



REMCO-APPROVED RATES OF PAYMENT FOR FIXED TERM APPOINTMENTS - IMPLEMENTATION DATE: 01 SEPTEMBER 2019

FIXED TERM PROFESSIONAL SERVICES STAFF								
FIXED TERM APPOINTMENT	PERSONNEL TYPES	GRADE	ANNUAL	MONTHLY	DAILY 08:00-16:30 7.5 Hrs	AM 08:00-13:00 5 hrs	PM 14:00-16:30 2.5 hrs	HOURLY per hr 1 hr
Cleaners/ Messengers/ Tea Makers	SL	16	80 595	6 716	305	204	102	41
Laboratory/ Workshop Asst	SM	15	86 339	7 195	327	218	109	44
Technical Assistant	SC	14	93 174	7 764	353	235	118	47
Admin Assistant	SA	13	109 470	9 123	415	276	138	55
Senior Admin Assistant, Assistant Technician	ST	12	130 834	10 903	496	330	165	66
Asst Admin Officer, Secretary, Jnr Technician	SO	11	184 678	15 390	700	466	233	93
Admin Officer/ Secretary, Technician	SE	10	206 354	17 196	782	521	261	104
Snr Admin Officer/ Jnr Consultant/ Snr Technician	SD	9	224 861	18 738	852	568	284	114
Consultants, Councillors, Principal Technician, Principal Admin Officer, Principal Accountant	SU	8	283 086	23 590	1072	715	357	143
Admin/ Technical Managers	SH	7	345 242	28 770	1308	872	436	174
Legal Consultants/ Managers	SS	6	452 586	37 716	1714	1143	571	229
FIXED TERM ACADEMIC STAFF								
Range/Level	PERSONNEL TYPES	GRADE	ANNUAL	MONTHLY	DAILY	HOURLY		
Tutor/Senior Tutor	TH	9	311 490	25 957	1 180	157		
Lecturer	LH	8	396 678	33 057	1 503	200		
Senior Lecturer	LM	7	505 478	42 123	1 915	255		
Associate Professor	LL	6	602 636	50 220	2 283	304		
Professor/Senior Professor	TL	5	771 368	64 281	2 922	390		
Notes:								
1. These rates:								
a. do not apply to full-time students and,								
b. only apply to appointments of more than 23 hours per month.								
2. Appointees at the respective appointment levels must have the appropriate professional qualification as approved by Senate.								
3. Each College/School must determine criteria for the high, medium and low rates depending on lecturing, supervision and administrative load as well as the skills, qualifications and experience of the appointee.								

ADHOC LECTURING & TUTORIAL DUTIES

LECTURING DUTIES (Rate per Lecture. Maximum of 30, 45-minute lectures per month)

	REMCO (approved)	PERSONNEL TYPES
High Rate	751	L1
Medium Rate	601	L2
Low Rate	481	L3

TUTORIAL DUTIES (Rate per tutorial. Maximum of 30, 45-minute tutorials per month)

High Rate	590	T1
Medium Rate	472	T2
Low Rate	378	T3

PRACTICALS

601	(per 3hr prac, prorated if necessary)	P1
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Notes:

1. These rates are also applicable to full time student appointees.
2. Rates apply to all appointees for lecturing, tutorial or practical duties whom are employed for 23 hours or less per month.
3. The stipulated rates include preparation and marking time.

COLLEGE OF HEALTH SCIENCES

Small group seminars, Clinical Supervisors & Clinic Work
 Small group seminars, Clinical Supervisors & Clinic Work, per 3 hour
 Facilitators (Medical School)
 Facilitators (Medical School) - Medically qualified

REMCO (approved)		PERSONNEL TYPES
503	per hour	D1
1 510	per 3hr	D2
354	per hour	F3
363	per hour	F4

MEDICAL CLINICAL SESSIONAL RATE

as per DoH rates:

Specialist
 Medical Officer

REMCO-APPROVED (7.3%)		
SESSIONAL RATE		
per annum per session of one hour per week		
GRADE 1 Less than 5 yrs	GRADE 2 Between 5 & 10 yrs	GRADE 3 10 yrs & greater
24 829	28 400	32 920
18 413	21 091	24 439

