



**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

**NATIONAL EDUCATION HEALTH AND ALLIED WORKER'S
UNION (NEHAWU)**

(hereafter referred to as the Union)

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 3 to 5.

2. 2016 Increases

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

Payclass	2015 UCT STD Package	2015 60th Percentile	Management proposal for 2016 increases	UCT STD Package 2016
3	128 739	152 832	10%	141 613
4	149 204	162 648	8%	161 140
5	162 061	171 624	7%	173 405

The Employer agrees that staff meeting all the requirements of the job at the conclusion of their respective formal performance review processes are paid at the standard package

3. Staff Education Bursary

The Employer confirms that the current staff education bursary will increase from R5000 to R 7000

4. Transformation

The Employer agrees to start the process of consultation with the view to termination of the existing arrangements in relation to Permanent staff of the University of Stellenbosch from the libraries who want to obtain qualifications to teach librarianship or work as librarians, and who are undertaking masters or doctoral studies in library and information science at UCT.

The Employer further agrees to also start the process of consultation with the view to termination of the existing arrangements in relation to educators from SACS who currently receive a 25% discount on tuition fees at UCT.

5. Representation on Selection Committees

The Employer agrees to explore having a staff member from the lower pay classes form part of selection committees for relevant SLG Selection Committees.

6. Performance Management

The Employer confirms that pay class 3-5 to be included in this process/policy and that they be subjected to all the associated provisions and requirements as set out in the UCT performance management system

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23 February 2016

7. Medical Aid

The Employer should continue to explore a second, more affordable medical aid service provider for all staff and for recommendation to the June 2016 UCT Council meeting.

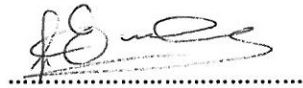
Signed at **RONDEBOSCH** this 23rd day of February **2016**.

UNIVERSITY OF CAPE TOWN

NEHAWU



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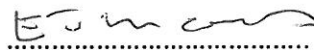
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