

**SUBSTANTIVE AGREEMENT BETWEEN  
THE UNIVERSITY OF CAPE TOWN AND THE UCT ACADEMICS' UNION**

**ANNUAL REMUNERATION REVIEW FOR 2009**

**1. PREAMBLE**

- 1.1. This agreement will operate, unless otherwise stated, for the period 1 January 2009 to 31 December 2009. It will apply to permanent staff on academic conditions of service, Lecturers to Professors inclusive, but shall exclude members of the UCT Management negotiating team who fall within the UCTAU bargaining unit.

**2. INCREASES IN THE RATE FOR THE JOB**

- 2.1. The Rate for the Job (RFJ) for Academic staff is based on total Cost of Employment in a range aligned to the 75<sup>th</sup> percentile of the national tertiary education market (as surveyed by Remchannel). The 2008 RFJ amounts will increase by 9%, this being the predicted market move for 2009. The pay line for 2009 is defined in Annexure A.
- 2.2. The University, in addition to increasing the 2008 RFJ amounts in line with the predicted market move for 2009, also agreed to pay staff on academic conditions of service a once-off lump sum amount of three percent (3%) for Lecturers and Senior Lecturers and two percent (2%) for Associate Professors and Professors, with the January 2009 pay-run. This payment is an effort to address the lag that staff on Academic conditions of service have experienced. The once-off payment is not intended to become the norm; it is intended to be an interim measure, pending the formal RFJ Review in 2009.
- 2.3. The base point for the purposes of establishing remuneration levels for 2009 negotiations, as part of the process of negotiating the remuneration levels for 2010, is agreed as being the 75<sup>th</sup> percentile of the tertiary market for academic staff as set at the end of June 2009.

**3. PATERNITY LEAVE**

- 3.1. The University Management acknowledges the Union's demand for an increase in the provision of Paternity Leave, from five (5) days to ten (10) days per annum. While this demand is not achievable for the 2009 adjustment to conditions of service, the University Management undertakes to deal with this demand as part of a review of family

*BDR*  
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responsibility leave, through the University's Employee Relations Management Committee, in consultation with the Unions represented at UCT.

**4. CASHING-IN OF STUDY AND RESEARCH LEAVE**

4.1. The University Management agrees to an increase in the cashing-in amount of Study and Research Leave, and Contact Leave from the current amount of R9,000.00 to R15,000.00. The cashing-in of Study and Research Leave and Contact Leave will continue to be done in accordance with current policy governing this leave type.

**5. FUTURE NEGOTIATIONS**

5.1. The parties agree to commence preparation for negotiation for future remuneration adjustments prior to the conclusion of the University's internal budgeting processes, so as to influence the adjustment to the University's salary bill to be adopted by the University Council. In order to facilitate this, the UCTAU will make proposals, with substantive reasons, on the suggested remuneration budget for 2010 by no later than 30 April 2009.

Dated at RONDEBOSCH this *24<sup>th</sup>* day of DECEMBER 2008

**UNIVERSITY OF CAPE TOWN**

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HAROLD MARITZ

JUDITH DU TOIT

**UCT ACADEMICS' UNION**

*B. Weiss* B. WEISS

*CM Comme* CM COMRIE