



MEMORANDUM OF AGREEMENT FOR 2025

Between

**UNIVERSITY OF CAPE TOWN
(UCT)**

And

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

1. Period of agreement

This agreement operates, unless otherwise stated, for the period 1 January 2025 to 31 December 2025. For the period 2026 to 2027, the parties will meet annually to determine the percentage increase to align with Clause 4.2.

2. Scope of agreement

The agreement applies to the bargaining unit as per the Collective Agreement signed between the parties in 2009.

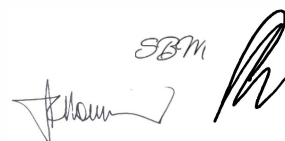
3. Increases in the Cost of Employment for 2025

For 2025, Management and the AU have agreed on a 4.4% CPI-based increase, based on the CPI as of August 2024, along with additional benchmark adjustments outlined in Annexure A, in accordance with the 2023 agreement to address rank misalignments.

The Standard Academic Salary Package (SASP) for Academic staff is based on the total Cost of Employment. The increases agreed for 2025 are as follows:

Academic Rank	UCT 2024 SASP	Inflation Adjustment (CPI August 2024)	Benchmark Adjustment	UCT 2025 SASP
Lecturer	901 517	4.4%	Aligned	941 184
Senior Lecturer	1 084 555	4.4%	As per the 2023 Agreement	1 147 460
Associate Professor	1 303 157	4.4%	As per the 2023 Agreement	1 378 741
Professor	1 589 931	4.4%	As per the 2023 Agreement	1 694 867

Management commits to ensuring that the measure of CPI used in salary negotiations is applied equally across all bargaining units. If a larger increase than CPI baseline of 4.4% is agreed with any other staff body(ies) it will be applied to academic staff and this agreement will adjust accordingly.



4. Implementation of the Agreement to reach the 75th percentile over a three-year period

As per the 2023 agreement, Management commits to aligning academic salaries with the 75th percentile benchmark over a three-year period, targeting full alignment by 2027 through a phased adjustment strategy. Annual incremental increases will progressively narrow the gap, with reductions planned for 2025 and 2026, culminating in a 0% gap by 2027. This will be reviewed annually during the 2026 and 2027 bargaining cycles to ensure alignment with financial sustainability principles outlined in Clause 5 of the Academic Pay Policy. Adjustments will account for Consumer Price Index (CPI), benchmarking data as obtained from Remchannel, the impact of salary adjustments on revenue and expenses, projected budget surplus or deficit, and evaluation of available Council-controlled free cash.

To ensure consistency in application for the duration of the three-year agreement, and consistent with the approach used in the current (2025) process, the parties further agree to use the following data for purposes of assessing and determining increases in the SASP for 2026 and 2027:

1. National CPI year on year as at the end of August each year (data released by STATS SA last week of September. It is important to use a consistent year-on-year CPI measure to ensure an accurate determination of inflation over time. The August data also ensures alignment with the timelines in respect of point 2 below.
2. Benchmarking data in respect of the 75th percentile of the agreed comparator group of Universities – to be requested from Remchannel during September of each year, age-corrected to October month. This data will be used to assess any lead or lag against the benchmark.

5. Non-salary demands

The parties agree to a separate process to resolve the remaining non-salary demands as set out in Annexure B.

6. Dispute Resolution

The Parties agree that where any dispute arise from this agreement, it shall be dealt with in accordance with clause 10 of the Recognition Agreement which stipulates that the following dispute resolution process should be followed:

- (i) Either party may declare a dispute by giving the other party written notice that must explain the issues in dispute.

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- (ii) The parties must convene a meeting of the negotiating committee within five (5) working days of receipt of a declaration of dispute in an attempt to resolve the dispute.
- (iii) The University and the Union may agree to refer an unresolved dispute to private mediation or arbitration. If the parties agree to private mediation or arbitration, they must agree who the mediator or arbitrator shall be, as well as his/her terms of reference.
- (iv) If a dispute remains unresolved after the parties have attempted to have it resolved by private mediation, they may agree to proceed to arbitration if the issues in dispute relate to the parties' mutual interest, or take the appropriate action as is provided for either in terms of this agreement or law.
- (v) If the parties agree to private mediation or arbitration, each of the parties shall bear 50% of the costs of such a mediation or arbitration.
- (vi) If the University and the Union do not agree to refer an unresolved dispute to private mediation or arbitration, either party may proceed to the CCMA or take the appropriate action as is provided for either in terms of this agreement or law.

Signed at **RONDEBOSCH** on this *ghu* day of **DECEMBER** 2024.

UNIVERSITY OF CAPE TOWN

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UCT ACADEMICS' UNION


Andrew Hilley
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Annexure A

Academic Rank	UCT 2024 SASP	Inflation Adjustment (CPI August 2024)	Benchmark Adjustment	Total Percentage Increase	UCT 2025 SASP
Lecturer	901 517	4.4%	Aligned	4.4%	941 184
Senior Lecturer	1 084 555	4.4%	1.40%	5.8%	1 147 460
Associate Professor	1 303 157	4.4%	1.40%	5.8%	1 378 741
Professor	1 589 931	4.4%	2.20%	6.6%	1 694 867

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Annexure B

ACADEMICS UNION NON-SALARY DEMANDS 2024

Item	Status	Feedback
Social Environment of campus	In progress – A committee has been established and is set to address this item further. Feedback to the matters relating to Safety and Security and Parking has been provided by the Office of the COO and Properties & Services	CFASM meeting/Task Team
Implementation of the SFARS Policy	In progress	CFASM / Task Team
Pay Policy Related Items	In progress	CFASM
Task Team on Academic conditions of Service	In progress – Constitution of the task team to be revisited to address and take this item forward.	
Finalization and Implementation of the Policy for promotion to the rank of Associate Professor for Academic Teaching-only Academics	The Policy was presented at SEC and Senate during September 2024	CFASM
Review Conditions of Service of Heads of Departments and Sections	In progress	CFASM

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Item	Status	Feedback
Review of Disciplinary and Bullying Policy	In progress – The policies are currently under review and all relevant stakeholders and unions will be given an opportunity to provide input	CFASM
Administrative Systems and Workflows	In progress – Progress to be provided every 6 months at CFASM	CFASM
Financial Sustainability and Incentives	In progress	CFASM

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