

- The status of student residence leases and student finances. More information was required on the changes in leases of student residences; and
- Amendments to the SRC Constitution.

ITHALA PROPERTY ACQUISITION

Council considered reports on the planned acquisition of the Ithala Property. A letter of interest was issued by the Vice-Chancellor to Ithala with respect to the acquisition of the Ithala property. The Ithala property was to be acquired to address the infrastructure challenges in terms of office space. The fixed price of the property was R35 million. The financial implication relating to rental for a period of three years (from 2016 to 2018) was indicated. The date of occupancy was moved from 1st October 2015 to 1st November 2015.

An application was made to the DHET requesting for the HDI grant in order to obtain financial recovery on the acquisition of the property, once negotiations with Ithala are concluded.

2016 FEE AGREEMENT BETWEEN THE SRC AND MUT

Council considered the Memorandum of Agreement between MUT Management and MUT Student Representative Council regarding the student fee payment. The agreement was subject to approval by Council in terms of Section 8(4) of MUT Statute as gazetted on 23 August 2015. Council approved the student fee agreement between the SRC and MUT Management.

3.10 Human Resources

MEDICAL AID CAPPING

Council considered a report on the implementation of medical aid capping as per Council's resolution. There was a concern that there had been consultation with NEHAWU but no consultation with individual employees. This had led to disputes being declared. Three cases have been lodged at the CCMA: NEHAWU, TENUSA and three employees in their individual capacity. Negotiations have continued in an attempt to resolve the matter amicably.

Council have requested for a comprehensive written report specifying what caused the matter to be lodged with the CCMA; whether staff members have a case or not, if they have a case, what was the oversight on the University's part and what the prospects of a resolution are.

PERFORMANCE BONUS FOR SENIOR MANAGEMENT

The In-Committee meeting of Council noted the existing economic climate in the country as well as the recent student protest pertaining to fee increases. It expressed

the need to be transparent in dealing with the issue of performance bonuses for senior management. Therefore, it concluded that it is unable in these circumstances to accede to the request to pay performance bonus to members of Management.

The meeting further noted that should there be dissatisfaction, the Vice-Chancellor could make a submission to Council stating reasons and motivating for the need, in light of the existing circumstances, to nevertheless, consider and accede to the request. Furthermore, in such an event he would set out, in his motivation, the threshold that has been achieved in terms of performance as well as the subsequent developments that had taken place since the last time the bonuses were paid. In addition, Council requested for the historical detail of the payment of the bonus over the last five years. Moreover, Council had resolved, as far as the Remuneration Committee (REMCO) is concerned, that a committee of Council would be established to look at the remunerations of Executive Management and that this committee should consist of only external members of Council.

CHARTER OF THE HUMAN RESOURCE COMMITTEE

Council approved the Charter of the Human Resource Committee.

APPOINTMENT OF ACADEMIC STAFF

Council considered and approved a request for ratification by Council of academic appointments made between 1 January 2015 and 1 June 2015. As required by the Auditor General (AG), the appointment of academic employees should be authorized by Council. The matter had been discussed at Senate and it was agreed that consultation with Senate would be through the Selection Committee on which a Senate representative sits. Senate would subsequently be informed of the Selection Committee's decision. Council recommended that within the next two weeks, the Human Resources Department should prepare a draft procedure to be followed for the appointment of academic employees. The procedure should comply with all the requirements and it should be circulated to all Council members for comment. Council emphasized that candidates should not assume duty before Council approval.

MOTIVATION TO UPGRADE THE POSITION OF RESEARCH PROFESSORS

Council considered and approved a request to approve the appointment of two Faculty Research Professors at P4 level for a five-year renewable contract based on performance, and a Research Chair for Human Settlements at the P4 level for a three-year renewable contract based on performance.