



MEMORANDUM OF AGREEMENT FOR 2021

between

UNIVERSITY OF CAPE TOWN

(UCT)

and

**NATIONAL EDUCATION HEALTH & ALLIED WORKERS
UNION (NEHAWU)**

UNIVERSITY & ALLIED WORKERS UNION (UAWU)

**SOUTH AFRICAN LIBERTATED PUBLIC SERVICE WORKERS
UNION (SALIPSWU)**

**DEMOCRATIC TRANSPORT & ALLIED WORKERS UNION
(DETAWU)**

UCT EMPLOYEES UNION (EU)

Bm

AP

Andrea Plos

1. **SCOPE**

This agreement applies to all employees within pay classes 2 to 6. The period of the agreement is 1 January 2021 to 31 December 2021.

2. **TERMS AGREED**

2.1 **Pay increases**

2.1.1 The cost of employment will be increased in each payclass as follows:

Payclass	UCT Standard Package 2020	2021 Increase	UCT Standard Package for 2021
Payclass 2	158 861	3.8%	164 898
Payclass 3	187 014	3.8%	194 121
Payclass 4	209 058	3.8%	217 003
Payclass 5	223 917	3.8%	232 426
Payclass 6	255 332	3.8%	265 035

2.1.2 Increases will be effected in May 2021, backdated to 1 January 2021.

2.1.3 The parties agree that all 2021 increases and performance award payments will only be made to staff in service in the month of April 2021 with the only exception being staff who have retired from the University who qualify for performance awards.

2.1.4 This parties agree that this agreement resolves discussions around the renegotiation of the 2020 substantive agreement insofar as it relates to the implementation of clause 2.1.1 of the 2020 Memorandum of Agreement for wages.

3. **GENERAL**

Settlement and disputes

3.1 This agreement resolves all matters concerning the conditions of service of staff for the period of the agreement.

3.2 Any dispute concerning the interpretation, application or implementation of this agreement will be resolved as follows:

Bm 

- 3.2.1 As a first step, the issue will be raised as soon as possible with the relevant parties to attempt to resolve it by agreement.
- 3.2.2 If there is no agreement within 10 days of the issue arising, the parties will attempt mediation with an external mediator;
- 3.2.3 If the matter is not resolved through mediation, the issue will be referred to arbitration under the provisions of the LRA.

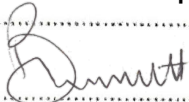
Commitment to the relationship

- 3.3 The parties restate the commitment of all parties to the recognition agreements that they have concluded, including that bargaining over remuneration and benefits and other conditions of service will take place only during the cycle agreed in the recognition agreements.
- 3.4 The parties agree that grievances will be dealt with in terms of the UCT policies and procedures, taking into account the relevant terms of the recognition agreements and this agreement.

Signed at RONDEBOSCH this 23 day of April 2021.

UNIVERSITY OF CAPE TOWN

Barbara Mapara



NEHAWU

Xolani Raswa



UAWU

Stephen Roubus

EMPLOYEES UNION

YASMIN FAZEL-ELWAHI



SALIPSWU

Lindelani Tyhila

DETAWU

Athebile Nonxuba

