

Jan 2010

VOICES OF CHANGE



8

ufs.ac.za/voc



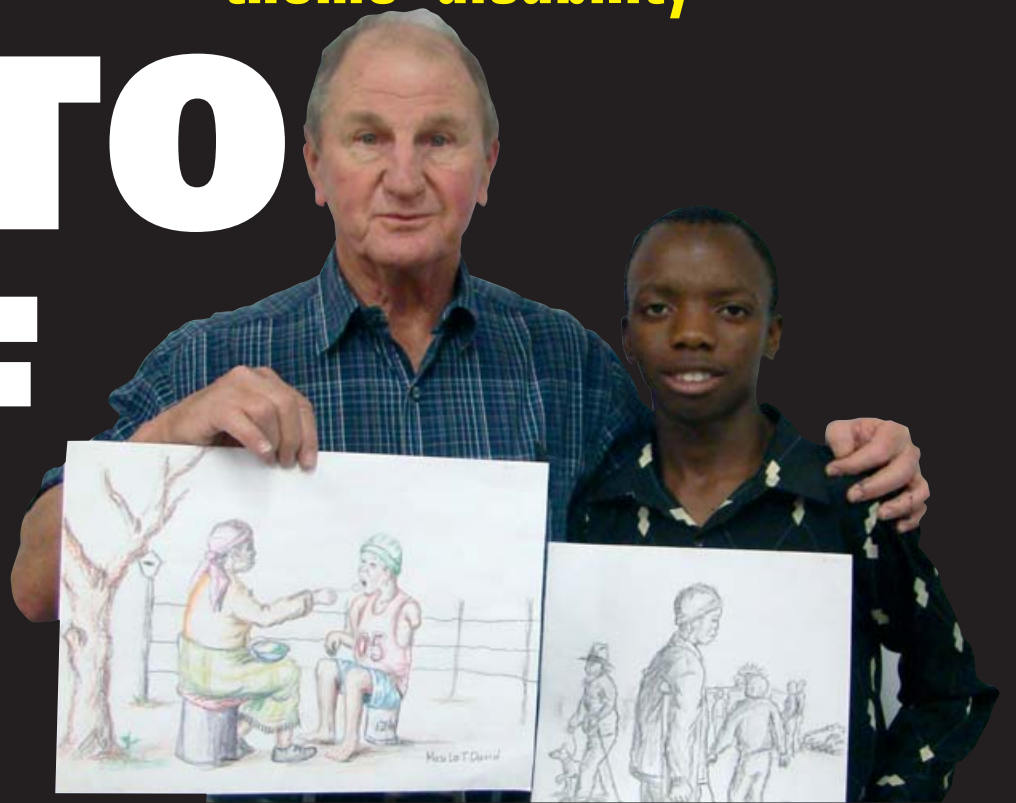
Transformation for PEOPLE with disabilities

VOC is a non-political, non-religious, non-governmental and non-profit-making organisation in partnership with the University of the Free State, voices of people with disabilities, parents and different academic disciplines writing about their news and views.

All hearing losses are serious!

WELL DONE TO ALL OF YOU!

VOC art competition for children to express their perception on the theme 'disability'



By Prof André Claassen

Always engaging, often skilful beyond expectation, and sometimes revealing of a perception, the artwork embodies the hopes and dreams of the Free State's children.

The VOC Children's Art Competition was organised by the Faculty of Health Sciences,

Department of Otorhinolaryngology, UFS in collaboration with Media24 community newspapers. The children were to create an art picture on the theme "DISABILITY".

Children from all over the Free State participated in the competition. Through their artwork, the children demonstrated enormous creativity, skills, thoughtfulness

and concern for people with disability. It was clear in their work that disability is only a visible phenomenon to them. Further competitions and awareness can lead to better perceptions regarding visible and invisible disabilities.

Trying to depict the theme of the Competition, the majority of

children told us that individuals should help those in need. They depict solidarity, co-operation and independence.. Many children point to the existence of inequality and divisions in the country and suggest greater sharing and unity. Many emphasise the importance of love and compassion. Some entries portrayed it as a democratic

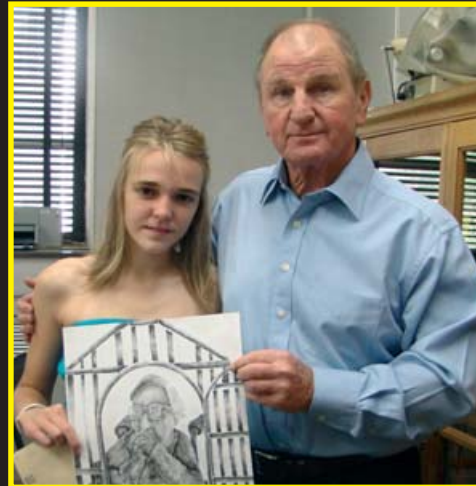
phenomenon, namely that race, gender and age all have their own individualistic struggle to survive. Some children pointed out the importance of self-sufficiency. Many children think that employment, urbanization and the promotion of technology can help end poverty. ■



David Masilo and his sister Pheresia



Grant Collins and his mother Janine



Chantelize Gelderblom with Prof. Claassen



Mia Coetzer

Afrikaans

English

Sotho

Inserts: Volksblad, Daily Sun, and Express.

Express

VOLKSBLAD
NUUS MET MENING

DAILY SUN



UFS's FIRST EVER BLACK MEDICAL DOCTOR STUDYING TO BECOME AN OTORHINOLARYNGOLOGIST



Lesoli was born in Quting in Lesotho and matriculated at Lesotho High School in Maseru.

During his community service period at the Kimberley hospital, he developed a keen interest in otorhinolaryngology.

"The thing that caught my attention a lot was the fact that doctors do not get enough exposure to the discipline, since it is a wide and complicated field. Therefore, I decided to specialise in this field, since the basics of ear, nose, throat, head and neck surgery is not enough for any medical doctor to really understand hearing impairment in children, undetected hearing loss in infants and the long-term effect on the child, the community, government and economically," he said.

Lesoli further stated that we need to transform the thinking and perceptions of people who are not in the field of hearing impairment to save the child enormous stress, emotional pain and competition with their hearing peers. Technology is there to work for all different disabilities; we are not there to work for technology!

"The time has come to give children with hearing impairment equal treatment and choices without prejudice because of a lack of knowledge in the field," he said.

VOC wishes Dr Lesoli the best for his studies to assure that



Dr. R.B Lesoli



By Magteld Smith,
Hearing impaired

Dr. R.B Lesoli obtained the degree, MBCHB (2004) in Health Sciences at the University of

the Free State, South Africa. He worked at The Kimberley hospital in the Northern Cape as a community service doctor in 2005. In 2007, he was accepted by the Department of Otorhinolaryngology, Faculty of Health Sciences, UFS, under the leadership of Prof. Andre Claassen. Otorhinolaryngology is also known as Ear, Nose, Throat, Head and Neck surgery (ENT).

