

2017 Rhodes University Remuneration Scales: Grades 1 to 5

GRADE	BASIC PENSION-ABLE SALARY (PM)	HOURLY RATE	COMPOSITION OF ANNUAL REMUNERATION PACKAGE								HISTORICAL RATES		
			BASIC PENSION-ABLE SALARY	HOUSING ALLOWANCE	13TH CHEQUE (Birthday Month), pro-rata in first year	DECEMBER BONUS	¹ MEDICAL AID: RUMED or BONITAS	RETIREMENT FUND	UIF	TOTAL COST TO EMPLOYER (Approx.)	2014 BASIC PENS-IONABLE	2015 BASIC PENS-IONABLE	2016 BASIC PENS-IONABLE
1	R 6 106	R 35.23	R 73 275	R 12 000	R 6 106	R 500	R 5 058	R 10 991	R 919	R 108 850	R 59 588	R 64 666	R 68 546
2	R 6 604	R 38.10	R 79 248	R 12 000	R 6 604	R 500	R 5 058	R 11 887	R 984	R 116 281	R 64 446	R 69 937	R 74 133
3	R 7 083	R 40.87	R 85 000	R 12 000	R 7 083	R 500	R 6 150	R 12 750	R 1 046	R 124 529	R 69 123	R 75 013	R 79 513
4	R 8 108	R 46.78	R 97 298	R 12 000	R 8 108	R 500	R 6 150	R 14 595	R 1 179	R 139 830	R 79 123	R 85 866	R 91 017
5	R 9 154	R 52.82	R 109 850	R 12 000	R 9 154	R 500	R 6 150	R 16 477	R 1 315	R 155 446	R 89 331	R 96 943	R 102 759

¹ **Medical Aid:** It is compulsory for new staff to join the medical aid. Where the spouse/partner and/or legal dependants are also covered by the medical aid, the cost to employer will be higher. R1 Bonitas is available. The contribution indicated in the table above pertains to the Bonitas Boncap plan.

ADDITIONAL JOB-RELATED ALLOWANCES

Allowance Type	Applicable Departments (subject to criteria)	Further Information and Eligibility Criteria	Current Rate	Historical Rates		
			2017	2013	2014	2015
Food Allowance:	Food Services	Payable in January and December only . For the rest of the year, food is received.	R476 (x2)	360 (x2)	392 (x2)	R427 (x2)
Travel Allowance:	Health Care Centre, Central Cleaning, Food Services and Campus Protection.	For those staff that are required to start at or before 7am and who leave after 6pm and where transport is not provided by Rhodes	R400 pm	7.41 per trip	R7.70 then R8.80 per	R8.80 per trip
Shift Allowance:	Campus Protection	For working evening shifts. Applies to Campus Guards and Supervisors	R953 pm	R120pm	R800pm	R800 pm

[For further detail please refer to the latest Allowances and Payments document on the HR Website.](#)