



Building Bridges - At a Price!

A few months ago, after some members of the service staff had laid siege to the Administration Block exciting the Campus Protection Unit and terrifying the wits out of some of the female administrators, it occurred to some of us that there might be room for improvement in human relations at Rhodes.

Different sections of the staff seemed to have less sensitivity for and understanding of each other's needs and backgrounds than may be regarded as minimal for good working relationships.

How to address the problem? Do we organize 'encounter groups' or would a series of lectures suffice? Dare we request that they be held in working hours?

While we were considering this, an invitation arrived from the National Productivity Institute (NPI) in association with Perfect Malimela and Associates inviting representatives of Rhodes to attend a presentation of their new Cross Cultural and Productivity Program (sic) in Port Elizabeth.

This looked like the kind of thing we were trying to concoct, but 'off the peg' rather than 'tailor made'. Perhaps it would fit. John Eller of Public Relations and Robin Palmer of Anthropology were sent to assess the suitability of the programme for Rhodes.

Thirty delegates were expected; only about 15 turned up, but then nor did Perfect Malimela, whose business trip to the USA had been extended; and a Mr Chamberlain of the NPI did the presentation in his place.

His lack-lustre performance was made the more so by his frequent references to how much better Perfect, the architect of the programme, would have been.

The programme, it transpired, consisted of a training course of some 40 hours, conducted in two stages.

In the first, employees are introduced to the notions that one's life has value, that one has rights in but also obligations to one's company and society, that money has a role in fulfilling aspirations, that rewards are in relation to skills and

experience and that no one gets anywhere without a work ethic.

In Phase Two, how a modern organization works and how it relates to the wider economy are explained, and the interdependence of management and worker in the improvement of productivity is emphasized.

Following an exposition of how the market works, the differential but complementary responsibilities of the organization, management and workers are explained, and the three elements are exhorted to make a commitment.

The programme is delivered by a member of the organization, preferably someone who enjoys universal

by Robin Palmer

credibility, who is trained for the purpose by Perfect on behalf of the NPI.

A fat manual, 17 videos and some audio tapes are included. Although the length of the programme is 40 hours, it can be spun out over an indefinite period.

This service can be had for a mere R25 000 including the training of one instructor. For each additional instructor - a more than theoretical possibility in medium to large organizations - the charge is R15 000.

As they sipped their free beers afterwards, Palmer and Eller put it to Chamberlain and Tiny, his black female assistant, that the programme did not seem to entertain ideologies other than classical capitalism, even though black workers, especially union activists, might have a socialist orientation, and the future points towards a mixed economy in SA.

The presentation also implied that the programme was relevant only to male workers, with the gender issue very much in parentheses.

This was apparent in Chamberlain's example of a Zulu female colleague who never looked him in the eye, but always addressed his boots, which he initially interpreted as evasiveness, but later put down to her cultural background. Although this was, of course, the case, it only

told part of the story.

Her behaviour was as much a phenomenon of gender as of culture. Had he been a woman, she would have made eye contact.

Chamberlain and Tiny were not able to reply to our criticisms, however, as the programme was Perfect's.

Without any satisfactory answer to our problems with the programme we left with the feeling that it could have been much more comprehensive, or at least more clearly targetted on the important issue of cultural misunderstanding in the South African workplace, on the presumption that finding solutions to this problem would of itself boost productivity.

A more explicit approach to productivity, which appeared to dominate Perfect's programme to the exclusion of important dimensions of cultural problems in our industries, could be the subject of a separate programme.

Considering that there seems to be a demand for this sort of service, and that clients are prepared to pay heavily for it, it occurred to us that the relevant divisions and departments at Rhodes - African Languages, Anthropology, Business Administration, Industrial Sociology, Journalism and Media Studies, Linguistics, Personnel, Public Relations, inter alia - could give Perfect some competition by coming up with their own cross cultural programme.

We could try it out on our own divided campus first, make the necessary adjustments and then market it more widely.

A share of the profits (which would be considerable), could go to initiatives on behalf of the staff, such as financial assistance for the education of our children. That in itself would lead to an overnight improvement of staff relations on campus.

Dare one suggest it, the perfect solution!

Harassment - first talks held

by Daryl McLean

The Working Group on racism, sexism and sexual harassment held its first stage of discussion around how the university should deal with these issues at a workshop held on May 27. The workshop was planned to produce a clearly articulated set of proposals to be discussed with the administration.

