



Thursday, September 13

Vol 2 No 13

RUSA AGM : Chairperson's Report

John Eller

1990 has been busy and reasonably successful.

Membership and Employee Groups

Membership grew fourfold from 156 to 628 by the end of July 1990. 208 are academics, 218 are admin and technical staff and 202 are service staff.

The major reasons for this growth were:

- The car scheme.
- Judy Hilton-Green's letter, which described advantages of membership and stressed that top management would not take RUSA seriously unless were more representative.
- Lower interest rates via the Trust Bank.
- Greater publicity for RUSA through *Rhodos*.
- The realization that RULA membership did not automatically mean membership of RUSA.

RUSA's stance on salaries and its commitment to eliminating unequal service conditions also played their parts.

RUSA has been in touch with several technical staff. The contact grew through *Rhodos*, and RUSA took up their call for improved salaries.

Although technicians do not have their own group, several indicated that they would join RUSA if RUSA was willing to attend to those injustices which seem to mitigate against them. RUSA arranged a meeting between them and the Personnel Division and is willing to assist in overcoming their problems.

RUSA has maintained contact with members of the Transport and General Workers Union. This has been minimal but we are willing to co-operate when opportunities arise.



Considerable secrecy has surrounded the structure in front of the new Department of Ichthyology and Fisheries Science building. In a scoop exclusive to Rhodos we are pleased to show you that it is, in fact, a statue.

Conditions of Employment and Staff Benefits.

In some instances, RUSA initiated a drive for change and in others it supported the call by certain groups for improvements.

RUSA played a role in the change in maternity benefits. Instead of three different benefits, there is now one improved benefit for all.

Married student accommodation is now available for married women as well as married men. The salaries of some temporary staff have been adjusted and are now more equitable. An "inconvenience allowance" either is being, or will be, paid where applicable.

The development of the car scheme has been a great success.

Much credit must go to Dr Georg Gruber, who did all the spade work and much development. Thanks also to Professor Eddie Baart, Council's representative on the administering committee, and to Mr Tony Long and Mr Les Reynolds, of the Finance Division. Special thanks to Mr Long, who helped to ensure that as many staff members as possible could participate.

Another contribution by RUSA involved salaries, and RUSA was able to test the depth of its support. In March, RUSA presented a petition with over 450 signatures to the University's top administration asking that all staff and not just academic and research staff be given the 12% increase over and above the 10% non-pensionable

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RULA AGM: Almost too sad to report

The Annual General Meeting of the Rhodes University Lecturers' Association (RULA) was held on Monday, August 20.

Although the lecturing staff were twice notified of the meeting, only 20 members, including the RULA executive, attended the meeting.

The central issue of the AGM was the proposed dissolution of RULA. Members of the executive explained the reasons for this. - The relevance of RULA is mainly historical. It was founded in the 1960s to obtain representation for lecturers on Faculty Boards and Senate. These goals have been realized.

- RULA has been losing support for years. The victim of its own success, RULA has lost support with every advance in the representation of lecturers at Rhodes. Meetings, including the AGM, are barely quorate; and it has become increasingly difficult to recruit enthusiasts to the offices and committee. - RULA is seen as an association with no "teeth".
- RULA is not financially viable. Lecturers have always belonged to RULA automatically. Without dues-paying members, RULA has no income. Membership of the national associations, CUTA and UDUSA, therefore cannot be through RULA, even though the national associations are principally concerned with the academic staff.

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Private use of Hired cars is not on

by Mrs Liz Leiper

Many staff members are hiring cars from Imperial Carhire for their private use, obtaining a University order form, to take advantage of the discount offers.

The invoices are charged to the University account and sent to our Creditors Section in the Finance Division for processing.

Our clerks are already under extreme pressure owing to the volume of work being processed, and can ill-afford the time spent on ensuring that these invoices are returned quickly for payment, or, on occasion, returned at all.

We have negotiated an "Associate Card" scheme with Imperial Carhire, and holders of such cards will receive the same discount as the University. However, staff members will be responsible for arranging payment. The cards may be obtained by applying to Mrs Jane Weaving, Secretary to the Registrar, Finance.

Please obtain an associate card if you use Imperial Carhire for personal reasons. Heads of Departments have been asked to discourage the use of official orders for this purpose. The ensuing reduction in the volume of work will be of great benefit to the hardworking ladies in the Creditors Section.

