



**MEMORANDUM OF AGREEMENT ON PASS STAFF  
REMUNERATION AND CONDITIONS OF EMPLOYMENT  
AND RELATED MATTERS FOR 2016**

between

**UNIVERSITY OF CAPE TOWN**

(hereinafter referred to as the Employer)

And

**UNIVERSITY OF CAPE TOWN EMPLOYEES' UNION**

(hereinafter referred to as the Union)

Handwritten signatures of the representatives of the University of Cape Town and the University of Cape Town Employees' Union. There are four distinct signatures in black ink, arranged in two pairs. The signatures are stylized and difficult to read.

**1. Preamble and Scope**

This document records the agreement reached between the Employer and the Union in respect of remuneration and conditions of employment for employees in the Payclasses 6 to 12 in 2016.

**2. 2016 Increases**

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

UCT Payclass	UCT 2015 Standard Package	2015 60th percentile (All Jobs)	2015 compa ratio	2016 increase	UCT 2016 Standard Package
6	188 833	186 792	101	6,0%	200 163
7	261 007	283 776	92	7,0%	279 277
8	292 388	300 648	97	6,5%	311 393
9	344 458	354 372	97	6,5%	366 848
10	435 267	449 340	97	6,5%	463 559
11	536 638	537 732	100	6,0%	568 836
12	727 431	717 396	101	6,0%	771 077

Staff currently paid above the standard package will receive increases of 5%.



Handwritten signatures and initials, including a large signature on the left and several smaller ones on the right, some appearing to be initials.

**2016 Ranges**

<i>Performance Category</i>		pay class 6	pay class 7	pay class 8	pay class 9	pay class 10	pay class 11	pay class 12
		6,00%	7,00%	6,50%	6,50%	6,50%	6,0%	6,0%
<i>Exceeds 2</i>	15% Above Std Pkg	30 025	41 892	46 709	55 028	69 534	85 326	115 662
<i>Exceeds 1</i>	7% Above Std Pkg	14 012	19 550	21 798	25 680	32 450	39 819	53 976
<i>Lump sum</i>	3% Above Std Pkg	6 005	8 379	9 342	11 006	13 907	17 066	23 133
<b>Meeting</b>	Maximum guaranteed	200 163	279 277	311 393	366 848	463 559	568 836	771 077
Guaranteed	3% Below Std Pkg	194 159	270 899	302 052	355 843	449 653	551 771	747 945
<b>Not Meeting</b>	Range	194 158	270 898	302 051	355 842	449 652	551 770	747 944
		178 647	249 257	277 921	327 414	413 729	507 688	688 188
	Range	178 646	249 256	277 920	327 413	413 728	507 687	688 187
Min Guaranteed		170 139	237 386	264 685	311 821	394 026	483 511	655 416

**3. Parking**

A Parking think tank was concluded and the two key suggestions will be investigated further by the Employer, namely:

- Increase the differential between yellow and red bays and thus making more bays situated closer to buildings available on a first come first serve basis at a premium cost.
- Stricter controls in terms of students having access to areas beyond the boomed gates.

The Employer agrees to conclude the above investigation with recommendations by end of June 2016.

In the short term, 154 new Yellow Parking bays are to become available on upper campus with an additional 31 bays to become available at Faculty Health Sciences by the end of June 2016.

The Employer agrees to, together with the Union, investigate options in order to alleviate the ongoing parking challenges on all campuses.



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**4. Staff Education Bursary**

The Employer agrees to increase the Staff Education Bursary from R5000 per annum to R7000 per annum with effect from 1 January 2016.

**5. Transformation and Staff Tuition Rates – linking scholarships and bursaries to transformation**

The Employer agrees that consideration will be given to accommodating students who have met the minimum entry requirements for a specific academic programme, but are not accepted for study at UCT, and that consideration will be given for the current UCT staff tuition rate to be applied to such students if they were to study at either the University of Stellenbosch (US) or the Cape Peninsula University of Technology (CPUT).

The Employer further agrees to investigate the budgetary implications upon confirmation of what the cost implications are of such an exercise.

The following are the steps to be taken in order to consider this:

- The Employer will endeavour to survey staff by the latest at the end of April 2016 on how many applications are declined in order to inform the proposal.
- The Employer agrees to take up this matter at the Deans Committee meeting for input.
- The Employer will look at a bursary model for US and CPUT after due consideration of the results from the survey as referred to above.

Signed at **RONDEBOSCH** this 24<sup>th</sup> day of February **2016**.

**UNIVERSITY OF CAPE TOWN**

**UCT EMPLOYEES UNION**