The main proposals for discussion were

- that the university should develop a code of conduct specifying the acceptable parameters of interaction between members of the university community. This could be signed by all members of the university community as a way of encouraging sensitivity to the issue and binding people to acceptable forms of behaviour.
- that a university committee be established to act on transgressions of the code
- that channels of access to the committee be developed (especially for the issues such as sexual harassment) which are more sympathetic than customary committee procedures.

The Working Group would appreciate feedback on how you feel about this proposal and what issues do you think should be included in a code of conduct.

They also wish to know if anyone would object to signing such a code. Let them know how you feel, either by responding in *Rhodos*, or by contacting Jane Welsh (Social Work, ext 358) or Daryl McLean (Linguistics, ext 105).

Congratulations to Friedl and Colleen Ranf-telshofer on the arrival of their first grandchild, a son, born to Brigitte and Rocky Mann on May 6, 1992.

Keep your eye on Medical Aid

by Dave Sewry

In the light of the latest increase in medical aid contributions, members of staff are urged to keep an ever-watchful eye on all Economed matters, two of which are the following:

1. A number of staff members have queried the content of the member's claim remittance statement received from Economed. What do the figures at the bottom of the statement mean?

"Claimed"

the total value of services and medicines claimed to date (it is the total amount charged for services and medicines which may include an amount over and above the scale of benefits).

"Paid by Soc"

the total value of services and medicines paid by the scheme to date (70% or 100%, if threshold exceeded, of scale of benefits).

"Membs Portion"

the total value of services and medicines paid by the member to date (30% or 0%, if threshold ex-

ceeded, of scale of benefits plus any amounts over and above the scale of benefits).

"Attained to date"

the total value of services and medicines, rated at scale of benefits, claimed to date.

Note that "Claimed", "Paid by Soc" and "Membs Portion" reflect information for the relevant tax year (1 March - 28 February), whereas "Attained to date" reflects information for the current calendar year (1 January - 31 December).

2. Normally, only medication prescribed by a medical practitioner is claimable from a medical aid scheme. Any other medication is not claimable. The Pharmacist Advised Therapy (PAT) self-medication scheme is a scheme whereby a variety of medicines, which are freely available without prescription, can be purchased on the advice of a pharmacist, and then claimed from a medical aid scheme. Economed operates such a scheme.

Presently, medication for a wide

variety of ailments can be dispensed under the scheme. ailments include:

- dermatological conditions
- genito-urinary conditions
- respiratory conditions
- gastrointestinal disorders
- musculoskeletal and connective tissue disorders
- neurological disorders
- ophthalmologic disorders, excluding any condition where photophobia exists
- parasitic conditions
- dental and oral conditions
- vascular disorders
- vaginal irritations (transitory)
- nutritional disorders

The PAT scheme is subject to a number of controls, for example, the cost of treatment, the number of ailments that can be treated simultaneously, and the maximum therapy period. Pharmacists have also been advised that "when in doubt, refer patient to his or her doctor".

All pharmacies should have details of the scheme.

RUSA News

This column extracts highlights from the monthly meetings of the Executive Committee of RUSA. The RUSA Exco is quite large, with up to 18 members and observers at each meeting. Meetings are always lengthy, and sometimes, as this month, two meetings are needed. It is worth noting that attendance at these meetings is a fraction of the unrewarded work RUSA and UDUSA committee members perform on behalf of the staff in their own time.

This month's RUSA News is mainly concerned with UDUSA - the Union of Democratic University Staff Associations - the national body to which most members of RUSA belong and whose organizers at Rhodes sit on the RUSA Committee. The rest of the RUSA committee have been preparing for the next RUSA-Administration Liaison Committee meeting, but there is little to report.

Housing subsidy amendment

Circular 47/1992 dated 6 May from the Finance Division was discussed by RUSA Exco at their last meeting. If there was consensus at all it was that the proposal was not equitable, and would need further discussion and amendment before married women would be on a par with married men regarding the housing subsidy. The Committee discussed the idea of a housing allowance, which

is provided as an alternative in some parastatals. More information is needed before any recommendation can be made.

Safety regulations

Circular 48/1992 was better received by the Committee. It was a prompt response to the request from RUSA Exco in the aftermath of the unofficial strike in February. Staff members who have not seen it should ask their heads of department/division. The circular was sent for internal distribution in the second week of May.

UDUSA

Rhodes's UDUSA branch has had the title 'Democrats of the Eastern Cape' conferred on it by Head Office in recognition of its initiatives.

