

27 November 2014



# MEMORANDUM OF AGREEMENT FOR 2015

Between

**UNIVERSITY OF CAPE TOWN  
(UCT)**

And

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

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**1. Period of agreement**

This agreement will operate, unless otherwise stated, for the period 1 January 2015 to 31 December 2015.

**2. Scope of agreement**

The agreement will apply to the bargaining unit as agreed in 2009.

**3. Increases in the Cost of Employment**

The Standard Academic Salary Package (SASP) for Academic staff is based on the total Cost of Employment as defined in the 'Academic Pay Policy'.

The increases for 2015 will be structured in the following way:

Academic Rank	UCT SASP 2014	2015 Increase	UCT SASP 2015
Lecturer	484 656	9%	528 275
Senior Lecturer	595 903	9%	649 534
Associate Professor	703 161	9%	766 445
Professor	887 399	9%	967 265

Pending any new pay policy agreement (the current pay policy expires on 31 December 2014), the existing pay policy will apply in <sup>2015</sup> future negotiations.

*MMT*  
*Tr*  
*JB*  
*GDW*

Management agrees to report back to CFASM at least bi-annually on engagement with external bodies regarding government funding, specifically DHET and DST.

**4. Parking**

As per Appendix 1 (attached).

**5. Working conditions**

Staff are free to bring fan heaters to work. Should this result in overload of circuits, P&S will consider upgrading circuits where feasible. For offices that get overheated in summer, new blinds can be installed at departmental expense. Existing blinds can be repaired at University expense if unserviceable.

*MMT*  
*GDW*  
*JB*  
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**6. Sabbatical policy**

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Travel grants will increase to R2 000 for local travel and R7 500 for international travel and study and research leave encashment to R18 000 with effect from 1 January 2015.

**7. Funding for full-time staff to obtain Master's degrees**

Competitive funding (for a maximum of 2 years) will be made available for academic staff to cover the cost (after the staff tuition rate has been applied) of completing Master's degrees in their field, with preference given to those pursuing full-dissertation masters and subject to approval of the HOD and Dean. (MMeds and MBAs are excluded).

**8. Revision of sick leave and tapering of disability benefit**

The AU will engage in discussions to revise and reformulate these benefits, in conjunction with the other Unions.

**9. Interest arbitration**

The AU and University will continue to engage in bilateral discussions in an attempt to move to a system of interest arbitration.

Signed at RONDEBOSCH this 27<sup>th</sup> day of November 2014.

UNIVERSITY OF CAPE TOWN



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UCT ACADEMICS' UNION



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## Appendix 1

### Parking

The issue raised by the AU around Post Graduate Students' purchasing of Yellow discs and parking above the access booms is acknowledged. The Executive Director, Properties and Services confirms that 100 Yellow discs are already made available for Post-Grad Students. While they are directed to a particular parking lot, i.e. just below the Tennis Court, they also utilise yellow bays around the Upper Campus.

Management agree to limit the 100 Post Graduate Students discs to P17 (south of Campus) and P6 (north of Campus) for 2015. This will be done as follows:

- The 100 parking discs made available for Post Graduate Students will be issued under a new "colour", still to be determined.
- That the 46 Red bays in P17 (made Red from Blue (Students Bays)) when the bays were taken out of the pool for the construction of Snape (TLB)/NE Buildings) be made the new "colour" for Post Graduate Students (for 2015). These would have been reverted back to Blue bays once the Red and Yellow bays were returned in P11 and P12.
- That 34 Blue bays in P6 be made the new "colour" for Post Graduate Students (for 2015).
- This reserves 80 bays for Post Graduate Students while 100 discs are sold - a necessary oversell given that it is unlikely that all Post Graduate Students will be attending at any one given time.

The following is further feedback from the Executive Director, Properties and Services, which has been provided to the other Unions and provides timeframes as requested from the AU:

In view of the continue parking challenge, the following is agreed to:

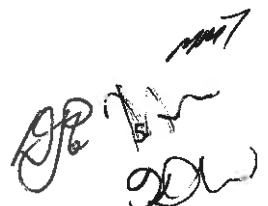
- Pushing hard to complete the Snape (TLB) building construction so as to return the 98 (from P11 and P12).
- Temporarily halting the removal of the parking bays on Ring Road from South Lane up to the old Gas Store (which is required in terms on the landscaping plan for the NEB) until we can implement additional parking above the Educare Centre which is explained below (item 3)
- As above and a further short term measure, we are investigating building additional parking bays above the Educare Centre (where the old builder's rubble and compost yards are). Our engineer's initial surveys indicate that we may be able to accommodate between 100 and 150 additional parking bays. Currently they are completing their geotechnical studies (as the foundation is compacted soil and rubble) to determine the foundation solutions for the site. P&S have ring-fenced budget and subject to approval

*Handwritten signatures and initials:*  
GP, P&S, 2014

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from the University Building and Development Committee (UB&DC) we are targeting mid-year 2015 for implementation. Members will appreciate that we cannot deliver such construction overnight.

- We are proceeding with studies to turn the parking bays on the mountain side of Ring Road (behind the PD Hahn Building) through 90 degrees , i.e. from parallel to the road to perpendicular (or angled ) to the road. This will increase the amount of parking.
- The above items were developed as an immediate measure/initiative when it became apparent that securing a lease from Table Mountain National Parks (TMNP) would take longer than anticipated and thus not alleviating the parking problem. Properties and Services indicated that they are pursuing TMNP land adjacent the old Zoo Site which potentially offers an additional 457 bays.
- The longer term intervention, i.e. the feasibility of the structured terrace parking below the Sports Centre and behind the Molecular and Cellular Biology Building has been completed. The study shows that between these two structures, we are able to achieve an additional 1926 bays. This however comes at a considerable cost and will have to be funded through parking fees. The financial viability is to be presented to Finance during November 2014, thereafter to investigate the affordability of this in the long term through the necessary stakeholder engagement.
- We will consider the booming off of staff parking (to prevent student encroachment) but this is contingent on implementing the Educare parking improvements and thus the time frame for this is mid-year 2015, i.e. Properties and Services needs time to install the booms and civils required and we require the additional bays above the Educare Centre. The old Zoo site will be predominantly student parking Properties and Services will provide clarity on the UCT and Rhodes Memorial Parking in due course.

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