

**AGREEMENT BETWEEN**

**THE EXECUTIVE COMMITTEE OF COUNCIL**

**OF THE UNIVERSITY OF SOUTH AFRICA**

**AND**

**ALL STAKEHOLDERS REPRESENTED IN**

**THE MULTI-STAKEHOLDER TASK TEAM ON INSOURCING**

**24 October 2016**

## **Preamble**

We, the undersigned parties and members of the Multi-Stakeholder Task Team, jointly acknowledge the positive outcome of almost ten months of constructive engagement on the matter of insourcing, as a historical precedent in restorative justice and redress at the University of South Africa.

This agreement bears testimony to the wise words of the founding father of our democracy and renowned alumnus of our university, Nelson Mandela, that “everything is impossible until it is done”. It speaks to the commitment, unwavering determination and resoluteness of all parties involved to find amicable solutions to difficult problems through courageous discussions and confronting deep seated systemic challenges with an open mind.

The agreement is even more remarkable given the enormous funding challenges of Higher Education at the current juncture. It not only gives further credence to the university’s mission of shaping futures, but bodes well for the long term stability, peace and sustainability of the University of South Africa.

## **Agreement**

We agree that the parties have reached consensus on an optimal model that endeavours to achieve fair and just working conditions for the most vulnerable staff currently outsourced.

In accordance with the approved model, the University will introduce 910 new staff members from the Council approved sectors into its operational structure. This will be done in an affordable and sustainable manner to promote greater efficiency and effectiveness in the delivery of the Universities products and services.

## **Key features of the Agreement**

- That a total of 910 staff members be insourced as part of the permanent staff compliment of the university;
- That the current contracts of all service providers be terminated as soon as practically possible and that the full insourcing commence from 1 December 2016;

- That a three month salary payments be offered to those members who fall outside the selected pool of staff members;
- That the implementation plan be adjusted to take into account the commencement date of 1 December 2016 as well as the outcomes of the consultative sessions with all Service Providers;
- That the minimum sectorial determination with benefits be applied to all 910 vulnerable workers within Cleaning, Security, Gardens and Ground across all regions.
- That eligible staff members receive a once-off financial benefit backdated 1 March 2016. Those who have already been paid their once off payment will not be eligible for another top-up.

This then, duly signed and accepted on the 24<sup>th</sup> day of October 2016.

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**Mr Sakhi Simelane: Chair of the Council of the University of South Africa**

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**Prof Mandla Makhanya: Principal and Vice-Chancellor**

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**Prof Gugu Moche: Chairperson of the Multi-Stakeholder Task Team on Insourcing**

## Multi-Stakeholder Task Team

..... APSA	..... NEHAWU	..... Convocation	..... Unisa Management
..... National Students Representative Council	..... Unisa Women's Forum	..... Unisa Black Forum	..... Institutional Forum
..... Association For Students With Disabilities	..... Pan Africanist Student Movement of Azania (PASMA)	..... Democratic Alliance Students Organisation (DASO)	..... EMSSA
..... UEDF	..... YCLSA	..... ANCYL	..... SASCO
..... EFF Student Command	..... Security Services	..... Cleaning Services	..... Recycling
..... Gardens and Grounds			

