

20 Jan 2016



2016~ the most challenging one yet?

2016 is going to be a challenging year on all fronts—also the FRE one. It will also be evident in our updates from here on forward. It is not that we're pessimistic, but rather realistic. Staff members will have to brace themselves, stand together, accept the things they cannot change and hope for a better tomorrow.

Retirees and FRE pay-outs, Dec 2015 ~ NMMU retirees were supposed to receive their FRE pay-outs at the end of December when they retired. It was alarming to hear that NMMU Council had put the FRE payments intended for these retirees on hold. Many of the affected retirees subsequently complained about the situation and we wrote to Management on 15 December 2015 enquiring about this.

NMMU's response was that FRE payments would be held in abeyance until MANCO had had an opportunity to consider various scenarios, and that the MANCO process was still underway.

The union remains hopeful that NMMU will honour their commitment to retirees. We will keep you posted.

FRE pay-outs for permanent staff, May 2016 ~ This immediately raises concerns about the FRE payments intended for other staff. NTEU is trying to get a definitive reply from NMMU Management about this. We enquired in December last year and also early in January. We will keep you posted.

Recognition and rewards model agreement 2016/2017 ~ NMMU engaged unions on the contents of the proposed agreement for the next cycle of FRE. This engagement took place on 16 November 2015. Nothing was achieved at the meeting.

As NMMU Management has not provided feedback to Labour after the December 2015 Council meeting, we requested that such an engagement be scheduled soonest. Only then we will be able to get a sense of the magnitude of the financial problems that NMMU will be facing in 2016.

Next FRE Task Team meeting ~ 26 February 2016

We hope to have more clarity after this meeting.

2016 Work plan agreements ~ 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.

After climbing a great hill, one only finds that there are many more hills to climb. - Nelson Mandela