



## New maternity leave regulations

by Mr Bruce Smith

Staff members in full-time, or part-time established posts and who have worked at the University for at least one year prior to the beginning of maternity leave, will be granted four months maternity leave (one-month pre-natal and three months post-natal).

Those staff members who qualify for UIF benefits will be paid 33% of their salary, while those who do not will receive 78% of their salary.

Staff members appointed to full-time or part-time established posts will be granted a loan equivalent to 22% of their salary. Provided that the member of staff returns to her post for a minimum of six months, this loan will convert to a gratuity.

Staff members may use their annual leave, or apply for a further two months unpaid leave, thus bringing their total period of absence on maternity leave to a maximum of six months.

Those appointed to contractual posts of longer than one year's duration and who have been in the service of the University for at least one year prior to the beginning of maternity leave, will be paid 33% of their salary for a maximum period of three months (one month pre-natal and two months post-natal).

Staff members will retain their full benefits during the first four months of maternity leave (pension, medical aid etc.). They will not, however, retain these benefits during any period of unpaid leave and will therefore be responsible for their own and the University's contribution to these benefits.

Staff members granted maternity leave must undertake to return to their posts for a



*Mrs Anne Irwin (top row, second from the right) from the Centre for Social Development, receives a collection of re-usable containers which the hostel and kitchen staff at Victoria Girls' High School have gathered for use in local nursery schools run by the CSD.*

*Handing over the products are (top row, from the left): Mrs Maggie Diko, Mrs Priscilla Mpofo, Mr Jackson Nanto, Mrs Irwin, Mrs V du Preez and Mrs J Lewis (partly obscured). (Front, from the left): Mr John Balana, Mr Willian Mahabeni, Mr Jackson Boma and Mr Michael Ngxuku.*

period of at least six months. If they do not, they will be required to refund the loan received from the University during the period of their maternity leave.

In exceptional unforeseen circumstances, such as a premature birth, miscarriage or still-birth, the University will naturally administer its maternity leave policy with a degree of flexibility and compassion.

The University is considering the appointment of a successor to the present Vice-Principal and Pro-Vice-Chancellor, who retires on June 30, 1991.

Those interested in the post, or who wish to suggest names for consideration, are invited to write, under confidential cover, to the Director of Personnel.

**Closing Date: October 19, 1990**

## Be careful how you address it

By Mr Errol Wicks

Some academic staff have had problems with the receipt of small personal parcels from overseas, which have been addressed to them at the University, and have incurred customs and clearing charges.

The only way to prevent these charges being levied is to have the parcels sent to a home address.

We are reliably informed by Renfreight that the Post Office must stop all parcels addressed to the University and hand them over to Customs. The reason for this is that by law all imported items are liable for GST and surcharge payments where applicable, based on the value of goods purchased.

In addition to any statutory costs, Renfreight charges a clearing fee. Such a fee is the minimum from the tariff laid down for all clearing agents.

Costs incurred on any parcels sent care of the University will, in future, be fully payable by the staff member concerned.



# Le Cercle Francais

by Brian Rea

Many students cringe at the prospect of learning a foreign language such as French. Nevertheless, one does find the odd "die-hard" who is enchanted by the beauty and romance of this European language, and is willing to try to learn it.

The French Society, or Cercle Francais, was launched at Rhodes in mid-August in order to provide an agreeable break for students from the monotony of daily grammar and vocabulary tuition.

Representatives were selected from each year and, with Mme M Morgan at the helm of the club, it was decided that the only way French study could be made more stimulating was by enabling students to use their language at a social interactive level.

With this in mind, an active programme consisting of cocktail parties, films and cultural

evenings was drawn up. The motive for the club is thus to expose students to the cultural values of the French as well as the fluidity of the spoken language.

The launch of the club included a cheese and wine party at The Outpost in the Rhodes Union, which attracted about 30 students. The gathering was addressed by a visiting academic, Professor Robert Niklaus, from the University of Exeter, and provided students from all academic levels (their tongues somewhat loosened by liberal quantities of wine) with the opportunity to exercise their budding language abilities.

Since the launch, a humorous French film has been shown in the Department of English, and there are plans to show *Jean de Fleurette*.



Mr John Madolwana, headwaiter at Oriel for 28 years, was recently presented with a 12-speed Peugeot Mountain Bike in recognition and thanks for his long service to the hall. He is seen above with Mrs Laetitia Mvula.

## Update on

### The Workmen's Compensation Act

The Workmen's Compensation Act requires an employer to report to the Commissioner all accidents resulting in personal injury, which arise out of and in the course of employment.

Mr Patrick Phillips, in the Personnel Division, deals with all administrative matters under the Act.

