## ALLOWANCES AND PAYMENTS TO STAFF

The following principles guide all allowances:

- All allowances will be effective as from 1 January unless otherwise indicated.
- Where guidelines exist the guidelines must be read as part of this document.
- Percentage increases are shown in brackets along with the revised rate, if applicable.

#### **ACADEMIC STAFF:**

| ACADEMIC ST | ACADEMIC STAFF:   |                     |                      |                     |                     |                 |         |  |
|-------------|---|---------------------|----------------------|---------------------|---------------------|-----------------|---------|--|
|             |   | 2012                | 2013                 | 2014                | 2015                | 2016            | Per     | Comments/Assumptions   |
| 1           | Lectures & Practicals (Temporary Teaching Rates)                    | R115 p/hr<br>(5.5%) | R122 p/hr<br>(6.09%) | R132 p/hr<br>(8.2%) | R140 p/hr<br>(6.1%) | R149<br>(6.43%) | hour    | <ul> <li>The commitment remains to align this rate to the Lecturer's hourly rate, but will be subject to budget constraints.</li> <li>Annual adjustments to the rate will usually be based on assumptions of the annual increase rate.</li> <li>Where feasible, alignment will be achieved the following year.</li> <li>This is based on actual hours of work rather than number of lectures.</li> </ul> |
| 2           | Lectures-Professional rate  | R160 p/hr           | R170 p/hr            | R200 p/hr           | R210 p/hr           | R222            | hour    | This rate is applied in acknowledgement that certain disciplines, in particular those related to professions such as Law, Pharmacy and areas of Journalism, need to pay a higher rate in order to secure the services of professionals in their field.   |
|             |   | (1.9%)              | (6.25%)              | (17.64%)            | (5.0%)              | (5.71%)         |         | <ul> <li>From 2015 this will be approximately 50% more than the standard temp teaching rate</li> </ul>   |
|             | ADP Tutors &  | R 93                | R 96.50              | R 105               | R 112               | R119            | hour    | <ul> <li>Where post-graduate students are used for this purpose, the relevant student assistance rate<br/>should be used.</li> </ul>   |
| 3           | Teaching Assistant Rate   | (6.9%)              | (3.8%)               | (8.81%)             | (6.7%)              | (6.25%)         |         | <ul> <li>Where those with teaching experience and an appropriate qualification are used, the ADP Tutor<br/>rate shall apply.</li> </ul>  |
|             |   |                     |                      |                     |                     |                 |         | From 2014 the rate will be approx. 80% of the Temporary Teaching rate per no. 1 above.   |
| 4           | Fieldtrips  | R920 p/d            | R1 000 p/d           | R1 056 p/d          | R1 120 p/d          | R 1 192         | day     | Based on an 8-hour day, using the temporary teaching rate.   |
|             |   | (5.5%)              | (8.7%)               | (5.6%)              | (6.1%)              |                 |         | · The rate includes overnight stays.   |
| 5           | Exam Commissioners  | R 131               | R 140                | R 149               | R 155               | R164            | session | Paid to external exam commissioners.   |
|             |   | (5.6%)              | (6.9%)               | (6.4%)              | (6.23%)             | (5.81%)         |         |  |