Paying your medical bills



Rhodos asked Mr Patrick Phillips, of the Personnel Division, to explain how staff should handle their medical bills now that forms no longer need to be submitted. He agreed that official documents can sometimes be confusing and ambiguous. He has outlined the following simple procedure for us:

- Check the account.
- Fill in your membership number.
- Send in your account to BESTMed immediately, don't wait for a pile to accumulate, because this delays payments to doctors, dentists, etc.



- Do NOT pay accounts and send receipted accounts to BESTMed - this causes confusion.

You will receive a statement from BESTMed giving your share of the payment.

If you have any problems with the new system, please phone Patrick Phillips on ext 116. He is most willing to explain and advise. He has undertaken to keep track of problems which seem to occur frequently and will give Rhodos the answers for publication.



Rhod-o by Mike Ginn ©



A new addition to the Hermann Ohlthaver Institute for Aeronomy is Abe Moya, who recently began work there as a data clerk.

Abe, who has always been interested in the sciences, matriculated in 1988 and worked at a clothing shop in town before joining the Rhodes staff.

Apart from his interest in science, he also enjoys boxing, playing soccer and reading.

Applications are invited for the following posts:

Academic

■ Lecturer/Junior Lecturer in the Department of Social Work

from January 1, 1990, or as soon as possible thereafter.

Practical experience in the field of social work, particularly in direct helping methods, is strongly recommended.

■ Junior Lecturer in the Department of Music and Musicology

Temporary post for three years from January 1, 1991 or as soon as possible thereafter.

Candidates should be qualified to teach piano to performers level, give instruction in piano teaching method and repertoire, and be pianist in residence - to accompany advanced instrumentalists and singers.

Non Academic

■ Librarian

From as early a date as possible

Candidates should have either a Higher or a Lower diploma in Librarianship or equivalent qualification. Experience in the acquisition or cataloguing of monographs would be a recommendation.

Salary particular, other information and application forms may be obtained from Mrs Annette Orsmond, on the Personnel Division, (ext 115)

Closing Date: September 21.

LETTERS

The Editor

Why, Oh why, do you do violence to the English language with such a heading as *Wot's On*? Surely you are not one of the young trendies who base their self-respect on shying bricks at the cultural traditions and usages, including the spelling of the English language? After all, *Rhodos* is a university publication, even if an unpretentious one, and might be expected to observe traditional cultural usages. Shame on you!

Professor Dan M Morton

"Wot's On" has been around for about a decade and I have never had the courage to challenge it. It isn't particularly original either. Let's have some suggestions for a snappy heading that will catch readers' attention and satisfy Professor Morton and the Editor - Ed

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allowance. RUSA and RULA representatives put their points at a meeting with the Vice-Chancellor and, later, before Council. As a result, staff were given a "notch" increment (about 4%). While this was less than was asked for, the fact that the Administration made the concession is important.

A Liaison Committee was established consisting of RUSA, RULA and University Administration representatives. This has already proved its worth. Another initiative was the inclusion of a RUSA committee member on the Job Evaluation Core Committee. This committee is evaluating all jobs at Rhodes and aims to establish a fair relationship between them and enable a just pay system to be applied to the jobs.

RUSA made arrangements for staff to insure their cars, valuables and house contents with Prestasi. This has brought real savings for many staff members.

Areas which need to be tackled

Discrimination against married women, where housing subsidy and medical aid are concerned. RUSA believes that plans must be made to remove this discrimination.

The opinion of academic staff on Long Service Awards needs to be canvased so that a decision can be made.

The Editor

The new purple signboard outside the Rhodes Theatre is certainly striking, but it will be a great pity if such signboards and the advertising wall near the Rhodes Library mean that there will no longer be an interest in poster art advertising productions. Who knows, we may have a budding Toulouse-Lautrec, Mucha or Beardsley in our midst and we will all miss the variety of Drama posters that have appeared over the past years on the old signboard.

Margot Beard.

Calling male pensioners

by Mr Wally Bennett

In July 1988, many male Rhodes pensioners decided that it would be better to have a get-together luncheon occasionally rather than exchange the odd few words when meeting in the street or shops.

