

U V PERS U

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Cover photos by Stephen Collett



PORTRAITS OF KOVSIE WOMEN - DIVERSITY IN FEMININITY



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Hierdie Nuusbrief is saamgestel deur die UVPERSU- kantoor, in samewerking met die Uitvoerende Dagbestuur. Photos/Foto's: Stephen Collett

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UVPERSU ke yunione eo ha jwale e bopilweng ka basebetsi ba tsa thuto le basebetsi ba mosebetsi o akaretsang ba Yunivesithi ya Freistata.

UVPERSU ke yunione e kgothatsang le ho kopanya ditho tsa yona hore e se ke ya eba boramurusu le ha e le ho straeka. E sireletsa le ho tsitlallela ditlhoko le ditababelo tsa ditho tsa yona, ka mokgwa wa ho buisana le ho ba molemong wa mekga yohle e amehang.

Maikemisetso

- Ho nnetefatsa hore basebetsi bohle bao e leng ditho tsa UVPERSU ba fumana tshwaro e ntle tikolohong ya mosebetsi.
- Ho aha metjha ya dipuisano tsa ka hare (mahareng a ramosebetsi le ditho, mmoho le dihlopha tse ding).
- Ho thea dikamano le tekatekano mosebetsing.

Theo

- UVPERSU ke mokgatlo wa basebetsi pele. Ka lebaka leo, metjha ya puisano le mekgatlo yohle e a amohelwa, e le hore ho be bonolo ho kopana le ditho hore ditlhoko le ditababelo di fihlelwe.
- UVPERSU e hlokomela dikamano tsa merabe yohle ya ditho tsa yona, mme e tla hlokomela ka mehla ditlhoko tsa ditho.

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UVPERSU-webwerf

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Anita chats to...

A man of many skills and languages...

Frans Masisi is a Kovsie. He is an icon of our time and really does justice to diversity and multiculturalism on campus.

Monna wa dineo le dipuo ...

Frans Masisi ke "le-Kovsie" la sebele. Ke mohale wa dinako tsa rona mme o etsa toka diphapanong tsa merabe le setso mona kampaseng (Yunivesithing).

Is there someone out there who doesn't know Frans Masisi? Hallo! Dumela! Frans Masisi and his Sesotho classes are household names on the UFS main campus!

Frans Masisi has more people skills than most people I know. He is friendly, always willing to help and one of the best-dressed men on campus. He is a tower of strength for his family, and his colleagues respect his loyalty and his work.

Want to know more about this extraordinary man? Read further...

Who is Frans Masisi and when did your relationship with the UFS start?

I am a happily married man and have four children, two boys and two girls. The oldest boy, Sechaba, is studying B.Soc.Sc; the second daughter, Lerato, is in grade 12; the third one, Motshidisi, is in Grade 8, and the youngest one is in the crèche during the day. My wife is a self-employed seamstress.

I started working at the UFS in 1980, as a messenger at the Provisioning Division. At that stage I only had standard 8, and my goal was to obtain a degree or diploma. So I had to study while working, and it was not always easy. I obtained diplomas and at the end of this year I will be completing my B.A.

I am currently an Administrative Officer at CHESD. I really enjoy working here with all my wonderful colleagues.

How important is multilingualism in the UFS environment?

It is important in a way that when a black person greets a white person in Afrikaans, and a white person is able to respond in Sesotho, this creates a warm environment within the UFS.

With multilingualism, the UFS will be able to give real meaning to words such as reconciliation and respect for the diversity of languages and cultures.

Any interesting hobbies?

I enjoy reading books about health, love, marriage, and religion.



Kovsies is a diverse campus. What can we do to better understand each other's needs and fears? How can we overcome stereotypes and prejudices?

I think we can achieve this by developing an attitude of openness and willingness to learn more about each other's culture and background.

My aim is to develop a cultural course in the near future. This will teach white people more about black culture.

You are involved in Kovsie adult education. How important is quality assurance of services at the UFS to you?

The UFS started the Kovsie Adult Education Centre in 1995. I was the first educator at

the Centre which had 42 illiterate learners. Some staff members were unable to read or write their names, but now they can.

Because of the Kovsie Adult Education Centre some of our colleagues have even been admitted as UFS students.

Frans, what is your dream for the Kovsie campus of the future?

To see equality at all levels of management. To hear white people speak Sesotho in the corridors.

I hope to see future workshops for black workers to be held in Sesotho. Both the UFS and these workers will benefit greatly, because the workers will understand what is required of them in these workshops.

Secretarishoek

Die eerste UVPERSU-Nuusbrief uit my hand het in November 1999 die lig gesien en die rubriek *Secretarishoek* is toe gebore. In daardie einste nuusbrief vertel ek van die Karooplaas, *Secretarishoek*, uit my kinderjare. In 'n hele paar uitgawes daarna het *Secretarishoek*, sy huidige base, my swaer en suster en die ander inwoners sterk ge-“feature” en is daar vele vergelykings getref tussen situasies op die plaas en situasies in die UVPERSU-kantoor! So vra my goeie vriendin sedert skooldae en UVPERSU-ondervoorsitter, Esta Knoetze,

my nou die dag wanneer ek dan weer oor *Secretarishoek* skryf. Hier kom dit, Esta!

Op *Secretarishoek* woeker 'n klomp mense en diere uit die “aangewese” groepe om die plek soos 'n geoliede masjien te laat loop! In die skaapkrake werk 'n wit vrou en swart plaaswerkers skouer aan skouer! Tot die profiele van die skape en melkbokke lyk goed! Die meerderheid is natuurlik ooie en wat betref kleur, wissel dit tussen bruin, wit of swart, wit en swart of wit en bruin! Lammers met “gestremdhede” is soos “royal game” en as hanslammers kry hulle spesiale behandeling in die plaashuis, wat 'n totaal “gestremd-vriendelike” gebou is!

Since the beginning of 2005, many important things regarding equity and transformation happened on campus. A new equity policy was adopted and approved by Council. Faculties are expected to develop their own equity plans. A Transformation Task Team was also formed. General feelings on campus vary between cautious optimism and intense fear of job loss and discrimination based on the colour of a person's skin.

What do we really want to achieve from employment equity plans? Compliance with the sections of the relevant act? Of course! But also what is most important is fairness to all, including people in non-designated groups. It is hoped that we will also create a high-quality working environment free from barriers to certain groups and free from discrimination on the basis of race, gender, skin colour and many more, as stipulated in what is called the most advanced constitution in the world.

Employment equity plans are, in my opinion, highly sensitive and complex issues which should be handled with the necessary care and expertise or the University can end up in the Labour Court, like so many other companies after they had made fatal “mistakes”.

UVPERSU as representative union can play a major role in establishing a workplace free of unfair discrimination. How can we achieve such a goal? By being the “discrimination watchdog” on campus. Your union's office is just a few yards or a phone call away. If you suspect unfair discrimination, feel free to contact us and we will tend to your concern.

Pretoria Portland Cement (PPC) has recently been named the best company to work for in 2005. An article about the company is available from the UVPERSU office and can also be read on the UVPERSU website. Hopefully the UFS management will take note of what it takes to be an excellent company to work for. Among the criteria used to determine whether a company is a workplace worth mentioning are aspects such as job satisfaction, management style, communication, trust and work relationships, training and development, empowerment of the workforce as well as corporate values and culture. Management, it is up to you to decide whether you are complying. If not, then do something or take time to find out why some of your employees experience their workplace as negative.

Sterkte vir die res van die jaar!
UVPERSU-groete
Anita



Wat sê die wet...



Strikes and lock-outs

Definition of a strike

A **strike** is defined in the Labour Relations Act 66 of 1995, section 213, as “the partial or complete concerted refusal to work, or the retardation or obstruction of work, by persons who are or have been employed by the same employer or by different employers, for the purpose of remedying a grievance or resolving a dispute in respect of any matter of mutual interest between employer and employee, and any reference to ‘work’ in this definition includes overtime work, whether it is voluntary or compulsory.”

Protected strikes

The Constitution and the Labour Relations Act give employees the right to strike and, provided that they comply with procedural requirements according to certain sections in the Labour Relations Act, the strike will be a **protected strike**. Deviations are possible in specific circumstances. These are dealt with in the Act.

Employees may not be dismissed for taking part in a **protected strike**, but the employer is under no obligation to remunerate these strikers. Employees who are paid in kind, regarding for instance accommodation, may request payment and this should not be discontinued during the protected action.

A **protected strike** is not a delict or breach of contract, but employees engaging in vandalism, assault or intimidation during a protected strike, may be criminally and civilly liable. Employees’ misconduct during a protected strike can lead to dismissal,

provided a procedurally and substantively fair process is followed.

Even protected strikes can effect employers’ businesses to such an extent that employees may be retrenched as a result of the strikes. The retrenchment process must be procedurally and substantively fair.

Unprotected strikes

An **unprotected strike** is not in compliance with statutory requirements. Employees may be dismissed for engaging in an unprotected strike, provided that the dismissals are procedurally and substantively fair.