|             | Exam:   | R87 p/hr            | R92 p/hr             | R93 p/hr            | R98 p/hr            | R107            | hour    |  |
| 6           | Photocopying & Securing<br>exam papers                              | (no change)         | (5.75%)              | (1.9%)              | (6.5%)              | (9.18%)         |         | <ul> <li>From 2014 this rate has been aligned to the hourly temp rate applicable to gr11.</li> </ul>   |
|             | - Papers  |                     |                      |                     |                     |                 |         | Principles determined with effect from 1/1/2011:   |
| 7           | Invigilators  | R75 p/hr            | R75 p/hr             | R79.50 p/hr         | R85 p/hr            | R92             | hour    | <ul> <li>From 2013 the rate is aligned to the hourly rate of gr 10 temp support staff, based on the fact<br/>that the person is overseeing a process and there is some complexity.</li> </ul>  |
|             |   | (4.2%)              | (no change)          | (6.0%)              | (6.5%)              | (8.24%)         |         | <ul> <li>Academics who are expected to invigilate as part of their administrative duties are not paid this<br/>hourly Rate.</li> </ul>   |
|             |   |                     |                      |                     |                     |                 |         | Related to student disciplinary hearings   |
| 8           | Prosecutors & Proctors  | R340 p/hr           | R361 p/hr            | R383 p/hr           | R408 p/hr           | R433            | hour    | Support staff annual adjustment applied as these are not academic functions.   |
|             |   | (6.3%)              | (6.18%)              | (6.09%)             | (6.5%)              | (6.12%)         |         |  |
|             | Sexual Assault:   |                     |                      |                     |                     |                 |         | · 1) Based on gr11 hourly temp rate  |
|             | <ol> <li>Suppt Officers (students)</li> </ol>                       | R84 p/hr            | R87 p/h              | R92 p/hr            | R98 p/hr            | R107            | hour    |  |
| 9           |   | (3.7%)              | (3.6%)               | (5.75%)             | (6.5%)              | (9.18%)         |         |  |
|             | <ol><li>Psychological<br/>Support</li></ol>                         | R530 p/hr           | R550 p/hr            | R583 p/hr           | R620 p/hr           | R658            | hour    | 2) Previously these rates were linked into BHF rates but those rates include a margin to cover overheads. Trying to match this rate is not feasible. Therefore in 2015, the rate will be set at R620 per   |
|             |   |                     |                      | (6.0%)              | (6.3%)              | (6.13%)         |         | hour with inflationary increases applied in future.  |
| 10          | Reporting Officers for<br>Students/Staff (Unfair<br>Discrimination) | R73p/hr             | R75p/hr              | R79.50p/hr          | R85/hr              | R92             | hour    | · Based on gr10 hourly temp rate.  |
|             |   | (4.3%)              | (2.7%)               | (6%)                | (6.5%)              | (8.24%)         |         |  |
| 11          | Peer Supporters   | R62 p/hr            | R66 p/hr<br>(6.45%)  | R70 p/hr<br>(6.0%)  | R75 p/hr<br>(6.5%)  | R81<br>(8%)     | hour    | Based on gr9 hourly temp rate.   |
|             |   |                     |                      |                     |                     |                 |         |  |

