



News of job evaluation

by Dan Davel

The job evaluation project for non-academic senior staff has progressed to the stage where job descriptions have been received for all but 12 of the posts to be evaluated. Over the past nine months, the Job Evaluation Committee has met on 23 separate occasions and has evaluated 358 jobs. At its last meeting on March 13, the Committee reviewed all the posts so that, apart from evaluating the 12 outstanding jobs, the grading exercise can be regarded as complete.

As indicated previously, a salary survey has to be completed before salary proposals can be considered by the University. The good news, however, is that the salary survey is not a long process and has already begun, with the following organizations having agreed to participate: the universities of Port Elizabeth, Natal, and Cape Town, the Port Elizabeth Technikon, the Grahamstown Municipality, Escom, Johnson & Johnson, and the Delta Motor Corporation.

Survey data packages, containing global descriptions for 40 job titles that cover 206 jobs, have been sent to these organizations for them to submit their data. Appointments have been made to collect the completed data sheets from five of the organizations towards the end of March. The other companies have indicated that their information will only be available during the second week of April. Assuming that all the data is collected by mid-April, the analysis of this information should be completed and proposals submitted for consideration in early May. As an additional check, the University has subscribed to

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Group Life: A Personal View

by Robin Palmer

The other day a new colleague expressed surprise that Rhodes does not have Group Life insurance. She believed that most other South African Universities had it, and staff at these institutions regarded it as a major fringe benefit.

This was not surprising in view of the fact that Group Life schemes can provide up to five times annual salary for one's dependants in case of death and up to six times annual salary in case of disability. Thus the widow - or widower - of a professor could receive a third of a million Rand on his or her death.

The dependants of lower-paid staff obviously receive smaller pay-outs, but then their monthly premiums are smaller. Whatever the premium (usually calculated as 0,01824 per cent of one's pensionable salary) the University splits it with the staff member.

Even without this concession Group Life, by virtue of its "group" character, yields unbeatable returns on premiums. The employer's subsidy makes Group Life twice as attractive from the point of view of the staff member.

The snag is that it is a game which everyone must play to make it work, and not every staff member has dependents or needs another deduction - however small - from his or her salary.

Having left UCT before that university acquired Group Life and having been at Rhodes ever since, I was ignorant about Group Life until my colleague informed me about it. She got me thinking...

About the plight of another colleague who, like so many of us lecturers, depended on his wife's earnings to maintain some semblance of the standard of living he had enjoyed a few years ago as a single breadwinner - until she died of cancer.

Had he been the wife and she the husband, he would have received the Rhodes widows' pension, but as a widower in a sexist society he received nothing. Had his wife been on the permanent staff, a familiar enough configuration at Rhodes, and been a subscriber to Group Life, he would have received about a quarter of a million Rand from the scheme...

About yet another colleague who, returning from a conference with his wife by car met with a horrendous accident which they barely survived and not without disability and astronomical medical bills.

As it happens, he was close to retirement and could take it earlier without too much loss of pension benefits. But what if they had been younger?

Individual life insurance usually includes disability cover so the wise colleague (who could afford the heavy premiums of adequate cover) might be all right. Whatever his individual arrangements, were he a member of a Group Life scheme at Rhodes, he would receive up to six times salary for his injuries...

About the observation of a clever computer scientist I know that the new Meddent scheme we all joined this month might save

us members a few Rand a month in premiums but it also saves the University up to about R40 a month per staff member because the University subsidizes our contributions and so a saving for us means a corresponding saving for them. His suggestion: that the University's saving be converted into its share of a Group Life scheme for staff...

I could only conclude, on the basis of these items, that Group Life could be a major, affordable boon to staff members who are either left outside the welfare net, such as widowers, those who are forced to retire early (especially within the first 10 years of employment when the pension scheme has hardly begun to work for one), or who regard whatever private arrangements they have made as inadequate or replaceable by Group Life - which includes every staff member with dependents. If my friend's calculations are correct, then the University could go a long way towards meeting its share of the costs of such a scheme with the money it has "saved" through the change from SOMS to Meddent.

