

# 20 July 2016



**FRE 2016—current status:** The unions met with Management on 15 July 2016 re the 2016 FRE Cycle. Prof Heather Nel presented an overview of the landscape of Higher Education. Thereafter Lebogang Hashatse addressed attendants. The following was noted:



- ◆ Government can only fund less than 1% of the costs of students for next year and the students demands are 6%.
- ◆ Universities face increasing costs and decreasing revenues.
- ◆ Universities need to decrease staff costs, find other revenue, invent a new business model and find new business (e.g. in the Medical and Maritime field that the VC is currently busy with).
- ◆ Universities need to maintain responsible student growth and sustain the quality of the students graduating.
- ◆ Government is recommending a fee increase of 6.1% for next year

The newly appointed ED: HR, Ms Bam informed that there was NO monetary reward for FRE 2016 and that staff should be encouraged to complete WPA for 2016. Management would like to use FRE to develop individuals.

**IMPORTANT NOTE:** Initially Management reps said that FRE was compulsory for 2016, but NTEU reminded that there is no agreement in place. Management then said they would ENCOURAGE staff to complete it for 2016 for continuity sake. It was confirmed that staff members who chose to NOT ENGAGE in FRE for the 2016 Cycle CANNOT BE DISCIPLINED as there is no formal agreement in place in this regard.

**Way forward:** At a next meeting, Charles Sheppard will give a presentation to the unions on the stats of students and graduates and Mike Monaghan will provide a Finance presentation of the past 5 years and predictions for the future

NMMU is supposed to send a formal communique to all staff by the end of the week in this regard.

**Build Down-Time Into Your Schedule:** Even if you don't have time to take a weekend or even a full day off, you can work relaxation into your daily life to the point where you don't need to take more time away. Maintaining balance in everyday life is a goal we should all work to attain, and there are many ways to do this. The important thing to remember is to prioritize relaxation and fun, even when you have other important things going on in your life, or you may find yourself too stressed to effectively handle your other important responsibilities. You don't have to put relaxation and fun at the *top* of your list, but they need to be *on* your list somewhere, and they can be quick.

## Negativity breeds negativity - surround yourself with positive influences

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