



NTEU at NMMU



SETTING THE BOUNDARIES [bound·aries] : limits that define acceptable behavior



Setting boundaries is essential if we want to be both physically and emotionally healthy.

Creating healthy boundaries is empowering. By recognizing the need to set and enforce limits, you protect your self-esteem, maintain self-respect, and enjoy healthy relationships.

Unhealthy boundaries cause emotional pain that can lead to dependency, depression, anxiety, and even stress-induced physical illness. A lack of boundaries is like leaving the door to your home unlocked: anyone, including unwelcome guests, can enter at will. On the other hand, having too rigid boundaries can lead to isolation, like living in a locked-up castle surrounded by a mote. No one can get in, and you can't get out.

HEALTHY BOUNDARIES allow you to:

- Have high self-esteem and self-respect.
- Share personal information gradually, in a mutually sharing and trusting relationship.
- Protect physical and emotional space from intrusion.
- Have an equal partnership where responsibility and power are shared.
- Be assertive. Confidently and truthfully say "yes" or "no" and be okay when others say "no" to you.
- Separate your needs, thoughts, feelings, and desires from others. Recognize that your boundaries and needs are different from others.
- Empower yourself to make healthy choices and take responsibility for yourself.

UNHEALTHY BOUNDARIES are characterized by:

- Sharing too much too soon or, at the other end of the spectrum, closing yourself off and not expressing your need and wants.
- Feeling responsible for other's happiness.
- Inability to say "no" for fear of rejection or abandonment.
- Weak sense of your own identity. You base how you feel about yourself on how others treat you.
- Disempowerment. You allow others to make decisions for you; consequently, you feel powerless and do not take responsibility for your own life.

Tips for Setting Healthy Boundaries

- When you identify the need to set a boundary, do it clearly, calmly, firmly, respectfully, and in as few words as possible. Do not justify, get angry, or apologize for the boundary you are setting.
- You are not responsible for the other person's reaction to the boundary you are setting. You are only responsible for communicating your boundary in a respectful manner. If it upset them, know it is their problem. Some people, especially those accustomed to controlling, abusing, or manipulating you, might test you. Plan on it, expect it, but remain firm. Remember, your behavior must match the boundaries you are setting. You cannot successfully establish a clear boundary if you send mixed messages by apologizing.
- At first, you will probably feel selfish, guilty, or embarrassed when you set a boundary. Do it anyway and tell yourself you have a right to self-care. Setting boundaries takes practice and determination. Don't let anxiety or low self-esteem prevent you from taking care of yourself.
- When you feel anger or resentment or find yourself whining or complaining, you probably need to set a boundary. Listen to yourself, determine what you need to do or say, then communicate assertively.
- Learning to set healthy boundaries takes time. It is a process. Set them in your own time frame, not when someone else tells you.
- Develop a support system of people who respect your right to set boundaries. Eliminate toxic persons from your life—those who want to manipulate, abuse, and control you.

SOURCE: <http://www.positivelypositive.com/2012/06/29/how-to-create-healthy-boundaries/>

Reach of CCMA goes further than we think

The Labour Relations Act gives CCMA commissioners a number of powers including the power, in respect of any dispute the commissioner is attempting to resolve, to:

- Subpoena witnesses and documents
- On authorisation, enter and inspect any premises on which relevant documents or objects are found
- Remove and inspect any relevant document or other object
- Take from persons on the premises any statement relevant to the matter
- Make a finding that a person is in contempt of the CCMA
- Attempt to assist employers/ employees' organisations and employees/trade unions to reach a mutually satisfactory settlement to any dispute recognised by the LRA
- Hear evidence at hearings
- Issue arbitration awards
- Award employees reinstatement or compensation in respect of disputes that the LRA allows the CCMA to arbitrate
- Dismiss applications lodged with the CCMA
- Make default awards against employers who fail to attend arbitration hearings
- Make rulings on matters such as the jurisdiction of the CCMA to hear specific matters; and the right of parties to be represented at hearings and applications for variation or rescission (cancellation) of an arbitration award.

Among the most important and most frequently used powers that commissioners have are to decide whether a dismissal is fair or not. There is a need for employers, trade unions, employees and other interested parties to have an understanding of the powers of the CCMA commissioners. In deciding whether a dismissal is fair, the commissioner has the power to decide whether a dismissal for misconduct was the appropriate sanction in terms of item 7(b)(4) of Schedule 8 of the LRA.

Extract from:

<http://www.labourguide.co.za/ccma-informations/557-reach-of-ccma-goes-further-than-we-think>

Deferred Retirements

It should be noted that the policy for Deferred Retirement does not make provision for employees to apply for deferment. The employer will extend an invitation to the employee through the relevant MANCO member in order to retain the employee. The following will be taken into account when deferment is considered:

- Operational requirements; and/or
 - Equity and / or transformational considerations; and/or
 - Scarce skills; and/or
 - other factors which may arise from time to time and which may be considered by MANCO as relevant to the interests of the University.
- MANCO shall approve or reject such a request based on an analysis of the above criteria.