|    |            | 2012        | 2013     | 2014        | 2015     | 2016    |       | Comments/Assumptions   |
|----|------------|-------------|----------|-------------|----------|---------|-------|--|
|    | Subvention | R2 295.47pm | R2 435pm | R2 435pm    | R2 583pm | R2 725  | month | <ul> <li>Usually this is an additional payment from a professional body to certain academic staff, to<br/>supplement income received from the academic's employer. Staff holding a CA qualification in<br/>Accounting receive a subvention from SAICA (other criteria apply as determined by the subvention<br/>committee).</li> </ul>   |
| 12 |            |             | (6.08%)  | (no change) | (6.1%)   | (5.50%) |       | <ul> <li>Previously Professors in Law, Comp Science and Information Systems received a subvention.</li> <li>While this was paid in the past by professional bodies, in more recent years, Rhodes assumed this cost. As a scarcity allowance applies in Computer Science and Information Systems, this is no longer applicable to them. In Law, this subvention will be paid to full professors. An annual adjustment will usually apply but this will be at the discretion of the Director: HR.</li> </ul> |

## STUDENT REMUNERATION:

|    |   | 2012                  | 2013               | 2014     | 2015     | 2016    | Per  | Comments/Assumptions   |
|----|---|-----------------------|--------------------|----------|----------|---------|------|--|
|    | Student Assistance                                      |                       |                    |          |          |         |      | (RATES & ASSUMPTIONS ARE IN THE PROCESS OF BEING REVIEWED)   |
|    |   |                       |                    |          |          |         |      | This rate, considered to be pitched at the grade 6 level, is applicable to students doing work that is not academic in nature, and therefore not necessarily related to their field of study.  |
|    | Admin rate  | R26.50 p/hr           | R28.50 p/hr        | R30 p/hr | R32 p/hr | R34.00  | hour | and is not deadening in notary and the close not necessary related to their need of study.   |
|    |   |                       | (7.55%)            | (5.26%)  | (6.7%)   | (6.25%) |      |  |
|    | Defined decision making<br>rate (eg setting desks)      | R22 p/hr              | R23 p/hr           | R25 p/hr | R26 p/hr | R28.00  | hour | <ul> <li>From 2011, the minimum rate is approx. 80% of the student rate for admin-type work. That this work is done at inconvenient hours and at exam-time is factored in already.</li> </ul>  |
| 13 |   |                       | (4.55%)            | (8.7%)   | (4.0%)   | (7.69%) |      |  |
|    | IT Lab Assistants as well as<br>Facilities (since 2014) | R28.50 p/hr           | R30.65 p/hr        | R35 p/hr | R37 p/hr | R39.50  | hour | IT Lab Assistant work is pitched at approximately the grade 7 level. Therefore, the rate has been set in relation to the admin rate, at the same ratio between permanent staff cash remuneration at these levels. Currently this is approx. 15.5%.         |
|    |   |                       | (7.5%)             | (14.19%) | (5.9%)   | (6.76%) |      | · · · · ·  |
|    | Student Tech rate (IT)                                  | Rates under<br>review | Rates under review | R46p/hr  | R49p/hr  | R52.50  | hour | This work is considered to be at approximately the grade 9 level. Therefore the rate has been set based on the ratio between cash remuneration at the grade 7 level versus that at the grade 9 level, for permanent staff.                                 |
|    |   |                       |                    |          | (6.5%)   | (7.14%) |      | ierey for permanent stand  |
|    | Demonstrators/Tutors                                    |                       |                    |          |          |         |      |  |
| 14 | - Undergraduate   | R27 p/hr              | R30 p/hr           | R32 p/hr | R39 p/hr | R41     | hr   | <ul> <li>A new methodology for determining the budget allocations per department, was implemented in 2015,<br/>based on extensive analyses and in terms of a model determined by Prof Sewry. A single rate is applied for all<br/>student work.</li> </ul> |
|    | - PostGraduate  | R31 p/hr              | R34 p/hr           | R37 p/hr |          |         |      |  |
| 15 | Assistant Prosecutors                                   | R30 p/hr              | R34 p/hr           | R37 p/hr | R39 p/hr | R41     | hr   | Rate was equivalent to that of postgraduate tutor. Since student rates have now been collapsed to a single rate, this will be equivalent to student assistance hourly rate, but with up to a 5% premium  |