We wondered whether to include the ladies, but decided that we should keep the lunch a male only "do", as the ladies have the RU Women's Association. (Anyway, how would we explain it to our wives?!) Since 1988 we have had five luncheons, all very jovial and with excellent food provided by the RU Club, where we meet.

The Vice-Chancellor was our guest at one luncheon in April, when, in a short address, he said that he rather envied us as, "if things were going well at Rhodes we could claim that we had laid the groundwork, or if

things were not going too well, we could say that the new generation were not really up to it!"

We know of about 30 male pensioners in and around Grahamstown, but there are probably many more. In the past they have been advised of luncheon dates by post.

The next luncheon has been arranged for Tuesday, October 16. Meet at the Bar at the Rhodes Club at 12:15 pm for 12:45 pm. The cost will be R12 per person (including GST, but excluding drinks).

The club must know numbers before October 12. Please phone Mr Deon Barkhuizen (2 3536) to let him know if you will attend.

(Rhodos will be happy to carry notices of all pensioners' activities. Please let us have your copy in good time - Ed.)

A Group Life Assurance scheme, already being investigated, should be pursued. The University's pension scheme is so poor for staff during their first ten years of service that the introduction of even a voluntary group life scheme may be a valuable addition to benefits.

UDUSA

UDUSA at Rhodes has not been very energetically pursued.

Although some academic staff members have benefited from UDUSA's policy of "selective support" other groups have not been closely involved.

CUTA

CUTA's Chairman, Professor Du Randt and UDUSA's Chairman Professor Van der Rheede have requested a meeting with the State President to discuss the status of the Labour Relations Act. A memorandum on this Act has also been submitted to the National Manpower Commission asking that

academics be given full rights under the Act.

For the second year Dr Georg Gruber was elected to the executive committee of CUTA.

Mission Statement

Two committee members, Julia Segar and Sue Middleton, have been asked to sit on the Ad Hoc committee to consider a mission statement for the University. It was RUSA who brought this need out into the open.

Rhodos

It was RUSA, through the RUSA Reporter, that gave birth to *Rhodos*.

We are indebted to *Rhodos* for greatly helping communications and because through its columns we made contact with the concerned technical staff, who now, we hope, will join us.

The Editor

Over the months there have been several letters in *Rhodos* regarding the telephone system at Rhodes. Do those who control the system not read *Rhodos*? It appears not, because they don't reply to the criticisms. It is embarrassing and extremely bad for the University's image when it is impossible to transfer an outside call to another extension within the University system. This happens time and time again, and quite often the outside caller has been cut off by the time one attempts to tell him/her of the failure to transfer the call. There must be some technician somewhere who can remedy this problem. Or don't we care that the outside world is increasingly gaining the impression that we at Rhodes are a bunch of fumblefingers?

Disgruntled Dialler

Applications are invited for the following posts:

Academic

■ **Lecturer/Junior Lecturer in the Department of Linguistics and English Language**

Temporary post for three years from January 1, 1990, or as soon as possible thereafter

Non-academic

■ **Head Sports Administration**

From December 1, 1990, or as soon as possible thereafter

Application forms and further particulars may be obtained from Mrs Annette Orsmond, of the Personnel Division (ext 115)

Conclusion

And I thank you for your support. Keep telling us what you want us to do and we will do our utmost to oblige.

Members of the RUSA executive committee are:

John Eller - Chairman; Mary Allen; Glyn Armstrong; Gina Buijs; Nova de Villiers; Mark Hazell; John Landman; Sue Middleton; Maxine Reitzes. Our first meeting is on September 11 1990.

Wot's On

● Thursday, September 13

Eighth Schonland Memorial Lecture:

Professor C K Brain, Director, Transvaal Museum, Honorary Professor of Zoology at the University of the Witwatersrand

The Swartkrans Story: Glimpses into the Life and Death of Early Hominids
Political Studies Film
Man of Steel: the life and times of Joseph Stalin (60 minutes)

● Thursday, September 20

Political Studies Film

The First Casualty (54 minutes)

● Sunday, September 23

Grahamstown Historical Society

Day Excursion to Thornkloof - the Bowker Farm

Leader: Dr Eily Gledhill in association with Mr Francis Bowker

● Wednesday, September 26

Inaugural Lecture:

