

CODE OF CONDUCT
Appendix V

ADDITIONAL WORKER BENEFIT

- 1. Worker benefits: access to reduced tuition rates at the staff tuition fee rate**
- 1.1 Employees employed by a service provider who work on a full-time basis at UCT premises for the duration of the contract may qualify for reduced tuition fee rates for study at UCT for themselves and their legally determined dependants, subject to meeting the University's academic admission requirements for the field of study. The reduced tuition fees may apply to employees subject to the following conditions:
 - 1.1.1 the staff tuition fee rates will be applied on a pro rata basis from the date of appointment, for the balance of the calendar year in which the rate was first applied
 - 1.1.2 the staff tuition fee rates will cease on the resignation of the employee;
 - 1.1.3 the staff tuition rate will continue to the end of the calendar year currently approved for the student, even when:-
 - a) the employee dies while in the employ of the service provider;
 - b) the employee's service is terminated for any reason including but not limited to retirement, non-renewal of contract, and dismissal;
 - c) the employee is transferred from the UCT site.
 - 1.1.4 The service provider must provide the University with the following information:
 - a) proof on application that the staff member is permanently employed by the service provider
 - b) proof on application that the staff member is working on the University's premises
 - c) monthly reports to the University's student fees office of all terminations of employment (as is done for UCT staff).

As approved by EXCO, 1 September 2010