

## DEMANDS – AU JUNE 2015

### PAY DEMANDS

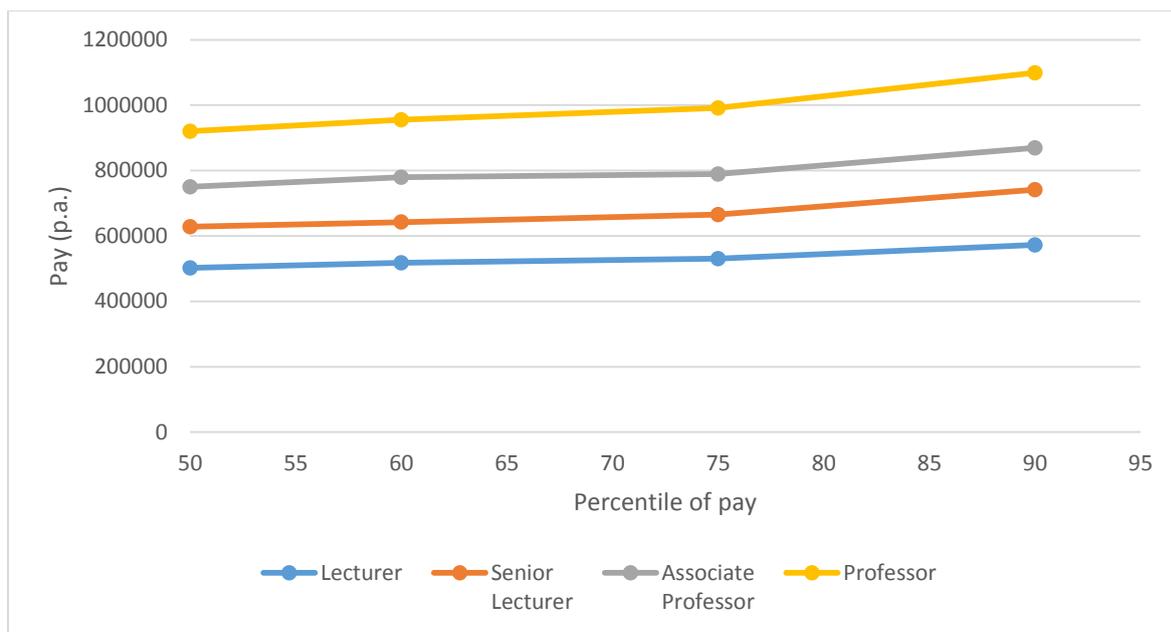
The pay policy agreed upon, and agreed upon in the substantive agreement signed in 2014, requires that pay increases at each rank be awarded at the end of 2015 as follows:

Rank	UCT 2015 SASP	Policy increase	Implied 2016 SASP
Lecturer	528 275	5.1	555 027
Senior Lecturer	649 534	7.1	695 735
Associate Professor	766 445	7.7	825 671
Professor	967 265	7.2	1 036 783

The reason behind the much lower mandated increase for lecturers is that the increase awarded in 2015 was only slightly less than that paid at the 75<sup>th</sup> percentile of our comparator institutions, while that at other ranks lagged by a greater amount.

Although the pay policy suggests that this is what we should demand, the AU tables a rather different set of demands, for the following reasons.

1. The AU negotiations team understands and accepts that the university is facing rather extreme financial constraints, brought about – largely – by a continued decline in real terms in government subsidy.
2. A consequence of UCT setting its pay policy to be the 75<sup>th</sup> percentile has led other comparator institutions to seek to match UCT's pay. In turn, this has led to a dramatic narrowing of the gap between (say, the 50<sup>th</sup> and 90<sup>th</sup>) percentiles of academic pay in the last few years. Thus, for example, a difference of 2.5% in the pay line for associate professors at UCT and the 75<sup>th</sup> percentile puts this rank somewhere near the 55<sup>th</sup> percentile of pay. In short, now, small differences in pay lines lead to rather extreme positions in the rankings. This effect is demonstrated in the figure below, from which it is apparent that the percentile-pay curve, particularly for the more junior ranks, is almost flat between the 60<sup>th</sup> and 75<sup>th</sup> percentiles.



These factors suggest that a rigid approach to the pay policy should not be our overarching objective in this round of negotiations. The pay policy makes provision for a secondary objective, namely a reasonable differential between ranks. In past negotiations, the widening gaps between lecturers and senior lecturers, and between associate professors and professors have been noted. We feel that it is time that both of these are addressed for two further reasons. First, since the percentile curve is particularly flat for these ranks between the 60<sup>th</sup> and 75<sup>th</sup> percentiles, doing so will not have a large impact on the ratio of the 2016 SASP to the 75<sup>th</sup> percentile of our comparator institutions. Second, while pay may not be the most important determinant of staff retention, awarding an increase for junior ranks beyond the 75<sup>th</sup> percentile may also positively contribute towards fulfilling the transformation objectives of UCT, particularly in the context of the Rhodes Must Fall movement and its aftermath. While motivating those at lower ranks, our demand will not further jeopardise the university's already fragile financial position.

