



**MEMORANDUM OF AGREEMENT ON REMUNERATION
AND CONDITIONS OF EMPLOYMENT AND RELATED
MATTERS FOR 2014**

between

UNIVERSITY OF CAPE TOWN

(hereinafter referred to as the Employer)

And

National Education Health and Allied Workers Union

(NEHAWU)

(hereinafter referred to as the Union)

Handwritten signatures and initials, including 'B. RAN' and '1 2013'.

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 1 to 5.

2. 2014 Increases

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

NEHAWU	2013 Rate per Pay class	2014 Increase %	2014 Rate per Pay class
Pay class 1	85 890	8.8%	93 448
Pay class 2	95 686	8.8%	104 106
Pay class 3	108 756	8.8%	118 327
Pay class 4	122 443	8.8%	133 218
Pay class 5	141 815	6.8%	151 458

- Minimum of 5,6% for those paid above Standard Package
- Movement to Standard Package (no PPS – Rate per Pay class for Pay class 5)
- Minimum salary for new entrants to be paid at the standard package if the candidate meets all the job requirements
- All staff to be paid according to the UCT remuneration policy currently at the 60th percentile with a tolerance of 5% around this level

3. Long Service Awards

The Employer agrees to increase the Long Service awards for professional staff and support service as follows:

1. 10 years continuous service from R500 to R1000
2. 15 Years continuous service from R1500 to R3000
3. 25 years continuous service from R3000 to R6000
4. 35 years continuous service from R4500 to R9000
5. 45 years continuous service from R6000 to R12000

Awards for amounts up to R5000 (excluding the 10 year award) may be taken as a gift.

Anything above R5000 is taxable.

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2 Jan
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3 December 2013

4. Personal Performance System (PPS)

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

5. Medical Aid

The Employer agrees that the Union present hardship cases for consideration to the Compensation and Benefit Section of the Human Resources (HR) Department.

6. Standby Allowance

The Employer agrees to standardise the standby allowance for any new allowances (outside of the UCT Library) to the current formula as set out on the UCT HR Website:

To calculate standby payments for staff on COE take the COE (annual) and multiply by 70% which = BA. Take the BA and divide by 12 and then divide by 21.67. This will give you the daily rate. To get the hourly rate divide by 7.5 and multiply by 20%.

Signed at **RONDEBOSCH** this 3rd day of December **2013**.

UNIVERSITY OF CAPE TOWN



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NEHAWU



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