Professor P G R de Villiers

Zoology Minor Lecture Theatre
7:00 pm

GLT
4:05 pm

GLT 4:05 pm

City Hall
10.00am

Arts Major
Lecture Theatre
8:15pm

Sport Fixtures

● Sunday, September 16

Cricket

RU 1 vs Grahamstown *Prospect. 9.30am*

● Monday, September 17

Athletics

Round-the-Block

● Thursday, September 20

Athletics

Cross Country *Prospect course*

● Saturday, September 22

Soccer

RU 1 & 2 vs Westview 1 & 2 *Away*

● Friday, September 29

Cricket

RU 1 vs Rhodes, East London *Away*

Water Polo

Inter-clubs *Aliwal North*

● Saturday, September 30

Water Polo

Inter-clubs *Aliwal North*

No more SCR scones

Miss Jane Dalton withdrew scones from the Senior Common Room because of complaints from staff.

This created a bigger uproar, resulting in approaches to the Registrar.

As a result of this, Miss Dalton has made the following suggestions:

- She will re-introduce scones. If staff continue to complain, then they will no longer be produced. She asks that staff be more tolerant.

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● RULA is dependent on RUSA. In recent years, following the resurgence of RUSA, RULA and RUSA have tended to co-operate so closely together as to render RULA's independent existence largely redundant. Membership of the national associations, for example, is entirely through RUSA, as RUSA pays for this.

Two alternative structures were presented:

● Those members of RULA who are not members of RUSA could seek representation by joining RUSA. Members of RUSA derive a number of benefits and are represented on national bodies such as CUTA and UDUSA. A standing committee for academic members of RUSA, with autonomy on academic matters, could be established.

● A new staff association could be constituted to represent all academic staff, including professors, who were not previously eligible for membership of RULA. The Academic Staff Association at the Wits could serve as a model. A

professional organization of academics is highly desirable in view of the following considerations:

● The imminent change of the Labour Relations Act in 1991 is most likely to feature the inclusion of academics. This will permit academics freedom of association and access to such structures as the Industrial Court.

● As a consequence of this, it is likely that academics will organize themselves nationally.

● The proposed National Bargaining Council for university staff may require academics to be represented specifically and directly.

Such an association could operate on two levels:

● a "micro" level dealing with such issues as salary, pension, medical aid and general conditions of service;

● a "macro" level dealing with such issues as sabbatical leave policy, research policy, rationalization of departments and broader educational issues at a national level.

The envisaged association would have to be more than the old RULA with the addition of

professors. Working closely with RUSA, but with full autonomy, at local and national levels, it would be an effective instrument with which to confront the growing professionalization of academics.

Of those members present, all agreed that RULA should be dissolved. Since the meeting was not quorate, a formal decision to dissolve RULA could not be taken.

However, noting the apparent lack of interest by the lecturing staff, the RULA executive will dissolve the Association on September 30, 1990, unless a number of written objections sufficient to justify the retention of RULA are received by that date. These objections should preferably include nomination for the role of Chairperson and seven committee members. Only if these conditions are met is it feasible to hold a repeat AGM and elect a new Executive Committee for RULA in 1990-1991.

Objections and nominations can be addressed to: David Sewry, Secretary, RULA, Department of Computer Science.

ADVERTISING RATES

Block ads: R2,00 per col cm, double for back and front pages.

Classifieds: R0,10 per word. Advertising is run on a strictly cash basis. Please take your copy to the Public Relations Division

Applications are invited for the following posts:

■ Salary/Clerk in the Computer Centre

From October 1, 1990, or as early as possible thereafter

(Candidates should be competent typists with general office experience and the ability to deal with people at all levels. Experience in the use of the word processor would be an advantage.)

■ Library Assistant in the University Library

From November 1, 1990

(The successful candidate will be required to assist the Librarian in charge of the Inter-Library Loans Department in the borrowing of material from other libraries and in lending it to them. A library qualification or previous library experience would be a recommendation.)

Application forms and salary particulars may be obtained from Mrs Sandy Stephenson, of the Personnel Division (ext 115).

Congratulations!

To Andrew and Heather Tracey, on the engagement of their daughter, Mary Clare, to Ian Craigen.

RHODOS STAFF

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Rhodos is produced twice a month by the Public Relations Division, Rhodes University, Grahamstown. The views expressed are not necessarily those of the Editor, *Rhodos* Staff, or the University.