**UNIVERSITY OF CAPE TOWN**

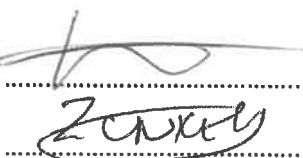


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**UAWU**

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**DETAWU**



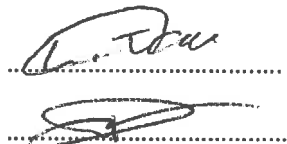
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**NEHAWU**



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