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Prof. Niel Viljoen.

Prof. Viljoen said, "No staff member's current remuneration level may be disadvantageously affected by the proposals linked to the conversion to the total remuneration package. The proposals apply mostly to new appointments and persons who currently receive no benefits. Current staff members are only affected by the proposals if a specific staff member's personal circumstances, relevant to the medical fund, change, and this would apply in terms of the present system of subsidising as well."

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Universiteit van die Vrystaat --- University of the Free State --- Yunivesithi ya Freistata

Good news for workers not receiving medical aid benefits

Lower paid workers at the University of the Free State will in future receive a medical allowance. This was one of the decisions approved by management during today's Council meeting.

The medical benefit will come into effect on 1 July 2005 and will apply to all staff members who do not currently have a medical subsidy. An initial allowance of R250 will be paid per person per month.

Extending medical benefits to staff who currently do not receive medical subsidies is part of the conversion to the total remuneration package system. The system aims to pursue internal equity

in the remuneration structure. Prof. Niel Viljoen, Chief Director: Operations, says staff on post levels 15 to 18 are, by agreement with the trade unions, excluded from membership of the medical scheme, and therefore receive no subsidy regarding medical benefits.

The single greatest distortion in the remuneration structure is caused by the present subsidy policy in respect of the medical scheme.

Staff covered by their spouses' medical aid forfeits the subsidy and on lower remuneration levels in particular, this leads to significant differences in the total package remuneration for

similar posts.

Based on lessons learnt during the conversion of the pilot groups' management decided the best option would be to replace the medical fund subsidy with a non-pensionable medical allowance. The maximum allowance should be limited in two ways:

- As a percentage of the total remuneration package of the employee. It is recommended that this limit be set at 15 % or
- A maximum of R15 766 per annum. This amount will be adjusted annually during salary increase negotiations.

Implementeringsproses vir Billike Indiensneming

Om te verseker dat Billike Indiensneming slaag, sal die UV 'n gedentraliseerde program moet implementeer wat fakulteite en steundiensneming sal bemagtig om billike indiensneming ooreenkomstig hulle spesifieke behoeftes te implementeer.

Die uitgangspunt is vervat in die Implementeringstrategie vir Billike Indiensneming wat deur die UB goedgekeur is.

Volgens die strategiedokument is 'n sleuteluitdaging die daarstelling van gepaste strukture om billike indiensneming te bestuur en te bevorder. Dus moet daar komitees vir billike indiensneming op fakulteits- en steundiensvlak gestig word.

Elke fakulteit moet 'n ko-

mitee vir billike indiensneming daarstel wat verantwoordelikheid sal aanvaar vir en die Dekaan van die Fakulteit sal help om billike indiensneming binne die fakulteit te implementeer.

Die steundiensneming verskil van die fakulteit en dit sal nodig wees dat drie komitees daargestel word. Hierdie komitees word onder hul onderskeie bestuurders gegroep.

Die implementeringstrategie maak ook voorsiening vir die herkonstituering van die UV se Komitee vir Billike Indiensneming wat 'n wetlike voorskrif is en sal bestaan uit:

- die Bestuurder: Billike Indiensneming (Voorsitter), (prof. Niel Viljoen)

- die Direkteur: Menslike Hulpbronne (mnr. Lourens Geyer)
 - die Beampte vir Billike Indiensneming (mev. Leruna Roos)
 - die Direkteur: Diversiteit
 - twee verteenwoordigers van die komitees vir billike indiensneming van elke fakulteit/steundiens
 - twee verteenwoordigers vir elke verteenwoordigende vakbond
 - drie verteenwoordigers van die Institusionele Forum
- Die beleid vir billike indiensneming is in Maart 2005 deur die Raad goedgekeur maar tot hede het die UV geen formele plan nie. Die voorgestelde strategie is in lyn met die Wet op Billike Indiensneming.