

RHODES UNIVERSITY
INTERNAL MEMORANDUM

TO:
THE VICE-CHANCELLOR

FROM:
THE DIRECTOR OF PERSONNEL

RHODES UNIVERSITY STAFF ASSOCIATION

I submit the following suggested answers to the questions raised by RUSA. Mr Lanham will provide answers to questions 5 and 11 and Mr Mills for question 9.

Question 1

The University is always prepared to encourage the establishment of such an institute where it is likely to benefit both the University and its staff.

I am unable to say, at this stage, to what extent the University would be able to assist in establishing and supporting such a venture as the details are not known. I suggest that these be submitted for consideration.

Question 2

I do not agree that the service contract of Technicians is outdated. The six months notice period is similar to that of academic and other senior administrative staff. This period is always negotiable and the University endeavours to accommodate the staff member should a reduction of the notice period be required. The annual leave is also considered generous, particularly bearing in mind the Christmas break and the long leave provisions.

The Group Life Insurance, 24 hour Accident Insurance and Travel Concessions are not peculiar to technicians only. Accident Insurance cover is available to all staff while on duty. The University has decided not to introduce a Group Life Insurance Scheme. *Voluntary. Univ contr. 30% inc in some.*

As regards travel concessions, further details are required. However, if this is meant to assist technicians to attend conferences, the Vice-Principal always endeavours to assist deserving cases.

Job descriptions are drawn up by Heads of Departments. Where there is any doubt regarding his/her duties, a technician should approach his/her Head of Department for a detailed job description.

Since the University considers the conditions of service of Technicians to be satisfactory, it does not consider it necessary, at this stage, to appoint a committee to investigate service conditions.

Question 4

It is common knowledge that salaries have not kept pace with inflation. Over the past five years the average inflation rate has been 14,8% whereas salaries have increased by approximately 10% per annum (academic 10,9%, non-academic 9,6%) during the same period. If annual increments are taken into account the difference would naturally be less.

The University makes regular representations to government, through the Committee of University Principals, to improve the salaries of its staff.

*whose salaries have kept up with inflation, fiscal coup?
We are all getting poorer.*

Question 6

It has always been accepted that the salaries of academic staff are lower than those paid in the private sector. Many academics could earn far more in Commerce and Industry. However, there are other compensations which must not be lost sight of:

security of tenure.

flexi-time

vacations

long leave and study leave

housing subsidies (which are not always available in the private sector)

opportunities for private research and improvement of qualifications

remission of fees, etc.

Consulting opportunities

Negotiate swap in conditions

Question 10

I am satisfied that every effort is made to inform all staff members of the benefits and concessions available to them. Besides their service contracts, this is done by means of regular general notices, at the interview stage and on first appointment before assuming duty.

In addition, a staff guide is available setting out as much information as possible.

Staff members may also consult their Heads of Departments. Where they are unable to deal with a particular matter, the staff member would be advised to contact the appropriate Division.

Staff are always free to consult the Personnel Division on matters concerning their salary and conditions of service.

28/10/86

Staff Association Meeting. 29/10/86

Q11 Voluntary Excess Subsidy

1.2 U.P.E. has withdrawn subsidy on voluntary excess bond repayment

WITS. Council does not allow this to new members of Staff. Is investigating withdrawal of ~~all~~ ^{all} subsidy on voluntary excess in order to reduce costs.

NATAL. As a recently introduced re-think. They allow all members of Staff to redeem 20 year bonds in 12 years.

	<u>BOND</u>	<u>RATE</u> %	<u>REPAYMENT</u> <u>20 YEARS</u>	<u>ADDITIONAL</u> <u>REPAYMENT</u>	<u>TOTAL</u> <u>SUBSIDY</u>	<u>ADDITIONAL</u> <u>SUBSIDY</u>
20 YEARS	R50 000	16%	R695		R484	
12 YEARS	R50 000	16%	R783.88		R533	R49

3 Black Staff do not have bonds greater than R50 000 upto which figure the bond is

fully subsidised.

4. Yes.

But at Rhodes we know of only one staff member who planned his ^{extra} bond repayments to ensure repayment in full of the bond by the retirement date.

He has increased his repayments to achieve this.

Question 5.

TOTAL EXPENDITURE	R 1 000 S TOTAL STAFF BENEFITS	% STAFF BENEFITS TO TOTAL EXPEN.
1984 R 23,193 M.	R 16,901 M.	72,87%

1985 R 27,979 M. R 18,268 M. (X) 65,29%

1986 R 30,928 M. R 21,811 M. 70,50%

(X) NO SALARY INCREASES

Q 9

According to a recent circular charged for photocopying are to be increased next year from five cents to seven cents a copy.

This may be regarded as a minor irritant but it affects all members of staff and the percentage increase is substantial.

Can the Vice Chancellor explain why it is that Rhodes University has to charge its members of staff so much more than other Universities.

(I understand UCT charges four cents a copy, and the charge at Natal used to be three cents when we were having five)

See Mills

Q 10

Is the Vice Chancellor satisfied that all members of staff have an equal opportunity to be equally informed of all benefits and concessions to which they may be entitled in regard to additional income, leave benefits and research grants, housing subsidies, travel grants?

If the administration assumes that it is the function of the Head of Department to keep his staff informed of these benefits, have the Heads of Departments been informed that this is regarded as part of their job?

Q 11

Have all the English speaking Universities withdrawn the subsidy on voluntary excess bond repayments?

I understand that the University of Natal has re-instated these payments.

If they have not withdrawn these subsidies how do they solve the problem of providing housing for black staff?

It should be noted that some members of staff went into the business of purchasing a house on the assumption that the subsidy on the voluntary excess would be payable, and the withdrawal of the subsidy might be classed as a cancellation of what the member of staff had been led to expect.

Archib. Landman

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✓ Question 4

"Could the Vice Chancellor please illustrate how the general salary increases (excluding notch increments) over the last five years have compared with the annual rate of inflation?"

Len

✓ Question 5

"Could the Vice Chancellor give quantitative information on what specific steps have been taken over the last two years to reduce expenditure, other than by reducing salaries?"

including closure

Salaries + benefits as % of total budget

1984
1985
1986

Talent Salaries, benefits
% of
for 1984