## SUPPORT STAFF:

|  | 2012  | 2013  | 2014                             | 2015                | 2016                | Per                 | Comments/Assumptions   |
|--|---|---|----------------------------------|---------------------|---------------------|---------------------|--|
| Standby allowances:  |   |   |                                  |                     |                     |                     |  |
| 1) Artisans  | R516 p/w  | R547 p/w  | R580 p/w                         | R3336               |                     |                     |  |
|  | ` '   | (6.0)%  | (6.0)%                           | i per r             |                     |                     | Standby rates and positions eligible for standby, was reviewed from 2015. The Protocol document  |
| 2) CPU Managers  |   |   |                                  | nonti               | D2 F2C              |                     | sets out eligibility, as well as conditions attached to standby work. <u>The individual payment is</u> determined by the number of individuals in an eligible section who share standby responsibilities.  |
| 3)HCC- Nurse   | , ,   | ,   | , ,                              | h per               |                     | per standby         | Eligible areas for standby are: IT - Network Technicians; HCC- Nurses & Head Nurse (10mths);<br>Electrical Section- Electricians; Building Maintenance- Plumbers; Engineering- Fitters & Turners,  |
| - Sleep in for 10mths  | R506x10/12  | R537x10/12  | R568x10/12                       | standby             |                     |                     | Aircon & Refrigerator Technicians, Joulning Mantine Handyman as well as Mechanics and Lawmower Repairer. Standby during the Shutdown period is handled in terms of the Shutdown Protocol   |
| -Sleep out for 10 mths   |   | R248pm=<br>R298x10/12<br>(6.05%)  | R263pm=<br>R317x10/12<br>(6.04%) | y section           | (6.00%)             |                     |  |
| Crisis Line- Counselling Centre: Rate per week on duty if a day off is not taken | R1 936  | R2 094  | R2 260                           | R2 260              |                     | p/week on           | Following a review of the allowance in 2016, based on annual statistics for calls and callouts, the allowance will be determined as a total of 21hrs x the hourly rate at the grade 11 level.  |
| Rate per week on duty if a<br>day off is taken                                   | R1 297  | R1 403  | R1 514                           | R1 514              |                     | •                   | This is 67% of the rate above (ie without a day off).  |
| (Night) Shift allowance:   |   |   |                                  |                     |                     |                     |  |
| 1) CPU guards (gr4)  | R120 per<br>month   | R800 pm   | R800 pm                          | R800 pm             | R953                | month               | <ul> <li>This was a negotiated item. 6% Cost of living adjustment applied for 2014/2015/2016</li> </ul>  |
| 2) Shift Supervisors (gr9)   | R249 pm   |   |                                  |                     | (19.13%)            |                     |  |
| Safety officer allowance: - Manager: Engineering                                 | R9 611 p.a.   | R9 611 p.a.   | R9 611 p.a.                      | R9 611 p.a.         | R9 611              | ,                   | RATE UNDER REVIEW: F/T Safety Officer appointed in 2009. Safety officer allowance for Manager Engineering to continue as designated Competent Person in Charge of Machinery, in line with OHS Act which requires special competencies. Any other safety officer allowances are no longer applicable. |
|  | 1) Artisans 2) CPU Managers 3)HCC- Nurse - Sleep in for 10mths -Sleep out for 10 mths  Crisis Line- Counselling Centre: Rate per week on duty if a day off is not taken  Rate per week on duty if a day off is taken  (Night) Shift allowance: 1) CPU guards (gr4)  2) Shift Supervisors (gr9)  Safety officer allowance: | Standby allowances:  1) Artisans R516 p/w (6.0%)  2) CPU Managers R1 119 p/m (6.1%)  3)HCC- Nurse - Sleep in for 10mths R422pm= R506x10/12 (6.1%) -Sleep out for 10 mths R234pm= R281x10/12 (6%)  Crisis Line- Counselling Centre: Rate per week on duty if a day off is not taken Rate per week on duty if a day off is taken (Night) Shift allowance: 1) CPU guards (gr4)  R120 per month  R120 per month | Standby allowances:              | Standby allowances: | Standby allowances: | Standby allowances: | Standby allowances:  |

