

HUMAN RESOURCES DEPARTMENT
Office of the Chief Human Resources Officer

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University of Fort Hare
Together in Excellence

TO : ALL FORT HARE STAFF

FROM : CHIEF HUMAN RESOURCES OFFICER

DATE : 07 NOVEMBER 2007

RE : BARGAINING RESOLUTIONS

Dear Staff Members,

The Joint Bargaining Forum at various meetings held between August and September 2007, agreed on the following matters:

1. Housing Subsidy

A housing subsidy of **R1000** per month should be paid to employees of the University on the following conditions:

- An employee must have been in fulltime employment of the University at the 31 December 2006. Fulltime employment shall mean a permanent contract or a fixed term contract with a period of 3 years and more and at the date of implementation, namely 1st January 2007. No more than half the contract period has expired.
- Such employee shall not have owned any fixed property as at 31st December 2006.
- Such benefit will only be made available to qualifying employees up until the 31st December 2009 where after the benefit shall no longer be granted to any new property owners.
- Such benefit be added to the cost to company of the qualifying employee and not be reflected as a separate allowance

The implementation date would be backdated and effected as from 01 January 2007.

2. Medical Aid

The maximum benefit payable as part of the cost to company remuneration for any employee shall be limited to that of the main member, spouse and 3 child dependents.

- Please note that employee who previously enjoyed the full benefits and subsequently cancelled such benefits would not receive the additional income as contemplated in this agreement.

The implementation date would be backdated and effected as from 01 January 2007.

3. Leave days

The status quo of 21 days would remain and the University would shutdown on the **14th December 2007**. This is an interim intervention and will only be applied for the 2007 academic year pending further negotiations.

4. Long Service Awards

In order to accommodate employees in-between ranges the awards will be launched in 2008 and the status quo where a there was a closing party will remain for the year 2007. This is due to the fact that this was not initially included in the 2007 annual budget. It was agreed that in 2008 Management will budget for employees between 10 years to 14 years

Regards,



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Zandisile Dweba
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