### Applications are invited for the following posts:

#### ■ Librarian in the University Library from February 1, 1991

Candidates should have a Higher Diploma in Librarianship or equivalent qualification. The position is in the Library's Circulation Department and experience in a public service department of a library would be a recommendation

#### ■ Senior Technical Officer in Microbiology in the Department of Biochemistry and Microbiology from January 1, 1991

Applicants should have a diploma or a degree in microbiology. Laboratory experience would be an advantage. The incumbent will be responsible for a series of practicals in Microbiology II, Microbiology III and Pharmacy Microbiology. Suitably qualified candidates could have the opportunity of collaborating with members of the teaching staff on their research

#### ■ PC Consultant in the Computer Centre from February 1, 1991

The incumbent will assist the Senior PC Consultant and will give routine PC support and courses. A knowledge of DOS is a requirement, as is experience in the installation and use of PC software packages. Person-to-person communication skills are essential. Experience with PC networking would be an added advantage.

#### ■ Manager of the Rhodes Union and the Rhodes University Club, from February 1, 1991

The Rhodes Club is open to staff, senior students and Old Rhodians and operates two bars and an al la carte restaurant. The Rhodes Union provides a cafeteria service and limited shopping facilities for students. The Manager is in overall control of both the Rhodes Club and the Rhodes Union, including supervision of formal functions, stock control and staff.

Application forms and salary particulars may be obtained from Mrs Sandy Stephenson, Personnel Division, ext 115

Closing date: October 22, 1990

In most cases, the Personnel Division says, the prescribed procedures are not being followed.

These are:

- A staff member who is injured as the result of an accident (no matter how slight it may appear) which occurs in the course of his or her duties, must report the fact to his or her supervisor immediately.

- The Supervisor must immediately report the accident by telephone to the Sister-in-Charge at the Sanatorium, who will advise whether the staff member should be taken for treatment to the Settlers Hospital, a medical doctor, or the Sanatorium. In the case of an obvious emergency, the supervisor must call an ambulance.

- If the Sister-in-Charge advises that the staff member be taken to hospital or to a doctor, the Supervisor must ensure that the staff member is taken for treatment without delay.

- The Supervisor must complete a Report of Accident Form, in duplicate and in full immediately after the accident. The original must be sent to Mr Phillips at the Personnel Division, and a copy to the Sister-in-Charge of the Sanatorium.

All Supervisors should have copies of the relevant form. If your department or section does not have the forms, please ask Mr Phillips for copies.



# LETTERS

The Editor

Some 30 or more parking bays have been lost in front of the main admin block due to the making of gardens, lawns etc.

A number of administrative staff are expected to use their own vehicles for University business and cannot always find parking - the parking behind the Museum is too far away for those who move around the campus and town at short notice.

Only two bays are available for University vehicles and nearly always have private cars or motorcycles parked in them.

The University maintenance

teams have about 20 to 30 vehicles and the mail room vehicles and the janitorial staff have no official parking spaces.

Some husband and wife teams use two cars to come to work. Many of the cars parked outside the Admin block stay put from 8:30 am to 1:00 pm and 2:00 pm to 5:00 pm. Perhaps these people could use the Museum car park?

Priority should be given to staff who use their vehicles on Rhodes business, so that they can park in front of the building.

*Disgruntled non-parker*

The Editor,

Suffica to say I'm confusa,  
We have Roola, Coota and U Doosa.  
Add a small dose of our Roosa,  
Set to music by Soosa;  
We march with the times via Rhodos,  
With 'Wot's On' and elegant prosos.  
Smile and forget all the mones  
And ask for more jam with your scones.

*Anon*



Applications are invited for the following posts:

## ■ Technical Assistant in the Department of Fine Art from January 1, 1990

The successful candidate will be responsible for technical duties including maintenance and operation of mechanical equipment and power tools and should have welding experience. Day-to-day maintenance of workshop and darkroom facilities and various laboratory duties are also involved.

## ■ Part-time Clerk/Bookkeeper in the Rhodes Union from February 1 to November 30 1991 in the first instance

Candidates should have sound bookkeeping/accounting experience and the ability to work as a member of a team. The successful candidate will be required to do general bookkeeping and clerical duties

## ■ Part-Time Clerical Assistant in the Department of Geography, from January 1, 1991

Candidates should be competent typists with bookkeeping experience and preferably, the ability to operate a word-processor.

Application forms and salary particulars may be obtained from Mrs Sandy Stephenson, Personnel Division, Ext 115.

Closing date: October 22, 1990



cuckoo

cuckoo



October 3, 1990

The Editor

I have just heard the first cuckoo of spring. Last year the earliest recorded hearing was October 9 and before that it was October 11.

Owing to the fact that it is known locally as "Christmas Box", I cannot help wondering if its habits are not changing, and I would be grateful if any of your readers could throw some light on the matter. When should we expect the ilungulegwaba to make its first annual statement about its rather surprising relationship with Piet?

*Richard Buckland*

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- 
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## Swimming into summer

From September 10, all those using the University swimming pool have been required to show their valid facility or swimming pool cards on entry to the pool.

During vacations the University pool will be reserved for:

Present students (including spouses and children); members of Council, and staff and their families.

Visiting students will be admitted to the pool if they produce their University Identity cards.