|    |                                      | 2012           | 2013  | 2014                               | 2015                                | 2016                         | Per                | Comments/Assumptions  |
|----|--------------------------------------|----------------|---|------------------------------------|-------------------------------------|------------------------------|--------------------|---|
|    | Transport allowances :  One Way Trip | R7.41 per trip | R7.70 p/trip<br>@ 1/1/2013<br>R8.80 p/trip<br>@1/8/2013 | R8.80 p/trip                       | R8.80 p/trip                        | R360.00                      | month              |   |
|    | Health Care Centre:<br>Nurses        | R27 pm         | R28 pm- incr.<br>1/8/2013                               | R32.08 pm                          | R32.08 pm                           | R360.00                      | month              |   |
| 20 | Health Care Centre:<br>Assistant     | R162 pm        | R169 pm –<br>incr<br>1/8/2013                           | R192.87 pm                         | R192.87 pm                          | R360.00                      | month              | This is paid where staff are required to start at or before 7am and who leave after 6pm and where transport is not provided by Rhodes University. Effective 2016 the allowance is a flat monthly rate   |
| 20 | Central Cleaning Services            | R161 pm        | R167 pm –<br>incr<br>1/8/2013                           | R190.67 pm                         | R190.67 pm                          | R360.00                      | month              | paid to staff in posts where the above requirement is met. Between 2013 and 2015 the rate was not subject to negotiation, but was based on the number of eligible trips.  |
|    | Food Services                        | R225 pm        | R234 pm –<br>incr<br>1/8/2013                           | R266.91 pm                         | R266.91 pm                          | R360.00                      | month              |   |
|    | Campus Guards                        | R360 pm        | R239pm –<br>incr<br>1/8/2013                            | R272.80pm                          | R272.80pm                           | R360.00                      | month              |   |
|    | Shift Supervisors                    | R480 pm        | R231pm- incr<br>1/8/2013                                | R264pm                             | R264pm                              | R360.00                      | month              |   |
| 21 | Food Allowance                       | R 340          | R 360<br>(5.88%)  | R 392<br>(8.89%)                   | R 427<br>(9.0%)                     | R453.00<br>6.09%             | month<br>(Jan/Dec) | Payable to all Food Services staff in January and December. For the rest of the year, food is received in recognition of additional hours worked (45hrs).  Value determined each year by Director: Residential Operations, based on cost of the food. Information available by late November annually   |
| 22 | Casual rates                         | (6.25%)        | R91 p/day<br>(7.06%)<br>R11.38 p/hr                     | R98 p/day<br>(7.7%)<br>R12.25 p/hr | R104 p/day<br>(6.1%)<br>R12.96 p/hr | R109.00<br>(4.81%)<br>R13.63 | day                | Casuals are appointed on a daily rate for a short period of time. They are paid weekly and will not normally work in the same job for a period longer than a month.  The rate is determined by using as the base, the current salary of a domestic for this region (for workers working less than 27 ordinary hours per week) plus a 15% premium. This is inclusive of the cost of living adjustment. The rate assumes an 8-hour work day.  The calculated rate in 2015 for 2016 reflects a 20% premium in order to build in an inflation-linked increase |
| 23 | Interpreters                         | R33 p/h        | R35 p/h   | R36 p/h                            | R36 p/h                             | R38.50<br>(6.94%)            | hour               | Fieldwork translation from isiXhosa to English and vice versa.     Linked to the hourly rate at between the grade 3 and 4 temp level.   |
| 24 | Director EMU                         | R65 427 p.a.   | R69 905 p.a.  | R74 621p.a.                        | R79 845 p.a.<br>(7.0%)              | R85 975.00<br>(7.68%)        | year               | WEF 2011: Director EMU post vacant since 2004. Responsibilities have been picked up by academic on p/time basis (+-416hrs p.a.) Paid at approx. hrly cash rate of Senior Lecturer.  |
| 25 | House Warden: PGV                    | n/a            | n/a   | R11 000 p.a.                       | R11 850 p.a.                        | R12 571.55                   | year               | <ul> <li>Paid monthly, this allowance is in respect of food not provided. Other house wardens receive meals. Increased by same rate of increase as applies to Food Allowances paid to catering staff.</li> </ul>  |

