



MEMORANDUM OF AGREEMENT FOR 2018

Between

UNIVERSITY OF CAPE TOWN

(UCT)

and

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

UNIVERSITY & ALLIED WORKERS UNION (UAWU)

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

UCT EMPLOYEES UNION (EU)

A collection of handwritten signatures in black ink. The signatures are arranged in two rows. The top row includes a signature on the left, a signature in a circle in the middle, and two signatures on the right, one of which is labeled 'Andreas P...' and 'Mbisca'. The bottom row includes a signature in a circle on the left, a signature in the middle, and a signature on the right labeled 'SPRUEA' and 'MB'.

1. Period of agreement

This agreement will operate, unless otherwise stated, for the period 1 January 2018 to 31 December 2018.

2. Scope of agreement

The agreement will apply to the bargaining unit comprising permanent staff in payclasses 2 - 6.

3. Workplace dignity

The parties jointly commit to a workplace where the dignity of all staff is respected.

4. Increases in the Cost of Employment

The parties have agreed on the following increases in total cost of employment for 2018:

Payclass	2017 Standard Package	2018 Increase agreed	2018 Standard Package
PC02	126 934	7,50%	136 455
PC03	152 234	7,30%	163 348
PC04	172 420	7,00%	184 490
PC05	185 544	6,60%	197 789
PC06	213 374	6,00%	226 177

The increase will be effected in February 2018, backdated to 1 January 2018.

5. Renegotiation of the Pay Policy

The parties have agreed to renegotiate -

- the current pay policy which sets the benchmark for total cost of employment; and
- the total cost of employment pay structure for staff in these payclasses.

6. Shift allowance

The 10% shift allowance will be at the PC5 rate increased by the percentage for PC5 referred to in clause 4.

7. Long service awards

UCT will recognise 5 years' service with a non-monetary certificate award.

Ardean
Bisca
SPKUDA
MS
2

8. Medical aid, housing allowances and 13th cheque

- a. The parties have agreed that in the course of renegotiating the pay policy and dealing with the issues referred to in clause 5, they will identify whether medical aid, housing allowances, and 13th cheque should be included in cost of employment, and whether any additional payments or benefits will be made available to staff.
- b. For 2018 UCT will establish a social assistance unit within its human resources department which will provide support and facilitate staff access to forms of external social assistance or social wage, including housing subsidies or loans, healthcare services, and other services for which staff qualify.
- c. The parties agree that medical aid should be made optional for PC 6. This requires a change in conditions of service approved by Council. 8.c is therefore subject to Council approval at the Council meeting in March 2018.

9. Environment

The parties agree with the principle of respecting the environment.

10. Death benefit

The parties confirm, for clarity, that the following death benefits apply:

- a) UCT pays an ex gratia amount to the family equal to a months' pay
- b) Within one week, a separate group life policy pays one year's salary (deemed pensionable salary) to the beneficiary named by the staff member.
- c) Finally, the group life benefit is paid at a later stage, in an amount equal to 6 x deemed annual pensionable salary

11. Life insurance

The current group life cover can be converted at retirement. UCT agrees to investigate a more affordable alternative life cover to be continued post retirement with a view to conclusion by April 2018.

12. Funeral benefit

The proposed funeral cover funded by the retirement fund contributions has been approved by the UHRC and will be available with effect from 1 April 2018.

Arden R
M Bisco
AB
SPEDLA

13. Deep Cleaning allowance

UCT agrees to pay a R350 "once off" allowance to those employees in residence cleaning who are in fact engaged in deep cleaning duties during December 2017.

14. Performance awards

Management agrees to address the issues around performance exceeds awards 1 and 2 in terms of payclasses 2-6 to ensure that there is fair access to these awards or any similar awards across these payclasses.