Bearing these factors in mind, the AU therefore demands the following pay increase for 2016:

Rank	UCT 2015 SASP	Policy increase	Implied 2016 SASP	Proposed demand	UCT 2016 SASP demand
Lecturer	528 275	5.1	555 027	6.5	562 613
Senior Lecturer	649 534	7.1	695 735	6.5	691 754
Associate Professor	766 445	7.7	825 671	7.5	823 928
Professor	967 265	7.2	1 036 783	6.5	1 03 0137

## **NON-SALARY DEMANDS**

The AU tables the following non-salary demands

### **1. Parking**

The perennial issue of parking is again a source of much bitterness among staff. Despite the AU attempting to get changed the questionnaire recently sent to staff, the survey went ahead. We are of the opinion that, even if the proposed idea of a parkade on Upper Campus might represent a source of income for the university in excess of the capital costs thereof, this is a bad idea. First, under the university's straitened financial circumstances, expending capital now in the hope of a future income gain may not be prudent. Second, the annual parking fees associated with that option are likely to be significantly in excess of what is currently charged. Third, the parkade may offer a resolution of sorts to the problems experienced on upper campus, but it will have absolutely no effect on parking issues experienced by staff on other campuses.

An ancillary demand is that the ban on first year students bringing cars onto campus be extended to second year students in 2017 – in other words, first year students entering campus next year will not be eligible to park on campus in their second year. Routinely, when this option has been presented, the objection has been that this will antagonise UCT's residential neighbours. We have argued in the past, and reiterate that the City of Cape Town could find a useful source of revenue by ticketing transgressors in the residential areas surrounding UCT. We also are of the opinion that students represent a transitory population at UCT, whereas staff may be employed by the university for thirty years or longer. In this sense, we argue that there is no equivalence between students and staff in their right to access parking.

### **2. Paternity leave**

Paternity leave should be increased to 15 days to be taken within the first six months of the birth. While the Basic Conditions of Employment Act does not mandate such paternity leave, this is a matter on which the university should take the lead.

### **3. Reasonable accommodation of disabled persons**

To further encourage the appointment of disabled staff, any costs associated with reasonable accommodation of people with disabilities should be borne by the university generally, not by departments

### **4. Tuition fee rebates**

The existing staff rebate should be extended to those wishing to formally take individual courses. Doing so would help foster the growth of interdisciplinary encounters and endeavours.

## **5. Departmental management**

Our demands are that

- a. invigilation duties should be allocated by HODs according to the agreed Senate policy
- b. decisions on staffing, as well as the appointment of contract staff and tutors should be communicated transparently to departmental staff
- c. SFARS staff in departments should be permitted to attend staff meetings, to ensure that they have a forum for expressing concerns, and to ensure that they are aware of important decisions made at a departmental level

## **6. Building research capacity**

The University should give each member of staff free registration (including foreign student surcharge) for a PhD student, selected by the staff member. This bursary would apply for the normal 3 year period of a PhD. On successful graduation of the student (i.e. result from DDB), the member of staff can apply for another bursary, under the same conditions. Clearly we would like equity issues to be brought forward i.e. a preference for a local from a disadvantaged background, but if strongly motivated and demonstrated by advertising, other candidates should be eligible.

Should the bursar not graduate, there could be a waiting period before the staff member can apply again.

## **7. Demands in respect of Clinical Educators and instrument specialists in the College of Music**

- a. That a review is conducted of the pay scales and conditions of service for Clinical Educators
- b. That a mechanism for reward / promotion be instituted for instrument specialists in the College of Music

## **8. UCT Crèche**

Crèche facilities at UCT are currently totally inadequate for the number of UCT parents who need them. The crèche on upper campus is expected to provide for the childcare needs of UCT academics, support staff and students (including parents at the other campuses, since there are no childcare facilities at Health Sciences or Hiddingh), but because of space constraints only 8 babies can be admitted to the youngest class, and every year there is a long waiting list of UCT parents whose babies cannot be accommodated.

We demand that the university investigates the possibility of establishing satellite child care facilities at UCT's satellite campuses, both to alleviate pressure on the upper campus facilities and to provide better facilities to staff employed on those campuses.

Furthermore, we would like the university to consider giving preferential admission to the crèche for the children of *female* academics, for the following reasons.

1. The cost of pregnancy and breastfeeding (physical exhaustion, etc.) is -- unavoidably -- borne by female parents. For female academics this means up to 8 months of decreased research productivity with each pregnancy, which affects their promotion prospects and careers in a way that male academics do not similarly experience in order to become parents. Making sure that female academics can get their babies into the UCT crèche is a small way of compensating for this imbalance.

2. Clearly breastfeeding mothers are the group for whom having their baby on campus makes the most difference to their working lives (since it will affect them several times a day instead of twice).
3. Retaining female academics at UCT is one of the university's transformation goals, and providing adequate crèche facilities for their children may have an effect.

## **9. SFARS issues**

- a. Under the 2010 collective agreement signed by the AU and management teaching, convening and supervising by SFARS would be remunerated at the same rate as contracted teaching staff. However, the recent SFARS survey shows that significant numbers of SFARS are teaching and that many are not paid, so we demand to know why this situation is persisting in contravention of the 2010 agreement and demand that it is addressed urgently through a university-wide policy on payment for teaching by SFARS.
- b. We understand that a new cost recovery system is being developed, which will have serious implications for research funding, but it has been shrouded in mystery: we demand a report on progress and an explanation of why there is such a lack of transparency with regard to this process.

The AU Negotiations Team looks forward to a productive and collegial round of negotiations, and will await the University's response.

Yours etc.

The AU Negotiations Team

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13 July 2015