

Dear members

An update on the bargaining meeting with management on the various remuneration issues.

When the CFO presented a proposed budget in late 2020, a zero salary increase was reflected. Management stated that there was no funding for any increase for 2021, nor for payments for performance awards (2019 cycle) and performance pay progression (2018-2019 cycles). The unions could not accept this and wrote to the CFO on the same day, stating that they had ideas for a compromise and expected robust debate on the issues, indicating such may necessitate a revision to the provisional budget.

At the meeting last Wednesday, management stated that the UKZN 2021 budget had been approved by Council with no remuneration increases and that it was not possible to change the approved budget. UKSU reported previously on the items for which they had requested costing, which had subsequently been provided by management. The unions asked management why had they taken the time to have those calculations done and why had they arranged a bargaining meeting when there was no intention of providing any offer.

Subsequent to the UKZN budget presentation, government has increased the grant, which the unions are aware of. The Council approved budget, was before the announcement of the revised grant and showed a lower grant value – the CFO, through the ED:HR, advised the meeting that the budget would not be amended to include the increased grant. The ED: HR then advised the unions to make a written submission of their collective demands by the end of that day, so that he could present it to EMC the next day. The submission was submitted as had been agreed.

Union demands

Item	Comment
A 7% across the board increase	Above inflationary increases in food, transport, health care, etc.
Performance Pay Progression for all qualifying staff for the 2018 and 2019 cycles	This was payable in 2020 and the unions believe it is an employee right.
Performance Based Pay for all qualifying staff for the 2019 cycle	This was payable in 2020 and the unions believe it is an employee right.
Travel allowance increase for security staff from R12 to R70	R70 is realistic, not even a single trip would cost only R12. No adjustment has been made for many years. Applicable to all those currently receiving this allowance.
Shift allowance increase for security staff from R19 to R50	No adjustment has been made for many years. Applicable to all those currently receiving this allowance.
The two-thirds value of medical aid in 2018 for all insourced staff from 2016 to 2019	Must be on cost of UKZNMS subscription not the medical insurance value, as medical aid is a right expressed in the conditions of service.
The value of the 1%, 1.5%, 2% ad hoc adjustment applied in 2018 for all insourced staff from 2016 to 2019	Applicable whether the employee's remuneration falls into the 1%, 1.5% or 2% range. This is an employee right.
Adjusting the 2018 ranges for the 2018 (7%) + 2019 (7.3%) + 2020 (6%) annual increases	If an employee is appointed to a higher position including through broad banding, a post is regraded or they are awarded performance pay progression and they earn above the range, they are told there will be no increase due to already earning at or above the '2018 salary

	ranges'. This is because the annual salary increases have been applied to their salary but not the ranges.
Moving all grade 17 staff to grade 16	There were no employees on grade 17 before insourcing where management unilaterally placed some into this grade. The University already had staff in the same capacity at grade 16 but placed the insourced and absorbed staff at grade 17. The ED: HR gave the unions permission to validate this information and a submission was sent to him on 23 March 2019.

The ED: HR had stated last Wednesday that he would revert to the unions after EMC but no response has yet been received.

Regards
UKSU Executive