If anyone agrees or disagrees with these perforce naive sentiments, *Rhodos* has extensive expandable correspondence columns whose only reason for being is the airing of views on important matters of interest to the Rhodes community. Why not add your own views on and anecdotes about the potential for Group Life to the next issue of *Rhodos*?



Congratulations...



to Diana and Robin Palmer on the birth of daughter, Zoë Dilys on March 2.



to Sheila Neave on the birth of Lauren and Alex on March 18.

RUSA NEWS

RUSA/Admin meeting

by John Eller

One of the balls has returned to earth. As I promised in the last issue of *Rhodos* I am able to record the questions which were to be put to the Rhodes Administration at their meeting with RUSA on March 26.

They are:

- Salaries:
What moves have the Administration made to ensure at least a 15% across-the-board salary increase from 1 April 1991?
- It is understood that the University has made a considerable saving by introducing the Meddent Medical Aid scheme.
 - * What was the saving?
 - * Is the University prepared to put it towards a Group Life insurance scheme if a substantial number of staff indicates an interest in such a scheme?
- Staff generally are concerned at the apparent lack of progress and information concerning the Paterson Job Evaluation exercise. (See *Dan Davel's article on p1 - Ed*)
 - * What has been achieved?
 - * What is still to be achieved?
 - * When can the whole sub-system be part of the Rhodes salary and wage administration system?
 - * Can Personnel be asked to produce a monthly bulletin on progress?
 - * How can a non-academic staff "promotion review" be linked to the Job Evaluation system?
- The Administration has indicated that staff members who are in attendance at Council meetings might be compromised by membership of the RUSA executive.
RUSA requests that a clause to this effect be included in their contract of employment.
- RUSA requests that Alty Awards be extended to all staff who improve their qualifications to the benefit of the individual and the University (e.g. R500 to an employee who advances from say, a Standard 8 or 9 to passing matric).
- The University is asked to consider what action it could take, as the leader within the Grahamstown community, to contribute to change in the "new South Africa"

RUSA recommends that the Administration defines and publicises its policy to assist disadvantaged staff with the education of their children at primary, secondary and tertiary levels.

- RUSA recommends that the University reviews its policy relating to subsidies on second bonds. At the lower income levels, home improvements leading to an improvement in the quality of life should be encouraged. At the higher income levels it seems wasteful that an individual should be compelled to sell his house and buy a larger one, say, rather than apply for a second bond in order to make the necessary alterations.
- RUSA repeats from what future date does the University plan to remove discrimination against married women so far as Medical Aid and housing subsidies are concerned.
- Some years ago the University produced a brochure for the guidance of new staff and an abbreviated one for academics. The first of these was probably too detailed and was never updated. RUSA requests that a new guide be issued and that this be updated regularly.
The University's replies will be summarised in the mid-April *Rhodos*.

Car Scheme

The committee which is managing the Car Purchase Scheme has decided not to authorize loans for the purchase of older cars, initially for a period of three months.

Several cars have been involved in accidents and "we need to evaluate the risk to the university," Prof Eddie Baart stated.

Cars older than 1987 will not be considered for purchase before 1 July, 1991.

Isikimu seeMoto

Ikomiti esebenza esi Sikimu sokuThenga iiMoto igqibe ekubeni ingakugunyazisi ukuba abo bathenga iimoto esezindala bafumane imali - mboleko, okweenyanga ezintathu okwangoku.

Zibe liqela iimoto eziye zabandakanyeka engozini ke ngoko "simele ukukhe siqwalasele umngcipheko kwiyuniversithi othi ubangelwe yiloo nto," utshilo uNjingalwazi Baart.

Iimoto ezindala kuno - 1987 azisayi kuvunyelwa zithengwe phambi komhla woku - 1 kuJulayi 1991.

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a country-wide salary survey report which will also be published during April.

Once the final decisions have been made, each member of staff will be notified of their grading, the salary scale applicable to that grade and their salary notch.

