

ALLOWANCES AND HOURLY RATES

ACADEMIC & RELATED RATES:		2021	2022	2023/2024	Applicable to work performed after...	Assumptions, Principles and Additional Information
1	Lectures & Practicals. (Temp Teaching Rate)	R 186 3,200%	R 195 5,00%	R 207 6,00%	01-Aug-23	<ul style="list-style-type: none"> ·The commitment remains to align this rate to the Lecturer's hourly rate, but will be subject to budget constraints. ·This is based on <u>actual hours of work</u> rather than number of lectures.
2	Lectures-Professional rate	R279 3,20%	R293 5,00%	R310 6,00%	01-Aug-23	<ul style="list-style-type: none"> ·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. · From 2015 this will be approximately 50% more than the standard temp teaching rate
3	Teaching/Research Assistant	R149 3,20%	R156 5,00%	R165 6,00%	01-Aug-23	<ul style="list-style-type: none"> · Please refer to the Protocol Related to the Employment of Temporary Staff including Teaching Assistants https://www.ru.ac.za/humanresources/leadingacademics/temporaryteaching/ · The rate is set at approximately 80% of the Temporary Teaching rate.
4	Fieldtrips	R 1 486 3,20%	R 1 560 5,00%	R 1 654 6,00%	01-Aug-23	<ul style="list-style-type: none"> · Based on an 7.5-hour day (8 hours until 2017), using the temporary teaching rate. · The rate includes overnight stays.
5	Exam Commissioners	R 194 3,20%	R 204 5,00%	R 216 6,00%	01-Aug-23	<ul style="list-style-type: none"> ·Paid to external exam commissioners.
6	Exam Administration. Includes responsibilities such as: Photocopying/Printing & Securing exam papers	R127	R133	R141 6,00%		<ul style="list-style-type: none"> · From 2014 this rate has been aligned to the hourly temp rate applicable to gr11.
7	Invigilators	R110	R116	R123 6,00%		<p>Principles determined with effect from 1/1/2011:</p> <ul style="list-style-type: none"> · From 2013 the rate is aligned to the hourly rate of gr 10 temp support staff , based on the fact that the person is overseeing a process and there is some complexity. · Academics who are expected to invigilate as part of their administrative duties are not paid.
8	Prosecutors & Proctors	R547 3,20%	R574	R609 6,00%	01-Aug-23	<ul style="list-style-type: none"> · Related to student disciplinary hearings · Support staff annual adjustment applied
						<ul style="list-style-type: none"> · Usually this is an additional payment from a professional body to certain academic staff, to supplement income received from the academic's employer. Staff holding a CA qualification in Accounting receive a subvention from SAICA (other criteria apply as determined by the subvention committee).

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9	External Subvention				Phasing out	<p>· Previously Professors in Law, Comp Science and Information Systems received a subvention. 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. Any annual adjustment will be at the discretion of the Director: HR.</p>
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STUDENT RATES:					Applicable to work performed after...	Assumptions, Principles and Additional Information
10	Student Assistance: Administration rate Defined decision making rate (eg setting desks) IT Lab Assistants as well as Facilities (since 2014) Student Tech rate (IT)	R40,76 33,024 R46,96 62,95	R42,80 R34,68 R49,30 R66,10	R45,37 6% R36,76 6% R52,26 6% R70,07 6%	01-Aug-23	<p><i>Sunday or Public Holiday work should be avoided. It should be paid at double the standard rate. Work after 6pm or before 7am where the work is on site attracts a 5% premium.</i></p> <ul style="list-style-type: none"> · 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. · From 2011, the 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. · 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%. · 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. Currently this is 34%
11	Tutors: - Undergraduate & Postgraduate	R47,5	R49,8	R52,8 6%	01-Aug-23	<ul style="list-style-type: none"> · A new methodology for determining the budget allocations per department, was implemented in 2015, based on extensive analyses and in terms of a model determined by Prof Sewry. A single rate is applied for all student work that involves work of an academic nature. From 2018, student work also attracts 1% UIF contributions.
12	Assistant Prosecutors	R49	R51	R55	01-Aug-23	<ul style="list-style-type: none"> · This will be equivalent to student assistance hourly rate, but with up to a 5% premium.

