

Media statement

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UNISA'S RESPONSE TO INVIGILATORS' SALARY DISPUTES

In response to a protest by the University of South Africa's (Unisa's) invigilators, all of whom are independent contractors, on 27 October 2020 relating to May/June and October/November salary disputes, the university wishes to clarify the background to and its position regarding the matter.

As a result of the declaration of a national state of disaster, Unisa suspended venue-based examinations and introduced online examinations. Invigilators were duly informed that their services would not be required for the examinations in question. However, the university acknowledges that certain required labour procedures may have been overlooked, and has therefore taken the following resolutions:

- **May/June salaries:** As a result of the implications of the declaration of a national state of disaster, the government, through its National Department of Labour, introduced special Unemployed Insurance Fund (UIF) benefits for qualifying persons. The purpose of this measure was to ameliorate the consequences of persons being unable to earn income as a result of the state of disaster. The university has noted that the invigilators contributed to the UIF and due to recently identified glitches from both parties. Unisa will approach the Department of Labour to request clarity, so that payment of UIF compensation to the invigilators can be released.
- **October/November salaries:** As stipulated in its current contract with these contractors, the university will pay invigilators' salaries for the October/November examination period. The university will determine a fair and equitable formula for calculating such payments.

The university would like to extend its sincere apologies to the affected parties and looks forward to further engagement on the matter to find common ground.

- Ends-

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