**To all permanent staff in Council funded posts at Rhodes University**

Rhodes University is pleased to announce agreement as regards the substantive agreements related to staff remuneration for the period 1 January 2012 to 31 December 2012. This notification includes agreements with both NTEU and NEHAWU. In the case of both unions, the remuneration strategy followed for 2012 was to allocate rand value increases per grade and academic level in order to address past historical inequities within grades. Both unions have indicated a commitment to increasing the minimum levels of remuneration of staff on the various grades and levels and in all cases, part of the settlement was allocated to a market adjustment. This will be implemented at the same time as the annual adjustment in 2012.

1. **OVERVIEW:**
	1. In the case of academic staff and support staff grades 6+ (excluding senior management), a total budget shift of 7.1% (2012 on 2011 staff budget for this collective) has been agreed on;
	2. In the case of support staff on grade 1 to 5, a total budget shift of 7.6% (2012 on 2011 staff budget for this collective) has been agreed on; and
	3. In the case of senior management, a total budget shift of 6.6% has been agreed on but the allocation of those still needs to be finalised.
2. **IMPLEMENTATION OF AGREEMENT: This applies to all permanent staff**

With the exception of certain allowances that shall be implemented in January 2012, this agreement shall be implemented at the end of February 2012. This means that staff will receive back-pay as follows:

1. For academic staff: For one month (January 2012) at the full cost to company rate for the employee excluding any allowances already paid in January 2012;
2. For support staff on grades 1 to 5: For one month (January 2012) at the full cost to company rate for the employee excluding any allowances already paid in January 2012;
3. For support staff on grades 6-17: For two months and 8.89 working days at the full cost to company rate for the employee excluding any allowances already paid in January 2012. This accounts for January 2012 as well as the R1, 000, 000 set aside for the market adjustment in 2011 but never allocated. It was agreed that this would be used for back-dating of the adjustment.
4. **HOUSING ALLOWANCE: This applies to all permanent staff**

There shall be an increase in the housing allowance from R700 to R750 per month for all permanent staff in this collective for this period. This change will be implemented with the January 2012 payroll.

1. **NIGHT SHIFT ALLOWANCE: This applies to relevant Campus Protection Unit staff**

In the case of staff on grades 1 to 5, this shall be increased from R90 per month to R120 per month inclusive of a 2012 increase. From 2013, the annual adjustment percentage on the minimum of the grade (not the market adjustment percentage increase) at the grade level of CPU guards shall automatically be applied to the night shift allowance. The night shift allowance shall only apply to Campus Protection Guards in this collective. In the case of CPU staff at higher grades, a proportionate increase will also take place. This change will be implemented with the January 2012 payroll.

1. **ANNUAL AND MARKET ADJUSTMENT: This applies to all permanent staff**

All numbers are quoted on pension and provident fund scales. Non-contributory fund scales will be lower because of the retirement fund implication where the employer pays the full retirement contribution of 22.5% to the retirement fund. In the case of pension and provident fund scales, the employee pays 7.5%. This impacts the basic salary. Only academic staff and support staff on grades 6+ are eligible to belong to the non-contributory provident fund.

The following annual and market adjustment minimums shall apply from 1 January 2012:

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| **Academic staff** |
| **Grades** | **Rand value increase per month to apply to all individuals on that grade or post level** | **New minimum basic salary per month per level/grade** |
| Junior lecturer | R1,050 | R17,771 |
| Lecturer | R1,300 | R22,560 |
| Senior Lecturer | R1,550 | R27,259 |
| Associate Professor | R1,850 | R32,355 |
| Professor  | R2,150 | R38,116 |

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| **Support Staff** |
| **Grades** | **Rand value increase per month to apply to all individuals on that grade or post level (this is the annual adjustment component of the settlement) quoted on the pension and provident fund scales** | **New minimum basic salary per month per level/grade inclusive of long leave quoted on the pension and provident fund scales****(long leave does not apply to grades 1 to 5)** |
| 1 | R305 | R4,170 |
| 2 | R315 | R4,529 |
| 3 | R340 | R4,861 |
| 4 | R390 | R5,560 |
| 5 | R440 | R6,296 |
| 6 | R410 | R7,281 |
| 7 | R460 | R8,435 |
| 8 | R530 | R9,784 |
| 9 | R610 | R11,348 |
| 10 | R700 | R12,825 |
| 11 | R800 | R14,872 |
| 12 | R920 | R17,247 |
| 13 | R1,060 | R20,002 |
| 14 | R1,210 | R22,301 |
| 15 | R1,375 | R25,850 |
| 16 | R1,560 | R29,964 |
| 17 | R1,790 | R34,743 |

As is always the case, each staff member will receive a letter indicating their new levels of remuneration towards the end of February 2012. If you have any queries related to your remuneration, please contact your HR Generalist for your Faculty or work area.

1. **SCARCITY ALLOWANCES FOR SUPPORT STAFF:**

There shall be a review of scarcity allowances for support staff in early 2012. As a result, these allowances will not be increased or decreased until such time as the review is completed. All staff receiving scarcity allowances have been advised thereof already.

1. **SALARY ADJUSTMENT DATES FOR OTHER STAFF**
	1. All fixed term contracts that are for MORE THAN one year (this does not refer to contracts which are initially one year or less and then renewed), will be increased at the time of the permanent staff annual adjustment; and
	2. All contracts of one year or less, without exception, even if the renewal date is coming up in January or February will only be adjusted in March.

**Written: Director: HR after consultation with both unions**

**Last updated: 13 December 2011**