



MEMORANDUM OF AGREEMENT FOR 2026

Between

UNIVERSITY OF CAPE TOWN

(UCT)

And

UNIVERSITY OF CAPE TOWN EMPLOYEES UNION

(EU)

And

**NATIONAL EDUCATION HEALTH & ALLIED
WORKERS UNION (NEHAWU)**

And

**DEMOCRATISED TRANSPORT LOGISTICS AND
ALLIED WORKERS UNION**

(DETAWU)

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1. Period of agreement

This agreement is valid for the period 1 January 2026 to 31 December 2026.

2. Scope of agreement

The agreement applies to the employees in the bargaining unit pay class 2-12 as per the Collective Agreement signed between the parties.

3. Increases in the Cost of Employment for 2026

The total Cost of Employment will be increased in each pay class as follows:

Payclass	2025 T2/PE Minimum	2025 Standard Package	Inflation Adjustment (CPI July 2025)	Benchmark Adjustment	2026 T2/PE Minimum	2026 Standard Package (Max)
Payclass 2	172316	202724	3.5%		178348	209820
Payclass 3	202856	238651	3.5%		209956	247004
Payclass 4	230239	270871	3.5%		238298	280352
Payclass 5	244979	288206	3.5%	As per Annexure A	256004	301176
Payclass 6	276959	325831	3.5%		286653	337236
Payclass 7	394844	464523	3.5%		408664	480782
Payclass 8	433709	510246	3.5%		448889	528105
Payclass 9	513345	603933	3.5%		531313	625071
Payclass 10	639581	752447	3.5%		661967	778783
Payclass 11	784833	923330	3.5%		812303	955647
Payclass 12	1059866	1246900	3.5%		1096962	1290542

Parties agreed to forego the payment of exceeds awards for 2025/26 from the budget allocated for the exceeds awards for a non-recurrent once-off payment as per the table below and subject to the governance approval.

Payclass	Once-off allocation per staff member (ceded from Exceeds awards) in Rand value
PC02	4,500
PC03	4,500
PC04	4,500
PC05	5,000
PC06	5,000
PC07	5,000
PC08	5,500
PC09	5,500
PC10	6,500
PC11	6,500
PC12	7,000

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Management agrees to table the Unions' proposal to the Executive Committee for non-monetary awards in lieu of Exceeds Awards payments.

4. Payment date

The parties agree that salary increase will be paid on 2 March 2026, backdated from 1 January 2026 and the non-recurrent amount will be paid on 25 March 2026.

5. Non-salary demands

The parties agree to resolve the 2024 non salary demands as follows:

5.1 Closure of the period between Christmas and New Year

The closure of the University between Christmas and New Year for the period of three years (2026, 2027 and 2028) will be tabled to Council for consideration and approval.

5.2 Labour representation at Council

The unions will table the proposal to the servicing officer of Council for consideration and approval for the June 2026 Council meeting two weeks before Council meeting.

5.3 Establishment of Committee to Investigate service providers on campus

The parties agree to establish a committee accountable to the Executive Committee to investigate the allegations of mismanagement of funds involving companies providing services to UCT by the 1st week of April 2026. The unions will be involved in drafting the Terms of Reference and will serve on the committee.

5.4 Promotion/Career Mobility Framework, Leave and Hybrid Working Policy

The parties agree that management will provide timelines to the unions with defined completion dates by mid-March 2026. Management further commits to table the above policies to the June 2026 Council meeting for consideration and approval.

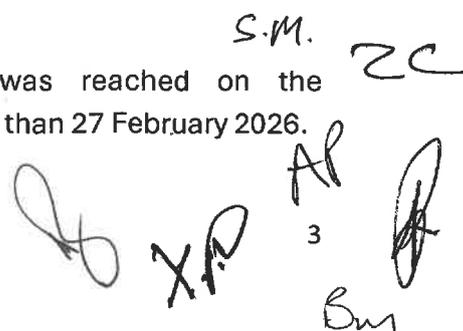
Management further commits to deal with other non-salary demands not included in the agreement with urgency.

6. No-work no pay principle

Management will communicate the agreement that was reached on the implementation of the principle of no work no pay by not later than 27 February 2026.

7. Single Bargaining Forum

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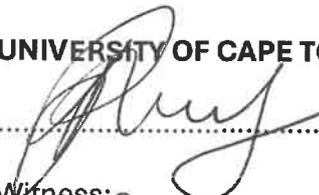
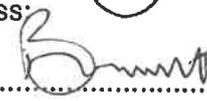


Management commits to ensuring that the single bargaining unit is formally established and fully operational by 31 December 2026, subject to engagements with Academics' Union.

8. Dispute Resolution

The Parties agree that where any dispute arise from interpretation and application of this agreement, such shall be dealt with in accordance with section 24 of the Labour Relations Act.

Signed at **RONDEBOSCH** on this 27TH day of FEBRUARY 2026

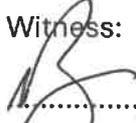
UNIVERSITY OF CAPE TOWN

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Witness:

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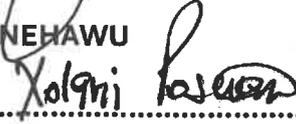
DETAWU

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UCT EMPLOYEES UNION

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NEHAWU

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