Prohibited strikes

Prohibited strikes are absolutely prohibited by the Labour Relations Act and are applicable to eg. employees employed in essential services and designated maintenance workers. Section 65 of the Act deals with prohibited strikes.

Secondary strikes

Section 66 of the Labour Relations Act 66 of 1995 describes a **secondary strike** as follows: “Secondary strike means a strike, or conduct in contemplation or furtherance of a strike, that is in support of a strike by other employees against their employer but does not include a strike in pursuit of a demand that has been referred to a council if the striking employees, employed within the registered scope of that council, have a material interest in that demand.”

Secondary strikers who comply with statutory requirements have the same protection which is afforded to protected strikers. To be procedurally fair, two requirements must be met: the primary strike must be a protected strike and the secondary employer must receive at least 7 days written notice of the secondary strike.

Picketing

Picketing is a peaceful demonstration without firearms, authorised by a registered trade union, in support of a protected strike or in opposition to a lock-out. A picket may be held outside the employer’s premises or if the employer grants permission, inside the premises.

Protest action (stay-away)

Protest action (stay-away) is permissible if it complies with statutory requirements. In the Act it is defined as “the partial or complete concerted refusal to work, or the retardation or obstruction of work, for the purpose of promoting or defending the

socio-economic interests of workers, but not for the purpose referred to in the definition of a strike.”

There are certain procedural requirements that must be complied with (section 77, subsection 1, Labour Relations Act):

Every employee who is not engaged in an essential service or a maintenance service has the right to take part in protest action, if the protest action has been called by a registered trade union or federation of trade unions and the registered trade union or federation of trade unions has served a notice on NEDLAC stating the reasons for the protest action and the nature of the protest action. NEDLAC, or any other appropriate forum in which the parties concerned are able to participate in order to resolve the matter, must consider the matter. At least 14 days before the commencement of the protest action, the registered trade union or federation of trade unions must serve a notice on NEDLAC of its intention to proceed with the protest action. Dismissals in case of non-complying actions must be procedurally fair.

According to the Labour Relations Act, a service is a **maintenance service** if the interruption of that service has the effect of material physical destruction to any working area, plant or machinery.

An **essential service** is defined in the Labour Relations Act as a service which interruption would endanger the life, personal safety of the whole or any part of the population, the Parliamentary Service and the South African Police Service.

Lock-outs

Lock-outs (as defined in section 213 of the Labour Relations Act) are an exclusion of employees from the workplace by an employer to attempt to compel the employees to accept a demand in respect of a matter of mutual interest between the parties, whether or not the employer breaches those employees’ contracts of employment in the course of or for the purpose of that exclusion. The same requirements and procedures applicable to strikes, apply to lock-outs, with the necessary changes.

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Du Plessis JV, Fouche MA, Van Wyk MW *A Practical Guide to Labour Law 5th ed.* Butterworths 2002

Uit die voorsitterstoel

Die reg om jou sê te sê!

“Kinders moet gesien word en nie gehoor word nie”; “’n Toe mond is ’n heel mond”; voeg boonop die Calvinistiese etiket van onderdanigheid daarby en ons is tjoepstil! Dit geld net wanneer ons in die publiek is en waar ons gehoor kan word, maar o wee, wag totdat ons tussen vriende is, dan maak ons die sluise oop.

Na ’n paar jaar in derdevlakpolitiek en amper net solank in vakbondbedrywighede, kan ek nie anders as om benoud te voel oor die algemene onbetrokkenheid van ons historiese ‘wit groep’ nie. Waar is ons sosiale verantwoordelikhede? Waarom so apaties as dit by die sake van die dag kom, soos “BEE”, transformasie en “equity”? Waar is ons jong mense en hoekom is daar nie ’n kwota vir gholfspelers nie?

To call someone or something a racist is a potent moral condemnation. Interestingly, only a white person can be a racist and it appears that a black person is above this moral condemnation. Is this why we accept e.g. “Black Taxi Operators Association”, “Black Lawyers Association”, “Black Scientists Association”, etc. Will these associations accept e.g. a “White Businessmen’s Association”? Discrimination or exclusion cannot be part of a champion nation and one should really question these groupings.

Ons moet weer leer hoe om debat te voer en dinge wat saak maak op die tafel kry. Samehangend hiermee is ons plig om ons leiers tot verantwoording te roep en minstens hulle eerlik te hou vir die salarisse wat hulle verdien. Ons gemeenskap het

feitlik oornag in vier vlakke verdeel, d.i. baie arm, oorleef net, redelik welaf en baie welaf. Munisipale bestuurders, rektore, en uitvoerende direkteure van publieke instellings het oornag deel van die baie welaf groep geword. Hulle verdien dit waarskynlik, maar waarom word hulle nie op hulle tone gehou nie?

My leermeester het eenmaal opgemerk dat sy oupa die volgende aan hom gesê het: “Staan regop, kyk die persoon in die oë en sê jou sê.” Raak betrokke en sê jou sê.

’n Historiese mylpaal in UVPERSU se bestaan was die onlangse ondertekening van ’n samewerkingsooreenkoms met Nehawu. Dit beteken dat ons meer as 70% van die werkers verteenwoordig en Nehawu se Vrystaattak het aangedui dat die ooreenkoms ook geld vir die Qwaqwa- en Vista-takke. Ooreenkomste soos hierdie is op respek en vertroue gegrond en dit is ’n skande om te dink dat ons steeds net waarnemerstatus in die UB het, desondanks vele versoeke vir volle lidmaatskap. Dit is vir ons onaanvaarbaar, want ons wil ons sê laat tel – immers praat ons namens 70% van die personeel.

Maar soos “Duuweltjie” van F&T onlangs die wêreld met net mans geskilder het, weet ek darem nie, want

“The weaker sex is actually the stronger sex, because of the weakness of the stronger sex for the weaker sex.”

Johan U. Grobbelaar
Voorsitter

Signing of agreement signified a milestone in trade unionism

On 11 April 2005 an agreement was signed which signified a milestone in trade unionism in higher education. UVPERSU and Nehawu (UFS branch) reached an agreement to co-operate, and the parties agreed to work together concerning remuneration, service agreements and fringe benefits in University structures. The different trade unions stay autonomous concerning trade union matters, membership fees, trade union facilities and representation in UFS committees. As a result of the agreement, the two trade unions now form a majority in terms of representation on campus. Locally and nationally, in terms of universities, this agreement may be considered unique and very significant. The purpose of the agreement is to promote and protect employees' interests optimally.



Signing the agreement: From the left, front: Ms Esta Knoetze (Vice-chairperson, UVPERSU), Mr Simon Khosana (Nehawu), Prof Johan Grobbelaar (Chairperson, UVPERSU), Ms Anita Lombard (CEO, UVPERSU); back: Mr Johannes Mazwi (Nehawu), Mr Ruben Gouws (Vice-chairperson, UVPERSU), Mr P Fourie (UVPERSU EM), Mr B Williams (UVPERSU EM), Mr Shadrack Shamane (Chairperson, Nehawu, UFS branch) and Ms Isabel Human (Public Relations, UVPERSU).

Roervink

Klein Roervinkie en die doolhof

Al die negatiewe dinge wat ek, Roervink, gewoonlik moet kwytraak, is somer baie sleg vir my karma. So soek ek toe ook bietjie kwaliteit-tyd met die kind wat hom andersins morsdood werk om by te hou met die swottings en die koshuisrugby en verder baie bekommerd is oor Siphosê die Plan sê hy wat wit klein Roervinkie is, gaan nie werk kry nie, al leer hy so mooi...

Dus onderneem ek en klein Roervinkie die ander dag 'n wandelinkie op ons pragtige kampus en besluit op die ingewing van die oomblik om by Ma se nuwe kantoor in die ou nuwe Hoofgebou, skuus, nuwe ou Hoofgebou te gaan inloer. Die stomme mens het mosonder om te weet waarvoor sy haar inlaat, aansoek gedoen vir een van die poste wat laas in dié rubriek geadverteer is en met dié dat sy volgens die Plan in 'n aangewese groep is, was sy suksesvol en reël sy nou dat lede van die topbestuur gereeld konferensies op eksotiese plekke bywoon.

Ag, lyk die Hoofgebou nie te pragtig nie (van buite, natuurlik!)? En was ons nie beïndruk deur die konsep van 'n praetoriaanse wag voor die ingang nie! Ma (en sy het "inside information") sê dis om die topbestuur teen onderdane wat aan vakbonde behoort, te beskerm. En natuurlik ook teen kliënte (studente) wat aan organisasies behoort.

