



Vaal University of Technology
Your world to a better future

between

**Vaal University of Technology
(VUT)**

and

(Title, Initials, Surname)
Postdoctoral Research Fellow

1. INTRODUCTION

- 1.1 You are receiving a Postdoctoral Research fellowship.
- 1.2 Your fellowship will automatically terminate on the expired period stipulated in this contract.
- 1.3 It is specifically recorded that after the expiry of this fellowship, you accept that you have no expectation that the fellowship will be renewed or that you will be permanently employed in any position at VUT.
- 1.4 It is further recorded that you have been specifically warned that you are not obliged to enter into a fellowship on the terms stated in this agreement and that you must only enter into this contract if there is full agreement to all of the terms thereof, but most specifically the limited duration of the contract.
- 1.5 The PDRF must subscribe to the University's code of conduct and policies.

2. FELLOWSHIP OBJECTIVES

VUT desires to grow and develop its research activities in the **(Faculty/Department/Focus Area)**.....and to achieve this goal by:

- A minimum of 4 Publications in DHET accredited journals
- Limited Postgraduate supervision
- Facilitate research seminars
- Presenting at seminars
- Hosting research development workshops
- Organize seminars and training-courses amongst Postdoctoral Research Fellows or for senior students in their specific areas of research

You indicated that you have the expertise & qualifications and you expressed interest in assisting VUT to achieve this goal.

3. DURATION OF CONTRACT

- 3.1 The fellowship will be for a one year period from **(date)** to **(date)**
- 3.2 When the year period expires, the contract will automatically terminate. This will not be construed as a dismissal for operational reasons and no severance pay will be payable as the contract will automatically terminate through the effluxion of time.

4. REMUNERATION

- 4.1 For the duration of this contract the VUT will pay you **R 220 000.00**per annum (all inclusive eg. flights, accommodation, living expenses)

(R 18 333.00 over a period of 12 months), payable on the 26th of each month.
- 4.2 The remuneration stated in clause 4.1 is agreed to be on a cost-to-company basis and you will not qualify for any service bonus or any other fringe benefits.

- 4.3 You agree to the following deductions being made from your salary if applicable:
- 4.4 You may be re-imbursed for work related expenses incurred during the fulfilment of your duties, provided that every such expense be agreed upon with your line manager in advance, that subsequent proof of such expenses be submitted and that said expenses paid from the budget of your line manager.

5. REPORTING LINE

You will report to(PI) in the (*Faculty/Department/Focus Area*) of, who will be your line manager.

6. FLEXIBILITY OF EMPLOYMENT

- 6.1 You may be required to perform any reasonable duties and the nature and scope of the duties may be altered, varied and/or extended by the employer from time to time.

7. LEAVE

- 7.1 Annual leave: 15 days per annum
- 7.2 Sick leave: Not applicable.
- 7.3 Family responsibility leave: Not applicable.

8. TERMINATION OF CONTRACT

- 8.1 This agreement will be automatically terminated by VUT at the end of the first year of the contract, on (*date*).
- 8.2 Notwithstanding clause 3 above, this agreement may be terminated early for any reason related to your conduct or capacity or due to the operational requirements of VUT, or any other reason in law justifying dismissal.

1. SIGNED at _____ on this _____ day of _____ 2013.

Principal Investigator: _____

2. SIGNED at _____ on this _____ day of _____ 2013

Head of Department: _____

3. SIGNED at _____ on this _____ day of _____ 2013

Executive Director:Research _____ **On behalf of VAAL**
UNIVERSITY OF TECHNOLOGY

4. SIGNED at _____ on this _____ day of _____ 2013.

Postdoctoral Research Fellow