



February/Februarie 2011

Dear Member

It is with pleasure that we welcome all new members to SAPTU. SAPTU management is continuously involved in negotiations with management of UJ to better the complete bundle comprising of all remunerated and working environmental related aspects of your involvement with UJ to the advantage of all concerned parties.

For those of you that have missed the circular regarding the salary increases, herewith the information:

21 January 2011

JOINT MANAGEMENT/TRADE UNION COMMUNIQUE
TO: ALL PERMANENT AND FIXED-TERM EMPLOYEES
RE: SUBSTANTIVE NEGOTIATIONS-2011

It gives us great pleasure to announce that the collective agreement on salaries for 2011 has been signed off with two of the three recognised trade unions, namely, SAPTU and NTEU.

The pertinent details being

- a) *An interim 6% increase on the total guaranteed package for all permanent and fixed term employees w.e.f 1 January 2011*
- b) *an increase in the minimum and maximum values of allowances by 6% (Some allowances will not increase i.e. attractions & retention allowances)*
- c) *A Review Committee consisting of Management and Labour representatives to meet urgently to deliberate on a model to be adopted to appropriately utilise an additional 1%. The Review Committee will conclude this process no later than 28 February 2011, with implementation backdated to 1 January 2011.*

This collective agreement is applicable for the period 1 January to 31 December 2011.

Regrettably, Management has been informed by the UJ NEHAWU leadership that it has not been mandated by membership to sign on the agreement. Management shall be engaging further with NEHAWU to clarify this stance and hopefully this matter shall be resolved as soon as possible.

NB: The salary increase shall be effected to all permanent and fixed-term employees except NEHAWU members pending the clarification referred to above.

Members of SAPTU would have noted that thanks to the stance taken by our management, the members have been enjoying the increased benefits already since 31 January, the earliest this had been achieved in the history of this institution – while members of the union that have not signed have not received any benefit yet.

It is a matter of concern that too many free wheelers (non-unionised employees) are relying on the input from the unions to better their positions but saving themselves any commitment in this regard – reaping without sowing.

The utilisation of the reserved 1% have been at the centre of thorough debate during February but we are confident that a joint communiqué will be issued soon to indicate the way this will be utilised to the benefit of those identified as unjustifiably parked for too long.

In principle the following have been the premise from which SAPTU engaged in this regard on your behalf:

It is recognised that some loyal employees have been at the institution for five or more years and notwithstanding their loyal and unselfish pulling more than their weight during these difficult founding years have not “moved” from their personal “line” within their band width within their P level. Some acknowledgment is due and the following principles should be considered:

- 1) Employees that meet the criteria a-c are to be affected as follows:
 - a. employees who have been in the employ of the University for longer than 5 years and;
 - b. who have been in the same graded position (P-level) for the past five years and
 - c. who have been within the salary range but as at 1 January 2011 still at/or below the median of that particular salary range
 shall receive an additional “line” adjustment within the applicable band width (ca. 2.5%) This should result in an increase on their total guaranteed package (excluding certain allowances)
 These adjustments will be in addition to the general adjustment of 6% that have already been implemented which translates where applicable to an increase of 8,5%.
- 2) In line with the Phase 2 Harmonisation Agreement, the band width of all P levels’ salary ranges will also be restricted to no more than 7.5% below the midpoint (currently in most environments minus 10%). This would,



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imply that regardless of duration of employment in the applicable P position, all employees currently on the -10% line as the minimum level of their salary range, will receive an additional increase to bring them to the new minimum salary level (ie -7.5%) of the particular grade.

- 3) To ensure that the “old loyal but parked” employees who stand to benefit by the first principle is treated fairly, this narrowing of the band width by limiting of the number of lines will be applied to all concerned employees and only after that had been done, will the first mentioned adjustment take place which may result in some “old loyal parked” employees who happened to have been parked at the minus 10% line for more than five years will get two line adjustments.
- 4) SAPTU have also argued for a differentiated acknowledgment of those “very old” loyal employees who have been fulfilling all of the a-c criteria but for more than 10 or 15 or 20 years to receive an additional recognition. Apparently this is perceived to be too difficult to calculate timeously because of the present state of records and will not be applied now but the principle will be engaged on later.
- 5) SAPTU also argued that in all fairness the removal of the minus 10% line where applicable to level the playing field to all employees in all environments in this regard should result in a similar adjustment at the other end which should result in the addition of a further line in those environments where currently provision is only made for plus 7,5% where as in the rest of the institution the top line is plus 10%. We will be engaging on this in the near future.