Lesoli was appointed as the first ever black doctor studying in this discipline at Universitas Hospital and University of the Free State.

people like him will contribute to the development of all newcomers in this country with disabling hearing impairment through our ongoing commitment and support to ensure that people with visible and invisible disabilities can indeed participate in every chosen part of life in every part of the globe.

If we want to succeed in South Africa in transformation, change agents need to

implement declarations they agreed to, together with the World Health Organisation (WHO). WHO review of the literature on disabling hearing impairment shows that research studies often lack consistency of terms. Consistency is needed to validate research. If there are discrepancies among terms, the research findings may be confusing or misleading. ■

Congratulations to our talented Rector

Prof Jansen's book: Confronting Race and the Apartheid Past has been listed among the best 31 books of 2009

Reference: www.ufs.ac.za



From the left: Profs Claassen, Jansen and Seedat.

The Rector teaching us that leadership is a decision, not a position. Leadership means serving other by helping them become the best version of what they are.

In its listing the journal says of the book: "This is the story of how commitment to enlightened pedagogical principles can bring divergent populations – the historically dominant and the historically victimized – into engagement."

It refers to the time when Prof. Jansen became the first black dean of the Faculty of Education at the University of Pretoria in 2000, where he administered a white-majority student body in an officially Afrikaans-speaking institution.

The Library Journal is the oldest and most respected publication covering the

library field. Considered to be the "bible" of the library world, the journal is read by over 100 000 library directors, administrators, and staff in public, academic, and special libraries.

It is the single-most comprehensive publication for librarians, with groundbreaking features and analytical news reports covering technology, management, policy and other professional concerns. Its hefty review sections evaluate nearly 7 000 books annually, along with hundreds of audio books, videos, databases, web sites and systems that libraries buy. ■



Prof Jansen thanks Joyce Maasdrorp from the Faculty of Health Sciences for her volunteer services in the VOC art competition.

VOC Project Management Team



Prof. André Claassen,
Project Manager and
Editor



Prof. Seedat,
Assistant Project
Manager



Prof. Hennie Oosthuizen,
Medical and
Constitutional Law



Magteld Smith,
Senior Medical-
Social Researcher



Dr. Iain Butler,
Assistant Editor
and Coordinator

These doctors are very busy...



From the left: Prof Seedat and Prof Claassen busy with research.



From the left: Dr. Lesoli, Dr. Claassen, Prof. Seedat and Dr. Erasmus.

Moet nooit op ander neerkyk met 'n gestremdheid, jy is ook net 'n moontlikheid



Deur Dirk Viviers
Multi-sklerose (MS) leier
(Notas geneem deur Marianna Truter)

Ek het my loopbaan begin as 'n motorwerktuigkundige, maar nadat ek 'n rugbesering opgedoen het, was ek genoodsaak om 'n ander werk te soek. 'n Eiendomsagent het my genader en ongeag die feit dat ek geen bemarkings ondervinding gehad het nie, het ek so my loopbaan begin as 'n eiendomsagent en ook later my eie besigheid begin, Aero Eiendomme.

Ek is 3 jaar terug met MS gediagnoseer en dit het alles begin een oggend toe ek wakker geword het en verlam was. Ek was nie in staat om op te staan nie.

Die volgende dag is ek opgeneem in die hospitaal en was verwys na verskeie hospitale omdat dokters geen diagnose kon maak

nie. Universitas Akademiese Hospitaal het na 3 maande se toetse en ondersoeke daarin geslaag om 'n diagnose te maak: MS.

My linkerbeen en linkerarm was verlam en ek het gereeld behandeling ontvang. Ek was ook op kortisoon behandeling. Die kortisoon het gewerk, maar ek het gereeld toevalle gekry en die laaste 2 jaar was ek in en uit die hospitaal.

Dit het soveel beter gegaan, dat ek kon teruggaan werk toe om eiendomme te verkoop. Ek het in Kathu gaan werk, maar na 3 maande het ek weer 'n terugslag gehad. Hierdie keer was dit my regterbeen wat verlam geraak het. Ek was weer kort-kort in die hospitaal tot einde November 2008. Ek het ook die

sig in my linkeroog verloor en ek kon nie weer werk nie. Ek was afhanklik van familie en vriende en ons huishulp om my te help met my persoonlike versorging en om rond te beweeg.

Klein treetjies en met groot inspanning het ek weer begin loop. Ek is op Betaferon nou al vir amper 2 jaar en die medikasie werk effektief. Elke dag het ek beter begin voel.

Vandag kan ek weer op my eie rondbeweeg en met kurke lang ente gaan stap. My sig het ook herstel en ek is in staat om myself te help met elke dag se dagtake.

Om 'n MS leier te wees voel asof mense op my neerkyk, maar mense is onkundig. My lewe het 'n ommekeer ondergaan en my uitkyk op die lewe het verander.

MS het my nader aan die Here gebring. MS het my genoodsaak om veranderings te maak asook aanpassings te maak in my lewe.

Ek't baie van my vriende verloor, maar ek't baie hulp en ondersteuning van my suster, Rina Scheepers en my swaer Dirk gekry, wat by my gestaan het deur al die siekte tye.

Tom Hopkins is my rol-model en dit is die klein dintjies wat my gemotiveerd hou. Ek is dankbaar om te leef en ek glo dat ek weer sal kan werk. Ek soek net 'n regverdige kans en 'n geleentheid om myself te kan bewys.

Kontak my asb. indien enige iemand vir my werk het by 082 936 6403 ■

Thulano le nyefolo menahanong le kamanong ya mmele le tikoloho ya moo re phelang teng, tse amahanngwang le bohloko ba hlooho

Bohloko ba kelello le ha e le bo bong bo ka sehloohong ho bakeng boqhwalafatsheng ka bophara, kgaello e teng ya hore bo sibollwe le ho hlalosa hantle, ha bo phekolwe hantle, mme hape bakudi ba bohloko bona ba fuwa lebitso le lebe setjhabeng ka kakaretso, le ho basebeletsi ba tsa bongaka, hape le ho ba etsang molao wa tsa bophelo bo botle. Sena se atisa ho etsa kgethollo e nang le leeme bakuding ba kulang haholo le ba ka phekolwang kelellong. Mahloko a kelello a akaretisa mefutafuta ya mahloko a nang le kgahlamelo e pharalletseng boemong ba ho phetha mosebetsi. Taba ena e amahanngwa le boemo bo phahameng ba kutlo-bohloko/mahlomola bothong. Hape sena se ka ba le kgahlamelo e

mpe dikamanong tsa mokudi le ba lelapa la hae, tsebetso e ka ba mpe mosebetsing, mme hape se ka ama le bophelo bo botle ka kakaretso, ha feela bo tlohelwa bo sa phekolwe.

