



## MEMORANDUM OF AGREEMENT FOR 2013

Between

**UNIVERSITY OF CAPE TOWN  
(UCT)**

And

**UNIVERSITY OF CAPE TOWN ACADEMICS' UNION  
(AU)**

*JP* *PM*  
*B.W.* *TL*  
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**1. Period of agreement**

This agreement will operate, unless otherwise stated, for the period 1 January 2013 to 31 December 2013.

**2. Scope of agreement**

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

**3. Increases in the Cost of Employment**

The Standard Academic Salary Package (SASP) for Academic staff is based on the total Cost of Employment as defined in the 'Academic Pay Policy'.

The increases for 2013 will be structured in the following way:

Rate	SASP 2012	Percentage Increase proposed towards meeting 75% percentage of distribution	SASP 2013	Change Ratio 2013 to 2012 percentage of Change Ratio
Professor	771,584	8.5%	837,169	105
Associate Professor	614,221	8.0%	663,359	107
Senior Lecturer	526,873	6.7%	562,173	106
Lecturer	427,311	7.0%	457,223	106
	AVERAGE	7.55%		

**4. PhD Bursaries to Support Staff**

The University Human Resources Committee has recommended to Council that a bursary scheme is instituted and that it be called the UCT Staff PhD Bursary Scheme.

The conditions of the scheme are:

- that the bursary be limited to studies at UCT only, for staff that qualify for the staff tuition fee rate;

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 B.W.  
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- that the bursary be limited to the staff tuition rate for permanent UCT staff (25% of the total fee) for standard faculty PhD tuition fees only;
- that the bursary be pro-rated for staff that works part-time;
- that the bursary award be limited to four years per individual, for any or all of the first four years of registration only;
- that bursaries be awarded through a fair competitive process;
- that the recipient enters into a bursary agreement with UCT;
- that the bursary be run and be funded through the Post-Graduate Funding Office;
- that there be a limited sum available for bursary awards each year. An amount of R300 000 will be made available in 2013 and reviewed thereafter as part of the Post-Graduate Funding Office budgeting process.

## **5. Health and Fitness**

Tai-Chi and Yoga exercises will be piloted through the Organisational Health Consultative Forum in 2013, particularly during lunchtime.

## **6. Parking**

Consultants have been appointed with a brief to review access, transport and parking at the University and report back by December 2012. Progress will be reported through the Joint Monitoring Forum where the AU is represented and the first report is scheduled to be completed by March 2013. On completion the report will be furnished to the AU through the Consultative Forum on Academic Staff Matters.

## **7. Medical Aid**

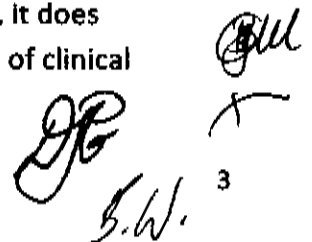
It is agreed that, as per standard procedure, any changes to conditions of service need to be consulted with all Unions and approved by Council.

## **8. Distribution of Research Block Grants**

The Deans have agreed to review the criteria for the distribution of research block grants furnished to Faculties by the University Research Committee, and to consult on them through the Faculty Boards.

## **9. The multi-lateral agreement on discipline for clinical academic staff**

The signed multilateral agreement between UCT and the Provincial Government of the Western Cape (PGWC) required an amendment to the Preliminary Investigation Committee (PIC) and Committee Of Inquiry (Col) rules for joint staff on UCT conditions of service. The amendment legitimized the involvement of PGWC nominees in PIC and Col processes. While the AU does not represent clinical academics on matters of interest (e.g. pay), it does represent them on matters of rights (disciplinary matters etc), as the majority of clinical

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10 October 2012

professors are AU members. The AU supports the involvement of PGWC nominees in this process.

**10. Participation in a working group on the review of academic staff discipline and grievance policies**

A working group is to be set up to review the UCT academic staff disciplinary and grievance policies and the AU agrees to participate in the process.

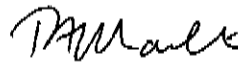
Signed at **RONDEBOSCH** this 11 day of October 2012.

**UNIVERSITY OF CAPE TOWN**



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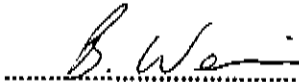
**UCT ACADEMICS UNION**



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