

16 July 2015



Jelly-totting for diversity

Difference in race, culture, religion, mental or physical abilities, heritage, age, gender, sexual orientation, gender identity and other characteristics add to our diversity in NTEU.

Diversity is not just about ethnicity, race and gender—it is much broader. It is an ‘otherness’ from a colleague in the office next to you, it is different human qualities...

Let’s rather celebrate our own uniqueness as members of NTEU and colleagues of NMMU during August.

Follow our ‘jelly-totting for diversity’ on email during August and find out how jelly-tots tie in with diversity.

FRE and staff in non-Council funded entities

FRE is mandatory for all Council funded staff – full time and Long Term Contract of 2 years and longer. Non-Council funded staff are funded from external sources and therefore cannot be guaranteed by the institution. Hence, FRE is not mandatory for externally funded units. The University also cannot place an “FRE”-burden on the external funder. Many of the non-council funded units however, decided to align with NMMU’s performance management system and they use our system to manage the performance of their employees, but the payment of bonuses and adjustments are up to the funder.

Positive Reinforcement in workplace by Chris Joseph, Demand Media

What is positive reinforcement? It is a process of acknowledging an anticipated behaviour in the workplace and can take the form of praise or monetary rewards.

What is the aim of positive reinforcement? To encourage the continuance of the desired behavior.

What are the benefits of providing positive reinforcement? It gives an employee a sense of self-worth as the employee feels good about the performance in the workplace.

How can positive reinforcement be used at NMMU with FRE? Say e.g. your line-manager pointed out in your FRE review that certain areas need improvement. In the following FRE cycle you make a special effort to address these areas and upon making good progress, the line-manager’s acknowledgement of progress made would provide the staff member with a sense of achievement. It could also help lessen feelings of inadequacy and improve productivity. The spin-off for the line-manager would be improved output, a more positive subordinate and improved work-rate.