Ho ya ka Mokgatlo wa Bophelo bo botle wa Lefatshe, bone (4) leshomeng (10) ba mahloko a atileng haholo a hlokanang pheko ya bongaka, a amahanngwang le tahlehelo ya dilemo-lemo ya ho ba le pelehi, a hlolwa ke bohloko ba kelello. Qaleho ya bohloko ba hlooho e atisa ho ba nakong ya bohlangana/borwetsana kapa qalong ya bophelo ba ho kena boholong, mme ka hoo re hloka ho nka karolo qalong e le ho etsa bonnete ba katleho phekolong le ho thibela bohloko ho ba bohloko bo sa phekolweheng. Bongata ba batho ba nang le bohloko ba hlooho bo phekolweheng, ba

hlahella ka hohle e le batho ba phetseng hantle bathong ba sa tsebang, mme ba kgona ho sebetsa hantle haholo boleleleng ba nako. Le ha ho le jwalo, nakong eo bohloko bo befiling ho ka ba le diketsahalo tse kgutshwane tsa ho theoha ha bokgoni ba ho sebetsa ka nepo.

Management of mental illness

Taolo ya maemo ana e atisa ho ba ya hore mokudi a fole kapa ya ho tshwara mokudi ka ho mo sireletsa hore bohloko bo se be teng nakong e tlang. Mabaka a kgaello ya ho sibollwa le ho hlalosa ha bohloko bona ba kelello a mangata-ngata empa a ka kenyelletsa a latelang:

- kgano ya mokudi ka boyena kapa ya ba lelapa la hae ya hore bothata boteng kelellong

- tlontlollo e amanang le ho etsa tsebisoho amohela hore bothata bo teng kelellong
- ho se amohela/elellwe matshwao a hao a ho kula jwaloka maemo a ka phekolweheng
- ho sheba matshwao a hao jwaloka bofokodi ba botho kapa ba mmele bo ka hlolwang ka matla a thato ya hao
- ho nyefola bohloko ba hlooho masedinyaneng
- tshabo e se nang mabaka ya meriana kapa phekelo e nngwe e sebediswang taolong ya bohloko ba hlooho
- ho hloleha ho elellwa hore bohloko ba hlooho hase bohloko bo tsamayang bo le bong, empa bo na le dikarolwana tse ding tsa mahloko tse hlokanang phekelo e sa tshwaneng, hape tse



Prof PJ Pretorius
Head of Psychiatry, UFS
Translated by
Frans Makhele

nang le diphetho tse fapaneng haholo. ■



Ho bale dikamano le motho ya nang le bothata ba pono

By Ntate Frans Makhele

Ointlha tse latelang tsa melawana le mekgwa ya puisano di bohlokwa ho di boloka keellong mabapi le dikamano tsa hac le motho ya fufetseng kapa ya nang le bothata ba pono.

Itsebeise ho dume-dise hanghang. Sena ke tsebiso ya hore 0 teng ka moo, mme 0 itokiseditse ho fana ka thuso. Hape ke ho fedisa kgutso e sa amoheleheng.

Hlalosetsa motho ya fufetseng ho hang kapa ya nang le bothata ba kenelletseng ba pono ha puisano ya lona e fella, e le ho qoba tlontlollo ya hore a nne a tswelle ka puo ho se ho se motho eo a buang le yena.

0 lokolohile ho ka sebedisa mantswe a buang ka pono nakong eo 0 buisanang le motho ya fufetseng kapa ya nang le bothata ba pono. Mantswe a tobileng pono jwaloka: sheba, bona, le ho shebella TV, ke karolo ya puo dipuisanong tsa ka mehla. Mant-swe a jwaloka bofoku le bothata ba pon~, le ona a a amoheleha puisa-nong.

Hlalosa hantle ka botlalo ha 0 bua ka motho, sebaka, kappa dintho, ho batho ba

fufetseng ho hang. Tlhalosong ya hac se tlohele dintho tse ding kapa hona ho fetola ka moo di leng ka teng, hobane 0 nahana hore ha ho bohlokwa kapa ha ho thabise. Hape ho bohlokwa ho bua ka mabitso kappa thaetlele ha 0 bua ka batho ba itseng kappa dintho tse itseng, ho e na le hore 0 sebedise mantswe a aka retsang jwaloka "wenal lona" kapa "bona" kapa "ena/-sena".

Lokoloha ho sebedisa puo e hlalosang se ka bonwang ka mahlo. Ho etsa tlhaloso ka mebala, paterone, mokgabiso, le dibopeho, ho amohelehile ka hohle-hohle.

Ithaope ho fana ka tataiso bathing ba fufetseng kapa ba nang le bothata ba pon~, ka ho ba botsa hore na ba tla lakatsa ho thuswa. E re ba itshwarelle sepliakeng sa hao. Ha se ka mehla moo ho leng bohlokwa ho fana ka tataiso; ka nako tse ding empa e le feela tahlehelu ya thuto ya sebaka kappa tshitiso eo a bileng le yona. Hlompha ditakatso tsa motho eo 0 nang le yena.

Tataisa batho ba kopang thuso ka ho ba dumella ho itshwarella ka hodima setswe sephakeng sa hac 0 se kobile. Tsamaya ka pele ho motho eo o mo tataisang.

0 se ke wa phamola motho ya fufetseng kapa ya nang le

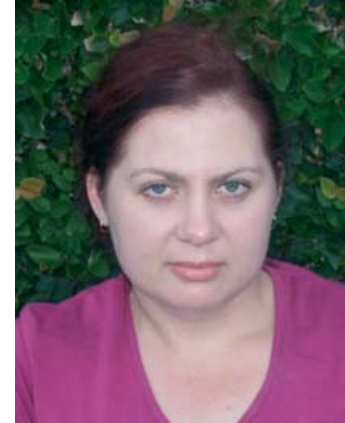
bothata ba pono ka sephaka, mme wa mo suthumeletsa pele.

Ointja tse tataisang batho ba fufetseng ke disebediswa tse tsamayang. 0 se ke wa di phaphatha/pholla, wa di fepa, kapa wa di sitisa ha di le tseleng.

0 se ke wa tlohela motho ya fufetseng kapa ya nang le bothata ba pono a eme a le mong "sebakeng se lokolohileng" ha 0 le tataisong. Ka mehla ha le tshwanetse ho kgaohana nakwana, etsa bonnete ba hore motho eo 0 mo tataisang 0 itshwarel-letse sephakeng sa hao, kapa 0 itshet-lehile setulong kappa leboteng.