RU UDUSA will host a regional meeting on Saturday, 6 June. The region includes Rhodes, the Universities of Port Elizabeth, Fort Hare and Transkei. Delegates will discuss, among other topics, democratization and collective bargaining. Maxine Reintges, who has run the Rhodes branch for three years, is now the regional coordinator.

Besides this meeting, UDUSA is to hold two workshops on the subject of democratization of the University. The aim is to explain the concept to staff and obtain views and proposals to form the basis of an open paper Maxine will deliver at UDUSA's annual congress, in

July.

For the first time Congress will be preceded by a conference with speakers from Britain, Canada, Ghana, Holland, India and the US. The conference will address the problem of the transformation of tertiary educational institutions in the new South Africa.

Sessions will cover: democratization, access, affirmative action (Africanization and gender), institutional inequality and redistribution of educational resources (including skills and expertise), higher education and human resource development.

The brochure explains the scope of the conference (in UDUSA-speak) as follows:

'The conference will provide a forum for engaging with policy approaches, attempt to impose a framework and set an agenda for a policy debate - and ... make a national and international announcement that a future post-secondary system is open for contestation. By UDUSA organising this announcement it will position itself as one of the major actors in the transformation process. The conference is therefore important, demonstrating that we can establish links with the broader African and academic community... It will be a demonstration of UDUSA as a key actor in reformulating educational policy.'

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UDUSA

Workshop on democratization

Should we have elected heads of department?

Should students have a say in curriculum and course content?

Should we have worker representatives on Council?

May 28, 7:30pm. Hobart
Houghton Seminar Room, Economics Department.

Clearing parcels through Customs

by Errol Wicks

Due to repeated complaints about the service provided by Renfreight we have appointed Danzas (Southern Africa) Transport (Pty) Ltd as our agents and have cancelled our arrangements with Renfreight.

The contact people are:

Mrs W Gerber or Mr D Mill
at telephone number 041-558812 or fax number 041-558812

Danzas is an international company with 860 offices in 75 countries whose head office is in Switzerland.

We trust that this change will resolve the difficulties which were being experienced.

Notice

Mark Hazell will be on leave during the period May 7 to June 1. He will be leading a tour to the World Garden Festival in Holland and the Chelsea Flower Show in London.

Miss Meg Hamilton is acting Manager of Grounds and Gardens.

Should there be any particular queries requiring urgent attention please address them to her on 240/241.

Should there be any difficulties making contact during the afternoon, please contact the secretary Mrs Kathy Lilley between 7:45 am - and noon.

The Editor

Mrs Cindy Brown presented the ASD with eighteen beautifully hand knitted woolen children's jerseys. Three of each of these colourful garments were given to the supervisors of six CSD pre-schools for very poor children in their schools. They were delighted to receive them. As the winter months approach warm clothes are desperately needed. We hope that Mrs Brown's gesture and hardwork will encourage other Grahamstown knitters to do likewise. Other garments (new and old) for pre-schoolers may be dropped off at our central office at 19 Somerset Street.

Mrs T Henderson



"Mr Osborne, may I be excused? my brain is full"

The Editor

We were advised towards the beginning of the year that, from 1992, staff rebates on academic fees would be taxable. At the time I wrote to RUSA asking them to take this matter up on behalf of staff with the University administration. Could we please have an update on progress being made by RUSA with the administration in this regard.

Colleen Davies

RUSA replied to this question in Rhodes Vol. 4 No 5, April 16. The Committee of University Principals has been asked to take the matter up with the Receiver of Revenue. Further information will be published when possible.

General queries to RUSA not of a personal nature are often responded to in Rhodes.

John Eller

Congratulations!

to the Finance Division for sending out staff tax certificates on the same day as tax assessment forms were delivered.

Double congratulations for paying staff a week early this month!

The Editor

Quality of Work Done By Building Maintenance and Electricians

I would like to take this opportunity of thanking Messrs Hatting and Rautenbach for the excellent work which was done on the Warden's Flat at De Beer's House recently by the builders, plumbers, carpenters, painters and electricians. We must have some of the best tradesmen in the University's employ, as the work, and time taken to complete the job, could not be criticised at all. In fact it was of a very high standard indeed.

As we are expecting an addition to the family in June, it was necessary for alterations to be made to the wardens flat. The administration responded without delay to our need, and let it not be said that the University does not care for its staff. They do care, and they do assist wherever possible.

Thank you Rhodes University, and well done to Building Maintenance.

B Brody
Warden

Does the San know?

