



A.P. Eli
Jill
M.H.

MEMORANDUM OF AGREEMENT FOR 2014

Between

**UNIVERSITY OF CAPE TOWN
(UCT)**

And

**UNIVERSITY OF CAPE TOWN EMPLOYEES UNION
(EU)**

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 Pay classes 6 to 12.

2. 2014 Increases

The following differentiated increases to the 2013 pay ranges will be applied with effect from 1 January 2014:

UCT Payclass	STD Package 2013	STD Package 2014	Compa ratio to 60th percentile	Percentage Increase for 2014
6	166 490	176 479	103	6,00%
7	220 493	239 896	88	8,80%
8	252 318	273 260	98	8,30%
9	300 021	321 923	98	7,30%
10	373 890	406 792	95	8,80%
11	467 410	501 531	98	7,30%
12	637 748	681 115	100	6,80%

Staff currently placed above the Standard Package and performing at Category 'A' will receive a guaranteed minimum increase of 5.6%. 'Exceeds 1' will be 7% of the Standard Package of the Pay class and 'Exceeds 2' will be 15% of the Standard package of the Pay class. There will be a range above and below the Standard Package in category 'A', the 3% above will be a once-off non-pensionable payment and the 3% below will form part of the guaranteed Cost of Employment.

All staff that have been rated "A" have been pre-populated on the spreadsheet at standard package. **For staff placed within the 3% below standard package in category 'A', a detailed reason must be provided in the comments section of the spreadsheet** and an audit on this will be conducted by the remuneration office. Line managers are required to inform staff in the event of them being rated "A" and being placed below the standard package after all mandatory approvals.

(Annexure 1 provides the detailed 2014 ranges and performance categories)

3. Study Leave and Research Leave

The Employer agrees that the working group recommendations for Study and Research leave will be considered in detail with recommendations finalised by the DVC for Research & Academic Affairs by 31 March 2014.

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4. Parking

The Employer agrees to place a moratorium on a parking fee increase for all staff who are currently holders of yellow parking bay discs until 30 September 2014 after which the 80 yellow parking bays currently occupied by construction will again become available.

A 6% parking fee increase will be implemented from 1 October 2014 to 31 December 2014.

A 6% parking fee increase is applicable to all red parking bays from 1 January 2014 to 31 December 2014.

5. Personal Performance System (PPS)

The Employer agrees to have a revised PPS system available for implementation by 31 May 2014.

6. Job Evaluation

The Employer agrees to implement a structured job evaluation process by January 2014.

7. Employment Equity Plan and Transformation Audit

The Employer agrees to implement a training programme for all transformation committees and employment equity representatives by 31 May 2014.

8. Succession Planning

The Employer agrees to have a succession planning process available for implementation by 31 May 2014.

Signed at **RONDEBOSCH** this *5th* day of *December* 2013.

UNIVERSITY OF CAPE TOWN

UCT EMPLOYEES UNION

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Andrea Pios (PRESIDENT)
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Annexure 1

PASS 6-12 2014 Ranges

Performance Category		payclass 6	payclass 7	payclass 8	payclass 9	payclass 10	payclass 11	payclass 12
Exceeds 2	15% Above Std Pkg	26 473	35 984	40 989	48 288	61 019	75 230	102 167
	Range							
Exceeds 1	7% Above Std Pkg	12 353	16 793	19 127	22 535	28 475	35 107	47 677
	Range							
Lump sum	3% Above Std Pkg	5 295	7 197	8 197	9 658	12 204	15 046	20 434
Standard Package (A)	Maximum guaranteed	176 479	239 896	273 260	321 923	406 792	501 531	681 115
Guaranteed	3% Below Std Pkg	171 185	232 699	265 063	312 265	394 588	486 486	660 681
Category B	Range	171 184	232 698	265 062	312 264	394 586	486 485	660 680
Guaranteed		157 473	214 100	243 900	287 345	363 104	447 628	607 882
Category C	Range	157 471	214 099	243 899	287 344	363 103	447 627	607 881
Guaranteed		149 972	203 905	232 286	273 662	345 813	426 312	578 934