Ha 0 bona hore motho ya fufetseng kapa ya nang le bothata ba pono 0 tobane le maemo a kotsi, theola maikutlo, mme 0 nahane hantle ka sea 0 tla se etsa. Mohlala, ha o bona hore motho ya fufetseng 0 tlo thula palo malebana le monyako 0 moholo wa hotele, theola maikutlo, mme 0 hweletse, "ema moo motsotswana; ho na le palo ka pele ho wena". Ho ba le dikamano le batho ba nang le boqhwalu bo sa SONAHALENG ■

Stille oorlog van dowes met horendes



Deur Ilse Greyling (gehoorgestremd)

My frustrasies en die ewigdurende oorlog wat ek daagliks voer in 'n horende wêreld - het ek maar melaats gehad kon ek baie makliker 'n plek in 'n berg vir my geëin het, as in die samelewing.

Die samelewing het 'n saamgestelde standaard van 'n mens, dit sluit 'n paar horende ore in. Die oudioloog beweer ek het 'n gehoorverlies van 99%, nodeloos om te sê hoe dikwels het mense nie al iets gesê wat hulle nie moes nie en dit sluit my familie in, as ek hulle daarvoor konfronteer ontken hulle dit, want sien, jy het nie 'lekker' gehoor nie en dan maak ek my stem dik ...

Sodra mense agterkom dat jy gehoorverlies ervaar dan ondergaan hulle 'n gedaante-wisseling. Skielik begin hulle daardie stem verhef en so hard praat dat die kranse antwoord gee. Of hulle lippe oorrond totaal en al dat die fyn barsies

op die lippe verdwyn. Of hulle gaan indirek met jou begin kommunikeer ...

Die arbeidsmark. Eerlike waarheid, as jy nie self jou botter kan smeer nie en self 'n brood kan bak nie - is jy goedkoop arbeid, want sien jy kan nie die telefoon beantwoord nie ... Gelukkig het ek hierdie fel kritiek oorleef ... Ek werk nogsteeds vir 'n Maatskappy en die telefoon antwoordery is nogsteeds 'n doring in die vlees, maar die breinkrag en die doenkrag word nie in ag geneem nie of dit word, maar daar is 'n magspel, want waar sal jy as gehoorgestremde 'n werk kry waar 'n telefoon nie 'n faktor sal wees nie?

Die amptelike landstaal is Engels. Ek gebruik my sel meestal vir SMSse, want ek maak baie staat op 'liplees'. As 'n oproep deurkom, beantwoord my vriendin dit namens my. Arme mens, wat tientalle maniere verduidelik wat 'deaf' beteken en die oortuiging van dat ek darem nie 'death' is nie.

Soms wonder ek of die breinkrag en oë dalk te veel energie verbruik dat die ore die vermoë verloor om te kan hoor? Soos Beethoven, hoe briljant moes sy breinkrag nie gewees het om musiek te kon komponeer wat hy nooit gehoor het nie en sy beste werke is gekomponeer toe hy sy gehoor verloor het. Soms ontgaan dit die samelewing wie doof in die geskiedenis was, maar bygesê tydens my skoolgaanjare is ons geleer Thomas Edison was die uitvinder van die gloeilamp, maar die feit dat hy doof was, is weerhou, waarom? ■

Do not take your hearing for granted!



By Dr. Werner Hoek, Otorhinolaryngologist

Hearing is one of our most special senses but unfortunately also one of the senses we don't appreciate enough.

Just think about a movie without sound, a lion without the roar, conversation with your best friend without the ability to hear what he/she is saying.

Suddenly we realize that hearing sounds and conversation is absolutely necessary for normal development and daily functioning. If a child is born with a hearing deficit the child might never learn normal speech and language because he/she cannot hear it. That will lead to social stigmatisation of mute and deaf

child that will never reach his/her potential and stays emotionally underdeveloped.

If that child had a deficit that was correctable at an early stage in life (before 3 years), that child can grow up and attend a normal school, get a higher education and enjoy all the joys of life.

That is one part of my job that made me study in the speciality of Ear, Nose and Throat.

The ear is an absolute gift from God. The more you study its function the greater the appreciation for its magnificence.

To produce an electric signal that is interpreted in the way that we can hear sounds, make a

language from it and communicate, is a miracle.

Thus it is so important that we pay more attention to our hearing. Make a point everyday to appreciate the birds chirping every morning. Appreciate the wonderful feeling you experience when you listen to your favorite piece of music, etc. It plays a major role in our life and in our emotional development.

Protect your hearing; remember that frequent exposure to loud noises will probably not cause sudden deafness but eventually will lead to permanent hearing loss. It usually happens so slowly that you barely notice it, but if you notice it, it's permanent.

Hearing aids will not solve the deficit but it can assist the listener to appreciate sounds.

We as Ear, Nose and Throat Specialists, with the assistance of our colleagues (Speech Therapists and Audiologists) can help you with your hearing deficit. We can help your child with hearing loss if it is recognized early enough.

Every time you hear a sound that you appreciate - be grateful for it. Make sure you protect your hearing and be more generous in giving to those with a deficit. They can be helped to enjoy life as we do. ■

We invite people with visible and invisible disabilities to send us your biography, CV and photo.

Corné Boshoff
Cell: 079 766 0637
Junior Marketing Consultant

E-mail: voicesofchange.md@ufs.ac.za
P.O. Box 38425. LANGENHOVENPARK
9330

Marianna Truter
Cell: 082 532 4798
Senior Marketing Consultant





SENTRUM VIR ARBEIDSREG BIED DIE VOLGENDE KURSUSSE AAN:

1. SERTIFIKAAT IN ARBEIDSREG

Die praktykgerigte kursus wat oor ses maande strek sluit wetgewing wat die diensverhouding tussen werkgewer en werknemer raak in en omvat ondermeer die volgende wette:

- Wet op Arbeidsverhoudinge
- Wet op Basiese Diensvoorwaardes
- Wet op Gelyke Indiensneming
- Wet op Vaardigheidsontwikkeling

Onderwerpe wat hanteer word sluit in:

- Werkure, verlof, vryheid van assosiasie, vakbonde, bedingingsrade, kollektiewe ooreenkomste
- Ontslag, onbillike arbeidspraktyke, stakings
- Diskriminasie en regstellende aksie

Die kursus word weekliks in Afrikaans en in Engels aangebied.

Evaluerig: Werkstukke gedurende die jaar, praktiese werk tydens lesings en eksamen in Junie 2010.

Koste van kursus: R4 500 – ingesluit 'n handboek en alle kursusbateriaal.

R1 500 moet by **registrasie** betaal word met **afskrif van ID dokument** en die balans voor of op 31 Mei 2010.

