**RHODES UNIVERSITY: CIRCULAR 4/2013**

This serves to advise you that that salary negotiations between NTEU and NEHAWU and the University’s representatives have been finalised for 2013. The substantive agreements for the period 1 January 2013 to 31 December 2013 for permanent, Council funded posts are as follows:

1*. A rand value based remuneration adjustment will take place as outlined below.*

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| **Staff on grades 1 to 5 are on a provident fund** |
| **Grades** | **Rand value, INCREASE PER MONTH on basic salary, to apply to all individuals on that grade** |
| 1 | R430 |
| 2 | R446 |
| 3 | R475 |
| 4 | R548 |
| 5 | R599 |
| **Academic staff and staff on grades 6+ can elect to join the pension or provident or non-contributory provident fund. For more information, see:** [**http://www.ru.ac.za/humanresources/academicstaff/remunerationandbenefits/retirementfunding/**](http://www.ru.ac.za/humanresources/academicstaff/remunerationandbenefits/retirementfunding/) |
|  | **Rand value INCREASE PER MONTH on basic salary, to apply to all individuals on that grade or post level** |
| **Grades** | **On pension and provident fund scales** | **On non-contributory provident fund scales** |
| Junior lecturer | R 1,395 | R 1,316 |
| Lecturer | R 1,760 | R 1,661 |
| Senior Lecturer | R 2,110 | R 1,991 |
| Associate Professor | R 2,598 | R 2,451 |
| Professor  | R 2,974 | R 2,806 |
| 6 | R 672 | R 633 |
| 7 | R 753 | R 709 |
| 8 | R 760 | R 716 |
| 9 | R 918 | R 865 |
| 10 | R 1,079 | R 1,017 |
| 11 | R 1,172 | R 1,105 |
| 12 | R 1,304 | R 1,229 |
| 13 | R 1,535 | R 1,447 |
| 14 | R 1,700 | R 1,603 |
| 15 | R 1,970 | R 1,857 |
| 16 | R 2,327 | R 2,193 |
| 17 | R 2,778 | R 2,619 |
| Senior management remuneration is still being finalised and notification of that will take place in due course. |
| Note: Basic cash salary does not include any allowances e.g. housing allowance, transport allowance, night shift allowance, stand-by allowances, HoD allowances etc. |

2. A protocol for the payment of transport allowances has been agreed. Further information is available at: <http://www.ru.ac.za/humanresources/policies/policiesandprotocols/remuneration/>. Look for transport allowance link;

3. NEHAWU agreed to certain “trade-offs” in this negotiation process. One of these is that no merit award process for grades 1 to 5 will take place in 2013. This money was used to contribute towards a higher annual adjustment;

4. The following implementation agreements have been reached:

(i) The transport allowance will be effective 1 March 2013 and will be implemented with the March 2013 pay-run;

(ii) The rest of this agreement is effective from 1 January 2013. This means that staff will receive back-pay for three months (January, February and March).

This means that all Rhodes’ employer contributions to your total remuneration will be looked at e.g.:

* If you had your service bonus in January, February or March, you will receive the difference between your old (2012) basic salary and your new (2013) basic salary in your back-pay;
* The employer contributions to your pension or provident fund on your new basic salary will be higher than for your old basic salary. This will be paid out to you for the three months. The exception is for retirees on the pension fund as the last 12 months’ pensionable salary needs to be maximised – HR will be in contact with you about this;

(ii) Implementation of the new salary structure will take place with the April pay-run 2013;

(iv) Back-pay will take place with the April 2013 pay-run for academics and support staff grades 6+ plus. For grades 1 to 5, back-pay will be in March and April 2013. In March 2013, all grades 1 to 5 who are full-time and have been employed permanently since 1 January 2013 will receive a payment of R1290 (R430 increase on grade 1 x 3 months). A pro-rata payment will be made for those who joined after 1 January 2013 and/or who work part-time. This payment is from the total back-payment due. The balance of the back-payment will be made in April 2013.

This notification has been drafted in consultation with the unions: NEHAWU, full-time shop-steward: Siphiwo Mpumlo; NTEU Chairperson: Ryno van Rooyen, Chairperson; Rhodes University Director: HR, Sarah Fischer.

An isiXhosa translation of this document will be distributed in due course. 13/03/2013