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SUPPORT STAFF RATES:					Applicable to work performed after...	Assumptions, Principles and Additional Information
13	Crisis Line- Counselling Centre: <i>Rate per week on duty if a <u>day off is not taken</u></i> <i>Rate per week on duty if a <u>day off is taken</u></i>			R174 R3 647,49 R2 444	hourly rate 01-Aug-23	<ul style="list-style-type: none"> 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 temporary grade 11 rate. This is 67% of the rate above (ie without a day off). Per Week on Duty
14	CPU (Night) Shift allowance:	R1 050	R1 103	R1 169 6%	01-Jan-23	<ul style="list-style-type: none"> This is a negotiated item.
15	Critical Services: <i>CPU Staff</i>	R400	R420	R459 9%	01-Jan-23	<ul style="list-style-type: none"> This is a new item with effect 1 July 2017 in line with the Critical Services Agreement. The rate will be subject to adjustment/review in 2020. Negotiated item.
16	Transport allowance:	R 480,00	R600 (Food Services & CCS & CPU), where applicable (HCC)	R 636,00 6%	Current 2023	<p><i>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. From 2016 to 2018 the allowance has been a flat monthly rate paid to staff in posts where the above requirement is met. Based on wage negotiations concluded in 2019,once HR are informed of the general increase in the taxi fare, discussions will take place regarding the revision of rates.</i></p>
17	Food Allowance	R 621,45	R 621,45	R 658,74 6%	01-Jan-23	<ul style="list-style-type: none"> 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.
18	Casual rates 8 hours per day Casual rates 7,5 hrs a day Casual hourly rate		R185,52 R173,92 R23,19	R204,00 R191,25 R25,50	01-Mar-23	<ul style="list-style-type: none"> Casuals are appointed on a hourly or daily rate for periods of short duration. The rate is determined by using as the base, the current salary of a domestic for Makana region (Govt Gazette). For less than 27 ordinary hours per week, plus a 15% premium. This is inclusive of the cost of living adjustment.
19	Interpreters	R52,89	R55,53	R58,87 6%	01-Aug-23	<ul style="list-style-type: none"> Fieldwork translation from isiXhosa to English and vice versa. Linked to the hourly rate at between the grade 3 and 4 temp level.

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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.						
20	DRIVING (When this is not the persons primary job)				Applicable to work performed after...	Assumptions, Principles and Additional Information
		R56,24	R59,06	R62,60	01-Aug-23	<ul style="list-style-type: none">· For each hour of driving or any other duty associated with driving, such as washing the vehicle, loading/unloading, changing a flat tyre, etc.· The rate is linked to the hourly temp rate for Drivers (grade 4) based on a 7.5hr day. An appropriate grade for casual driving needs to still be determined.· No overtime paid in addition to this.· 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.
				6%		
	DRIVING (When the person is employed by the University as a driver)	Refer to comment				<ul style="list-style-type: none">· During normal working hours, the rate will be the person’s normal remuneration rate. 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.
	STANDBY	42,57	44,70	R47,38	01-Aug-23	<ul style="list-style-type: none">· 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 temporary rate applicable at the grade 1 level (based on a 7.5hr day).· Usually applies for the period between 8 a.m. and 4.30 p.m. As this is not overtime, but a standby (inconvenience) allowance, there is no adjustment to the rate for Sundays and Public Holidays.
	6%					
OVERNIGHT	R186	R195	R207	01-Aug-23	<ul style="list-style-type: none">· 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.	
6%						
SUBSISTENCE					Information available from Finance Division	