



## **MEMORANDUM OF AGREEMENT FOR 2026**

**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 2026 to 31 December 2026. For 2027, the parties will meet to determine the percentage increase to align with Clause 4.2.

## 2. Scope of agreement

The agreement applies to the bargaining unit as per the Collective Agreement signed between the parties in 2009.

## 3. Increases in the Cost of Employment for 2026

For 2026, Management and the AU have agreed on a 3.5% CPI-linked increase, based on the CPI as of July 2025. The July CPI will be used as the baseline benchmark moving forward.

The Standard Academic Salary Package (SASP) for Academic staff is based on the total Cost of Employment. The increases agreed for 2026 are as follows:

Academic Rank	UCT 2025 SASP	Inflation Adjustment (CPI August 2024)	Benchmark Adjustment	UCT 2026 SASP
Lecturer	941 184	3.5%	Aligned	974 126
Senior Lecturer	1 147 460	3.5%	As per the 2023 Agreement	1 207 358
Associate Professor	1 378 741	3.5%	As per the 2023 Agreement	1 457 192
Professor	1 694 867	3.5%	As per the 2023 Agreement	1 805 034

Management commits to ensuring that the measure of CPI used in salary negotiations is applied equally across all bargaining units. If a larger increase than CPI baseline of 3.5% is agreed with any other staff body(ies) it will be applied to academic staff and this agreement will adjust accordingly.

#### **4. Implementation of the Agreement to reach the 75th percentile over a three-year period**

As per the 2023 agreement, Management remains committed to aligning academic salaries with the 75th percentile benchmark by 2027 through a phased adjustment strategy as per Annexure A. Annual increases will continue to narrow the gap, with final adjustments planned for 2027 to achieve full alignment. Progress will be reviewed during the 2027 bargaining cycle to ensure consistency with the financial sustainability principles outlined in Clause 5 of the Academic Pay Policy. Adjustments will consider CPI, the financial impact of salary changes, projected budget outcomes, and available Council-controlled free cash.

To ensure consistent application over the duration of the three-year agreement, the parties agree to use the following data to assess and determine SASP adjustments for Year 3:

1. National CPI year on year as at the end of July each year (data released by STATS SA last week of August). It is important to use a consistent year-on-year CPI measure to ensure an accurate determination of inflation over time. The July data also ensures alignment with the timelines with respect to point 2 below.
2. Benchmarking data in respect of the 75<sup>th</sup> percentile of the agreed comparator group of universities will be requested in September 2026 (age-corrected to October 2026). This data will be used to assess any lead or lag against the benchmark.

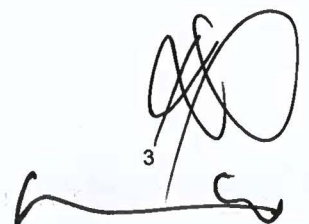
#### **5. Non-salary demands**

The parties agree to a separate process to resolve the remaining non-salary demands as set out in Annexure B.

#### **6. Dispute Resolution**

The Parties agree that where any dispute arise from this agreement, it shall be dealt with in accordance with clause 10 of the Recognition Agreement which stipulates that the following dispute resolution process should be followed:

- (i) Either party may declare a dispute by giving the other party written notice that must explain the issues in dispute.

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- (ii) The parties must convene a meeting of the negotiating committee within five (5) working days of receipt of a declaration of dispute in an attempt to resolve the dispute.
- (iii) The University and the Union may agree to refer an unresolved dispute to private mediation or arbitration. If the parties agree to private mediation or arbitration, they must agree who the mediator or arbitrator shall be, as well as his/her terms of reference.
- (iv) If a dispute remains unresolved after the parties have attempted to have it resolved by private mediation, they may agree to proceed to arbitration if the issues in dispute relate to the parties' mutual interest, or take the appropriate action as is provided for either in terms of this agreement or law.
- (v) If the parties agree to private mediation or arbitration, each of the parties shall bear 50% of the costs of such a mediation or arbitration.
- (vi) If the University and the Union do not agree to refer an unresolved dispute to private mediation or arbitration, either party may proceed to the CCMA or take the appropriate action as is provided for either in terms of this agreement or law.

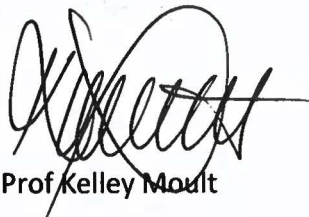
Signed at **RONDEBOSCH** on this 17 day of November 2025.