Klein Roervinkie wou natuurlik dadelik weet waar die oulike sub A-foto van hom met sy haasbekkie is. Dit was laas nog op Ma se lessenaar. Maar dit was voor sy geweet het van die verbod op kiekies en ander persoonlike memorabilia. Sy probeer hom toe kalmeer deur sy aandag te vestig op die lieflike uitsig vanuit haar venster op die doolhof en met dié besluit hy (tipies student!), om die einste doolhof te gaan beproef! Sy



wou nog vertel van haar vriendin wie se venster uitkyk op die toegetraliede tuintjie met bankies waar die topbestuur "lunch"-tyd hulle "samies" kan eet, toe is Klein Roervinkie al buite by die doolhof-tralies.

Daar maak die kind toe 'n vreeslike fout, want in plaas van oorklim, probeer hy deurklim en daar sit sy kop in die tralies vas!! Hy skree so vreeslik benoud dat Ma hom hoor, opspring van agter haar lessenaar en al gillende aangehardloop kom. Met dié wat sy nog skree "my arme klein Roervinkie, mammi kom!!", haak haar polvy aan 'n klip vas en sy val haar nuwe uitverkoping-baadjie se elmboë en haar lycra sykouse aaklige gate in. So gaan sy toe maar hartverskeurend aan't huil. Gelukkig is ek aan die UV opgelei in krisibestuur en besluit om klein Roervinkie tussen die tralies te probeer uittrek.

Met die petalje in volle swang, kyk 'n kind wat op Varsity met haar Pa se 4 x 4 rondry, toe vir ons in plaas van waar sy ry en jaag bo-oor die sypaadjie in een van die luukse motors wat op die gras mag stop, vas! Oe, was dit vir jou 'n vreeslike ding! Ek, Ma en klein Roervinkie het so geskrik, ons het gelyk ophou praat en huil. Die verskrikte

meisiekind sit toe ewe verslae in die ghrënd 4 x 4, wat 'n vreeslike klomp skade aan die ander ghrënd kar veroorsaak het en skree: "Dis nie my skuld nie!! Vir wat kry hulle soveel geld dat hulle sulke duur karre kan ry en somer hier oorkant die Rindlsaal mag parkeer?!"

Gelukkig moes ons so lank wag vir die spietkops (hulle was alweer besig om 'n lorie wat by die Hoofhek vassit, te help), dat almal gekalmeer het en lekker begin gesels het. Die mooie dogter was toe prakties ook en het 'n bottel vaseline (vir krake in die "dash") in die 4x4 gehad waarmee ons klein Roervinkie se kop gesmeer het sodat hy kon loskom. Sy is toe al die tyd verlangs familie van Ma, daar van Onseepkans af. Sy moet die 4x4 ry vir die vreeslike toestand van die paaie by die huis en ook omdat hier so baie "bumps" in die paaie op kampus is. Gewone karre se skokbrekers hou nie. Die baas van die kar was ook nie te kwaad nie. Hy het dadelik die handelaar gebel en laat weet hy soek nog so een, die keer 'n rooie met 'n "sun roof".

Ai, dit was 'n vreeslike dag in ons lewens. Ma is met stresverlof vir die volgende paar weke. (Sy sê mens moet

(Roervink is 'n ou Nederlandse uitdrukking vir 'n persoon wat tot die irritasie en verleentheid van die owerhede sake uitkrap, openbaar maak en agiteer oor dinge wat hy meen reg is!)

(Roervink is satiries van aard en moet dieenooreenkomstig gelees word!)



Roervink

kan sê jy het stres, anders klink dit of die werk te maklik is.) Klein Roervinkie se professor het gesê hy moenie bekommerd wees nie, almal op kampus wonder wat gaan agter daai tralies aan. En toe begin die professor vreeslik te lag!

En ek? Ek lees nou liever die Irawa as ek wil ontspan. Dié kampus is nie vir kabouters nie!!

Groot Roervink en die ander doolhof

Ai, my ellendes kry ook nooit end nie! Is daar dan niemand in beheer op kampus wat kan rigting gee aan ons deurmekaar kampuslewens nie?

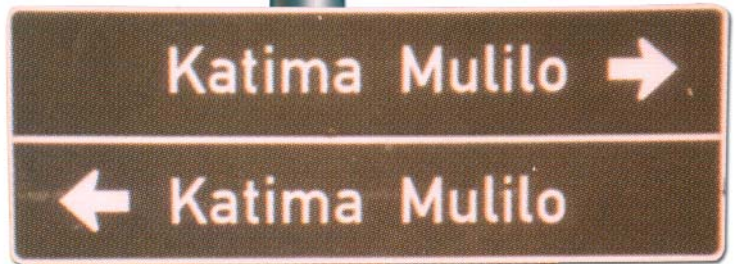
As die base nie eens weet watter kant toe nie, hoe moet ons arme klase weef? Ag natuurlik! Amper vergeet ek, ons is mos 'n universiteit in Afrika vir Afrika!!

Hou vas julle hoede, hier kom die Bult se volk, rigtingloos of te not!

Roervink en die "models"

So skrik Roervink hom boeglam toe hy die foto's van ons base in sport-hempies op die web sien. My eerste gedagte was natuurlik: wat gaan van ons word as 'n bekende agentskap soos Management Models Inc. hulle kontrakte aanbied om sporthempies vir Management Sports Illustrated te "model" en hulle los die Varsity vir meer geld?

'n Telefoonoproep na die agentskap se "headhunter" het my egter gerusgestel. Die UV se salaris en voordele is op hierdie stadium heelwat beter as die agentskap s'n en Bloemfontein se verkeer is ook heelwat rustiger as Pretoria s'n. 'n Oproep na die Hoofgebou het alle twyfel uit die weg geruim. Wie wil nou na Bloubul-land verhuis as jy in 'n wen-provinsie bly? Viva Cheetahs, Celtics, ons Lynx-meisies, die Dednams en die res van die Vrystaatse pluimbalspan!



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UVPERSU fokus op Kovesie-voorligting en -ontwikkeling

Deur Isabel Human

Kovesievoorligting en -ontwikkeling se geskiedenis strek sover terug as 1977. Prof Koos Venter, wat reeds met langverlof is en aan die einde van vanjaar aftree, was toe reeds as sielkundige betrokke by die diens. In 1988 volg hy dr Jan van der Westhuizen as direkteur op.

Gedurende hierdie tyd verander die diens se naam ook na Kovesievoorligting en -ontwikkeling. Prof Koos, soos hy op kampus bekend staan, is iemand wat werklik diep spore in Kovesies se geskiedenis getrap het. Beide personeel en studente het deur die jare gereeld aan sy deur geklop vir uitmuntende professionele ondersteuning.

Die groot leemte wat prof Koos se aftrede laat, word reeds in waarnemende hoedanigheid gevul deur 'n innemende en dinamiese dame, me Refiloe Seane, 'n senior sielkundige.

The following services are offered by Kovesie Counselling and Development (KCD):

- Monthly study courses
- Comprehensive individual study therapy
- Career counselling
- Information on courses
- Reading development

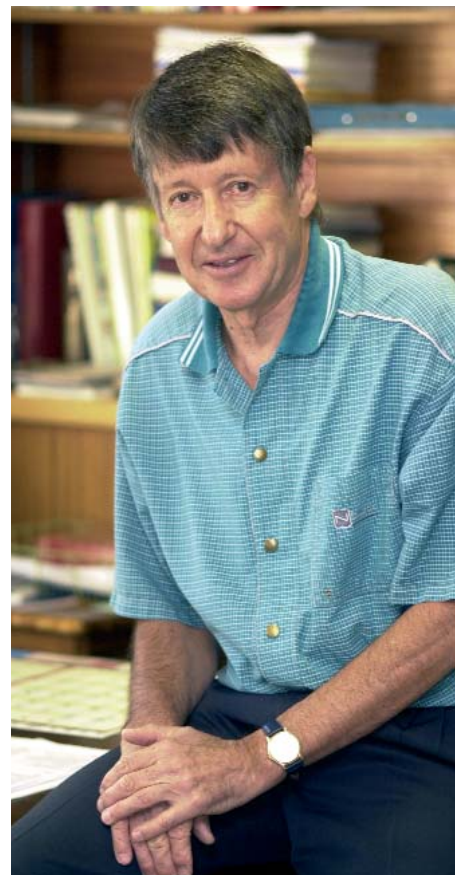


Agter van links: Refiloe Seane, Nikki Aboussalam (intern), Sunell Wiehman, Isna Bredenkamp, Thea Zwiegiers; voor van links: Charrisse Lowe (intern), Carlyn Lightfoot (intern).

All the above, as well as specialised psychological services, are free of charge for students. Besides academic problems, the four psychologists and the three intern psychologists are treating conditions such as depression, anxiety, and eating disorders with great success. Most students though don't experience severe psychological problems, but can benefit from personal development. Psycho-education trains students to develop their self-esteem, assertiveness, interpersonal skills and their emotional intelligence. Group therapy is a new service offered by KCD.

The reading laboratory has been in operation for almost 30 years. Students are invited to make use of this facility. Lecturers are encouraged to enrol their first-year students for study reading courses. The Reading Lab is equipped with 15 computers. Valuable information regarding the improvement of reading speed, comprehension skills and reading strategies are offered. Catrien Hattingh is the presenter of study reading courses.