15. Staff tuition

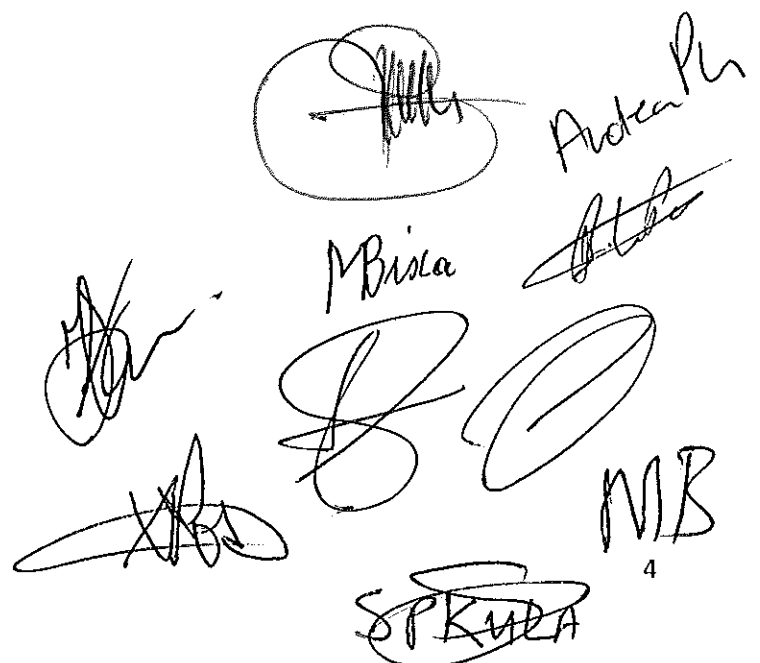
UCT will explore means to alleviate the financial burden on the lower payclasses for tuition for their children, taking into account all factors including financial and legislative aspects.

16. Career path

UCT agrees that all staff should have a career path wherever possible and be given opportunities to develop skills and to progress in their careers.

17. Grading anomalies

UCT agrees to the re-evaluation of positions identified as anomalies or areas of concern following the insourcing exercise. This will be concluded by 30 April 2018. The re-evaluation process will be transparent and in accordance with the project plan setting order of priority and timelines. This will continue to be discussed in the consultative forum for recognised unions in the bargaining unit, which will resume in February 2018.



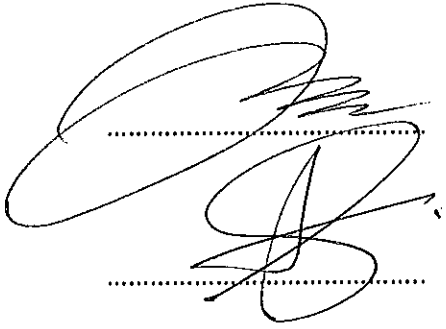
A collection of handwritten signatures and initials, including "Ardean Ph", "MBisa", "MB", and "SPKUDA".

18. Settlement

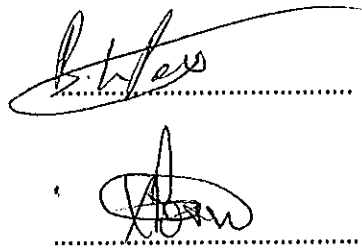
This agreement resolves demands over matters of mutual interest for 2018.

Signed at RONDEBOSCH this15^m..... day ofDECEMBER..... 2017.

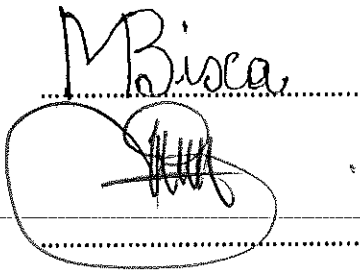
UNIVERSITY OF CAPE TOWN



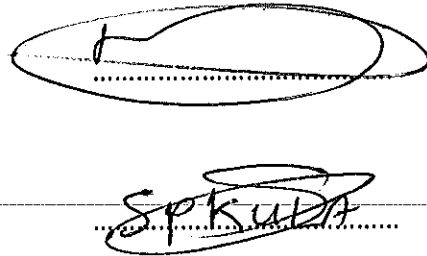
NEHAWU



UAWU



DETAWU



EMPLOYEES UNION