Inskrywings: **Bloemfontein**

Laaste datum vir registrasie 1 Februarie 2010. Lesings neem 'n aanvang op Maandag 1 Februarie 2010. vanaf 17:00 – 18:00

Welkom

Laaste datum vir registrasie 6 Februarie 2010. Die kursus word Saterdagoggende by die Goldfields FET Kollege (Welkom Kampus) aangebied beginnende 13 Februarie 2010.

Toelatingsvereistes: Graad 12 of bewys van voldoende voorafleer.

Verdere Inligting: Skakel Prof JV du Plessis, tel: 051 – 4012409 of
Mev Y Pieters, tel: 051 – 4013734/2618.

Lesings sal volgens 'n spesifieke program Vrydagmiddae in Qwaqwa en Saterdagoggende in Welkom aangebied word.

Studente wat hierdie sesmaande kursus volg en slaag kan in die volgende semester inskryf vir die Gevorderde kursus in Arbeidsreg wat ook 'n sesmaande kursus is. (Studente wat agtereenvolgend vir beide kursusse inskryf, sal vir die Gevorderde Kursus net R3 500.00 betaal.)

SETA BEFONDSING / VAARDIGHEIDSONTWIKKELINGSFONDS: HEQC/H06/LAW/CLL

2. GEVORDERDE KURSUS IN ARBEIDSREG

Die program is ontwerp om persone te ondersteun om in Arbeidsreg te spesialiseer. Die kursus wat oor ses maande strek word deur akademici en praktisyns aangebied. Wetgewing wat in diepte bestudeer word is :

- die Wet op Arbeidsverhoudinge, 1995
- die Wet op Basiese Diensvoorwaardes, 1997 en
- die Wet op Gelyke Indiensneming, 1998.

Onderwerpe wat hanteer word sluit werkure, verlof, vakbonde, bedingingsrade, ontslag, onbillike arbeidspraktyke, stakings en diskriminasie in. Aandag word ook aan nuwe ontwikkelings gegee.

Koste van kursus: R4 500.00 – sluit alle kursusbateriaal in. R1 500 moet by **registrasie** betaal word met **afskrif van ID dokument** en die balans voor of op 31 Mei 2010.

Inskrywings: **Bloemfontein**

Laaste datum vir registrasie, 4 Februarie 2010. Elke Donderdagaand van 17:00 – 19:00 en twee Saterdagoggende van 08:30 – 13:00. Lesings neem 'n aanvang op Donderdag 4 Februarie 2010.

Welkom

Laaste datum vir registrasie 6 Februarie 2010. Die kursus word Saterdagoggende by die Goldfields FET Kollege (Welkom Kampus) aangebied beginnende 13 Februarie 2010.

Toelatingsvereistes: Sertifikaat in Arbeidsreg of enige voorafleer in Arbeidsreg.

Evaluerig: Werkstukke gedurende die semester, praktiese werk en eksamen in Junie 2010.

Verdere inligting: Skakel Prof J V du Plessis, tel: 051-4012409 of mev Y Pieters, tel: 051-4013734/2618

Lesings sal volgens 'n spesifieke program Vrydagmiddae in Qwaqwa en Saterdagoggende in Welkom aangebied word.

SETA BEFONDSING / VAARDIGHEIDSONTWIKKELINGSFONDS: HEQC/H06/LAW/ACLL

3. CERTIFICATE IN ALTERNATIVE DISPUTE RESOLUTION (ADR)

This practical six months course presented by academics and practitioners, includes the legislation with regard to conflict resolution between parties. The course includes the study of *inter alia* the following acts:

- Arbitration Act
- The Labour Relations Act

Topics to be covered are *inter alia* the following:

- The advantages of ADR over litigation and the goals of ADR
- Methods of ADR – Negotiation, Mediation, Conciliation and Arbitration
- Role of the conflict facilitator
- Practical application of ADR

Evaluation: Assignments during the year, practical exercise in class and an examination in June 2010.

Cost of course: R4 500 – this amount includes a handbook and all study material.
R1 500 must be paid **with registration** with a **copy of your ID document** and the balance before 31 May 2010

Enrolment: Last date for registration **Tuesday 2 February 2010**

Orientation: The first lecture will be at 17:00 on Tuesday 2 February 2010.

Requirements for admission: Grade 12 or proof of adequate prior learning.

For further information: Contact Prof JV du Plessis, tel: 051 - 4012409 or Mrs Pieters tel: (051) 4013734/2618



Arbeidsreg
Departement Handelsreg

CENTRE FOR LABOUR LAW OFFERS THE FOLLOWING COURSES:

1. CERTIFICATE IN LABOUR LAW

This practical one six month course includes the legislation with regard to the employment relationship between employer and employee and includes *inter alia* the following acts:

- The Labour Relations Act
- Basic Conditions of Employment Act
- The Employment Equity Act
- The Skills Development Act

Topics to be covered are *inter alia* the following:

- Hours of work, leave, freedom of association, trade unions, bargaining councils, collective agreements
- Dismissals, unfair labour practices, strikes
- Discrimination and affirmative action

This course will be presented every week in Afrikaans and in English

Evaluation: Assignments during the year, practical exercises in class and an examination in June 2010.

Cost of course: R4 500 – this amount includes a handbook and all study material.

R1 500 must be paid **with registration** with a **copy of your ID document** and the balance on or before 31 May 2010.

Enrolment:

Bloemfontein

Last date for registration 3 February 2010. First lecture on Wednesday 3 February 2010.

Welkom

Last date for registration 6 February 2010. The course will be presented at Goldfields FET College (Welkom Campus) on Saturday mornings. The classes will commence on 13 February 2010.

Qwaqwa

Last date for registration 5 February 2010. The course will be presented in Qwaqwa Friday afternoons. The classes will begin on 12 February 2010.

Requirements for admission: Grade 12 or proof of adequate prior learning.

For further information: Contact Prof JV du Plessis, tel: 051 - 401 2409 or
Mrs Y Pieters, tel: 051 - 4013734/2618.

Lectures will be presented on Friday afternoons in Qwaqwa and Saturday mornings in Welkom according to a specific programme.

Students who follow and pass the six months Certificate Course, may enrol in the following semester for the Advanced Course in Labour Law. If a student follows both courses in consecutive semesters, he/she will only pay R3 500.00 for the Advanced Course in Labour Law.

SETAS FUNDING / SKILLS DEVELOPMENT FUNDS: HEQC/H06/LAW/CLL

2. ADVANCED COURSE IN LABOUR LAW

This programme is designed to support people who want to specialize in Labour Law. The course is presented over six months by academics and labour law practitioners. Legislation to be studied in depth :

- Labour Relations Act, 1995;
- Basic Conditions of Employment Act, 1997 and
- Employment Equity Act 1998.

Topics to be covered include working hours, leave, trade unions, bargaining councils, dismissal, unfair labour practices, strikes and discrimination. Recent developments will also be covered.

