



# MEMORANDUM OF AGREEMENT FOR 2021

between

**UNIVERSITY OF CAPE TOWN**

**(UCT)**

and

**UCT EMPLOYEES' UNION (EU)**

## 1. SCOPE AND DURATION

This agreement applies to all employees within pay classes 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 2021 to 31 December 2021.

## 2. TERMS AGREED

### 2.1 Pay increases

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

Payclass	UCT Std Package 2020	Increase for 2021	UCT Std Package 2021
PC07	364 017	3,8%	377 850
PC08	399 846	3,8%	415 041
PC09	473 264	3,8%	491 249
PC10	589 646	3,8%	612 053
PC11	723 556	3,8%	751 052
PC12	977 119	3,8%	1 014 250

*Bm* B.B. TMLW 1  
Andrea Plos

- 2.1.2 Increases will be effected in the May 2021 pay run backdated to 1 January 2021.
- 2.1.3 The parties agree that all 2021 increases and performance award payments will only be made to staff in service as at 1 April 2021 with the only exception being staff who have retired from the University who qualify for performance awards.
- 2.1.4 It is agreed that the non-salary demands for 2021 will be negotiated separately.
- 2.1.5 It is agreed that negotiations for each of the non-salary demands shall be recorded in a separate collective agreement and be dealt with in terms of the conditions agreed upon by the parties complete on or before the 30<sup>th</sup> June 2021.
- 2.1.6 The parties agree that this agreement resolves discussions around the renegotiation of the 2020 substantive agreement insofar as it relates to the implementation of clause 2.1.4 and 2.1.4.1 of the 2020 Memorandum of agreement.

3. **GENERAL**

**Settlement and disputes**

- 3.1 This agreement resolves matters as contained in this agreement for staff for the period of the agreement.
- 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;
- 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.

Bm B.B. TMLW<sup>2</sup>  
Andrea Plos


Signed at **RONDEBOSCH** this 23rd day of April 2021.


**UNIVERSITY OF CAPE TOWN**

**EMPLOYEES' UNION**

Name: Barbara Mapara Bongani Ndaba

Name: Tsebo Litabe Andrea Plos

Signature: 

Signature:  Andrea Plos