EXAMINERS & INVIGILATORS FEES

Reviewing exam papers (moderation) before the paper is written
 Reviewing the examination process and submitting the external examiners report as requested

REMCO-approved (7.3%)	PERSONNEL TYPES
268	R1
268	R2

Notes:

- Subject to confirmation from the staff member's Line Manager that the staff member is carrying a full workload and subject to the approval of the staff member's DVC, internal staff may be appointed to perform duties outside of their School.
- Internal staff will not be remunerated for examining and invigilating except for Masters & Doctoral Thesis.

External marking of research reports, mini dissertations, dissertations and thesis

- PGDip Research Project 16CPs
- Long Hons Essay (4000 – 5000 words) / final year engineering design/Drama portfolios/Architecture project
- PGDip/Honours project 32CPs (See Rule HR4)
- PGDip/Honours project 48CPs
- Master of Medicine (MMed) research project
- Coursework Masters research 64CPs (See Rule CR6)
- Coursework Masters research 96CPs (See Rule CR6)
- Research Masters
- PhD
- Senior Doctorate

REMCO-approved (7.3%)	PERSONNEL TYPES
161	M7
322	M8
376	M9
429	M0
858	N1
858	N2
1073	N3
1931	N4
2683	ED
2683	EF

0=ZERO

Payments made to persons outside of South Africa for examination of theses etc. will be calculated at the prevailing exchange rate at date of submission of report

External Supervision

- | | | | |
|------------------------|------------------------------|--------|----|
| 1 Honours | Supervision | 1 288 | G1 |
| | Co-Supervision (50% of rate) | 644 | G2 |
| 2 Coursework Masters | Supervision | 3 219 | G3 |
| | Co-Supervision | 1 610 | G4 |
| 3 Research Masters | Supervision | 5 365 | G5 |
| | Co-Supervision | 2 683 | G6 |
| 4 PhD/Senior Doctorate | Supervision | 16 095 | G7 |
| | Co-Supervision | 8 048 | G8 |

REMCO-approved (7.3%)	PERSONNEL TYPES
1 288	G1
644	G2
3 219	G3
1 610	G4
5 365	G5
2 683	G6
16 095	G7
8 048	G8

** Paid in 3 (three) tranches. On acceptance of proposal. On submission for examination. On confirmation of Degree Complete.

INVIGILATORS FEES: Student and External		REMCO-approved	PERSONNEL TYPES	REMCO-approved	PERSONNEL TYPES
Invigilator	63 per hour	I1	189 per 3 hour Session	I2	
Senior Invigilator	79 per hour	I3	236 per 3 hour Session	I4	

COLLEGE OF HEALTH SCIENCES		REMCO (approved)	PERSONNEL TYPES
CLINICAL EXAMINERS			
External Medical Examiner	1 002 per hour	EE	
External Non-Medical Examiner	629 per hour	EN	
Simulated Patients	81 per hour	EP	
Moderation of examination papers with MCQ	701 per paper	EQ	
OTHER FEES			
Oral Examination	268 per day - in addition to usual fee per paper	O2	
Nurse Interpreters	66 per hour	O3	
Notes:			
Payment of travelling/subsistence expenses for external examiners will be in addition to the above & in terms of the re-imbursive allowance on submission of Vouchers.			

AEGROTAT, SUPPLEMENTARY & SPECIAL EXAMINATIONS
 The same fees as for ordinary examinations

FOREIGN CURRENCY PAYMENTS
 Payments made to persons outside of South Africa for examination of theses etc. will be calculated at the prevailing exchange rate at date of submission of report

- GENERAL NOTES (Applicable to All Rates):**
1. The above rates are in South African rands.
 2. Unless the fee is included in the remuneration, an internal examiner who is employed as a temporary lecturer maybe entitled (on a pro-rata basis) to the above fees for external examiners, both for moderating and marking.
 3. The standard rates for traveling and subsistence will apply as appropriate.