Buiten al die bogenoemde funksies, help Earina Lötter, 'n loopbaanbeampte, met ondersteuning aan finalejaarstudente met die beroepstoetredingsproses deur onder andere behulpsaam te wees met die opstel van CV's. As 'n geregistreerde psigometris verskaf sy ook leiding aan intern-psigometriste van beide Sielkunde en Bedryfsielkunde. Vanaf 2004 is die ontwikkeling van 'n sisteem vir



Prof Koos Venter



Ms Refiloe Seane



Catrien Hattingh besig met die aanbieding van 'n studieleeskursus.

die toetsing van taalvaardigheid van eerstejaarstudente 'n groot prioriteit.

The Unit for Students with Disabilities (USD) also forms part of KCD. This unit aims to promote equality for students with disabilities and access to courses, buildings, learning material, residences, leisure and sports activities. Accessibility, however, does not only refer to physical accessibility, but also to how accessible the attitudes of staff members and fellow students are. The Unit therefore coordinates assistance to all relevant persons in the academic process and other aspects of student life, namely the disabled student, staff members and fellow students.

The *culture of learning* programme was established in 2001. The aim of the programme is to assist with the creation of a culture of learning on the campus of the University of the Free State. This service is monitored by KCD. It aims to find the best students, with relevant courses, knowledge and interpersonal skills to work with first-year students. These tutors provide a strong and much needed support system. The Vista and Qwaqwa campuses also provide this tutor service. All tutors report to the Culture of Learning Office.

Me Petro Herbst is die administratiewe beampte wat sorg dat alle reëlings in die departement vlot verloop.

Kovsievoorigting en -ontwikkeling is 'n instelling met 'n lang geskiedenis, maar het telkens daarin geslaag om 'n strategiese metamorfose te ondergaan en om kontemporêr te bly deur steeds die ondersteunende diens te lewer waarvoor hulle op die Bult bekend is.



Earina Lötter verleen hulp aan 'n intern-psigometris.



Personeel van die Eenheid vir Gestremdes saam met Ronelle Ceronio (heel regs).

Politieke transformasie aan die Universiteit van die Vrystaat

Deur prof André Duvenhage

In politieke transformasie het Suid-Afrika te make met die mees omvangryke poging in sy geskiedenis om die Suid-Afrikaanse samelewing polities fundamenteel en op 'n beplande wyse te verander. Die sentrale filosofie onderliggend aan die beplande veranderingsproses behels:

- die vestiging van demokratiese instellings wat op verteenwoordigendheid kan aanspraak maak;
- die bewerkstelling van 'n nie-rassige demokratiese bedeling;
- die inisiëring van vooruitstrewendheid, volhoubaarheid en ontwikkelingsgeoriënteerdheid ten opsigte van die Suid-Afrikaanse, maar ook die Pan-Afrikaanse samelewing (NEPAD); en
- die toepassing van omvattende "chirurgie" ... "to meet the mass revolutionary challenge", met as fokus sosiale en politieke ingenieurswese.

Die implementering hiervan onder leiding van die ANC is van toepassing op elke terrein van die samelewing, met inbegrip van onderwys en die universiteitswese.

Tans is daar baie groot druk op die universiteitswese (met inbegrip van die Universiteit van die Vrystaat) om aan bogenoemde makro-kriteria te voldoen. Die veranderingsproses van die Universiteit van die Vrystaat sedert die vroeë negentigerjare kan as versnelde ewolusie eerder as volwaardige transformasie beskryf word. Wat duidelik is, is dat die Universiteit van die Vrystaat in terme van progressiewe verandering reeds heelwat bereik het, maar dat die spreekwoordelike "hef aan" in terme van politieke transformasie (die eis afkomstig vanuit die politieke omgewing) steeds voorlê. Hierdie eis het implikasies vir alle komponente van die Universiteit van die Vrystaat (struktureel en andersins). Die suksesvolle implementering van transformasie (een van die moeilikste veranderingsmodusse om suksesvol te bestuur), sal onder meer deur die volgende sake bepaal word.

- Die suksesvolle bestuur van die Universiteit van die Vrystaat as 'n outonome akademiese instelling wat op voortreflikheid en gehalte-onderrig, navorsing en samelewingsdiens kan aanspraak maak. Teenvoeters moet gevind word vir die gevaar van politieke kloning, maar met verrekening van die transformasie-eis soos hierbo gestel.
- Die behoud en/of vestiging/uitbouing van 'n akademiese waardesisteem wat politieke ideale (afkomstig van transformasie) met 'n gesonde akademiese



Prof André Duvenhage is die Programdirekteur: Owerheidstaak en Politieke Transformasie. André is 'n gewilde spreker en leuer, afgesien van akademiese referate, ook gereeld bydraes oor die radio sowel as die televisie Hy bied ook gereeld seminare vir provinsiale regerings aan. Hy is 'n erkende kundige op die gebied van politieke transformasie en strategiese politieke bestuur en geniet besondere wye aansien in die gemeenskap. Hy is ook studieleier vir verskeie magister-studente.

waardesisteem kan harmonieer en komplementeer.

- Die bestuur van transformasie binne die raamwerk van ekonomiese volhoubaarheid. Groter finansiële outonomie van die staat moet 'n prioriteit wees wat nooit uit die oog verloor mag word nie. In die kennis-era waarin ons tans staan, is finansiële outonomie belangrik vir die post-industriële universiteit.
- Die behoud en ontwikkeling van kundigheid (binne die raamwerk van die transformasie-eis) om die Universiteit van die Vrystaat 'n toonaangewende en innoverende instelling te maak.

In samehang met bogenoemde bestuurs- en implementeringsvereistes eie aan transformasie, moet die Universiteit van die Vrystaat ook transformeer om die eise verbonde aan post-industrialisering en globalisering daadwerklik aan te spreek. Trouens, die wyse hoe die eksterne eis (post-industriële) en die interne eis (transformasie-gerig) wat soms (dikwels?) konflikterend kan wees, geharmonieer en gekomplimenteer kan word, gaan vorentoe bepaal of die Universiteit van die Vrystaat sy visie van 'n "uitnemende, billike en innoverende universiteit" kan uitleef. Akademiese en bestuursleierskap gaan in die opsig krities noodsaaklik wees.

UVPERSU se Qwaqwa-tak

UVPERSU se Qwaqwa-tak is stadig maar seker besig om van die grond af te kom. Die Qwaqwa-lede het gevind dat daar nie sonder 'n formele uitvoerende komitee gefunksioneer kan word nie. Die volgende komitee is gevolglik saamgestel: André van Zyl (sameroeper en skakel-persoon met UVPERSU se Bestuurs-komitee), Hennie Claassen, Charles Masondo, Stoffel Kok en Joseph Dumisi. Hierdie lede sal UVPERSU in komitees

op die Qwaqwa-kampus verteenwoordig. UVPERSU Qwaqwa het reeds onderhoude vir poste in Dierkunde, Geografie en Ondernemingsbestuur bygewoon en 'n UVPERSU-lid bygestaan in 'n dissiplinêre verhoor. UVPERSU se Uitvoerende Bestuur het onderneem om Qwaqwa vóór die einde van 2005 te besoek ten einde same-sprekings met Qwaqwa-lede te voer.

UFS academics from the Faculty of Law prominent in London



Prof Johan Henning and Prof Barry Rider at the formal dinner of the Pattenmakers in London in April 2005.

Prof Barry AK Rider (Professor Honorarius at the Faculty of Law of the University of the Free State) was elected Warden of the Worshipful Company of Pattenmakers in March 2005, after having served on the Court of the Company for eight years and having first been given the Freedom of the City of London and the Livery of the Company in 1983. The Company is one of the oldest guilds (City Livery Companies) of the City of London. It has a number of distinguished judges, government officials and businessmen among its ranks. Professor Johan Henning (Dean of the Faculty of Law at the University of the Free State) has been an honoured guest of the Company on many occasions and will be a guest at the Lord Mayor's Dinner in January 2006.

Kovsie Adult Education Centre



Frans Masisi: UVPERSU correspondent and educator at the centre.

Education is an inheritance! Education is the key to a bright future!

In life a person who thinks clearly, who has determination in life, must have a dream to see himself/herself having a bright future. He/she must make a choice to live a life full of achievement or success. That kind of life will only be possible with education.

Nowadays if you do not educate yourself, and you are lazy, you will stand still; people in your age group will achieve more than you. Stop saying that you have problems because problems will never end, or saying that you are too old because you are never too old to learn.

Ladies and Gentlemen, and also the youth who did not get the opportunity to study, we have a school here at the University of the Free State (Kovsie Adult Education Centre). I am appealing mostly to the University workers, who have the opportunity to study during working hours, and at the end get promoted at their workplace.

Fellow country men, here is the opportunity, use it while you have it.