**UNIVERSITY OF CAPE TOWN**

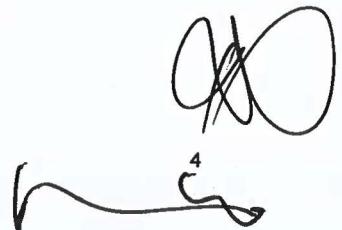
**UCT ACADEMICS' UNION**



Prof Brandon Collier-Reed



Prof Kelley Mout



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## Annexure A

Academic Rank	UCT 2025 SASP	Inflation Adjustment (CPI August 2024)	Benchmark Adjustment	Total Percentage Increase	UCT 2026 SASP
Lecturer	941 184	3,5%	Aligned	3,50%	974 126
Senior Lecturer	1 147 460	3,5%	1,72%	5,22%	1 207 358
Associate Professor	1 378 741	3,5%	2,19%	5,69%	1 457 192
Professor	1 694 867	3,5%	3,00%	6,50%	1 805 034



## Annexure B

### Revised Non-Salary Demands Summary (2025)

Note: The following revised list of Non-Salary Demands should be read alongside the original submission. Following the first 2025 bargaining session, it was agreed to focus on actionable areas where tangible progress can be achieved. Many long-standing items remain unresolved and should either be removed or placed in a monitoring status to enable attention to be directed toward realistic and achievable outcomes. This does not diminish the frustrations associated with unresolved matters but ensures that efforts are concentrated where meaningful progress can be made.

Management acknowledges the lack of progress in implementing the SFARS Policy as per the agreement with the Academic Union and accepts responsibility for ensuring full compliance going forward. Concrete implementation measures will be developed, including a clear timeline, assignment of accountability, and ongoing monitoring mechanisms to ensure that the policy is operationalized effectively.

Category / Area	Key Items / Description	Current Status	Notes / Next Steps
<b>1. HR Administration, Probation &amp; Promotion</b>	<ul style="list-style-type: none"> <li>• Adherence to the policy on probation.</li> <li>• HR to trigger and drive the process, provide oversight</li> <li>• Modernisation of HR systems and processes across the academic life cycle.</li> <li>• Review of ad hominem promotion criteria to ensure equity across faculties.</li> </ul>	<b>Actionable / In Process</b>	This item will be taken forward to the ED:HR accordingly / CFASM
<b>2. Soft-Funded Academic Staff (SFARS)</b>	<ul style="list-style-type: none"> <li>• Full implementation of the SFARS policy.</li> <li>• Identify and address barriers preventing implementation.</li> </ul>	<b>Actionable / In Process</b>	The development of a clear timeline, assignment of accountability and ongoing mechanisms to ensure the effective implementation of the SFARS Policy / CFASM
<b>3. Workload, Leave &amp; Wellbeing</b>	<ul style="list-style-type: none"> <li>• Inflation-linked increases for staff on non-recurrent funding.</li> <li>• Increase and stabilise tutor funding; allow postgraduates to tutor.</li> <li>• Complete the review of disciplinary and bullying policy with union input.</li> <li>• Review administrative workload creep and restore</li> </ul>	<b>Mixed: Actionable / Monitoring</b>	Some items (holiday closure, admin workload) are undergoing review. Prioritise completion of policy reviews and clarity on tutor funding model / CFASM



	professional admin support to academic functions.		
<b>4. Social Environment, Food</b>	<ul style="list-style-type: none"> <li>• Improve social spaces and facilities on campus.</li> <li>• Enhance quality/diversity of food options.</li> <li>• Revive The UCT Club.</li> </ul>	<b>Actionable (Medium Term)</b>	In progress / CFASM
<b>5. Financial Sustainability</b>	<ul style="list-style-type: none"> <li>• Transparent consultation with AU on financial planning and decision-making.</li> </ul>	<b>Actionable / Ongoing</b>	To be addressed through Finance–AU engagement; AU to have separate consultation session.
<b>6. In Progress List</b>	<ul style="list-style-type: none"> <li>• Parking capacity and enforcement, particularly in Health Sciences (area identified for expansion).</li> <li>• December holiday closure policy for academics.</li> <li>• Campus access systems upgrade.</li> </ul>	<b>Monitoring</b>	Monitoring of progress through CFASM
<b>7. Removed from List</b>	<ul style="list-style-type: none"> <li>• ICT system improvements (authentication, token timeouts, integration) – progress unlikely due to external Microsoft/security constraints.</li> </ul>	<b>Not Actionable</b>	Unlikely to change; removed from active list to focus on achievable goals.

