

AGREEMENT FOR 2010

BETWEEN

THE UNIVERSITY OF CAPE TOWN

AND

THE UCT ACADEMICS' UNION

ON

REMUNERATION AND OTHER SUBSTANTIVE CONDITIONS OF SERVICE



Handwritten signatures of five individuals, likely representing the University of Cape Town and the UCT Academics' Union, positioned at the bottom of the document.

1. PERIOD OF AGREEMENT

This agreement will operate, unless otherwise stated, for the period 1 January 2010 to 31 December 2010.

2. SCOPE OF AGREEMENT

The agreement will apply to the bargaining unit as agreed in 2009.

3. INCREASES IN THE COST OF EMPLOYMENT

The Rate for the Job (RFJ) for Academic staff is based on the total Cost of Employment in a range aligned to the 75th percentile of the national tertiary education market (as surveyed by Remchannel).

The increase will be structured in the following way:

| Rank | RFJ as at January 2010 to 30 th of June 2010 as a percentage of the 2009 RFJ Excluding Lump Sum | RFJ as at July 2010 until 31 st December 2010 as a percentage of the 2009 RFJ Excluding Lump Sum |
|---------------------|--|---|
| Lecturer | 110% | 112.25% |
| Senior Lecturer | 110% | 113.5% |
| Associate Professor | 110% | 112.25% |
| Professor | 110% | 113.5% |

Ranges are attached hereto in Annexure 1.

4. EXTENDING PAY INCREASES TO SOFT-FUNDED ACADEMIC/RESEARCH STAFF (SFARS) IN THE BARGAINING UNIT

4.1 The University will instruct research directors and or research leads to extend the percentage pay increases awarded to GOB-funded academics to SFARS, i.e. to their actual salary which is not necessarily RFJ. Research directors or research leads may seek exemption from some or all of the salary increase based on budget constraints by approaching the relevant Dean. Should the exemption be granted the Dean must ensure that the research director or research lead of SFARS who have not received the full salary increase communicates the budgetary reasons to the staff member before letters of the new salaries go out to staff.

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4.2 Guidelines will be drafted for completion by the 30th of April 2010 for all research fund holders, to allocate, as part of their budget-drafting process, salaries for SFARS at levels at least equal to those of GOB-funded academics in the equivalent rank.

4.3 HR will provide the Union with a list of SFARS in the bargaining unit, reflecting the actual increases by the 30th of April 2010 and in subsequent years on a date to be agreed.

5. A CAREER PATH AND PROMOTION SYSTEM FOR SFARS

A Steering Committee will be established by the 30th of April 2010 whose role will be to create ranks, performance management and a career path for researchers. Membership will include the chair, who must be a Deputy Vice Chancellor, representatives of each dean, representatives of the SFARS, three nominees from the AU, and HR to service this steering committee.

6. A RATE OF PAY FOR TEACHING, SUPERVISION AND CONVENING COURSES BY SFARS

6.1 Teaching, convening and supervising performed by SFARS will be remunerated at the same rate as contracted teaching staff.

6.2A workshop will be convened by the 31st May 2010 by HR and the Research Office for Deans, HODs and Research Leads as well as SFARS representatives to discuss the application of 6.1 at Faculty and Department level.

7. THE PRINCIPLE FOR ACHIEVING AND MAINTAINING AN ACCEPTABLE STAFF/STUDENT RATIO.

7.1 The Vice Chancellor or nominee will consult by the 31st of May 2010 with Deans of Faculties to identify areas of high course load, high student /staff ratios, inadequate infrastructure relative to students and uncontrolled student intake relative to capacity.

7.2 A report will be provided by the VC to the UCTAU on the findings by the 31st of July 2010.

7.3 From 1st of August 2010 a consultative process with the Union will be initiated to arrive at acceptable staff/student ratios.

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8. NEW REMUNERATION POLICY

The parties agree to commence negotiation on a new remuneration policy for academic staff by 1st of August 2010.

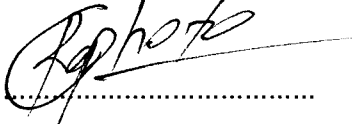
9. FUTURE WAGE NEGOTIATION AND SUBSTANTIVE NEGOTIATION FOR 2011

9.1 The parties agree to commence negotiations by 20th of April 2010 with the aim of arriving at agreement by July 2010. If a salary adjustment is agreed at this stage, it will be incorporated into the 2011 budget. If no agreement has been reached then the Union's salary demands and a submission in respect of the budget will be put before the Remunerations Committee and Council to inform their decisions about the budget. The budget process for 2011 will begin in June 2010 and conclude by November 2010 regardless of whether the wages for 2011 have been settled.

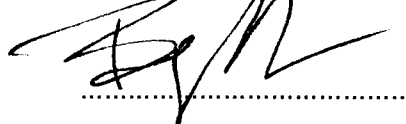
9.2 The salary increase for each month of 2011 will be negotiated using the monthly COE as at December 2010. The percentage increase for each month in 2011 will be stated as a percentage of the COE as at December 2010.

Dated at **RONDEBOSCH** this 15th day of **MARCH 2010**.

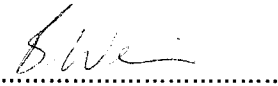
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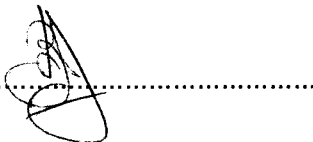
UCT ACADEMICS' UNION

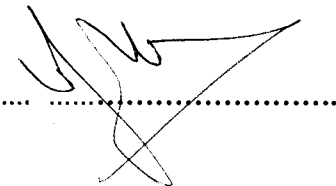

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Annexure 2: Academic Rate for Job 2010

| Cost of Employment (CoE) per annum | | | |
|------------------------------------|-----------------------|--|---|
| Academic level | Rate for Job for 2009 | Rate for Job for 1 January 2010 - 30 June 2010 | Rate for Job for 1 July 2010 - 31 December 2010 |
| Junior Research Fellow | 298,998 | 328,898 | 335,626 |
| Lecturer (Entry level)* | 298,998 | 328,898 | 335,626 |
| Lecturer | 332,221 | 365,443 | 372,918 |
| Senior Lecturer | 393,743 | 433,117 | 446,898 |
| Associate Professor | 460,148 | 506,163 | 516,516 |
| Professor | 560,806 | 616,887 | 636,515 |

| Cost of Employment (CoE) per month | | | |
|------------------------------------|----------------------|---|--|
| Academic level | Monthly CoE for 2009 | Monthly CoE for 1 January 2010 - 30 June 2010 | Monthly CoE 1 July 2010 - 31 December 2010 |
| Junior Research Fellow | 24,917 | 27,408 | 27,969 |
| Lecturer (Entry level)* | 24,917 | 27,408 | 27,969 |
| Lecturer | 27,685 | 30,454 | 31,076 |
| Senior Lecturer | 32,812 | 36,093 | 37,242 |
| Associate Professor | 38,346 | 42,180 | 43,043 |
| Professor | 46,734 | 51,407 | 53,043 |


 A collection of handwritten signatures and initials in black ink, including a large stylized 'R', a signature that appears to be 'S. W.', and other illegible marks.