For enquiries please contact the following centre managers:

Mrs Tladi	Cell. 082 4226 185
Mr Tsatsane	Cell. 073 1482 739
Mr Nodwele	Cell. 083 5281 516

Thuto ke lefa! Thuto ke lesedi! Thuto ke senotlolo sa bokamoso bo tjhabileng!

Bophelong motho ya nahanang hantle, ya nang le maikemisetso, o tshwanetse ho ba le toro ya ho ipona a na le bokamoso bo tjhabileng. O tshwanetse ho etsa kgetho ya bophelo bo nang le katleho mme bophelo bo jwalo bo ka fihlellwa feela ka thuto.

Matsatsing ana, ha o sa ithute, o le botswa, o tla ema nqa e le nngwe bophelong, dithaka tsa hao di tla o feta tseleng. Tlohela ho re o na le mathata hobane mathata ha a fele, kapa o re o hodile hobane thuto ha e tsfallwe.

Bomme le bontate, le lona batjha ba sa kgonang ho ithuta, sekolo se teng mona Yunivesithing ya Freistata. Ke etsa boipiletso haholo ho basebetsi ba Yunivesithi, hobane ba na le monyetla wa ho ithuta ka nako ya tshebetso, qetellong o phahamiswe mosebetsing. Baheso monyetla ke oo, o sebediseng!

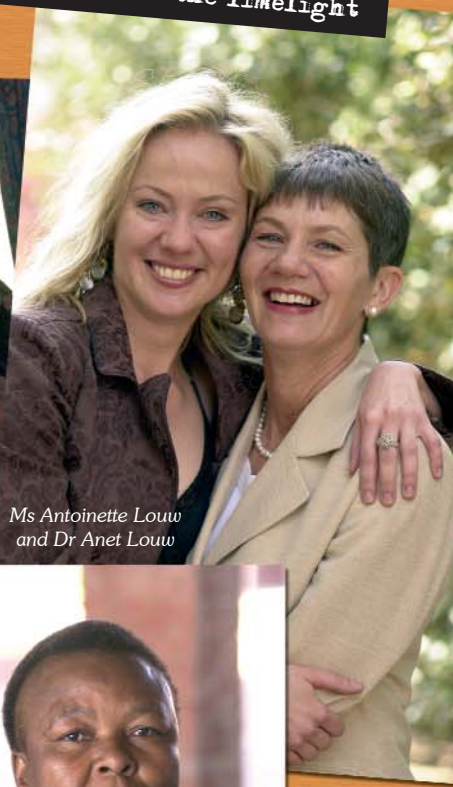
Etsang dipatlisiso ho mesuweloo ho latelang:

Mme Tladi	Cell. 082 4226 185
Ntate Tsatsane	Cell. 073 1482 739
Ntate Nodwele	Cell. 083 5281 516

Portraits of Kovsie women

- diversity in femininity

Kovsie women in the limelight



Ms Antoinette Louw and Dr Anet Louw

Kovsie women in Law



Adv Suria van Wyk

Kovsie women on Casual Day 2005

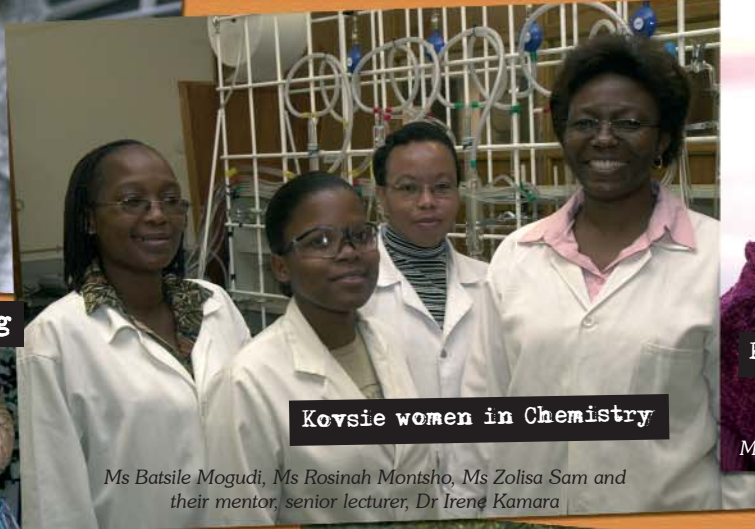


Ms Elmarie Groenewald, Ms Susan Esterhuizen, Ms Elsabi Bezuidenhout and Ms Alna Fourie



Ms Nomagugu Hlongwane

Kovsie women in Nursing



Kovsie women in Chemistry

Ms Batsile Mogudi, Ms Rosinah Montsho, Ms Zolisa Sam and their mentor, senior lecturer, Dr Irene Kamara

Kovsie women in Support Services



Ms Sarah Senokoane



Ms Naomi Mokolokolo

Kovsie women in Accommodation Services



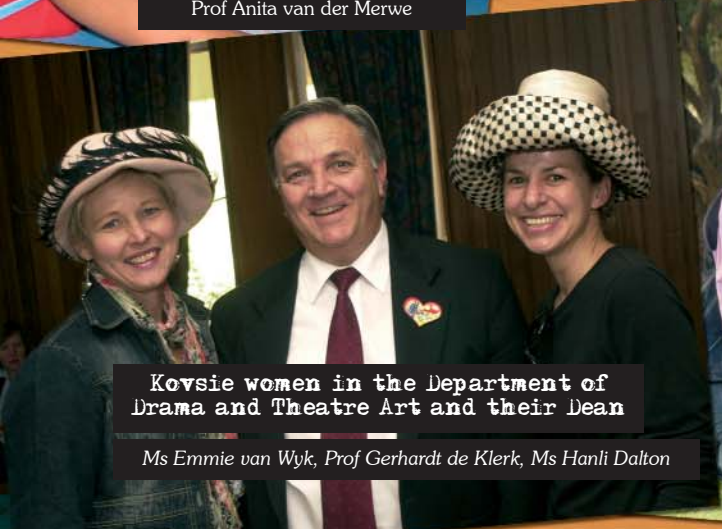
Ms Amanda Tongha, Ms Louisa Heunis, Ms Esta Knoetze, Ms Renchia Cornelissen and Ms Monica Naidoo

Dr Sebi Lekalakala-Mokgele and Prof Anita van der Merwe



Kovsie women in the Department of Drama and Theatre Art and their Dean

Ms Emmie van Wyk, Prof Gerhardt de Klerk, Ms Hanli Dalton



Personalia: potpourri

Matrone Paula



Paula du Rand het die titel professor Du Rand verruil vir "Matron" Paula. Sy en haar man woon nou in Kineton Manor Nursing Home, Kineton, Engeland, waar sy die bestuurder van 'n eksklusiewe bejaardesorgsentrum is. Lees ook haar brief in die briewekolom.



Die statige Kineton Manor.



Paula en 'n inwoner.

TEN FROM UFS ATTEND LINGUISTIC CONGRESSES



From the left, back: Mr Philemon Akach, Proff Theo du Plessis, Jakkie Naude, Alf Jenkinson; front: Ms Stephanie Cawood, Dr Angelique van Niekerk and Ms Susan Lombaard.

Ten members and postgraduate students of the UFS attended the annual linguistics congresses of South Africa during the July recess. This is the highest ever number of UFS representatives to have attended these annual congresses. The Southern African Linguists' Association and the Southern African Applied Linguistics Association presented their congresses simultaneously. The University of Pretoria (UP) hosted the event. The joint congress was organised by the Department of Afrikaans and the Unit for Language Skills Development of the UP, under the direction of Prof Albert Weideman, former staff member of the

UFS. The UFS was represented by five members of the Department of Afro-Asiatic Studies, Sign Language and Language Practice, namely Prof Jackie Naudé, Mr Philemon Akach, Ms Luna Beard, Ms Stephanie Cawood and Ms Marli van Rooyen (who recently completed her Master's dissertation in that Department). Also present were Prof Alf Jenkinson and Dr Angelique van Niekerk of the UFS's Department of Afrikaans and Dutch, French and German. The delegates from the ULFE were Prof Theo du Plessis, Mrs Susan Lombaard and Ms Nikiwe Matebula (who attended the congress as a postgraduate student), accompanied by Dr Munene Mwaniki

of the University of Moi (who recently obtained his Doctor's degree from the UFS). Ten members delivered papers during the congress. The University of Pretoria deemed it appropriate to present the congress at Dikhololo, making it a unique experience – profound reflections on linguistic matters were conducted amidst an impressive assortment of wildlife!

What makes the UFS's achievement even more significant is the fact that the prize for the best first paper delivered at a linguistics conference was awarded to Mrs Susan Lombaard of the ULFE, for her paper entitled "Translation from one medium to another: The translation of Biblical parts into South African Sign Language". This is the first time that a member of the UFS has been awarded this prize at a linguistics congress, and it is also the first time that the prize has been awarded for a paper on Sign Language.