It is understandable that the staff concerned are anxious to know the results of this project and their patience thus far is much appreciated.

On a personal note, this is the fourth job evaluation committee with which I have been associated.

It is the first that has remained substantially unchanged for the whole project and I have been gratified by the willingness of the members to read the job descriptions before meetings, by the openness of debate in the meetings and the dedication to achieving fair and accurate results. Various senior members of divisions/departments have been interviewed, sometimes on more than one occasion, especially where highly specialized jobs were involved, to ensure that the committee fully understood the jobs properly. More than 350 man-hours have been spent in commit-

tee alone, apart from the reading and preparation for meetings and the recording of the results.

A number of people have availed themselves of my offer for additional information regarding the job evaluation exercise that was made in the November 15 issue of *Rhodos*. The offer still stands, so if anyone wishes to contact me on extension 114, I will be happy to answer questions about the project.

UDUSA sub-committee established

by Gary Norton

On March 11, a small but enthusiastic group gathered to establish a permanent UDUSA sub-committee at Rhodes, this stemming directly from a decision by RUSA to become more actively involved in the national body.

Members of the sub-committee are Maxine Reitzes, Sue Middleton, Pierre de Villiers, Judy Hilton-Green, Darryl McLean, Sarah Murray, Gary Norton, Roger Southall and Vanessa Westcott. Four projects, in which research will be undertaken, have been identified by the sub-committee. The projects and their convenors are:

- Admissions (Sarah Murray, Education Department)
- Democratization (Roger Southall, Political Studies Department)
- Conditions of Service (Gina Buijs, Anthropology Department)
- NECC (Darryl McLean, Linguistics Department)

Any Rhodes staff member interested in becoming involved in any of the above UDUSA projects, should contact the appropriate convenor.

The meeting also decided that Maxine Reitzes will represent Rhodes at the UDUSA National Executive meeting to be held on the Soweto campus of Vista on April 13 and 14 1991.

Apart from the projects, the UDUSA sub-committee will also promote a university academic/administration/technical exchange programme and seek to liaise more closely with local and national organizations investigating various aspects within the field of education in South Africa.

Rhodos needs sports reporters

Since we have lost Doug Coghlan, who gave stirring service to *Rhodos* last year, we need a representative from each of the various staff sporting bodies to give us regular news of their activities. Please take note of deadline dates. The *Rhodos* team may be good sports, but none of us are qualified to write on sporting activities - we need your help!

✉ LETTER

Dear Staff members,
The GADRA School Feeding Scheme is very pleased to announce that your combined effort for our scheme in 1991 has reached R2118 each month. Thank you all very much.

Some statistics might be of interest, or stimulation:

- We have ten new members or donors.
- 17 "old" contributors have increased their giving!
- In February we had 127 donors.
- The Maths Department provides us with the greatest number of donors - ten.
- But it is the Psychology Department which tops the list with its financial commitment!

We are grateful to every single person who supports us.
Yours sincerely

Margaret Barker
CONVENER

No biltong, boerewors or veldt, please!

In an attempt to analyze how South Africans use English, the Rhodes University Dictionary Unit is running a competition to gather 'typical South African words.'

The objectives are to gather contemporary materials for the Rhodes Dictionary Project from as wide as possible a range of speakers, and to stimulate interest in an informal discussion of the varieties of English in daily use in this country.

If you are interested in entering this competition, please head your entry with your name, address, age group and home language. Send a list of 25 words which you consider typical of South African English. After each word, give an example of its use by illustrating how it would be used in a sentence.

The competition runs until April 5, so there is not a lot of time to start listening! All entries must be sent to: Mrs Penny Silva, "Our English - South African English 1991," Dictionary Unit, Rhodes University.

The competition is co-sponsored by the Dictionary Unit and the South African Broadcasting Corporation (SABC). Prizes of R500, R250 and R150 are being offered for the 25 most interesting South African words.

