



**Nelson Mandela
Metropolitan
University**

f o r t o m o r r o w

2015-2016

SALARY / WAGE AGREEMENT

Between:

NATIONAL TERTIARY EDUCATION UNION

(NTEU)

(Hereinafter represented by **Mr G Abbott**)

and

NATIONAL EDUCATION HEALTH & ALLIED WORKERS UNION

(NEHAWU)

(Hereinafter represented by **Ms B Mangolothi**)

(HEREINAFTER REFERRED TO AS THE UNIONS)

and

NELSON MANDELA METROPOLITAN UNIVERSITY

(NMMU)

(Hereinafter represented by **Prof D Swartz**)

BSM
GA
cr

Whereas the Unions act on behalf of their members and all permanent employees in Peromnes Grades 5 to 17 in this matter;

And whereas the parties wish to record the terms of the agreement in writing.

NOW THEREFORE THE EMPLOYER AND THE UNION AGREE AS FOLLOWS:

1. DURATION OF THE AGREEMENT

The provision of this agreement in respect of the annual salary and wage increase of permanent employees shall come into operation from 1 May 2015 to 30 April 2016, as follows:

- 1.1 Inflation Based Cost of Living Adjustment (COLA)
6.1% Applied on an across the Board (ATB) basis
- 1.2 Cost of Living Enhancement (COLE)
3%, provided that employees (PL5 – 17) whose remuneration equates to or exceeds the maximum level of their relevant scales will receive this percentage in the form of a once-off bonus payment, either in full, or proportional in respect of those employees who attain such maximum level after partial application of the increase to their remuneration.

2. SCOPE OF AGREEMENT

The provisions of this Agreement:

- 2.1 Shall apply to all permanent employees in Peromnes Grades 5 – 17 in the employ of NMMU with effect from 1 May 2015;
- 2.2 Shall not apply:
 - 2.2.1 To any person employed on a non-permanent basis; or
 - 2.2.2 To any employee engaged in an entity post, the funds for which are secured and/or repaid to the NMMU by the entity concerned.

3. INCREASE

This increase will be incorporated into the payment of each employee's normal monthly remuneration with effect from 01 May 2015.

4. NO FURTHER CLAIMS

No further claims of any nature in respect of any substantive or on-cost items shall be made on behalf of employees covered by this agreement or the Recognition Agreement; in the employ of the NMMU for the duration of this Agreement.

DS BSM J. SA

5. GENERAL

- 5.1 This Agreement constitutes the whole of the Agreement between the Parties relating to the matters dealt with herein and, save to the extent otherwise provided herein, no undertaking, representation, term or condition relating to the subject matter of this Agreement not incorporated in this Agreement shall be binding on any of the Parties.
- 5.2 No variation, addition, deletion, or agreed cancellation of this Agreement will be of any force or effect unless in writing and signed by or on behalf of the Parties. Failure or delay on the part of any Party in exercising any right, power or privilege hereunder will not constitute or be deemed to be a waiver hereof, nor will any single or partial exercise of any right, power or privilege preclude any other or further exercise thereof or the exercise of any other right, power or privilege.
- 5.3 No indulgence which one Party may grant to another Party shall constitute a waiver of any of the rights of the Party granting the indulgence, who shall not thereby be precluded from the exercising any rights against the other Party which might have arisen in the past or which might arise in the future.

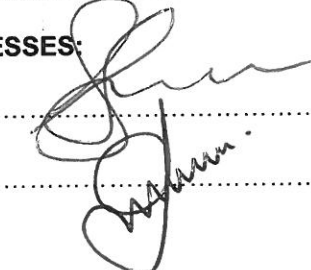
6. SIGNATURE

Signed on behalf of the Parties, each signatory hereto warranting that he/she has due authority to do so.

SIGNED at NMMU this 9TH day of APRIL 2015

AS WITNESSES:


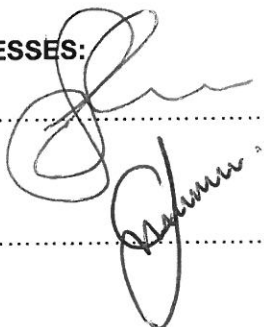
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For and on behalf of NTEU

AS WITNESSES:

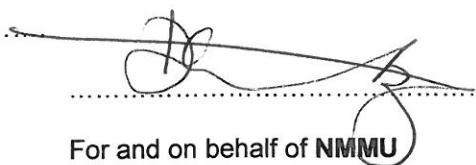
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For and on behalf of NEHAWU

AS WITNESSES:

- 1.
- 2.



For and on behalf of NMMU