These are the matters that are currently receiving attention:

Performance Management

Performance Management will definitely result in Performance Evaluation at the end of 2011. The Union's point of view is that performance evaluation can only take place on the basis of formally agreed upon performance goals and on the basis of annual reports. It has been proposed to make a total break from any unjustifiable 'bonuses' and to make use of the funds saved by this for progression within the salary bracket, which will also have pension benefit implications for those who deserve it. This progression must be persistent, i.e., it must build on previous years' progression but for a noted dip in

performance which should be formally addressed if and when applicable. These suggestions are currently being discussed with management.

Should anyone need assistance from SAPTU please contact one of the members of the UJ-SAPTU Management Team.

We wish you well with the rest of the semester.





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Geagte Lid

Graag heet ons alle nuwe lede wat by SAPTU aangesluit het, baie welkom. SAPTU bestuur is voortdurend in onderhandelinge met bestuur betrokke ten einde die geheel vergoedingspakket vir lede te verbeter.

Vir diegene wat die Algemet Omsendskrywe ivm die salarisverhogings gemis het, hiermee die besonderhede:

21 Januarie 2011

**GESAMENTLIKE BESTUURS-
/VAKBONDKOMMUNIKASIE**

**AAN: ALLE PERMANENTE EN
VASTETERMYNWERKNEMERS**

IS: SUBSTANTIEWE ONDERHANDELINGS - 2011

Dit is vir ons aangenaam om aan te kondig dat die gesamentlike ooreenkoms oor salarisse vir 2011 met twee van die drie erkende vakbonde, naamlik SAPTU en NTEU, afgeteken is.

Die tersaaklike besonderhede is:

- a) 'n Tussentydse 6%-verhoging op die totale gewaarborgde pakket vir alle permanente en vastetermynerknemers, met ingang van 1 Januarie 2011
- b) 'n Verhoging van 6% in die minimum en maksimum waardes van toelaes (sommige toelaes sal nie verhoog word nie, naamlik lok- en behoudtoelaes)
- c) 'n Hersieningskomitee, wat uit die Bestuur en arbeidsvertegenwoordigers bestaan, gaan dringend vergader om oor 'n model te beraadslag wat aangeneem moet word om gepas 'n bykomende 1% te benut. Die Hersieningskomitee sal hierdie proses nie later as 28 Februarie 2011 afhandel nie, met implementering terugwerkend tot 1 Januarie 2011.

Hierdie gesamentlike ooreenkoms is van toepassing vir die tydperk 1 Januarie tot 31 Desember 2011.

Ongelukkig is die Bestuur deur die UJ-NEHAWU-leierskap ingelig dat hulle nie deur hul lede gemagtig is om die ooreenkoms te onderteken nie. Die Bestuur sal verder met NEHAWU in gesprek tree om hierdie standpunt te verduidelik en hopelik sal hierdie saak spoedig opgelos word.

NB: Die salarisverhoging sal aan alle permanente en vastetermynerknemers betaal word, behalwe NEHAWU-lede, hangende die verduideliking waarna hierbo verwys is.

Lede van SAPTU sou op hul state gemerk het dat danksy die posisie namens u ingeneem het SAPTU lede wel reeds die voordeel van die verhoging vanaf 31 Januarie toegedeel ontvang – die vroegste wat dit ooit in die geskiedenis van die inrigting gebeur het.

Dit is 'n bron van kwelling dat daar steeds te veel meelopers en rylopers onder die werknemers van die UJ is wat sonder om hulself by enige vakunie te verbind en dus geen verantwoordelikheid self te neem nie, tog nie skaam is om in die voordele te deel wat danksy ander se insette verwerf word nie. Dit is maai sonder om te saai en behoort 'n gewetenskweessie vir iedereen betrokke te wees.

Die benutting van die gereserveerde 1% was die onderwerp van indringende oorleg gedurende Februarie, maar u bestuur is vol vertrouwe dat 'n gesamentlike mededeling binnekort in die verband sal uitgaan waaruit sal blyk hoe dit aangewend word in belang van diegene wat te lank onbillikerwys "geparkeer" was. (Sien oor die begrip die vorige nuusbrief.)