The resurfacing of roads from lower University, behind Culen Bowels and next to Engineering workshops is due to commence on May 16 and 17, 1992.

SUNDAY JAZZ

Rhodes University
Jazz Quintet

GRAND HOTEL

6:30 - 8:30pm

17, 31 May

14, 21 June

R8,00 per person
Light Snack included

Trinity College
Cambridge
Sept 4, 1685

- Wife,

Be so good as to have the garden hammock placed under another tree.

Let the gardener see to it at once.

Today I was lying in the hammock trying to work out a difficult mathematical formula concerned with gravitation when an apple fell on my head and drove all thought of it from my mind.

Isaac

Notification Periods for Grounds and Gardens Service

Please take note of the following Advance Notice Periods which Grounds and Gardens requires for requests. This has become necessary in order to ensure effective planning of our work so as to improve efficiency.

Requests made outside of these periods will not be agreed to unless staff and time constraints permit and only under exceptional circumstances.

Awnings:	48 hours
Cut Flowers:	
Small bunches e.g. posies	24 hours
Table arrangements	48 hours
Large functions e.g. Hall Dinner	4 weeks
Palms:	48 hours
Decor Material:	4 days
Special matches on sportsfields:	2 days

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WHAT'S ON



Thursday, May 28

Squash
RU 1 vs RU staff • Home:

Friday, May 29

Soccer:
RU 1 vs Major Chiefs
• King Fields, 7:30pm

Saturday, May 30

Rugby:
RU 3 vs Despatch • Away
RU 2 vs Despatch • Away
RU 1 vs Despatch • Away
RU A vs Crusaders A • Home
RU B vs Crusader B • Home

Tennis:
RU 1 vs Carlisle 1 • Home
RU 2 vs Sidbury 2 • Away

Sunday, May 31

Soccer:
RU 1 vs West Hill • Away
Inter League Lower and
Upper Pros • 11:00 - 2:30pm
Oppl Video
• Arts Major, 7:30 - 10:30pm

Tuesday, June 2

Squash:
Examinations begin
RU 2 vs Westview • Home
Weekly wine tasting
• Grand Hotel 7:30pm

Wednesday, June 3

Table Tennis:
RU A vs RU B
• Aerobics Hall

Thursday, June 4

Squash:
RU staff vs Grahamstown 1
• Home

Friday, June 5

Soccer:
RU 1 vs Stinging Bees
• King Field, 7:30pm

Saturday, June 6

Rugby:
U20 A vs Despatch
• 2:10pm, Away
U20 B vs UPE A
• 2:10pm, Away

Sunday, June 7

Oppl Video
• Arts Major, 7:30 - 10:30pm

Tuesday, June 9

Squash:
RU 2 vs Swifts
Medicaid Clinic,
• Room 206, Personnel Division, 10:00 - 12:00

Thursday, June 11

Squash:
RU staff vs OG 1 • Away
RU 1 vs Grahamstown 1
• Home
RU 2 vs PA 2 • Home
Seminar on 'Motivating Subordinates'
• St Peter's Building, 8:00am

Saturday, June 13

Rugby:
RU 1 vs Despatch • Away
RU 2 vs Despatch • Away
RU 3 vs Despatch • Away
RU U20 A vs RU U20 B
• 2:30pm, Home

Sunday, June 14

Oppl Video
• Arts Major, 7:30 - 10:30pm

RHODOS DEADLINES

Copy date	Publication date
1 June	11 June
15 June	25 June
6 July	16 July
20 July	30 July
3 Aug	13 Aug
17 Aug	27 Aug
31 Aug	10 Sept
14 Sept	24 Sept
5 Oct	15 Oct
19 Oct	29 Oct
2 Nov	12 Nov
16 Nov	26 Nov

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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. Contributions from any member of the Rhodes community would be welcomed.

Nina's Hi-Energy Dance Studio Beginners Classes Start June 1



REGISTER NOW!

for details phone
0461-22510

African Languages hosts sociolinguist

by Professor Peter Mtuzo

The department of African languages at Rhodes University has a six-week visit in April-May Professor Herbert from the University of New York at Hampton.

Professor Herbert lectured various topics in sociolinguistics and conversational analysis within the department.

He also gave a public lecture on the topic: *The Rise and Fall of Nations: Language and Ethnopolitics* in which he discussed the roles of language movement, symbols and as political scene in the United States, Eastern Europe, and Africa.



Seymour Frishberg:
Accountant of the Wild Frontier

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