

# MEMORANDUM OF AGREEMENT FOR 2012

between

## UNIVERSITY OF CAPE TOWN

(hereinafter referred to as the Employer)

And

## UNIVERSITY OF CAPE TOWN ACADEMICS' UNION

(hereinafter referred to as the Union)

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1. **Period of agreement**

This agreement will operate unless otherwise stated, for the period 1 January 2012 to 31 December 2012.

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 'Framework for the performance assessment of academic staff' as approved by Council in 2010.

The increases for 2012 will be structured in the following way:

Rank	SASP 2011	Percentage Increase proposed towards meeting 75th percentile of comparators	SASP 2012	Compa Ratio of UCT SASP to 75th percentile of 10 Comparators
Professor	701,440	10.0%	771,584	104
Associate Professor	566,102	8.5%	614,221	108
Senior Lecturer	494,716	6.5%	526,873	108
Lecturer	403,124	6.0%	427,311	108
AVERAGE		7.8%		

4. **Extension of Tuition fees for staff**

Management and the Union Executive will find ways of better communicating the Staff Learning and Development Funding Policy to all academic staff and investigate ways of increasing available funding for development of academic staff. Management is to provide a statement from UCT's tax advisors, by 31<sup>st</sup> December 2011, on the tax implications of tuition fee rates at UCT and other institutions.

5. **Day Care facilities**

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Management will investigate the implications for increasing facilities by 31 December 2012.

The 2012 budget includes the provision to extend the facilities of the UCT Educare at a cost of R500 000 and an increase in the staffing budget by R150 000 in order to comply with Department of Education requirements.

**6. Conference Travel funding**

Management will review the modus operandi of the Travel Grant Committee and will consult with the Academics Union in the process and provide a report to the second University Research Committee of 2012.

**7. Showers**

Management agrees to having an inventory taken and to report back and consider the condition of the current facilities available on all campuses and whether they need to be upgraded by 31 December 2012.

As a part of the City's non-motorised transport plan (NMTP) dedicated bicycle routes are to be provided inside and outside of UCT. In addition to this there is a Bicycle leasing programme proposed for 2012 where staff will be encouraged to cycle to work.

**8. Support for staff in meetings**

In the light of not being able to reach agreement on the wording for this item it was agreed to reflect this in the agreement and to agree to form a joint working party to investigate both the causes and solutions available with the aim of putting a proposal to the first meeting of the Consultative Forum on Academic Staff Matters in 2012.

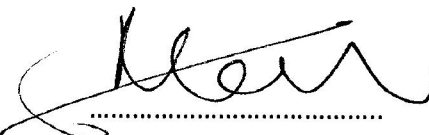
Signed at RONDEBOSCH this .....<sup>5</sup>..... day of .....DECEMBER..... 2011.

**UNIVERSITY OF CAPE TOWN UCT ACADEMICS UNION**

  
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