



# MEMORANDUM OF AGREEMENT FOR 2022

Between

**UNIVERSITY OF CAPE TOWN  
(UCT)**

And

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

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## 1. Period of agreement

This agreement operates, unless otherwise stated, for the period 1 January 2022 to 31 December 2022.

## 2. Scope of agreement

The agreement applies 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.

The following are the increases agreed for 2022:

Rank	UCT 2021 SASP	Increase percentage	UCT 2022 SASP
Lecturer	765 575	5,2%	805 385
Senior Lecturer	921 012	5,2%	968 905
Associate Professor	1 105 604	5,2%	1 163 096
Professor	1 348 905	5,2%	1 419 049

If a larger increase than 5.2% is agreed with any other staff body(ies) it will be applied to academic staff and this agreement will adjust accordingly.

## 4. Review of the Academic Pay Policy Agreement

The parties have agreed on the following with regard to the renegotiation of the Academic Pay Policy Agreement:

- The current Pay Policy Agreement will remain in place for the period 1 January 2022 until a new pay policy agreement is reached by the parties. If by 30 June 2022 agreement has not been reached on a new pay policy agreement, then a formal process of mediation followed by private arbitration (per current AU recognition agreement) will be initiated.
- Clause 8 of the current Pay Policy Agreement will not form part of the extended Pay Policy Agreement.
- Salary increases in terms of the extended Pay Policy Agreement will be negotiated separately, retaining the reference to the 75<sup>th</sup> percentile of comparator universities, and

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informed by the Western Cape CPI of June of the preceding year. This effectively overrides the formula for salary increases in Clause 3 of the extended Pay Policy Agreement.

- Renegotiation of the Academic Pay Policy Agreement must commence by no later than 25 January 2022.
- The Academics' Union and Management must each exchange as much information as possible related to the negotiation of a new Pay Policy Agreement, as soon as possible but by no later than 18 January 2022 in order to facilitate the renegotiation of the Academic Pay Policy by no later than 25 January 2022.
- Management will provide all relevant documents for scheduled meetings at least three (3) working days prior to the meeting (including all data, presentation slides and documents that will be presented and/or discussed).
- Meetings will be scheduled at a time agreed to by both parties and these will be arranged by the Management team with at least two weeks' notice.
- The parties agree to aim for the renegotiation of the Academic Pay Policy to be concluded by 10 March 2022 in order for the revised policy to be approved by the Remuneration Committee of Council at the meeting to be held on 17 March 2022.

## **5. Academic Workload**

The parties have agreed to form a working group to address the following academic workload matters:

- The decline in academic numbers – to establish inter alia the reasons for the trend and corrective measures to attend to the problem.
- The academic workload (which will incorporate Professor Linda Ronnie's workload report, findings, and proposals) – to interrogate the problem and find concrete solutions that will reduce the workload to manageable proportions.
- The academic calendar – to interrogate the options to protect academics' research time by addressing the academic calendar.
- Annual and sabbatical leave – to interrogate the status of academic leave, and to create mechanisms and staffing levels that can ensure that at a sizeable proportion of leave can be taken every year and that untaken leave can be carried over and taken in the following year.

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Timelines and processes related to this working group and its mechanisms for working and dispute resolution are set out in a separate submission to be signed by both parties.

**6. Filling of Academic vacant posts**

Management confirms that there will be no blanket freeze of academic posts during 2022 and commits to advertising and filling of vacant posts without unnecessary delay.

**7. Once-off lump sum in lieu of setting up home office**

Management agrees to confirming, by the end of February 2022 for payment in March 2022, a once-off lump sum payment to every academic towards the expense of setting up a home office, paid for by UCT.

**8. Finance Workshop**

Management agrees to provide feedback to the AU's finance concerns and queries raised in their request for information letter dated on email 12 December 2021 by the end of February 2022.

Signed at **RONDEBOSCH** this 21st day of December 2021.

**UNIVERSITY OF CAPE TOWN**

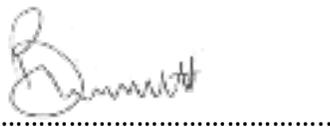
**UCT ACADEMICS' UNION**



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