#### ACADEMIC AND SUPPORT STAFF:

| ACADLIVIIC AND JUFFURT STAFF. |  |                   |                   |                   |          |   |  |  |  |  |
|-------------------------------|--|-------------------|-------------------|-------------------|----------|---|--|--|--|--|
|                               |  | 2012 -2014        | 2015              | 2016              | Per      | Comments/Assumptions  |  |  |  |  |
|                               | Long Service Awards:                         |                   |                   |                   |          | <ul> <li>All staff, part- time (at least 20 hours per week) and full-time PERMANENT staff are eligible for the same value of award,<br/>effective 1 January 2012. Temporary staff or staff on the casual data base will not be eligible.</li> </ul> |  |  |  |  |
|                               | <u>Gr 1 to 5</u>                             |                   |                   |                   |          | Prior to this there were two different dispensations; one for staff on grades 1 to 5 and another for other permanent staff.   |  |  |  |  |
|                               | 15 yrs                                       | n/a- See<br>below | n/a- See<br>below | n/a- See<br>below |          | The award will not increase automatically every year but will be reviewed every three years in consultation with the unions. Next review effective 1 January 2018.  |  |  |  |  |
|                               | 25 yrs                                       |                   |                   |                   |          |   |  |  |  |  |
|                               | 35 yrs                                       |                   |                   |                   |          | Refer to your HR Generalist for further information   |  |  |  |  |
|                               | 40 yrs                                       |                   |                   |                   |          |   |  |  |  |  |
| 26                            | Other Support Staff & Academic Staff: 25 yrs | n/a- See<br>below | n/a- See<br>below | n/a- See<br>below |          |   |  |  |  |  |
|                               | 40 yrs<br>All Staff                          |                   |                   |                   |          |   |  |  |  |  |
|                               | 15 yrs                                       | R 1 700           | R 2 120           | R 2 120           |          |   |  |  |  |  |
|                               | 25 yrs                                       | R 2 800           | R 3 500           | R 3 500           | Once off |   |  |  |  |  |
|                               | 35 yrs                                       | R 4 000           | R 5 000           | R 5 000           |          |   |  |  |  |  |
|                               | 40 yrs                                       | R 4 500           | R 5 600           | R 5 600           |          |   |  |  |  |  |
|                               | 45 yrs                                       | R 6 000.00        | No award          | No award          |          |   |  |  |  |  |

# RATES RELATED TO INDIVIDUALS WHO TAKE ON DRIVING RESPONSIBILITIES DURING WORK HOURS OR AFTER HOURS AND DRIVE FOR STUDENT RELATED ACTIVITIES WHERE THEY ARE REQUIRED TO BE AWAY FROM GRAHAMSTOWN.

|    |  | 2012                 | 2013                   | 2014                | 2015            | 2016                | Per  | Comments/Assumptions   |
|----|--|----------------------|------------------------|---------------------|-----------------|---------------------|------|--|
|    | DRIVING<br>(When this is not the<br>persons primary job)                     | R32.5 p/hr<br>(4.8%) |                        | R37 p/hr<br>(5.7%)  |                 | R41<br>(7.89%)      | hour | <ul> <li>For each hour of driving or any other duty associated with driving, such as washing the vehicle, loading/unloading, changing a flat tyre, etc.</li> <li>Linked to hourly temp rate for Drivers (grade 4).</li> <li>No overtime paid in addition to this.</li> <li>This includes any student who is qualified to drive, irrespective of whether the driver would have been a passenger, eg the student is on the fieldtrip.</li> </ul> |
| 27 | DRIVING<br>(When the person is<br>employed by the<br>University as a driver) |                      | Refer to               | comment             |                 |                     |      | <ul> <li>During normal working hours, the rate will be the person's normal remuneration rate.</li> <li>Overtime payable for driving outside normal work hours, at the appropriate rate in terms of overtime principles guiding such payment at the time of the work.</li> </ul>  |
|    | STANDBY  | R24 p/hr<br>(4.3%)   | R25.50 p/hr<br>(6.25%) | R27 p/hr<br>(5.88%) | - 1-7           | <b>R31</b> (6.90%)  | hour | This is for the time the person is away from home/work and waiting for the return trip or other driving assignments, unless the driver would have been on the trip anyway.  Based on the hourly rate applicable to grade 1.  Usually applies between 8 a.m. and 5 p.m.   |
|    | OVERNIGHT  | R 121<br>(5.2%)      |                        | R 136<br>(6.25%)    | R 145<br>(6.5%) | <b>R152.25</b> (5%) |      | Where the person is required to be away from home, e.g. on fieldtrips, unless the driver would have been on the trip anyway. This is based on the standby rate but capped at R100 in 2009. To increase with cost of living adjustments. Usually applies to the period between 5pm and 8am.   |
|    | SUBSISTENCE  |                      |                        |                     |                 |                     |      | Refer to the next page.  |