Prof Jackie Naudé of the Department of Afro-Asiatic Studies, Sign Language and Language Practice was re-elected as treasurer and secretary of the Linguistics Association, while Prof Alf Jenkinson was elected as member of the editorial committee of the professional journal of the two associations, *South African Linguistics and Applied Language Studies*.

It is obvious that the professional activities of a dynamic team keep the field of linguistics alive at the UFS!

Workshop on employment equity



From the left are: Dr Irene Kamara, Prof Johan Grobbelaar, Chairperson of UVPERSU, Dr Roza van den Berg, Ms Esta Knoetze, Mr Derek Jackson of Labourguide and Ms Otria Bunyonyo.

UVPERSU (University of the Free State Personnel Union), the representative personnel union at the University of the Free State recently organized a workshop on employment equity planning, implementation, monitoring and reporting. The workshop was conducted by Mr Derek Jackson, an experienced labour consultant from Labourguide in Gauteng. The workshop was attended by members of the UVPERSU Management Committee, members of Nehawu's UFS branch and members of the UFS Employment Equity Committee.

Prof Johan Grobbelaar, the UVPERSU Chairperson, commented as follows: "Employment equity and job security are real issues at the University of the Free State and UVPERSU decided to take the initiative and learn first-hand from an expert about all the requirements and measures to ensure fairness to all on our campus."

Aanleer van Sesotho



UV-personeel vind baat by aanleer van Sesotho

"Soveel tale as ek kan, soveel male is ek man." (C.J. Langenhoven)

Informele kursusse in Sesotho word vir 'n geruime tyd reeds deur die Universiteit van die Vrystaat (UV) vir personeel aangebied.

Mnr Frans Masisi, die aanbieder van bogenoemde kursusse, is sedert 2003 deel van die Personeelontwikkelingsafdeling by SHOSO. Om meertaligheid te bevorder en ter wille van gehalteversekering word daar tans aandag geskenk aan die inhoud van hierdie kursusse. Daar word beoog om gedurende 2006 drie nuwe kort kursusse daar te stel.



Waarom is Sesotho-kursusse belangrik?

Om oor kennis van 'n inheemse taal te beskik, is beslis voordelig en bevorder positiewe gesindhede. Sesotho-sprekers se respek vir 'n dosent neem geweldig toe as die student beseft die dosent respekteer sy taal en kultuur. Hierdie gesindheidsverandering bevorder dus nie slegs interpersoonlike verhoudings en kommunikasie tussen dosent en student nie, maar het ook 'n positiewe impak op die onderrig- en leerproses. Die UV spog daarmee dat transformasie belangrik is en dat meertaligheid aangemoedig word. Dr Somarié Holtzhausen en mnr Frans Masisi van SHOSO se Personeelontwikkelingsafdeling hoop dat meer van die UV-personeel betrokke sal raak by die Sesotho-kursusse in 2006.

Mr Abel Thinda obtained his BSc



Mr Abel Thinda, a post-graduate student in disaster management at Kovsies, recently obtained his BSc degree at the University of Pretoria. He is currently involved in projects on one of the UFS experimental farms.

Academics paid visit to Ghana



Prof Anita van der Merwe, Head, UFS School of Nursing and Dr Sebi Lekalakala-Mokgele, Senior Lecturer, UFS School of Nursing, attended a conference on Quality Assurance in Service, Education and Research at the University of Ghana, Accra, Ghana, in August 2005.

UVPERSU kuier op Paradys



UVPERSU het onlangs gaan kyk wat deesdae op die UV se een proefplaas, Paradys aangaan en was besonder verras met dit wat prof Herman van Schalkwyk, dekaan van die Fakulteit Natuur- en Landbouwetenskappe, met behulp van 'n span ywerige en entoesiastiese werknemers daar tot stand gebring het.

Van slange in hierdie Vrystaatse Paradys weet ons nie - het nie 'n enkele een gewaar om oor te skryf nie! Oor die vars lug, Vrystaatse veld en ruimtes en 'n besondere groep mense, daaroor kan ons boeke skryf. UVPERSU salueer ons Kovsieboere op Paradys.

Mnr Erik Nel, die bestuurder op Paradys.



Die Paradys-span.



Hier doen almal hul deel!



Enid Motseki van UVPERSU leer meer van melkmasjiene.



Lapa-bou is harde werk! Die lapa op Paradys in aanbou. Die lapa is 'n ruk gelede voltooi en tans baie gewild. Talle besprekings vir funksies is reeds ontvang.



Barry lyk baie beïndruk met wat hier aan die gang is!



Al ooit gehoor van 'n siekeboeg vir beeste? Op Paradys is daar weliswaar een!

Personalia potpourri



Trekkertrots!



Elke plaas het sy hond! Ilse Schwella maak kennis met een van die viervoetige bewoners van Paradys. Ilse het ook die res van die foto's vir die artikel geneem.



'n Trotse Samuel en sy kalfiekinders.



Paradys se groot sementplaasdam.



'n Paradys vir 'n bees!



'n Melkboer se trots.

Antoinette Louw

Kovsies se 7de Laan-“claim to fame”!

Deur Anita Lombard

Personalia
potpourri



Dié trap is nog steeds dieselfde as toe sy hier geswot het, maar die student van toe is nou 'n pragtige jong vrou wat presies weet wat sy wil doen en wat sy wil hê!



So droom mens soms oor die dae van studenteweelde... toe die toekoms more se inter en gister se toetspunte was...



“Selfs mense wat my goed ken, noem my al glads Inge!”



Die Louws is 'n hegte familie en baie trots op hulle seun en dogter. En die seun en dogter op hulle pa en ma! Van links is ma Anet, Dappie, pa Dap en Antoinette.



Ek dog nog Inge en Carlos gaan dalk by mekaar uitkom, maar Antoinette en haar Johan (glo dit as jy wil, ook 'n Louw!) het klaar by mekaar uitgekom! Die Kaap en haar advokaat-liefde roep sterk, maar vir eers is pendel sy voorland, want 7de Laan is in Hillside en Hillside is in Johannesburg!

Kovsies se Antoinette en 7de Laan se Inge is ewe mooi en bekwaam!

Electic E in 7de Laan is 'n winkel in Hillside, Johannesburg, waar dames uit droommooi en eksklusiewe klere-reekse die beste kan kies. Inge, die bestuurder, is 'n baie mooi, petite blondine en 'n ware raakvatter en Carlos het voorwaar die beste gekies toe hy haar aangestel het.

Dié van julle wat nie weet waarvan ek nou praat nie, moet maar weksaande inskakel op SABC 2 en soos ek en baie ander vasge-nael sit om die wel en wee van die mense van een van SA se gewildste televisieprogramme, 7de Laan, te beleef.

Inge is natuurlik niemand anders as oud-Kovsie Antoinette Louw nie. Antoinette het drama geswot en glo my, sy is voorwaar nie

net 'n mooi gesiggie of 'n “blond” nie. Sy het meer talent as hare op daai blonde kop!

Gelukkig of ongelukkig vir pa, prof Dap, ma, dr Anet en boetie, dr Dappie, is sy nou die bekendste Louw in hierdie Kovsie-familie! En wat 'n waardige “celeb” is sy nie! Antoinette is lewensvreugde en pret en nederigheid in hoofletters. Vir my bly die lekkerste woord om iemand soos sy te beskryf: “stunning”!

Toe ek destyds op Tukkies in “mnr” Dap Louw se klas gesit het, het ek nooit in my wildste drome kon dink ons paaie gaan weer op die Kovsie-kampus kruis nie. Daarom was dit vir my ekstra lekker en spesiaal om die hele Louw-familie te nooi om saam met my en Isabel te kom tee drink.



Inge of Antoinette, noem haar wat jy wil - daar's altyd tyd vir 'n drukkie en geheime deel met 'n jong bewonderaar soos Thanica Human!



Dis nou die voordeel van 'n "celeb" en dié se familie ken en vir tee nou! Mens kan saam met haar afgeneem word sonder dat haar agent jou 'n plaas se prys vra!

Uit die hart – 'n forum vir lesers

Skryf aan UVPERSU of stuur 'n e-pos.

From the heart – A forum for readers

Write to UVPERSU or send an e-mail.



Gulf between management and the rest of the campus

One of my concerns regarding security on campus always was that we don't have enough manpower to operate really effectively. Under the circumstances, Mr Willie Frankim and his staff are doing a great job.

Can you imagine how shocked my colleagues and I were when we discovered that top management organised a security guard to regulate the entrance to their new offices in the Main Building. To protect them? Against what and against whom? Good heavens! What about the rest of us then? Management are really trying their level best to create an

even bigger gulf between them and the rest of the campus. Not to talk about the big lock on the labyrinth gate!

Transformation is not only about affirmative action as this University's management pretends it to be. It is also about creating a "new" working environment where every employee will treasure the diversity on campus, grow in loyalty and take ownership to help ensure a bright future for all, including the community beyond the campus. But I am afraid that with what we see here, only people in management positions (excluding senior members of the academe) will survive.