Course fee: R4 500 – includes all study material. R1 500 must be paid at **registration** with a **copy of your ID document** and the balance on or before 31 May 2010.

Registration:

Bloemfontein

Last date for registration 4 February 2010. First lecture Thursday 4 February 2010 from 17:00 – 19:00 and two Saturday mornings from 08:30 – 13:00.

Welkom

Last date for registration 6 February 2010. The course will be presented at Goldfields FET College (Welkom Campus) on Saturday mornings. The classes will commence on 13 February 2010.

Qwaqwa

Last date for registration 5 February 2010. The course will be presented in Qwaqwa on Friday afternoons. The classes will commence on 12 February 2010.

Admission requirements: Certificate in Labour Law or any prior learning in Labour Law.

Evaluation: Assignments during the semester, practical work and an examination in June 2010.

Further information: Contact Prof J V du Plessis, tel: 051-4012409 or Mrs Y Pieters, tel: 051 4013734/2618.

Lectures will be presented on Friday afternoons in Qwaqwa and Saturday mornings in Welkom according to a specific programme.

SETAS FUNDING / SKILLS DEVELOPMENT FUNDS: HEQC/H06/LAW/ACLL

3. SERTIFIKAAT IN ALTERNATIEWE GESKILBESLEGTING (ADR)

Die praktykgerigte sesmaande kursus word deur akademici en praktisyns aangebied en sluit wetgewing in wat konflik fasiliteer tussen partye. Die kursus omvat ondermeer die volgende wette:

- Wet op Arbitrasie
- Wet op Arbeidsverhoudinge

Onderwerpe wat hanteer word sluit in:

- Die voordele van ADR bo litigasie en die doelwitte van ADR
- Metodes van ADR – onderhandeling, versoening, bemiddeling en arbitrasie.
- Die rol van die konflik fasiliteerder
- Praktiese toepassing van ADR

Evaluerig: Werkstukke gedurende die jaar, praktiese werk tydens lesings en eksamen in Junie 2010.

Koste van kursus: R4 500 – ingesluit 'n handboek en alle kursusbateriaal.
R1 500 moet by **registrasie** betaal word met **afskrif van ID dokument** en die balans voor 31 Mei 2010.

Inskrywings: Laaste datum vir registrasie **Dinsdag 2 Februarie 2010.**

Oriëntasie: Die eerste lesing vind om 17:00 op Dinsdag 2 Februarie 2010 plaas.

Toelatingsvereistes: Graad 12 of bewys van voldoende voorafleer.

Verdere Inligting: Skakel Prof JV du Plessis, tel: 051 - 4012409 of
mev Pieters tel: 051- 4013734/2618





Miss Deaf SA will participate in Las Vegas in July 2010

VOC wishes her the best of the best.



Vickie Fourie

Gorgeous Vicki Fourie was recently crowned Miss Deaf SA 2009. Vicki is an energetic young lady who is a role model of hope and victory. She will participate in



Portia Oliver

Miss Deaf World 2010 Beauty Pageant to be held in the United States of America in Las Vegas at the beginning of July.

Vicki is also involved in the VOC community project, collecting unwanted clothes for the Xhariep District since it is the poorest district in the Free State Province. Any person



From the left: Vickie Fourie, Portia Oliver and Elionorah Latakoma

who wants to get rid of unwanted clothes and blankets, please contact Marianna Truter at 082 532 4798 or e-mail Magteld Smith at voicesofchange.md@ufs.ac.za. ■

Bosofe/Boswefe

The new South Africa claims to be colour-blind, but for those with albinism, is this the case?



Prof Werner Sinclair
Lefapha laThuto ya tsa Saense ya Letlalo
Yunivesithi ya Freistata

Bosofe (oculo-cutaneous albinism) ke boemo bo tlwaelehileng bo amang letlalo le mahlo, bo bakwang ke lefutso; mme bo atisa ho bonwa Freistata. Bosofe bo etsa hore letlalo le mahlo a motho di se be le bokgoni ba ho etsa mmala o hlokalalang, mme jwale motho a be le letlalo le lesweu haholo, moriri o be mosehla, mme mahlo

a be le bosootho bo hlakileng kapa a be bolou. Maamong a mang mokudi (motho ya nang le bosofe) a ka ba le matheba a sootho, a ka bakang tsieleho e kgolo tshebedisong ya ditlalo. Ntle le ho se bone ka mokgwa o tlwaelehileng, bakudi bana ba phela hantle, mme ba phethahetse ka hohle-hohle, hape ba na le bohlale bo felletseng

le bokgoni bo phethahetseng tshebetsoeng.

Mokgweng ona wa lefutso, hangata e ba hore batswadi ba mokudi enwa ya amehang; bona ha ba na bosofe, mme ha lesea le hlaha le na le bosofe e ba se makatsang e le ka nnete.

Bothata bo boholo ka bosofe ke ba hore matlalo a batho ba amehang ha a na tshireletso e lekaneng kgahlanong le letsatsi; mme tshenyoo e bakwang ke letsatsi e ka bonahala dilemong tse tlase tsa bongwana. Hangata matshwao a pele a kankere ya letlalo a atisa ho bonahala batjheng, mme kankere ya letlalo e kenelletseng yona e bonahala ha motho a kena bohlong.

Bona ke bothata bo boholo, mme nakong e itseng; ho ka bonahala bongata ba batho ba nang le bosofe ba ba le kankere ya letlalo. Dipalopalo tsena di atisa ho menahana haholo, mme hape le ka potlako; hape-hape di atisa ho hloka pheko. Athe hape di ka ba kotsi, haholoholo ho batho bao hape ba nang le tshwaetso ya HIV.

Keletso ho batho ba nang le bosofe e ka ba hore ka dinako tsohle ba tshireletse matlalo a bona kgahlanong le letsatsi, ho tloha tlhahong ya bona ho isa

botsofading. Batho bana ba se ye ka ntle letsatsing ba sa rwala katiba e kgolo ya letsatsi kapa ba sa nka sekgele (kepisi hase tshireletso e phethahetseng); hape ka dinako tsohle, ho e motona le e motshehadi, ba ka apara hempe e matsoho a matelele le borikgwe bo botelele. Hantlentle banana ba nang le bosofe ho lokile hore ba be le marikgwe feela ba se be le mese. Ba dumellwe ho apara marikgwe ka dinako tsohle, esita le sekelelong le hona kerekeng. Sena se ka etsa phetoho e kgolo e le ho fokotsa mathata a ka hlahang hamorao.

Se ka bea tshepo ya hao ditlolong tse thibelang letsatsi; di etsa phetoho e nyenyane haholo, mme hape di turu/ theko e phahameng.

