



# MEMORANDUM OF AGREEMENT FOR 2022

between

**UNIVERSITY OF CAPE TOWN**

**(UCT)**

and

**UCT EMPLOYEES' UNION (EU)**

## 1. SCOPE AND DURATION

This agreement applies to all employees within Payclasses 7 to 12. The period of the agreement is, in respect of the pay increases referred to in clause 2.1, the period 1 January 2022 to 31 December 2022.

## 2. TERMS AGREED

### 2.1 Pay increases

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

Payclass	UCT Std Package 2021	Increase for 2022	UCT Std Package 2022
Payclass 7	377 850	5%	396 743
Payclass 8	415 041	5%	435 794
Payclass 9	491 249	5%	515 812
Payclass 10	612 053	5%	642 656
Payclass 11	751 052	5%	788 605
Payclass 12	1 014 250	5%	1 064 963

*Wendy Tainton*

*Andrea Pos.*

*Bm*

Increases will be effected in the January 2022 payrun. In the event of a further adjustment being applied to other staff bodies, the Employees' Union will be aligned accordingly and will not be compromised.

The parties agree that all 2022 increases and performance award payments will only be made to staff in service as at 1 January 2022 with the only exception being deceased staff or staff who have retired from the University who qualify for performance awards.

## **2.3 Non-salary demands**

### **2.3.1 Parking**

Parties agree that there will be no increase to parking fees for the 2022 financial year.

### **2.3.2 The extension of the 2-weeks internal advertisement to address lack of promotion for PASS staff to 2023 pending finalisation of the Succession Planning Policy.**

The parties agree to the extension of the 2-weeks internal advertisement agreement to 31 December 2022 or any earlier date of the implementation of the Integrated Talent Management Framework, whichever comes first. As such all UCT policies and processes will be aligned with this agreement insofar as it relates to the 2 weeks-internal advertisement agreement. The Employees' Union will be consulted on the review and progress of the Integrated Talent Management Framework.

### **2.3.3 Increase in Study leave for Masters and PhD studies**

Management is currently considering the review on the study leave benefit for Masters and PhD studies. The approval for study leave for Masters and PhD studies benefit will be implemented by the end of June 2022. This will also form part of the Integrated Talent Management Framework in support specifically for the development of staff.

### **2.3.4 GSB/UCT staff rebates**

The parties agree that management will investigate the disparity of 75% vs 50% discounts on courses offered by the Graduate School of Business and ensure that there is parity for all UCT staff members by 31 January 2022.

### **2.3.5 Remote connectivity**

The Data Allowance benefit, under the Remote Working Policy, will be reviewed to include a disbursement, *eligible* to staff working remotely which will factor in all related costs for working remotely. This will be concluded by the end of March 2022.



Andrea Plos.

WMM Tainton

Bm

Bm



Andrea Plos.

Signed at **RONDEBOSCH** this 10 day of December 2021.

**UNIVERSITY OF CAPE TOWN**

Name: Barbara Mapara

Signature: 

MMM Tainton 10 December 2021

*MMM Tainton*

**EMPLOYEES' UNION**

Name: G. Samuel Chetty

Signature: 

10 December 2021

Name: Andrea Plos

Signature: 

10 December 2021