

29 Jan 2016

## **Lack of direction acts to heighten frustrations & anxieties**

NTEU attended the first FRE Task Team (FRE TT) meeting for 2016 on 26th January. The lack of direction and meaningful feedback with respect to FRE is very, very disappointing to say the least.

The ED: Finance gave a presentation on the NMMU's finances. All indications are that it is looking bleak going forward. There is an expected deficit for 2018 of about R52m.

Management maintains that it is still trying to determine what the 0% fee increase and the re-integration of services will cost.

NTEU posed the question whether FRE will still be paid out on the 1st of May 2016 based on 2015 final review. There was NO commitment from management.

NTEU pleaded with the FRE TT members to put the final review process for 2015 on hold until confirmation can be provided that FRE will be paid out. Management wasn't interested in this.



## **Recognition and rewards model agreement 2016/2017 and 2016 Work plan agreements**

At the FRE TT meeting, NTEU informed management that NTEU would encourage its members NOT to complete FRE contracts (WPA) for 2016, till the R & R model for 2016 is finalized.

## **Validation of job descriptions**

Management realised the value of validating job descriptions and they should commence with the external process soon.

Once again Management is stalling. It is anyone's guess when these engagements will take place. NTEU's opinion remains firm that members should not enter into new agreements for the new 2016 cycle. Without a final Reward and Recognition model for the 2016 cycle having been agreed to by all required parties, this shouldn't be done.

## **When you feel like quitting, think about why you started**

### **Retirees and FRE pay-outs, Dec 2015**

There has been NO MOVEMENT on this issue. We still don't know whether NMMU will honour this commitment.

IF YOU CAN FIND  
A PATH WITH  
NO OBSTACLES  
IT PROBABLY DOESN'T  
LEAD ANYWHERE