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## INSOURCING OF CAMPUS SERVICES PROGRESS REPORT

We are pleased to announce that a MEMORANDUM OF AGREEMENT has been signed on 13 January 2016 regarding the insourcing of certain Campus Services. The parties to the Memorandum are the SMU, NEHAWU, SAPTU and the elected REPRESENTATIVES of the identified outsourced contract workers.

The Memorandum was developed by the SMU in consultation with contracting parties and was approved by the Council of the University on 3 December 2015.

In accordance with the Memorandum the current outsourcing arrangements with regard to the following Campus Services will, subject to the agreed terms and conditions, be phased out over time: Cleaning Services, Gardening Services, Catering Services and Security Services.

The Memorandum also provides for the establishment of an Insourcing Task Team to monitor the implementation of the Memorandum and the development of insource action plans for the identified Campus Services.

We are pleased to announce that the said Insourcing Task Team had its inaugural meeting on 18 January 2016 with a view to developing its plan of action, priorities and target dates.

We wish to thank all the internal stakeholders for their contributions towards achieving this important milestone in our quest to improve the standard of living and conditions of service of the affected workers. We also wish to acknowledge the contribution of external role players highlighting the urgency to revise existing outsourcing arrangements in the interest of workers.

INTERIM VICE-CHANCELLOR

NEHAWU

SAPTU

WORKER REPRESENTATIVE

THABISO DITSHÉKO  
JOHANNES KGOLE  
Kate Sogana  
P. Modiga

18 JANUARY 2016