

UNIVERSITY OF KWAZULU- NATAL
NOTICE TO ALL STAFF (INCLUDING UNION MEMBERS)

As you are aware, the University has made it quite clear that it will apply the "no work – no pay" principle to its employees who are on strike.

This means that it is the intention of the University not to pay those members of staff (including union members) who have not worked during the strike.

It is proposed that the principle will be enforced on the basis that a staff member will not receive remuneration for each day on which he / she has been on strike.

It is also proposed that the principle will be enforced against a member of staff who has been identified by evidence of striking which is in the possession of the University.

The four unions have been invited to respond (in writing) with their comments on the above proposals by no later than close of business today. Such comments will be taken into account before a final decision is taken on the implementation of the proposals.

With **immediate effect**, those members of staff who wish to receive remuneration, notwithstanding the strike, are required: -

1. to report each day to their Line Manager (or the Line Manager's superior if the line manager is not available) to inform the line manager or the superior (as the case may be) that he/she (the staff member) has reported to fulfill his his / her work obligations;
2. to sign an undertaking that he / she will comply with his / her terms and conditions of employment from date of signature.

In the event that a member of staff should fail to comply with the abovementioned procedure, the University will have no alternative but to assume that such member is on strike in support of the Union and will act accordingly in regard to that member's remuneration.

A pro-forma for the staff members undertaking is set out below.

Line Managers (which include Deans and Heads of School), are hereby instructed to implement the procedure set out above and establish whether their subordinates are working or not. Should you refuse to do so, you are reminded that this constitutes a disciplinary issue and will be dealt with accordingly.

PAUL FINDEN

SENIOR MANAGER: EMPLOYEE RELATIONS

(14/2/06)

UNDERTAKING BY MEMBER OF STAFF OF THE UNIVERSITY OF KWAZULU-NATAL

I (*insert full names and title*), the undersigned, having staff number (*insert staff number*), do hereby confirm my undertaking to comply fully, with the terms and conditions applicable to my employment.

.....
SIGNATURE OF EMPLOYEE

.....
PRINT NAME IN FULL

DATE:

.....
**SIGNATURE OF LINE MANAGER/
SUPERIOR (AS THE CASE MAY BE)**

.....
PRINT NAME IN FULL

DATE: