MEMORANDUM OF AGREEMENT FOR 2023

Between

UNIVERSITY OF CAPE TOWN

(UCT)

And

UNIVERSITY OF CAPE TOWN ACADEMICS' UNION

(AU)

1. **Period of agreement**

This agreement operates, unless otherwise stated, for the period 1 January 2023 to 31 December 2023.

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 increases agreed for 2023 are as follows:

Academic Rank	UCT 2022 SASP	Special Circle 75th Percentile Comparator Ratio	Percentage Increase	UCT 2023 SASP
Lecturer	805 385	101	6%	**853 709**
Senior Lecturer	968 905	94	6%	**1 027 040**
Associate Professor	1 163 096	95	6%	**1 232 882**
Professor	1 419 049	90	6%	**1 504 192**

4. **Finalisation of Academic Pay Policy**

A task team coordinated by the HR Director: Staff Wellbeing & Reward, consisting of two members of the Academics' Union and two members of management, will set up four meetings in February and March 2023 which will include the following outputs:

- Special survey of comparator institutions for 2023 (28 February 2023)
- Plan to reach the 75th percentile over a 3-year period (following receipt of survey of comparator institutions)
- Plan for handling Scarcity payments (discipline and individual; internal or external funding) in Academic Pay Policy
- Plan for handling Strategic payments to individuals in Academic Pay Policy
- Plan for handling Merit awards in Academic Pay Policy
- Plan for handling Excellence awards in Academic Pay Policy

- Draft Academic Pay Policy (agreed between the parties) for submission to the Remuneration Committee of Council

To meet the above deadlines, the following steps are required:

Confirmation of Task Team – by 3 February 2023

First meeting of Task Team – by 10 February 2023

Second meeting of Task Team – by 24 February 2023

Third meeting of Task Team (following confirmation of 2023 75th percentile) – by 10 March 2023

Proposal to the Committee of Deans – 3 March 2023

Proposal to the Executive – 17 March 2023

Proposal to the Remuneration Committee of Council – by Chair's circular

5. Non-salary demands

a. Retrenchments

This substantive agreement does not include any consideration of retrenchment of academic staff.

b. Implementation of Soft Funded Academic and Research Staff (SFARS) policy

The parties agree to set up an SFARS Policy Task Team, led by the DVC for Research and internationalisation and comprising three members from management and three members from the AU with HR support, to oversee the full implementation of the SFARS policy, as previously agreed, including:

- **Implementation of sabbatical leave provision by 31 March 2023.** This task includes:
  - Finalisation of list of SFARS staff, and identification of eligible SFARS staff, completed by 28 February 2023
  - Addendum to SFARS contracts completed by 10 March 2023 and sent by 16 March 2023.
  - Communication to SFARS staff in respect of eligibility and requirements for sabbatical leave provision by 10 March 2023 and sent by 16 March 2023.
- **HR SFARS Specialist** to be identified and trained by 28 February 2023.
- **Framework for contribution based on teaching and departmental duties** to be completed by 31 July 2023 and implemented beginning in August 2023.

- **Framework for contribution based on research and supervision outputs** to be completed by 31 May 2023 and implemented by 30 June 2023.
- **Framework for salary security and general security fund contributions** to be completed by 31 May 2023 and implemented by 30 June 2023.
- **Framework for performance recognition** to be completed by 31 December 2023 taking into account the requirement for Ad Hom changes needing to be consulted and approved by each Faculty Board.
- **An implementation framework document containing all relevant provisions and supporting frameworks** once the above have been finalised, to be completed by 31 December 2023.

c. Task Team on Academic conditions of service

The parties agree to form a task team by 18 February 2023 made up of AU members (nominated by the AU Executive) and management representatives to address the following conditions of service:

- 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 for staff to manageable proportions.
- Review the academic calendar amongst others to interrogate the options to protect academics' research time and leave by proposing changes to the academic calendar.
- Annual and sabbatical leave – to interrogate the status of all academic leave, and to create mechanisms and staffing levels that can ensure that a sizeable proportion of leave can be taken every year.

A report on the outcomes of the work of this committee to be made to the AU Executive by 30 June and 30 November of 2023, with agreed to be negotiated between the parties.

d. Promotion to the rank of Associate Professor for Academic Teaching-only staff

The parties agree to continue the initiative to investigate promotion to the rank equivalent of Associate Professor for academic teaching-only staff, including:

- Inclusion of at least one additional AU member (nominated by the AU Executive) on the task team currently headed up by Prof Andy Buffler.
- Discussion on the outcome of consultation with Deans by 28 February 2023.
- Mapping of next steps towards implementation of this demand by 30 March 2023.

A report on the outcomes of the work of this committee to be made to the AU Executive by 30 April 2023, with extensions to be agreed between the parties.

e. Working Group on Funding Model for Student Financial Aid

The parties agree to set up a task team made up of management, students and AU-appointed academics who will come together to discuss the issue of student financial aid including finances and time to completion. The task team should be constituted by 30 April 2023 and make periodic reports to CFASM.

f. Working Group to Discuss the Remediation of the impact of Loadshedding on Teaching and Research

The parties agree to set up a task team of management and AU-appointed academics who will come together to discuss strategies to remediate the impact of loadshedding on teaching and research. A report on the work and outcomes of this committee to be made to the AU at CFASM by 30 April 2023.

g. Review of Assessments in the context of Artificial Intelligence

Management to produce a discussion document on assessments in the context of artificial intelligence. This discussion document should be circulated for comment and placed on the CFASM agenda by 30 June 2023.

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.

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.

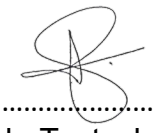
V. If the parties agree to private mediation or arbitration, each of the parties shall bear 50% of the costs of such a mediation or arbitration.

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.

VII. It is the responsibility of the Executive Director: Human Resources to ensure compliance with the dispute resolution process in terms of clause 6 of this agreement.

Signed at **RONDEBOSCH** this 27th day of January 2023.

UNIVERSITY OF CAPE TOWN



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Thando Tsotsobe

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Bongani Ndaba

UCT ACADEMICS' UNION

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A/Prof Kelley Moult

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A/Prof T Gebbie