Possession of a student card, facility card and/or Swimming Pool card does not entitle the holder to invite visitors to the pool.

Tickets for the use of the pool may be obtained from the Swimming Pool, at R4 per ticket, unless the user has a facility card (R10), which covers the use of all Sports Council facilities.

Staff members are entitled to a free facility card. Their spouses and children over 16 must, however, pay R10 for the card. Spouses or family members need not buy the facility card if they intend to use the pool only - here a R4 pool ticket is sufficient.

During the rest of the year, families of students, members of Council and staff may use the pool only between 2:00 pm and 3:30 on weekdays and on Saturdays and Sundays, when no time restriction applies, except when required for fixtures. Priority will always be given to University

team practices.

The swimming pool will be open until **October 29** at the following times:

Monday and Friday: 1:00 pm to 7:00 pm; Tuesday to Thursday: 6:00 am to 7:00 pm; Saturday and Sunday: 6:00 am to 6:00 pm.

From **November 29** to **February 10**, 1991, the times will be:

Monday and Friday: 1:00 pm to 7:00 pm; Tuesday to Thursday: 10:00 am to 7:00 pm; Saturday and Sunday 10:00 am to 6:00 pm

From **February 11** to **April 5**, 1991, the times will be:

Monday and Friday 1:00 pm to 6:30 pm; Tuesday to Thursday: 6:00 am to 6:30 pm; Saturday and Sunday: 9:00 am to 6:00 pm.

The pool will be closed on Christmas Day.

Remember that the University does not accept responsibility for the safety of those using the swimming pool. All children under the age of 12 must be accompanied by a parent or other adult. Unaccompanied children will be asked to leave the pool area.

Valuable articles should not be taken into the pool area and dogs are not allowed.

No bicycles or glass bottles are permitted in the pool area.

The pool supervisor is responsible for preventing rowdy behaviour.

## Sporting fixtures

### Saturday, October 13

#### ● Cricket

RU 2 vs Southwell

RU 1 vs Walmer I

Away - 9:30 am

Away

### Sunday, October 14

#### ● Waterpolo

Rhodes Tournament

9:00 am

#### ● Soccer

GFA

Prospect - 10:00 am; 11:30 am; 2:00 pm; 3:30 pm

### Tuesday, October 16

#### ● Badminton : League

### Thursday, October 18

#### ● Waterpolo

RU 1 vs Uitenhage I

RU 2 vs Uitenhage 2

Inter-Res Prizegiving

Rhodes Pool - 7:00 pm

Rhodes Pool - 6:00 pm

Old Mutual Pavilion - 5:00 pm

### Friday, October 19

Sportsman/Woman of the Year Dinner

Monument

7:00 pm

### Saturday, October 20

#### ● Cricket

RU 1 vs Walmer I

Away

#### ● Waterpolo

RU 2 vs Tech 2

RU 1 vs Tech I

RU 2 vs UPE 2

RU 1 vs UPE 1

Alexander Road Pool - 12:00 noon

Alexander Road Pool - 1:00 pm

Alexander Road Pool - 3:00 pm

Alexander Road Pool - 4:00 pm

### Sunday, October 21

#### ● Cricket

RU 2 vs Manley Flats

Away - 9:30 am

#### ● Golf : Ailsa Trophy

## Smalls

### Weigh Less Classes.

Masonic Hall, Hill Street. Wednesdays : 8am, 9am, 2pm, 4 & 5pm. Contact Pam Bowker 24359.

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**Charperson** available two mornings a week. Tel ext 517

### Calling Male Pensioners

The next luncheon for Male Rhodes Pensioners will be held on Tuesday, October 16 at the Rhodes Club. 12:15 for 12:45. Please advise the Club by October 12 if you wish to attend.

### For sale

1983 Renault 5TS. R5 200 or nearest cash offer. Very good condition. Contact Alison, 2 7588

### For Sale

IBM PC 640K; 2x360k floppy disk drives; CGA, colour screen: R2 000 o.n.o. Olympia dot-matrix printer, 165 cps: R500. PC stand: R50. Contact Sylvia Quinn, Physics, ext 451.

### For Sale

1986 Jetta CLi a/c, radio/tape. R20 500 - call Tony Long, ext 123/124

## For your diary ...

### Thursday, October 11

#### Political Studies Film

*Youth Builds a Nation in Tanzania*

(17 minutes), and *Lessons from*

*Lesotho* (31 minutes)

GLT 4:05 pm

### Tuesday, October 16

#### ASP Film Programme

*The Ascent of Man - Lower than the*

*Angels*

GLT - 1:30 pm

### Wednesday, October 17

#### Inaugural Lecture

Professor Trevor Bell, Head of the Department of Economics

Arts Major - 8:15 pm

### Sunday, October 21

#### Grahamstown Historical Society

Day Excursion

Meeting place

Outside the

City Hall, 7:45 am

The historical buildings of Uitenhage  
Leader: Dr Eily Gledhill, in  
association with Miss Christina Malan,  
Curator, Uitenhage Museum

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