#### APPENDIX 1:

## Budget costs related to the Temporary Assistance and Temporary Teaching budgets:

|  |                                | 2013    | 2014                   | 2015                     | 2016               | COMMENTS/ASSUMPTIONS                              |  |  |
|--|--------------------------------|---------|------------------------|--------------------------|--------------------|---|--|--|
|  | B&B Accommodation              | R 600   | R550 (Gilbert<br>Str)  | R605 (Gilbert<br>Str)    | R 750              | · Based on quotations t                           | from a range of establishments.  |  |
|  |                                |         | R600/R650<br>(other)   |                          | average            |   |  |  |
|  | Transit accommodation          | R 4 946 | R5 600 pm              | R6 048 pm<br>(long term) | R6 652 pm          | · Only determined                                 | l in about October each year. Add 8-10% increase to existing year rate for following year's budget.  |  |
|  |                                |         | (long term)            | (long term)              |                    | · This rate excludes wa                           | ter and electricity (prepaid).   |  |
|  | Travel & Subsistence           |         |                        |                          |                    | constraints and the need to                       | S from time are maxima. These rates are available from the Finance Division. Given the budget<br>o improve staff salary compa ratios, payments from the central salary budget that is managed by HR,<br>dicated below. These rates are likely to be less than the published SARS rate. |  |
|  |                                |         |                        |                          |                    | R255 Per night where<br>R115 For day trip sup     | ccommodation claimed. No vouchers required. accommodation (including B&B) provided. No vouchers required. ported by vouchers- meal & incidental costs. This is a maximum. tion and all meals are provided.   |  |
|  | Transport- hired car           | R65 p/d |                        |                          |                    | Go Travel Shuttle:<br>7 days a week between       | Quote from Budget Car Hire Prices quoted are for an entry level vehicle. 1 day – no kms included   |  |
|  |                                | R 142   | Approx R143<br>per day | Approx K261              | p/day<br>2+ days - | Grahahamstown & PE                                | · 2 days and more – 200kms per day included  |  |
|  |                                | R 138   |                        |                          |                    | One way: R250<br>Return: R500<br>2015 rates       | All kms exceeding daily inclusion = 67c.     Car will be full at pick up. Person renting vehicle can either fill car up before return,   |  |
|  |                                | R 130   |                        |                          |                    |   | or Budget will fill up and charge Rhodes for the cost of the fuel PLUS R40.00 contact fee.   |  |
|  |                                |         |                        |                          |                    |   | •  |  |
|  | Transport- shuttle<br>(PE/GHT) | R 600   |                        |                          |                    | R2.40 per km or R 50 per da                       | ay (Rhodes transport)  |  |
|  |                                |         |                        |                          |                    | Blunden Coach Tours:<br>Grahamstown to PE Airport |  |  |
|  |                                |         |                        |                          |                    | 1pax – R700                                       |  |  |
|  |                                |         |                        |                          |                    | 2pax – R350pp                                     |  |  |
|  |                                |         |                        |                          |                    | 3pax or more – R250pp                             |  |  |
|  |                                |         |                        |                          |                    | Rate may be subject to fuel                       |  |  |
|  | Flights (domestic)             | R 2 500 |                        |                          |                    | JNB to PLZ - R3 395<br>CPT to PLZ - R4 181        | Estimates from Club Travel     Flights should be arranged well in advance to secure cheaper prices   |  |
|  |                                |         |                        |                          |                    | DUR to PLZ - R4 781                               | Prices subject to seat availability for domestic and international flights.  |  |
|  |                                |         |                        |                          |                    | Service Fee - R95 (Dom)                           | met subject to sect of anothing for <u>admitted</u> and <u>international</u> ingited.  |  |
|  | Flights (international)        |         |                        |                          |                    | Depends on country of orig                        | in/destination but guidelines are:   |  |
|  |                                |         |                        |                          |                    | USA (NY) R 20 380                                 |  |  |
|  |                                |         |                        |                          |                    | UK R 16 539                                       |  |  |
|  |                                |         |                        |                          |                    | Sweden R 17 690<br>Australia R 21 022             |  |  |
|  |                                |         |                        |                          |                    | Canada R 21 022                                   |  |  |
|  |                                |         |                        |                          |                    | Kenya R 13 882                                    |  |  |
|  |                                |         |                        |                          |                    | Service Fee R 318                                 |  |  |

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