

Academic Union's Demands for Salary Negotiations 2017

The UCTAU makes the following demands on behalf of all employees in the bargaining unit:

1. Salary Increase

The current remuneration policy, in terms of which the objective is to align the SASP in 2017 with the national 75th percentile for 2017, will be in force during the salary negotiations to start in 2016. The salary negotiations will follow established precedent for adjusting the SASP amounts.

To assess the status of the SASP, the UCTAU was provided with data from HR.

Below is a breakdown of the shortfall against the 75th percentile of the tertiary education market.

Rank	UCT 2015 SASP	75th Percentile	Gap to 75th percentile	CPI May 2016	Increase required per policy
Lecturer	558 915	570 240	2,0%	6,1%	8,25%
Senior Lecturer	687 208	722 298	4,9%	6,1%	11,52%
Associate Professor	810 900	856 181	5,3%	6,1%	12,02%
Professor	1 023 367	1 078 086	5,1%	6,1%	11,77%

Consultations with members have determined a mandate for an increase of **11% across all ranks**.

2. Managing workloads in the context of austerity

In light of the exercise to provide for early retirement and voluntary separation exercises we demand:

- The establishment of a task team including AU representatives in order to develop policies at faculty and department levels to ensure that the reduction in staff does not lead to an increase in the workload of the remaining staff;
- A thorough investigation by the task team of the option of job sharing and other creative alternatives to avoid reductions in staff;
- Prohibition of lecturing by students; they may tutor only. Employed staff who are studying are excluded;
- The task team will monitor and if necessary limit the use of contract staff to teach.

3. Lecture recording

Individual staff members have the right to refuse to have lectures recorded without suffering any adverse consequences.

4. Sabbatical leave

We demand that all academics must continue to qualify and be granted the opportunity to take sabbatical for either 6 months after 3 years' service or 12 months after 6 years' service independent of austerity measures.

5. Adjusting performance appraisals to the impacts of austerity

Academics are performance appraised periodically. They must also meet certain criteria to gain promotion. Meeting the existing standards and criteria will become increasingly difficult in the context of increased teaching and supervision load. We demand:

- The criteria used in performance appraisals must be reviewed to include workload based on operational needs in departments. An AU representative in each faculty must be part of the review process;
- The ad hominem criteria must be reviewed by all faculties to include workload based on operational needs in departments. An AU representative in each faculty must be part of the review process.

6. Soft-funded Academic Research Staff (SFARS)

The 2010 collective agreement records that SFARS will be remunerated at the same rate as contract teaching staff and that a workshop would be convened to discuss the application of this policy at faculty and department levels. However, a recent survey of SFARS found that many SFARS were not being paid for teaching or were being paid arbitrary amounts. Furthermore, it does not appear that the workshop ever took place and the policy on teaching has never been communicated to faculties and departments. We demand:

- An explanation from management of why the policy has never been implemented and why the workshop was never convened;
- The implementation of a university-wide SFARS teaching policy and the negotiation of rates of payment for teaching and supervision by SFARS.

We further note that the process which was started in 2015 to deal with SFARS issues, which included a monthly meeting with DVC Prof Francis Petersen, as well as a number of other initiatives as follows:

- Meetings to be scheduled with Finance and HR about identifying SFARS in the HR system.
- Report back to the SFARS committee on the so-called 'pilot models' that had come out of HS and EBE as a way to compensate SFARS for teaching and supervision.
- Report back on a proposed model for more equitably compensating SFARS for research productivity (since most of the subsidy earned through publishing and supervision by SFARS goes back to faculties and is never seen by SFARS).

- A presentation of financial flows in the university, including information on how much money SFARS bring into the university through teaching, publications and supervision, and on the amount of cost recovery that SFARS generate compared to GOB staff.
- Further consultation with RCIPS on the issue of cost recovery to discuss the following issues that are not addressed by the current policy (and have been raised by SFARS):
 - SFARS do not agree with RCIPS that the new model (in the iterations that we have previously seen) is going to be 'not much different' to the existing framework in practice for our projects.
 - The framework for waiving costs **IS** going to be unevenly applied by Deans, will amount to a large investment in time for SFARS researchers, and will not guarantee outcomes.
 - Research which should not be subjected to the model still is despite acknowledgement by management that this should not be the case.

These issues have not been attended to, to our knowledge.

In general, the SFARS steering committee is concerned with the way that SFARS issues remain peripheral. To date, there has not been appropriate recognition for the role that SFARS play in the life of the university. Despite numerous efforts by SFARS to restart the engagement with management that was stalled by the Fees Must Fall protests, no progress has been made.

- We demand that the University agree to meet the above commitments and agree to a timetable of meetings to resolve outstanding issues.

7. Fee rebate for part-time staff

Currently part-time staff receive a 60% rebate for fees at UCT. An increase of the rebate to 75% will not amount to a great deal of money and will enable staff to improve their skills. We demand:

- The rebate on fees for part-time staff be increased to 75%.

8. Retired academic staff: on-line access and parking

Many academics continue to be active after retirement (i.e. research, mentoring, teaching and supervision). We demand:

- That retired academics have on-line access to journals and other electronic publications at UCT and remotely;
- That retired academics be entitled to parking at UCT at a reduced fee to be negotiated.

9. Consolidation of collective agreements

A number of collective agreements have been negotiated over the past years. Some of the clauses in the agreements are valid for one year only (e.g. the salary increase), others permanently change employment conditions and employee

rights, and others appear to have been only partially implemented by management or ignored. We demand:

- A review of all the collective agreements and the creation of a consolidated agreement;
- The implementation of all agreements that have not been fully implemented.

10. Information sharing and consultation

The experience of the AU and academics at UCT is that management communicate poorly with staff and are reluctant to provide crucial information that would allow staff and the Unions to engage meaningfully on issues that affect the UCT community. In order to address this problem, we propose:

- The establishment of a workplace forum at UCT, subject to consultations with the EU and NEHAWU. Non-unionised employees or representatives from bodies such as the BAC would also be represented on the workplace forum.

This will give the Unions rights to information and consultation over an agreed range of issues and will also build cooperation between unions representing all employees at UCT.