In beginsel is van die volgende vertrekpunte deur SAPTU in die onderhandelinge uitgegaan:

Dit word erken dat binne die instelling sommige lojale werknemers aanwesig is wat in hul tersake pos reeds vyf of meer jaar aan die instelling verbonde is en wat niesteenstaande hul lojale hardwerkende insette ook in die besonder moeilike aanvangsjare van die nuwe instelling geen "beweging" mbt hul persoonlike pakkette, di hul lynposisie binne die tersake bandwydte, ervaar het nie. Vir diegene moet 'n vorm van erkentlikheid verskaf word en wel aan die hand van die volgende beginsels:

1. Werknemers op wie die volgende vereistes a-c van toepassing is
 - a. Werknemers wat in diens is van die UJ vir vyf of meer jare
 - b. in die tersake pos is vir die tyd en
 - c. wat op 1 Januarie 2011 steeds op of benede die middellyn van hul posvlak se bandwydte was sal 'n bykomstige lyn-verhoging binne die tersake bandwydte van toepassing op hul posgraad (ca.2,5%) ontvang. Dit behoort in werklikheid met inagneming van die reeds in werking getrede 6% verhoging 'n₃



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totale aanpassing van 8.5% op hul gewaarborgde vergoedingspakket (met uitsluiting van omskrewe toelaes) tot gevolg te hê.

- In ooreenstemming met aspekte van die bedwonge Fase 2 Harmonisering word voorgestel dat die bandwydte van alle P-vlakke ongeag die werksomgewing verskraal word sodat in geen omgewing 'n sogenaamde minus 10%-lyn langer sal bestaan nie en die laagste lyn binne die bandwydte minus 7.5% vanaf die middellyn sal wees. Dit hou in dat ongeag die duur van indiensneming in die tersake P-vlakke alle werknemers wat tans op die minus 10%-lyn in hul bandwydte staan, dadelik na die minus 7.5%-lyn sal beweeg wat neerslaan in 'n bykomstige 2,5% vir diegene betrokke.
- Ten einde te verseker dat die geparkeerde "ou lojale hande" waarna hierbo verwys is billik behandel word, sal hierdie tweede aanpassing waar toepaslik eers gemaak word en daarna sal die eerste vermeldde aanpassing op alle betrokkenes toepassing moet vind. Dit mag inhou dat vir geïdentifiseerde "ou lojale geparkeerdes" 'n dubbele lyn aanpassing toepaslik sal wees – d.w.s. $6\% + 5\% = 11\%$.
- SAPTU het ook betoog dat daar ruimte behoort te wees vir 'n gedifferensieerde aanpassing ten einde billikerwys te onderskei tussen "ou hande" met meer as 5, die met meer as 10 en die met meer as 15 of 20 jaar "parkering" en op wie die ander kriteria a-c van toepassing is. Klaarblyklik word die differensiasie op die stadium onder andere weens die toeganklikheid van die tersake rekords as té omslagtig en tydrowend beskou vir dadelike implementering maar die beginsel sal steeds aandag geniet.
- SAPTU het ook oortuigend argumenteer dat in ooreenstemming met 'n billike gelykmaking van die tersake speelvelde ongeag die tersake omgewing in aansluiting by die wegdoen van die minus 10%-lyn (sien punt 2 hierbo) wel 'n toevoeging van 'n bykomstige plus 10%-lyn ingevoer moet word in daardie omgewings waar die boonste lyn in die bandwydte tans slegs plus 7,5% is. SAPTU sal die aspek bly aanspreek in belang van institusionele billikheid.

Sake wat tans aandag geniet is die volgende:

Prestasie-evaluering

Prestasie-evaluering gaan beslis aan die einde van 2011 plaavind. Die unie se standpunt is dat prestasiebeoordeling slegs gedoen kan word aan die hand van formeel ooreengekome prestasiedoelwitte en aan die hand van jaarverslae. Daar word voorgestel om geheel te breek met enige onverantwoordbare 'bonusse' en die aldus ingespaarde fondse aan te wend vir progressie binne die salarisband vir die posvlak, wat ook pensioenvoordele inhou vir diegene wat dit verdien. Hierdie progressie moet durend van aard wees, dit wil sê dit moet voortbou op vorige jare se progressie. Hierdie voorstelle word tans met bestuur bespreek.

SAPTU waak voortdurend teen minagting van lede se regte as werknemers. Indien enige persoon hulp van SAPTU benodig, kontak asseblief een van die lede van die UJ-SAPTU Bestuurspan.

Ons wens julle alle sterkte vir die res van die semester toe.