Bana ba nang le bosofe ba ka bonwa ke ngaka tlininiking ya tsa saense ya letlalo, bonyane hanngwe ka selemo; e le hore kankere ya letlalo e tle e elelluwe e sa le nako, mme e tloswe. Batho ba baholo bona ba hloka ho bonwa kotara e nngwe le e nngwe e le ho lokisa mabaka a tshwanang le a boletseng baneng. ■



opening soon!

For enquiries: 051-502 1800 • 17 Addison str, Hospitaal Park, Bloemfontein

New mental facility with exiting prospects for delivery of novel and comprehensive in and out patient therapeutic services to open soon. Its all in the name after all... Optima!



The long term management of childhood deafness



by Dr. Iain Butler,
Otorhinolaryngologist,
Universitas Hospital

Previous articles have been published regarding hearing loss in children and the process that is followed leading up to cochlear implantation. While this is extremely important, one should never be under the impression that once a cochlear implantation is performed, all the hard work is done and the child will now hear and develop speech as a natural consequence of the operation. The reality is that the hard work merely begins here. The same can be said for any child with a hearing deficit – merely fitting hearing aids does not solve the problems of

delayed speech development and indeed, hearing aids or cochlear implants come with their own problems. I have been told that “behind every deaf child stand exhausted parents”. This is something that one often forgets, that the diagnosis of hearing impairment in a child has profound repercussions for an entire family. A child suddenly requires hearing aids that may cost R25 000 or a cochlear implant that costs R225 000. Medical aids contribute but do not cover these devices fully with the result that families often have to come up with over R100 000 to cover a cochlear implant. Besides this financial stress, parents are required to take their child to speech therapy on at least a weekly basis, have hearing aids adjusted or repaired, do ‘homework’ for speech therapy with a child. This takes money, but more importantly takes up a lot of time – time that needs to be taken off work and/or reduces time spent with other children. Parents often become frustrated with what appears to be slow progress with language development, and try to ‘go it alone’. This eases the burden of time and money spent on therapy

in the short term, but can result in profound long term negative consequences. A good speech therapist will perform regular evaluations of progress made and this then serves to guide changes in the therapy and keeps the parents motivated to continue their hard work. Our aim with intervention in children is to provide them with auditory-verbal communication skills. This allows them to function well in a hearing and speaking world. Our aim is therefore to prepare deaf children to attend ‘mainstream’ schools with normal-hearing peers. These children do, however, still require additional assistance in the classroom situation. The background noise in a classroom makes it extremely difficult for a child with hearing aids or a cochlear implant to hear the teacher clearly. These children ideally need to be placed in small classes. This reduces the background noise and allows more attention to be given to these children. They also need to sit at the front of a class with their better-hearing ear (if there is one) facing the teacher. An ‘FM system’ may be necessary. This is essentially a small microphone that the teacher wears that transmits his/her

Fisika/Physics

Moenie ophou droom nie!
Don’t stop dreaming!



Posbus 339, Bloemfontein, 9300
Tel: 051 401 2321
e-mail: swathc@ufs.ac.za
www.ufs.ac.za/physics



Department Physics • Departement Fisika
UNIVERSITEIT VAN DIE VRYSTAAT
UNIVERSITY OF THE FREE STATE
YUNIVESITHI YA FREISTATA

speech directly to the hearing aid or cochlear implant. This means that the speech sound is preferentially amplified over the background noise. This article highlights only a few of the problems faced by deaf children and their families. There

are many young professionals who have overcome deafness to succeed and excel academically. Their success bears testimony to the hard work and perseverance of their parents, teachers and themselves. ■



REGISTRATION AS A VOC MEMBER REGISTRASIE AS VOC LIDMAAT BOINGODISO JWALOKA SETHO SA VOC

Voices of Change,
PO Box 38425,
Langenhovenpark, 9330

MOTHO YA NANG LE BOQHWALA				
MABITSO KA BOTLALO:				
FANE:				
BONG:	NOMORO YA ID			
BOTSHEHADI:				
NOMORO YA SELEFOUNU:				
THUTO				
Thuto ka mora dikri	Dikri	Diploma	Setefikeiti	Thuto
TSA TSHEBETSO				
Mosebeletsi wa saruri/nako e telele	Mosebeletsi wa nakwana	Ho se sebetse		
HO HLAHELLETSE NENG HORE A NA LE BOQHWALA?				
Tswalo	Dilemo			
Bofofu:	Bothata ba ho kopana le batho:			
Botholo:	Bosofe:			
Na o na le bothata ba ho hoopla kapa ho tsepatisa monahano?				
HIV/AIDS:	Mekgwa e meng (ka kopo hlalosa):			

PERSON WITH A DISABILITY				
FULL NAMES:				
SURNAME:				
GENDER:	ID NO:			
POSTAL ADDRESS:				
CELLPHONE:				
EDUCATION:				
Post graduate	Degree	Diploma	Certificate	School
EMPLOYMENT				
Employed fulltime	Employed part-time	Unemployed		
WHEN WERE YOU DIAGNOSED WITH A DISABILITY/TIES?				
Birth		Age		
Visual impairment (blindness):		Autism:		
Hearing impairment (deafness):				
Do you have difficulty remembering or concentrating?				
HIV/AIDS:	Any other (Please specify):			

PERSOON MET GESTREMDHEID				
VOLLE NAME:				
VAN:				
GESLAG:	ID NO:			
POSADRES:				
SELFOON:				
OPVOEDING:				
Nagraads	Graad	Diploma	Sertifikaat	Skool
WERKSAAMHEID				
Werkzaam voltyds	Werkzaam deeltys	Werkloos		
WANNEER IS U MET 'N GESTREMDHEID GEDIAGNOSEER?				
Geboorte		Ouderdom		
Gesigsgestremd (blindheid):		Autisme:		
Gehoorgestremd (doofheid):				
Is dit moeilik vir u om te konsentreer en dinge te onthou?				
HIV/VIGS:	Enige ander (Spesifiseer asseblief):			



The UFS is...

THE UNIVERSITY OF THE FREE STATE



Quality education



IN the heart of SA



ACCOMPANIES students

The UFS accompanies students with disabilities on their journey to a qualification

The Unit for Students with Disabilities (USD) was specifically established to make the UFS more accessible to students with disabilities and to support those students.

At the UFS we believe that every student, without exception, should be given a fair and equal opportunity to obtain tertiary education. Thanks to the continued dedication of the USD, our students with disabilities have the same chance of success as all their fellow Kowsies.



UNIVERSITEIT VAN DIE VRYSTAAT
UNIVERSITY OF THE FREE STATE
YUNIVESITHI YA FREISTATA

Tel: 051 401 3000 • e-mail: info@ufs.ac.za

Oefen partytjie vir kinders met OUTISME by Oliewenhuis gehou



Deur Dr. Liesl Smit
Departement Neurologie, UV

Op Sondag, 24 Augustus 2009, was daar groot prêet ge-wees vir kinders van die Vry-staatse Vereniging vir Outisme-spektrumkenmerke. Mev Hettie Allwright en haar vier jong helpers het die kinders be-derf met 'n partytjie.

