



3 July 2018

NOTICE TO ALL STAFF AND STUDENTS

Dear Staff and Students

UPDATE ON DISRUPTION OF UNIVERSITY OPERATIONS BY NEHAWU

The Deputy Vice-Chancellor for Institutional Support, Professor Majova-Songca, has been issuing periodic notices to keep the University community informed about developments regarding the ongoing negotiations with the two unions at the University, NEHAWU and NTEU. She has also kept you informed about the NEHAWU strike that started on the 12 June 2018.

I write to you to clarify certain issues:

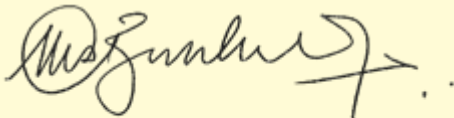
1. I wish to inform staff and students that I have full confidence in Professor Majova-Songca and the management team that she leads in the negotiations with the unions. The team has been doing sterling work balancing the working conditions of employees with the financial well-being of the University. The team has done all it could to accommodate all stakeholders.
2. I also wish to remind the University community that in 2017, management gave very generous increases, including 10% for the lower grades. Earlier this year, the University paid out staff bonuses, even though the total amount exceeded the budget by more than R3million.
3. This year we have managed to find money to give University employees 7% increase and a notch increase of 0.5%. This increase is better than the wage settlements in most South African universities, including the well resourced institutions. Furthermore, our hands are completely tied in that any increase above what we are offering would take the University beyond the DHET's gazetted threshold of 62% of recurring revenue.
4. Management is deeply dismayed at the chaos, intimidation and violent behaviour of the striking employees. The strike has left many staff and students traumatized and caused huge damage to University property. We also condemn the slanderous attacks and attempts to besmirch the character of some members of the University.
5. It has become clear to us that there is more to the current strike than meets the eyes. We are aware that some in the striking union leaders and others in strategic positions of the University are using the strike to push for the collapse of senior management and the departure of the VC and some senior officials. They are prepared to bring University

operations to a halt and to jeopardise the academic careers of students to achieve their ends.

We have given the Union and their striking members time to reconsider their actions and to desist from violent disruption and intimidation. Yesterday, the strikers caused mayhem in East London aresulting in a pregnant staff member being hospitalized. As you will have seen from Professor Majova-Songca's communication yesterday, management has now decided to put a stop to the chaos and to hold union leaders and members responsible for their actions. The University has now obtained a court order against NEHAWU, Nehawu leaders and members and the order will be enforced from now on. In addition, disciplinary steps will be taken against perpetrators of intimidation and disruption. The University will also carry out the principle of 'no work, no pay', including for days missed in June.

I wish to appeal to all staff and students to be patient and to resist the temptation to retaliate. I also appeal to all members of the University community to share any information that may be used to deal with perpetrators of intimidation, violence and arson.

Best wishes,

A handwritten signature in black ink, appearing to read 'S Buhlungu', with a stylized flourish at the end.

Professor S Buhlungu
Vice-Chancellor