When compiling your list, it is important to remember that English in South Africa includes many words from other languages. Samples from any community that uses English, not only people who have English as their home language, are acceptable. Examples may be used from other people's speeches, from books, magazines, radio or TV programmes, and may even be made up.

Entrants are requested not to use examples from Jean Branford's Dictionary, as this material is already on record.

The winning entries will be judged by a panel consisting of Jean Branford, Roger Lass and Penny Silva.

Obituaries

Brigadier Ronald Martin

Brigadier Ronald Martin, OBE, a former Registrar at Rhodes, died on March 11 in Port Alfred.

Brigadier Martin was born in 1896 in Essex, England. He attended the Royal Military Academy in Woolwich for two years. He was also a student at the Military College of Science, where he passed the final examination of the Advanced Class.

He devoted 31 years of his life to the British (Royal Artillery) and Indian Armies. During this time, he specialized in research, design, development and inspection of armaments and connected equipment, first in the United Kingdom, and then India. He retired from the army in 1947.

He then came to South Africa, and was appointed as Registrar at Rhodes in 1950. He retired in 1963.

Professor Edgar Twyman, who was Vice-Principal at Rhodes from July 1973 to June 1977, died in England on February 24.

Professor Twyman was born on August 28, 1913. On completion of his school career, he attained a BSc (Honours) degree from Birmingham University. The following year he qualified for a Diploma in Education. He then read for an MSc in Mycology and a doctorate in Physiology.

He was a Botany Lecturer at Birmingham University for some time before being appointed Head of the Department of Botany at Rhodes University in 1951. After twenty-three years at Rhodes, he was appointed Vice-Principal, a position he held until his retirement in 1977, when he settled in England.

During his career, he supervised nine masters research projects and three doctorate degrees. He published widely in his field and served on various committees for the advancement of the sciences.

Applications are invited for the following post from May 1, 1991

SENIOR HOUSEKEEPER

The successful candidate should have the ability to motivate and control staff, and will be responsible for the organization of daily servicing of three residences. Duties will include keeping stock and laundry records and the incumbent will be required to relieve the servery supervisor from time to time. A knowledge of Xhosa would be a distinct advantage.

Salary particulars are available upon request.

Applications are invited for the following temporary post from as early a date as possible until December 31, 1991:

PART-TIME CO-ORDINATOR

RHODES COUNSELLING CENTRE

The successful candidate will be required to co-ordinate the running of a counselling centre on the campus. Candidates must be in possession of at least an Honours degree in Social Science or equivalent qualification. Experience in crisis intervention counselling would be a recommendation.

Salary particulars are available upon request.

Application forms and salary particulars may be obtained from Mrs S Stephenson, extension 115.

Closing date: April 2.

Rusty tale



After the fishing competition all our keen angler had was a small salmon. He was about to kill it when the salmon said: "Wait! I'm too small!"

"Good heavens, a talking salmon! What's your name?"

"Rusty," said the salmon, "throw me back in the sea."

The fisherman threw the salmon back in the sea and went home.

About a year later he was fishing in the same spot when a big fish took the bait. "At last! A decent-sized salmon," he said, about to hit it on the head.

Again the salmon spoke: "Hey! I'm your old friend Rusty."

"Amazing" said the fisherman, "what have you been doing?"

"Sitting on the deck of the Titanic writing poetry," the salmon replied. "Here look at this."

The fisherman looked at the poems and was impressed.

"These should be published," he said.

"But what about a title?"

After some thought, the fish said: "How about Salmon Rusty's Titanic Verses?"

paper • recycling • week
April 22 to 26



WHAT'S ON ?

March 28

SRC Film Festival

GLT - 7.00-10.00pm

Zoology Film

Arts Major - 7.00pm

David Attenborough's *Trials of Life*

Political Studies Film: Vietnam

GLT - 4.05pm

(56 mins)

Covers American involvement in Vietnam.