Former co-owner

Word akademië doelbewus deur UV-topbestuur verarm terwyl laasgenoemde hulle in die vettigheid verlustig?

Talle van die UV se top akademië het die Universiteit deur die jare verlaat en Daneel Ferreira het destyds tereg opgemerk: "die akademië suig altyd aan die agterste speen!"

'n Regverdige vergoeding is nie alleen 'n vooruitsig van 'n werknemer nie, maar 'n reg. Wêreldwyd het werkers salarisse en strukture begin bevraagteken en selfs in SA is een van die onderliggende besware die verhouding tussen topbestuur en die res se vergoeding.

Aan die UV het ons met twee fundamentele teensprake (moontlik eerder dubbele standaarde) te doen en 'n bom gaan ontplof as drastiese regstellings nie gou gemaak word nie. Wat het gebeur en wat is die huidige stand van sake?

In die akademie is junior vlakke uitgelig en die senior posvlakke teruggehou. Indien die visie van die UV die erns van topbestuur is en mens neem enige van die drie top akademiese universiteite in SA se vergoedingskale in oënskou, is dit duidelik waarom die UV akademies verarm. Vergelyk ons onself met UK (geneem as "benchmark" van waar dinge reg gedoen word) en neem mens die intreevlak (lektor) in die akademie en die top (professor) is daar slegs 22% of minder as R80 000 verskil tussen die maksimum van 'n lektor en dié van 'n professor aan die UV. By UK is die verskil 44 % of bykans R190 000. Dit is tog iets om voor te werk, navorsing te doen en akademies te verdiep. Watter vooruitsigte het 'n lektor aan die UV en watter aansporing is daar om akademies voortreflik te presteer? Waarom sal 'n top akademikus aan die UV bly?

Topbestuur het die junior posvlakke aan die UV besonder aantreklik gemaak en so doende word junior personeel na die UV gelok. 'n Lektor aan die UV verdien bykans 8% meer, maar 'n professor aan die UV verdien amper 30% minder as sy eweknie aan UK. Hierdie praktyk en beleid kan nie anders as om die akademie te verarm en om personeel te verplig om buitewerk te doen nie. Natuurlik alles ten koste van die akademie.

Ek het ondersoek ingestel na praktyke in die buiteland en dit blyk redelik universeel in ontwikkelende lande te wees dat daar ongeveer 'n 50% verskil tussen die vergoeding van die laagste akademiese posvlak en die hoogste aan tersiêre inrigtings is.

Die prentjie verander natuurlik dramaties as na topbestuur gekyk word. Die verskil tussen die vise-rektore en die rektor (met sy meer as R1.4 miljoen per jaar) is 56%, tussen 'n dekaan en die rektor 64%, tussen 'n professor en die rektor bykans 77% en die rektor verdien ongeveer 50% meer as die hoofdirekteure (syfers by benadering, want inligting is nie geredelik beskikbaar nie). Dit is beduidende vergoedingspakkette, selfs gemeet aan dit wat president Mbeki verdien.

Vir die akademikus aan die UV is loopbaanvooruitsigte maar bleek (behalwe titels) en die akademikus moet weet dat dit finansiële baie meer lonend is om 'n administratiewe loopbaan te volg. Indien

daar nie regstellings gemaak gaan word om die twee dubbelstandaarde aan te spreek en reg te stel nie, sal die UV nie sy visie kan nastreef nie en word dit net nog een van Afrika se leë clichés.

Besorgde akademikus

Prof Paula Du Rand word "Matron" Paula – lees wat skryf sy uit Kineton:

Dit is al 'n paar maande gelede dat ek so lekker daar in die UVPERSU-kantoor gekuier het en belowe het om van my lewe in Engeland te vertel.

Ek het Kowsies weliswaar verlaat, maar sal julle nooit vergeet nie. Baie oud-kollegas sal nou vra: waarom juis Engeland? Ek het na 'n tydperk van 16 jaar in die akademie 'n versadigingspunt bereik en 'n honger na pragmatisme het ontstaan. Tydens my langverlof het ek as geregistreerde verpleegkundige in Engeland in 'n bejaardesorgsentrum gewerk en dit baie uitdagend en uiters bevredigend gevind. Uit pure nuuskierigheid het ek vir 'n bestuursposisie in 'n ander sentrum aansoek gedoen en die pos gekry! Die vooruitsigte was so aanloklik dat ek besluit het om die UV en SA te verlaat.

Ek is dus die afgelope tyd die bestuurder van 'n baie eksklusiewe privaat bejaardesorgsentrum wat langtermyn en korttermyn dagsorg verskaf. Inwoners dok ongeveer £3000 per persoon per maand op. Individuele voorkeure van inwoners geniet hoë prioriteit. Die gemiddelde ouderdom is ongeveer 88 jaar, maar die meeste is darem "jonk van gees".

Kineton is 'n "village" en naby Shakespeare se geboortedorpie. Ek en my man, Johan, woon saam met ons drie katte in 'n woonstel bokant die sentrum en ons het ook 'n pragtige daktuin. Indien die weer dit toelaat, braai ons graag vleis.

My grootste uitdaging is personeelontwikkeling en om my sowat 120 personeellede doelgerig en gemotiveerd te hou. Om binne die begroting vir personeelvergoeding te bly, is maar moeilik. Etlieke van my personeellede is Suid-Afrikaners.

Glo my, ek mis Kowsies en veral die vibrasie van jeug en jonkwees op die kampus. Dit was heerlik om weer vir 'n slag op die kampus te kon wees. Ek mis ook my kollegas en die kwaliteit mense wat ek by die UV leer ken het. Gelukkig is die Kowsiebande nog sterk via my seun George (Kowsie-swemmer) en dogter Maria.

Sterkte daar en my opregte wense vir 'n blink en gelukkige toekoms vir julle almal.

Paula du Rand

UVPERSU altyd daar om lede in nood by te staan

Geagte me Lombard,

Net 'n paar woorde om u en me Human te bedank vir 'n kantoor waar mens nie 'n afspraak hoeft te maak nie en waar tyd nie 'n faktor is as iemand 'n probleem het nie.

Baie dankie vir u onverdeelde aandag en die deernis waarmee u na my geluister het. Ek weet dat u werk nie altyd maklik is nie en dat daar vir sommige "probleme" nie altyd kitsoplossings is nie. Nogtans help dit as mens dit met mense kan deel wat werklik omgee en wat weet wanneer vertroulikheid van uiterste belang is. Ek sal altyd die vrymoedigheid hê om UVPERSU om raad te nader, wat ook al die probleem of omstandighede. Dis die een plek op kampus waar 'n koppie tee nie sommer net 'n koppie tee is nie.

Dankbare personeellid

SNELPOS is read and appreciated

Dear Mrs Anita Lombard,

Thank you for the excellent work that you do in keeping all of us informed about what is going on on campus and in the university environment. Everyday I receive lots of e-mails with irrelevant information, some I delete without even opening. Most of your e-mails contain valuable information. Through them I know what is happening on campus and at this university. I suppose that this must take a lot of your time and you may wonder if someone bothers to read them. Well, I do and find them very useful. As I have 15 minutes before the next class, I have decided to spend one minute thanking someone who spends hours working for us. Nowadays we are quicker to complain and point out problems but rarely bother to show appreciation. Thank you for your good work. Please keep it up.

Best regards

Luis Schwalbach

Wat het van ons Snelposse geword?

Beste Anita, ek wil graag navraag doen of Snelpos nog beskikbaar is aldan nie. Indien wel, kan u ondersoek instel of daar moontlik 'n probleem is waarom ons dit nie meer ontvang nie. Van ons personeel is op die gesamentlike diensstaat (dus eintik in diens van die Provinsie) en het kom navraag doen oor Snelpos. Ons het dit altyd baie geniet om te lees wat alles op die kampus gebeur en wat UVPERSU doen, al is ons nie lede nie.

Ek sal bly wees as u my kan laat weet.

Groete

Joey Donaldson, Dept Neurochirurgie

Employment equity

About fairness and the levelling of the playfield

UVPERSU invited Mr D Jackson from Labourguide in Gauteng to present a full day workshop at the UFS.

Mr Jackson handed out a comprehensive document with relevant information, but the workshop was conducted as a question and answer session following short elucidation and discussions on topics in the document. All the delegates found this informal way of gaining vital information on equity issues very positive and informative.

1. Introduction

The purpose of the EE Act, designated employers, designated groups and the purpose of a plan were elucidated.

2. Unfair discrimination

Sections 5 and 6 of the Employment Equity Act were discussed and it was pointed out that according to section 15(4) of the EE Act it would constitute unfair discrimination to discriminate against members of non-designated groups solely because they are not from designated groups.

Alleged unfair discrimination must be properly investigated. The Act is flexible and not rigid. Designated employers must comply with the broad principle in the Act and that is to eliminate unfair discrimination.

Unfair discrimination can be direct or indirect and in some cases indirect discrimination could, however, be fair. In section 6 of the Act various grounds, on which discrimination may deem to be unfair, are listed.

