2 September 2021

Dear members

Your collective unions have spent many hours in meetings with management since the last communication.

As you are aware from the last message, the unions issued management 48 hours' notice and were then called to another meeting. Subsequently, there have been further meetings to try and resolve the issues without having to resort to industrial action. The collective unions held the view that in the current COVID scenario, industrial action would not have the desired impact. They thus decided to continue to meet and pressurise management to reach some agreement.

You will recall that management originally did not want to give any increase at all for 2021 (0%). Eventually they offered 1% and with pressure 1.5%. However, the additional 0.5% reduced the offer for the last year of a multi-year agreement. Management's offers were all conditional on a multi-year agreement, to enable them to plan for long term sustainability.

The collective unions have come to an agreement with management as follows:

1) A general salary increase for 2021 of 3% across the board on TCE (externally funded employees will receive this if their funder agrees to it).
2) The increase will be implemented in the September 2021 pay and staff will also also receive backpay for January to August 2021.
3) There will be no performance awards (bonuses) (PbP), nor performance pay progression (PpP) in 2021 and remember these were not applied in 2020 either.
4) All permanent staff employed on Grade 17 will have their job evaluated by the end of February 2022. If there is any resulting increase in remuneration, it will be effective from 1 January 2022.
5) From 1 January 2022 the Travel Allowance payable to security personnel when working shifts will increase from R12.00 to R21,96 per shift.
6) From 1 January 2022 the Shift Allowance payable to security personnel when working shifts will increase from R19,00 to R34,77 per shift.
7) A general salary increase, to be effective each year for 2022, 2023, 2024, implemented as of 1 January in each year. The increase is based on the University's income, defined as the budgeted combined block grant subsidy, tuition fees and residence fees. This will be according to the following:
   - should the University's income increase (defined above) for any year be below the CPI in November of the preceding year, the annual general increase percentage will be equal to the increase in the University's income:
   - however, should the University's income increase (defined above):
     be below 1.75% in 2022, then the increase will be 1.75%;
     be below 2% in 2023, then the increase will be 2%;

be below 2.25% in 2024, then the increase will be 2.25%;

- should the University's income increase (defined above) be at or above the CPI of November the preceding year, then the general salary increase will be equal to the percentage increase in income, capped at a maximum of CPI + 5%.

As explained previously management's proposal was to effect PpP in 2021, ignoring those who qualified in 2020 and that the majority do not even qualify as they earn above the ranges (last reviewed in 2017). The non-payment of PbP and PpP for 2020 and 2021 enabled the University to afford 3% from 1.5%, with the pressure applied by unions. It could have been worse, management's original 0% and a multi-year agreement.

This has been a long and very difficult process. Unions tried their utmost to dig deep, to reach this agreement, knowing the current University financial situation, as 0% increase in 2021 was very imminent.

The 0% increase in 2021 was management's very strong position coming into to these negotiations, but unions hung in there and applied their negotiation experience to get to where we are today.

Issued collectively by NEHAWU, NTEU, UKSU