

29 June 2015



RECRUITMENT AND SELECTION

NMMU Council recently approved the inclusion of the following sentence in the Recruitment and Selection Policy relating to all internal and external recruitment advertisements, namely:

“In considering candidates for appointment into the advertised posts, preference will be accorded to persons from designated groups as guided by the approved Equity Plan.”



Good practice code on disabled employment amended

“Comment is sought by 12 July on a draft revised code of good practice on the employment of people with disabilities, reports Legalbrief Policy Watch.

The only substantive changes proposed are linked to definitions specifying what is meant by the terms ‘discrimination on the basis of disability’ and ‘persons with disabilities’ – both of which are aligned to the 2007 UN convention on their rights.

With that in mind, it is proposed that ‘denial of reasonable accommodation’ should be seen to be a form of discrimination where the term ‘accommodation’ refers to reducing the impact of the impairment concerned on ‘the person’s capacity to fulfil the essential functions of a job’.

Also mooted is that ‘reasonable accommodation’ should include all working conditions – not limited to working time and leave as is currently the case.”

Legalbrief Today, Issue 3775, Published on 18 Jun 2015

FRE Contract period 2015 FRE cycle is 1 Jan – 31 December

Assessment ratings: 1, 1.5, 2, 2.5, 3, 3.5, 4, 4.5, 5 would be used during the 2015 cycle and would be applicable to all staff.

Important dates: Mid-year reviews should be finalised by 30 September this year;

Date for Final reviews would be Feb 2016

Training & Work Plan Agreements: 54% of staff attended the Objective setting training workshops;

61% of Work Plan Agreements were submitted by 8th June 2015.

Responsibility for implementing FRE: Management shares the responsibility of implementing FRE successfully;

Within faculties, the Faculty Management Committees would be regarded as the drivers of FRE implementation;

Within directories, its management would be regarded as the drivers of FRE implementation.

Disagreement between line-managers and subordinates: The issues should be resolved at the lowest level where it existed first, before being escalated to higher levels for resolution;

The FRE Framework allows for consensus committees at Faculty/ Directorate level to resolve disagreements;

Only if disagreements are not reached within consensus committees, it would be elevated to the relevant MANCO member for a final decision.

Academic benchmarking: Most faculties prefer review panels opposed to a single line manager making the assessment;

In future a three year review cycle could be considered opposed to an annual review.

Other issues: Issues relating to staff on maternity leave, probation and sick leave would be discussed by a Technical Task Team of the R and R Model.

**Enjoy the winter recess break ~
make time to relax & unwind ...**