Zoology Seminar: Dr Sirion

Zoology Minor - 4.00pm

Robertson on the *Evolution and function of snake venoms*

March 29

SRC Film Festival

Arts major - 9.00am - 10pm

March 30

SRC Film Festival

Arts major - 9.00am - 10.00pm

April 1

Anthropology Film

GLT - 5.00 - 6.00pm

April 4

The Ragged Revolution (39 mins)

GLT - 4.05

Deals with the overthrowing of General Diaz's dictatorship in Mexico.

and

Just lather, that's all (21 mins)

GLT - 4.45pm

Based on a short story by Columbian writer, Hernando Tellez.

SPORTS FIXTURES

Tuesday April 2

• Squash

RU 1 men vs Old Grey

Home

RU 2 men vs Old Grey

Home

• Tennis Night League

RU 1 vs Salem

Away

RU 2 vs Grahamstown

Away

RHODOS STAFF

Editor: Mary Burnett (ext 517)

Assistant Editor: Jane Burnett (ext 516, 336)

Reporter: Albert le Roux (ext 516, 517)

Cartoonist and encourager: Mike Ginn

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.

Classroom howlers

- A circle is a line which meets its other end without ending
- An example of animal breeding is the farmer who mated a bull that gave a great deal of milk with a bull with good meat
- By self pollination a farmer may get a flock of long-haired sheep
- A super saturated solution is one that holds more than it can hold

Circular time!

Private Work

Permission for members of staff to undertake private work

In terms of their conditions of service, staff members are not allowed to undertake remunerative work in addition to their duties to the University without the prior permission of the Vice-Chancellor.

A staff member wishing to undertake private work is required to complete the appropriate form which is obtainable from the Director of Personnel, to whom the completed form should be returned.

B M H Smith

Director of Personnel

Posting of mail

In terms of a Senate resolution an official letter (i.e. a letter dealing strictly with Rhodes University matters) which has to be posted at university expense should bear on the envelope, the name of the university department from which it originates. Such mail should be left at the Mail Room (Room 105 in basement of Old Arts Block).

Official mail not bearing the name of the department from which it originates cannot be accepted at the Mail Room/Reception Room and similarly unstamped private mail cannot be accepted either at the Mail Room or the Reception Room.

Private mail, properly stamped, may be posted in the box in the Reception Room (Room 201), Ground Floor, Old Arts Block, or left at the Mail Room.

K S Hunt

Registrar

RHODESFEST

The Adult Education Programme at Rhodes have decided to incorporate RHODESFEST, a programme of lectures, to coincide with the National Arts Festival in June/July 1991.

SMALLS

CHAR AVAILABLE

Two mornings a week. Tel ext 517

FOR SALE

• 1 B.Mus hood for graduation ceremony. 25,00 Contact: Mrs June Eller RHODES RAG OFFICE

• HONDA CX 500: Drive shaft water cooled: R2950. Tel 24110 ext 297.

• Rhodes BSc Hood, R30, Contact: Mrs Henson on ext 148/149

ESTATE AGENTS

AMROSE ESTATES - for buying, selling and renting of Residential property, farms and small holdings please contact one of our dynamic team who will go all out to help you - Rose Calmeyer, Louise Lithgow, Angie Parsotam and Lizo Zake tel. 22695.

LIFT WANTED

STAFF TRAVELLING TO CAPE TOWN: A window frame needs to be transported to Cape Town. It is steel, and glassed, weighs about 60 lbs and measures about 136cm by 125cm. Vehicle: Kombi or larger. Please contact Whisson, telephone 23382 (home).

WANTED

HI-TEC SECURITY Home and car burglar alarms at competitive prices. Less 10% for students. Phone Andrew at 0461-24528 (all hours)

ADVERTISING RATES

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

Classifieds: 10c per word.

Advertising is run on a strictly cash basis.

Please take your copy to the Public Relations Division.

DEADLINES

Copy date	Publication date
2 April	11 April
15 April	25 April
6 May	16 May
20 May	30 May
2 June	13 June
17 June	27 June
1 July	11 July
15 July	25 July
5 Aug	15 Aug