



MEMORANDUM OF AGREEMENT FOR 2014

Between

**UNIVERSITY OF CAPE TOWN
(UCT)**

And

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

1. Period of agreement

This agreement will operate, unless otherwise stated, for the period 1 January 2014 to 31 December 2014.

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 2014 will be structured in the following way:

Academic Rank	UCT SASP 2013	Increase	UCT SASP 2014	CR for 2014
Lecturer	457 223	6%	484 656	101
Senior Lecturer	562 173	6%	595 903	102
Associate Professor	663 359	6%	703 161	101
Professor	837 169	6%	887 399	101

4. Retirement age

The results of the retirement age survey and findings were submitted to VCMAG and then to Senate for comment. The draft minutes indicate that Senate moved that UCT retain the retirement age of 65 but that the mechanisms for post-retirement contracts be reviewed and improved and that the revised report be re-tabled at Senate for discussion.

5. Cash-in rates for sabbatical

Taking into account budget constraints, it is agreed that the amount be increased to R17 000 per month with effect from 1 January 2014 and reviewed in the next budget cycle with a view to putting a mechanism in place for future adjustments.

6. Academic research staff demands

- 6.1 Regarding teaching requirements placed in academic research staff contracts it is agreed that the clause, 'this job carries with it research and

limited teaching' is replaced, from the date of this agreement, with 'this job carries with it research and other duties as agreed with the Head of Department.' It was also agreed that supervision would be included in specific contracts.

- 6.2 Regarding redeployment of academic research staff facing retrenchment, it was agreed that the UHRC would monitor the implementation of the RRR policy and HR will report back to the AU on the number of contracts terminated (including funding source) and number of redeployments every 6 months through the Consultative Forum on Academic Staff Matters (CFASM), commencing with the first CFASM meeting of 2014.
- 6.3 Regarding the ready identification of academic research staff (including funding source) on the employment database, a 'clean up' will be undertaken as part of the Jobs Project and for the time being data will be provided to the AU based on funding source.
- 6.4 Regarding the consistency of ranks and criteria for promotion of research staff across different faculties. It is confirmed that, in principle, staff who have research-intensive workloads can, in all faculties, successfully apply for promotion to academic ranks, provided they satisfy the appropriate, including teaching, criteria of the faculty concerned. HR undertakes to ensure that the prevailing situation (including implementation) is clear to all staff.
- 6.5 Regarding research funding support, a central allocation will be made by the University Research Committee (URC) from 2014 to allow for research support specifically for appropriate categories of academic research staff. All Deans will continue to be encouraged to ensure that, in the distribution of research funds under Faculty control, they consider the needs of all academic research staff.

Signed at **RONDEBOSCH** this day of 2013.

31 October 2013

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