Any form of harassment is recognised as unfair discrimination and is addressed in the EE Act. Employers have a duty to protect their employees from harassment and must have a code of conduct on harassment.

3. Employment policies and practices

This part of the workshop led to many questions on selection procedures, inherent job requirements and promotion criteria.

Language requirements

Regarding the UFS parallel medium language policy, a position/vacancy may be advertised with fluency in Afrikaans and English as an inherent job requirement. This requirement is normally determined by financial constraints and operational requirements and is not unfair discrimination.

Selecting a candidate

There are ideal inherent job requirements and minimum inherent job requirements. Before advertising a position, the relevant department must, according to the job description and job profile, decide on ideal and minimum inherent requirements for the

job. Nothing in the EE Act states that an employer must employ only members from designated groups and to employ solely based on equity targets, may constitute unfair discrimination. When compiling a shortlist for a certain position, the relevant committee must consider the plan and can decide beforehand on appointment of applicants from designated groups. The selection committee must reconcile the equity plan and the inherent job requirements. Certain posts can be advertised with designated groups in mind, but be careful not to exclude applications from people in the non-designated group. An employer must do his homework and appoint the most suitable candidate for the job, according to the inherent requirements of the specific job.

Overruling of a selection panel

If a line head had not been part of a selection panel, he/she can't overrule the panel's recommendation, unless the overruling can be justified by a very good and valid reason.

Promotion

There is no obligation on an employer to train employees to be promoted. If a person becomes a candidate for promotion, he can be trained to perform well, because promotion implies that the employer is confident that the promoted employee will perform well in the new position.

Workplace profile

Equalise numbers with members of designated groups.

Contract posts

Employees in contract posts may be appointed permanently should the post becomes a permanent post for one or other reason. It is not necessary to advertise the post. Nedlac is at the moment looking into temporary employment and the proposal on the table is that by the third renewal of a contract, the employee must be appointed permanently. (Such an agreement with management already exists at the UFS.)

Non-compliance with targets in EE plan?

Employers should contact the Department of Labour beforehand to inform them and give a valid reason for not meeting numerical goals.

4. Employment Equity Committee and Consultative Forum

It was pointed out that committee members must realise that being a member and serving on the committee are now part of their job profile.

In addition to the committee, there must be a consultation process with employees or their representatives in order to reach consensus on the conduct of staff analysis, equity plans and reports. The Consultative Forum should consist of employees from all occupational categories and levels, including employees from designated groups, as well as employees from non-designated groups.

4. Disputes about unfair discrimination

The resolution of disputes is spelled out in section 10 of the EE Act. The employee must allege that unfair discrimination took place and the onus is on the employer to prove that the alleged unfair discrimination did not take place.

5. Affirmative action

Affirmative action is embodied in employment equity, but affirmative action does not imply that an employer is required to employ unqualified applicants, simply on the basis that they are from a designated group; it does not place a barrier on the appointment of white males, nor does it require an employer to dismiss all white employees to appoint/employ black employees and affirmative action do not require an employer to employ a certain number of employees from the designated groups. Affirmative action and the EE Act only require that an employer takes measures to ensure that suitably qualified people from designated groups have equal opportunities and/or are equally represented in the workplace profile.

Affirmative action measures include numerical goals, but it specifically excludes quotas.

6. EE plan

The relevant Code of Good Practice is a reference source and a plan has four sequential phases. The drawing up of a plan was also discussed. The EE Committee, in co-operation with the Consultative Forum, should try to agree on numerical goals. A copy of the plan must be available to all employees. The ten steps on how to prepare and implement a plan were also discussed.

7. The workforce profile, reports, forms, etc

An analysis of the profile will be helpful in assisting the employer to obtain more equitable representation. The demography of the higher education sector must be reflected, but not the demography of the population. Reports and forms were elucidated.

8. Conclusion

Members of EE subcommittees should be trained to draw up equity plans.

UVPERSU agenda

Gesondheidsorg

Absa Gesondheidsorg is vir 'n verdere termyn aangestel as die UV se konsultante. Me J Fourie en prof Niek Grobler speel 'n prominente rol in die Gesondheidsorgkomitee en beskerm UVPERSU-lede se belange op 'n besondere wyse.

UVPERSU se verteenwoordigers het op 15 September 2005 'n gesondheidsorgseminaar in Bloemfontein bygewoon.

Parallel-medium onderrig

Die UV ondersoek tans die tolkstelsel wat aan die NWU gebruik word en klaarblyklik 'n groot sukses is. Daar was ook 'n artikel daaroor in Volksblad. Die artikel kan op Media 24 se webwerf gelees word.

UVPERSU se bestuurskomitee sal die saak tydens die November-gesprek met die UV-bestuur opneem.

Gesprekke met afdelings/departemente

Departemente en afdelings word uitgenooi om met me Lombard te skakel indien inligting oor arbeidsregtelike aangeleenthede benodig word. U vakbondkantoor sal u ook adviseer oor die hantering van probleme in die werkplek.

Employment Equity-werkswinkel deur eksterne konsultant

UVPERSU het op 21 September 2005 'n werkswinkel oor billike indiensneming aangebied. Dit is deur etlike afgevaardigdes bygewoon.

Aanmelding van ongerymdhede in die werkplek

Enige ongerymdhede in die werkplek kan by die UVPERSU-kantoor aangemeld word. Persone wat inligting verstrek, word deur die *Protected Disclosures Act 26 of 2000* beskerm.

Opgradering van UVPERSU-lokale

UVPERSU se lokale word eersdaags opgeknop en 'n tweede kantoor word onder andere ingerig. Die Komiteekamer word ook verbeter. Beveiliging en die installering van elektroniese deure is ook deel van die opgradering.

Daar word beoog om etlike oudiovisuele toerusting soos DSTV, 'n DVD- en videospeler en 'n netwerkpunt in die UVPERSU-teekamer aan te bring.

Lede sal ook eersdaags komplimentêre teekaartjies ontvang.

Arbeidsregseminaar

Mnr B Williams, me A Lombard, mnr R Gouws, mnr S Shamane en 'n aantal akademici van die Fakulteit Regsgeleerdheid het 'n arbeidsregseminaar in Johannesburg bygewoon.

Resussitasiekursus

Netcare stel belang om in samewerking met UVPERSU resussitasiekursusse vir belangstellende UV-personeellede aan te bied. So 'n kursus duur ongeveer vier ure en 12 persone per sessie kan hanteer word. Dit kan op verskillende vlakke aangebied word. Hou Snelpos dop vir meer inligting.

Paneelbespreking oor transformasie tydens ledegesprek

'n Vergadering vir lede word op 11 November 2005 om 13:00 in UVPERSU se Teekamer gehou. Lede word uitgenooi om die vergadering by te woon.

Health Care

Absa Health Care Consultants have been appointed as the UFS consultants for a further term. Ms J Fourie and Prof Niek Grobler play an important role in protecting UVPERSU members' interests.

UVPERSU representatives attended a health care seminar in Bloemfontein on 15 September 2005.

Parallel-medium instruction

The UFS is currently investigating a method of interpreting lectures. This method appears to be successful at the UNW. An article on this topic can be read on the Media 24 website.

UVPERSU's Management Committee will discuss this matter with top management in November.

Liaison with departments and divisions

Departments and divisions are invited to contact Ms Lombard at the UVPERSU office if they require information on labour law issues or need advice on handling a problem in the workplace.

Employment Equity workshop

UVPERSU presented an EE workshop in the UVPERSU Committee Room on 21 September 2005. It was attended by a number of delegates on campus.

Reporting irregularities in the workplace

Any irregularity may be reported at the UVPERSU office. It will be handled strictly confidentially. Whistle-blowers are protected by the *Protected Disclosures Act 26 of 2000*.

Upgrading of UVPERSU venues

UVPERSU is in the process of upgrading its venues and a second office will also be furnished. Electronic doors will be installed at the offices and the Committee Room.

Audiovisual equipment will be installed in the UVPERSU Tearoom. DSTV, a big screen as well as a DVD- and video-player will be available. A network connection will also be set up. Members will soon receive a complimentary tea/coffee vouchers.

Labour law seminar

Mr B Williams, Ms A Lombard, Mr R Gouws, Mr S Shamane and academics from the Faculty of Law attended a seminar on labour law in Johannesburg.

Resuscitation course

Netcare is interested in presenting a resuscitation course on campus in co-operation with UVPERSU. The course will be presented on various levels and will last 4 hours. Twelve persons can be accommodated at each course. Snelpos will keep you updated.

Panel discussion on transformation

UVPERSU's bi-annual meeting for members will take place in the UVPERSU Tearoom on 11 November 2005 at 13:00. All UVPERSU members are invited to attend the meeting.



UVPERSU-komiteekamer
UVPERSU Committee Room

UVPERSU venues **UVPERSU-lokale**



UVPERSU-teekamer
UVPERSU Tearoom