



# MEMORANDUM OF AGREEMENT FOR 2016

Between

**UNIVERSITY OF CAPE TOWN  
(UCT)**

And

**UNIVERSITY OF CAPE TOWN ACADEMICS UNION  
(AU)**

*[Handwritten signatures]*

## 1. Preamble and Scope

This document records the agreement reached between the Employer and the Academics' Union in respect of remuneration and conditions of employment for academic staff for the 2016 bargaining period.

## 2. 2016 Increases

The following differentiated increases to the 2015 pay ranges will be applied with effect from 1 January 2016:

Rank	UCT 2015 SASP	% Increase	UCT 2016 SASP
Lecturer	528 275	5,0%	554 689
Senior Lecturer	649 534	5,0%	682 011
Associate Professor	766 445	5,0%	804 767
Professor	967 265	5,0%	1 015 628

## 3. Parking

The Employer agrees to the following:

- As a result of the parking think-tank held with the Unions as part of the 2015 bargaining process, it was agreed that stricter controls in terms of students having access to areas beyond the boomed gates will be implemented in 2016. Properties and Services have advised that they are finalising a model which can be altered and amended to reach some consensus and will be presented back to the think-tank for input by the end of October 2015.
- In terms of the very short term, 154 new Yellow Parking bays are to become available by the end of 2015 on upper campus with an additional 31 bays to become available at Faculty Health Sciences

## 4. Paternity Leave

The Employer agrees that the provision of time off for fathers of newly born or adopted children is important. The current policy provides for the father of a newly born child (or an adopted newly born child) to be granted paternity leave on full pay for a maximum period of five working days per annum. Should the staff member request an additional five working days of leave, either as part of his annual vacation leave or as unpaid leave, his request must be granted.

The proposed **parental leave** policy is structured to be as inclusive of as many family arrangements as possible and where both parents are UCT staff, they are given the



flexibility to decide how the parental leave entitlement will be shared between them. The leave entitlement (parental or adoption, plus parenting partner leave) will be four months and may be shared between the two parents, taking into account the legislative requirements in compliance with the Basic Conditions of Employment Act where a staff member (birth mother) may not work for six weeks after the birth of her child, unless a medical practitioner or midwife certifies that she is fit to do so. The leave periods of a shared leave entitlement may overlap or run concurrently.

Parental leave (incorporates both previous categories of maternity and paternity leave) and we feel that this offers a much greater benefit than currently offered.

## **5. Reasonable accommodation of disabled persons**

The Employer accepts that infrastructural accommodation is a central cost (Properties & Services and the Disability Unit) in terms of parking bays, ramps, lifts etc.

However,

- Equipment and furniture is ordinarily a Faculty or PASS Departmental responsibility and should remain so.
- Further accommodations which affect job descriptions and hours of work are a departmental responsibility and is to be funded by departmental/faculty budgets.

## **6. Tuition fee rebates**

The Employer agrees and confirms that the current policy allows a staff member to take individual courses (that give credit towards a formal qualification, i.e. That which is a subsidy earning course) at the staff tuition rate.

## **7. Departmental management**

The Employer agrees that HR communicates to all HoDs to remind them of their duty to comply with the Senate resolution on invigilation, and to ensure that all academic staff, GOB-funded or not, are included in departmental meetings and briefings.

It is further agreed that the AU will communicate the same to its members following the conclusion of negotiations, further alerting academic staff to their right to refer violations of these matters directly to their Dean, or HR as they deem appropriate.

## **8. Building research capacity**

The Employer is broadly supportive of the proposal from the AU and agrees to convene a collective meeting by mid December 2015, which will include the AU and the DVC: Research for further discussion to determine how to take this proposal forward.



**9. Demands in respect of Clinical Educators and instrument specialists in the College of Music**

**Clinical Educators**

Management acknowledges this as an important issue which needs to be resolved. A review is currently underway on the pay, promotion and conditions of service for Clinical Educators in the Health Sciences Faculty. The Faculty is in the process of finalising the generic job description, pay levels and promotion criteria and a proposal will be forwarded to management for consideration once this is completed.

**Instrument Specialists in the College of Music**

Management acknowledges this as an important issue which needs to be finalised. The Employer is reviewing the current reward and promotion criteria for this group of staff and will consult with the Faculty on their requirements before making proposals on this matter.

The Employer agrees that both matters will be placed on the consultative agenda for reporting and resolution.

**10. UCT Crèche**

The Employer acknowledges the importance of adequate childcare facilities across the University. Properties and Services are currently in the process of reviewing the business model of the UCT Crèche and the Employer agrees that further discussion is required and therefore this matter should be placed on the consultative agenda.

**11. SFARS issues**

The Employer acknowledges the importance of this grouping of staff and is currently working towards a way of resolving the key issues identified. Meetings have already been held in this regard but the Employer agrees that further discussion is required and any outstanding matters should be placed on the SFARS working group agenda for further engagement with the DVC who meets with SFARS on a monthly basis.

Signed at **RONDEBOSCH** this 23<sup>rd</sup> day of December 2015.

**UNIVERSITY OF CAPE TOWN**



**UCT ACADEMICS UNION**

