



**CONDITIONS OF SERVICE FOR EMPLOYEES OF THE
UNIVERSITY OF JOHANNESBURG**

EFFECTIVE DATE: 1 January 2006

Document number	7P/7.1
Custodian	Executive Director: Human Resources
Responsible Division	Human Resources
Status	Approved
Approved by	Council (Employment Conditions Committee of Council)
Date of approval	11 November 2005
Amendments	C1 (1) Accumulated Leave B7 Tuition Fees D41 Relocation Expenses Policy C8 Compassionate leave (family responsibility leave) - Paternity Leave C6 Maternity Leave and C9 Paternal Leave C1 Vacation Leave – Statutory Leave
Dates of amendments	23 November 2012 17 March 2016 19 April 2016 14 June 2018 21 March 2021
Review date	2023

Related documents

UJ documents (e.g. Policies, Regulations, Guidelines, Contracts)	Other
	<ul style="list-style-type: none"> • Constitution of South Africa Act 108 of 1996 • Basic Conditions of Employment Act (BCEA), Act 75 of 1997. • Labour Relations Act (LRA); Act 66 of 1997 as amended • Employment Equity Act (EEA), Act 55 of 1998.
Stakeholders affected by this document (units and divisions who should be familiar with it):	<ul style="list-style-type: none"> • All staff • Unions
Website address of this document:	Intranet

D26 Future collective bargaining policy and structures

1. The Trade Unions agreed to the principle that Unions (and not branches) will participate in the 2005 round of substantive negotiations.
2. The Trade Unions are contemplating a Joint Bargaining Forum.
3. There is agreement in principle on the need to “harmonise” existing Recognition Agreement(s) or to negotiate new Recognition Agreement(s).
4. The matter is being dealt with by the Consultation and Problem Solving- Forum.