



COUNCIL UPDATES AND RESOLUTIONS

Dear VUT Community,

Following the recent three-day series of Management Committee (ManCom) and Council Workshop, as well as Council Meeting held from 25 – 27 September 2024 in Magaliesburg, I am pleased to share several key resolutions and updates that have been adopted. These decisions are designed to guide the Vaal University of Technology (VUT) towards continued growth and success in 2024 and beyond.

2024 SALARY INCREMENT AND NEW SALARY RANGES FOR 2025

- The Council has approved a salary increment for all qualifying staff, effective from 1 April 2024. To this effect, backdated payments were processed through a special payrun on 4 October 2024. I wish to thank staff members from our Human Resources and the Salaries Department who put in extra hours in order to make sure that staff members receive this increase as soon as possible after the decision was taken. I must indicate that his decision aligns with our commitment to ensuring fair compensation for our employees, recognizing the crucial role each of you plays in advancing our mission.
- The Council has also approved the implementation of New Salary Ranges, effective 1 January 2025, to align VUT's salary scales with those in the broader Higher Education sector. This adjustment underscores our commitment to remaining competitive and attracting top talent to our institution.

INFRASTRUCTURE DEVELOPMENTS

As part of our ongoing efforts to enhance campus facilities and improve the overall student and staff experience, Council has approved significant investment in infrastructure upgrades. These include the Completion of the Life and Physical Sciences Building as well as the Refurbishment of the Isak Steyl Stadium.

- The state-of-the-art Life and Physical Sciences Building will serve as a hub for cutting-edge research and advanced teaching that support a wide range of disciplines in the fields of life and physical sciences.
- The stadium on the other hand, will be refurbished to ensure that it cements its indelible mark as a facility to be reckoned with and one of the resources in the Vaal region that is keeping the sports fraternity alive. In recent years, the Isak Steyl Stadium has become the marketing point of the university and preferred by many professional clubs and organisations because of its well-maintained facilities and safe environment on offer. Speaking of a preferred resource, our soccer team is one of 8 teams in the Varsity Cup and will finally have a home to host their games and probably earn an income from hosting these games.

KEY LEADERSHIP APPOINTMENTS

- To continue driving academic excellence and furthering VUT's vision of becoming a leader in research and innovation, Council has approved the appointments of Deputy Vice-

Chancellor: Research, Innovation, Commercialisation, and Internationalisation (RICI) and the Executive Dean: Faculty of Human Sciences. The names appointees will be announced as soon as all formal HR processes have been completed.

- To ensure that VUT has the necessary senior leadership, Council has also authorised management to appoint a recruitment agency to fast track the process of filling of the critical vacant positions.

COUNCIL REPRESENTATIVES TO THE INSTITUTIONAL FORUM (IF)

- With the expiry of the Institutional Forum (IF) term, Council has nominated Mr Sthembiso Khanyile and Ms Olebogeng Marakalla as the two Representatives of Council to IF. This is in accordance with Section 38 (A) (ii) of the VUT Statute. Their leadership and dedication will contribute to the critical work of the Forum.

EXTENSION OF RETIREMENT AGE

- The Council has reaffirmed its decision to extend the retirement age from 60 to 65 years, allowing for greater flexibility in the retention of institutional knowledge and experience within the university.

STRATEGY 2033+ AND 2025 ANNUAL PERFORMANCE PLAN.

- Council, along with the Management Committee (ManCom), has identified and adopted a series of priorities to be implemented by the end of this year and for next year. This includes undertaking a vigorous socialisation process of the Strategy 2033+ and the 2025 Annual Performance Plan (APP) across all levels of the university.
- Linked to this, is the approval to establish a Project Office in terms of the approved Strategic Plan to ensure effective implementation of the Strategy 2033+.

I believe these resolutions will have a positive impact on the institution and contribute to a brighter, more sustainable future for VUT. We value the input and support of all members of the VUT community in making these initiatives a success.

Warm regards,

Prof SK Ndlovu
Vice-Chancellor & Principal
Vaal University of Technology