



MEMORANDUM OF AGREEMENT FOR 2025

Between

University of Cape Town (UCT)

And

University of Cape Town Employee's Union (EU)

And

Democratised Transport Logistics and Allied Workers Union (DETAWU)

And

National Education - Health & Allied Workers Union (NEHAWU)

BM
T.L. 20C
AP Jm

1. Scope and Duration

This agreement applies to all Professional Administrative and Support Staff (PASS) employees within Payclasses 2 to 12 for the period 1 January 2025 to 31 December 2025.

2. Terms agreed:

2.1 Increases in the Cost of Employment for 2025:

2.1.1 The cost of employment will be increased in each pay class as follows:

Payclass	2024 T2/PE Minimum	2024 Standard Package	Inflation Adjustment (CPI August 2024)	Benchmark Adjustment	2025 T2/PE Minimum	2025 Standard Package (Max)
Payclass 2	165 053	194 180	4.4%		172 316	202 724
Payclass 3	194 306	228 592	4.4%		202 856	238 651
Payclass 4	217 206	255 538	4.4%	As per Annexure A	230 239	270 871
Payclass 5	232 648	273 699	4.4%	As per Annexure A	244 979	288 206
Payclass 6	265 286	312 098	4.4%		276 959	325 831
Payclass 7	378 203	444 945	4.4%		394 844	464 523
Payclass 8	415 430	488 741	4.4%		433 709	510 246
Payclass 9	491 709	578 479	4.4%		513 345	603 933
Payclass 10	612 625	720 734	4.4%		639 581	752 447
Payclass 11	751 755	884 415	4.4%		784 833	923 330
Payclass 12	1 015 197	1 194 348	4.4%		1 059 866	1 246 900

2.1.2. Payclass 4 and 5

The parties agree that the employees in payclasses 4 and 5 will be remunerated in accordance with the benchmark adjustments detailed in Annexure A. This follows the engagements during the 2024 bargaining to address payclass misalignments.

2.2 Payment of COE increases and Performance awards

The University undertakes to pay the adjusted Cost of Employment (CoE) difference, Exceeds and Discretionary bonuses by 4 February 2025. Normal January salaries will be paid as usual. If payment by this date is not feasible, salaries and bonuses will instead be paid on 25 February 2025. Increases and performance award payments will only be made to staff in service as of 1 January 2025, with exceptions for deceased staff and retirees who qualify for performance awards.

BM T. L 2C
AP

2.3. Closure between Christmas and New Year for the years 2025, 2026 and 2027

The Executive has supported the proposal to close for the period between Christmas and New Year for 2025, 2026, and 2027. The proposal will be tabled for consideration at the next Council Meeting, following review by UHRC and RemCom.

2.4. Establishment of a Committee to Address Financial Efficiency

The parties agree to establish a committee, which will include union representatives, to address issues of wasteful expenditure at UCT.

2.5. Consultation on the University's Financial Sustainability Plan

Management will consult the unions on the university's financial sustainability plan and the mechanisms to recover from the deficit.

2.6 Bargaining 2026

Management commits to commence with the 2026 Bargaining process earlier, in accordance with the terms outlined in the signed Collective Bargaining Agreement with the PASS Unions.

Signed at Rondebosch on this 17th day of December 2024.

Signature:



University of Cape Town

Signature:



University of Cape Town Employee's Union

Signature:



Democratised Transport Logistics and Allied Workers Union

Signature:



National Education - Health & Allied Workers Union

BM
T. L
ZC
AP