Daar is vroteier gespeel en wolf-wolf-hoe-laat-is-dit? Die speletjies is baie belangrik vir kinders se sosialisering, iets waarmee die kinders sukkel. Hulle het die interaksie ter-dee geniet!

Heerlike cupcakes is be-dien wat spesiaal met gluten-vrye meel gemaak is. Die



Terwyl daar "veels geluk liewe maatjie" gesing is, is daar in 'n kring gestaan en persente is aangegee. So het elke maatjie sy persent vir iemand anders gegee. Dit was ook 'n groot heerlikheid. Daar is ook gesigte geveer!

gluten- en kasseien vrye dieet is voordelig vir sommige kinders op die outisme spektrum.

Ander goeie nuus is dat ons graag 'n SNAP sentrum in Bloemfontein wil begin. Opleiding sal gedoen word deur Annalies van Rijswijk van die

Special Needs Adapted Program in Durbanville. Enige persone wat belangstel om tutors te word om outistiese kinders te leer, kan vir Liesl Smit kontak by 082 856 6618. Daar gaan gepoog word om in Januarie 2010 te begin. ■

Tyd dat ingegryp word oor die verwronge persepsies insake mense met gestremdhede



Prof André Claassen

Daar word baie bespiegel oor die faktore wat meebring dat soveel kinders met gestremdhede nie 'n suksesvolle skoolloopbaan kan voltooi nie.

Hoe op aarde kan 'n mens verwag van onderwysers om 'n taak te verrig sonder die nodige kennis, insig en vaardigheid?

Opleiding, afrigting en bestuur is dringend nodig!

Vandag besef ons dat diskriminasie teen mense met gestremdhede deur die samelewing daar-gestel is. Dit word soms na verwys as sosiale hindernisse. Dit het egter meer te doen met die gemeenskap se miskenning en swak begrip van menseregte en waardigheid. 'n Dringende transformasie van persepsie van laasge-noemde is dus noodsaaklik. Dit is veral die geval by instellings van onderwys asook makro en mikro besighede. Die algemene publiek kan 'n belangrike rol speel om hierdie transformasie op alle vlakke te bewerkstellig. Instellings van onderwys moet betrokke wees by navorsing oor die kern oorsake van gestremdhede. Die voor-koming van gestremdhede is 'n belangrike fasie wat aangespreek moet word.

Die Oor, neus en keel Departement van die Fakulteit

Gesondheidswetenskappe beywer hom vir transformasie van persepsie van die algemene publiek oor gestremdhede. 'n Energieke bewusmakingsveldtog is nodig. Die mediese aard van gestremdhede word aangespreek om sodoende die publiek op te voed oor die aangeleentheid. Die probleem kan nie slegs op sosiale vlak hanteer word nie. Die Fakulteit beskik juis oor mense wat die nodige kennis het van die verskillende gestremdhede. Ons moet ook deel wees van die inter-nasionale ontwikkelingsagenda om sodoende ons bydrae te maak tot die Millenium Ontwikkelingsdoelwitte van die Verenigde Nasies (VN). Van hierdie temas wat deur die VN voorgelê is, is deur ons geselekteer om aan te spreek deur middel van navorsingsaktiwiteite by die Universiteit van die Vrystaat. Die ontwikkeling en bevordering van volhoubare projekte is van kritiese belang om

die nodige transformasie op die Afrika kontinent te bewerkstellig.

VOC in vennootskap met ons Universiteit wil 'n verskil maak. Die hoof oorsake van gestremdhede en die morbiditeit wat mense met gestremdhede moet verduur, is van die kernsake wat aangespreek moet word. Ons besef egter dat persone met gestremdhede altyd daar sal wees en amper soos armoede 'n deel van die samelewing is. Dit is hoe hierdie aangeleentheid hanteer word wat belangrik is. Daarom sal ons 'n belangrike bydrae kan maak wat die tegnologie en ondersteuning van die regering, onderwys, besighede en die publiek betref. Die Fakulteit Gesondheidswetenskappe beskik oor baie leiers in hul veld en kan op mediese vlak leiding gee. Dit is so belangrik dat die publiek ingelig word oor al die verskillende toestande wat mense kan affekteer en in die proses enige stigmas en

verkeerde persepsies uit die weg ruim. Sodoende kan suksesvolle toegang tot die hoofstroom van die samelewing bewerkstellig word.

Ons Rektor, Prof Jansen het dit duidelik gestel dat die Universiteit as instelling gelyke geleenthede vir almal insluitende persone met gestremdhede bied. Dit moet nie as 'n vergunning beskou word nie, maar as 'n dood normale aktiwiteit. ■

COPYRIGHT

In terms of Article 12 (7) of the Copyright Act, 1987, no report, article or photo in this newspaper or any advertisement designed by artists of Voices of Change may be reproduced without the permission of Voices of Change. This publication subscribes to the South African Press Code that prescribes news that is truthful, accurate, fair and balanced. If we don't live up to the Act, please contact the editor of this publication at voicesofchange.md@ufs.ac.za

Belastingkorting vir adverteerders en skenkers

Voices of Change is deur die Inkomstediens as 'n openbare welsynsorganisasie geregi-streer om skenkings te ontvang en 'n kwitansie (sertifikaat) inge-volge Artikel 18 van die Inkomstebelastingwet uit te reik.

Ons doen 'n beroep op korporatiewe ondernemings, indi-vidue en organisasies om van hierdie opbouende geleentheid

gebruik te maak en ons bylae te ondersteun deur advertensies te plaas of in die vorm van geld-skenking om noodsaaklike dien-ste, alle vorme van ontwikkeling, hulp-toestelle en tegnologie te ver-skaaf aan mense met gestremdhede.

Adverteerders en Skenkers kan gevolglik hul skenkings van hul belasbare inkomste aftrek en

dan belastingkorting kry. Voorlet-ters, van en volledige adres en of besigheidsbesondere moet ver-skaaf word en aandui of 'n Artikel 18-kwitansie verlang word.

Dié sertifikaat sal aan sken-kers ge-pos of gefaks word. Voices of Change se vrystellings-nommer is 63112. Mense met navrae kan Marianna Truter by 082 532 4798 skakel.

Mense wat wil bydraes skenk kan gestuur word aan: Voices of Change Trust, Posbus 38425, Langenhovenpark, 9330. Tjeks moet aan Voices of Change uitge-maak word.

Bankbesonderhede: Voices of Change Trust, rekeningnommer: 4072119782 (tjekrekening), tak: Absa Brandwag, takkode: 632005.