# MEMORANDUM OF AGREEMENT FOR 2020

### 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 2020 to 31 December 2020.

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 2019 | Increase for 2020 | UCT std Package 2020 |
|----------|----------------------|-------------------|----------------------|
| PC07 | 342 443 | 6,3% | 364 017 |
| PC08 | 376 148 | 6,3% | 399 846 |
| PC09 | 445 215 | 6,3% | 473 264 |
| PC10 | 554 699 | 6,3% | 589 646 |
| PC11 | 680 673 | 6,3% | 723 556 |
| PC12 | 919 208 | 6,3% | 977 119 |

2.1.2 Increases will be effected in January 2020.

1

**2.1.3** The parties agree that all 2020 increases and performance award payments will only be made to staff as at 1 January 2020 with the only exception being staff who have retired from the University who qualify for performance awards.

**2.1.4** For the following year, and as part of the three-year agreement, the cost of employment will be increased by an amount which in the aggregate, applying a weighted average across payclasses 7 to 12, which is equivalent to –

**2.1.4.1** Western Cape CPI (calculated year on year as at 30 June 2020) plus 1% with effect from January 2021.

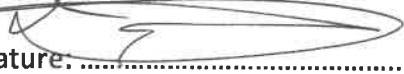**2.1.5** It is agreed that the non-salary demands for 2020 will be negotiated separately.

Signed at **RONDEBOSCH** this .....3RD..... day of ....DECEMBER.......... 2019.

**UNIVERSITY OF CAPE TOWN**

Name: ....Margie Tainton....

Signature: ....Margy Tainton....

Name: ....Nancy Stellaborn....

Signature: ....

**EMPLOYEES' UNION**

Name: ....Andres Ph....

Signature: ....

Name: ....TSEBO LITABE....

Signature: ....

2