

St Mary's Hall recently celebrated its 50th Anniversary. Seen at the Jubilee teaparty were Mrs Val Cloete, the first Senior Student of the Hall; Mrs Joy Lowe, Hall Warden from 1986 to 1990; and Mrs Jean Wright, the present Hall Warden.

They're Tops!!

Two members of staff at Rhodes, were each awarded *Rapport* Literary Prizes recently, one of the highest literary awards in the country.

Reza de Wet, a lecturer in department of Drama, received the award for her collection of plays, "*Vrystaad Trilogie*". The three plays, "*Diepe Grond*", "*Op Dees Aarde*" and "*Nag Generaal*" have all been performed professionally and have collectively received 11 Vita Awards.

Etienne van Heerden, an Associate Professor in the department of Afrikaans en Nederlands, received the award for his novel "*Caspers and Campari*". The novel, set in the 80s is about an advertising agency that receives a brief for a project called "Project Charm", to sell the friendly image of a certain South African State President. The novel has also been published in English by Penguin publishers and is making its debut in Europe this year.

For the Record

The last edition of *Rhodos* carried an article on RUSA News (see page 2, *Rhodos* May 28, 1992) in which the surname of the regional co-ordinator of UDUSA was incorrect.

The correct name is Maxine Reitzes, and Dr Robin Palmer apologises for this mistake.

Memos fly over Maintenance Artisans salary issue

A group of Maintenance Technicians gathered at the Chapman Fountain during their tea break on Wednesday morning last week and presented the Director of Personnel, Mr Bruce Smith, with a memorandum highlighting the need for a substantial salary increase for all artisan maintenance staff.

This was the second letter the technicians had directed to the Personnel Division on this issue. The first letter was written on May 18, and according to the Manager of the Engineering Works and Transport, Mr Mike Young, it emphasised the "spiralling cost of living" and the fact that "no salary increases appeared to be forthcoming from the University".

By Tuesday morning (June 2) no reply had been received from Personnel, and the technicians informed the Division of their intention to group at the fountain to receive a reply.

"A few hours later a reply was received, but it was not a satisfactory answer. We know the government has offered Public Servants an increase of 8,8% effective from July, but this would not be enough to get our chaps out of trouble," Mr Young said.

He added that the reply had "overtones of retrenchment" subtly included in it.

The artisans' first memorandum was, in fact, directed to the Director of the Estates Division. The initial reply to this was made verbally.

In his reply, Mr Smith wrote that he was sympathetic to the fact that members of the maintenance sections were struggling to make ends meet. "I believe that this is true not only at the University but in the private sector as well, where many have been retrenched," he wrote.

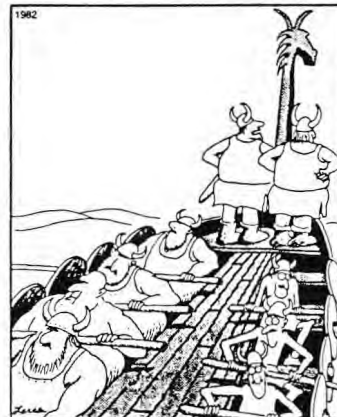
Mr Smith later said there were no such overtones in his memorandum, and that the University "has a very proud record of never having

retrenched staff." His letter made it clear that no salary adjustments could be considered until the Government had informed the University of possible increases in its subsidy to allow for such adjustments.

"I am confident that we will be informed in the near future so that I can get Council's approval on 25 June 1992 to proceed with the implementation of the salary adjustments," he stated.

However, the technicians had decided to write the second memorandum, stating that if an 8,8% increase was offered to maintenance staff it would be insufficient to cover present price increases and "will not be accepted as a final figure."

A Senior Maintenance Technician, Mr David Martin, said the men went to the fountain to show that they were "all behind the new letter". "We presented the letter to Mr Smith, and are waiting for a reply", he said.



"I've got it too, Omar...a strange feeling like we've just been going in circles."

UNIMED vs ECONOMED 1 May 1992

	SALARY						
	0 - 1000	1001 - 1500	1501 - 2000	2001 - 2500	2501 - 3000	3001 - 3500	3501 -
Single Member							
Economed (full)	R152.00	R242.00	R274.00	R284.00	R298.00	R306.00	R316.00
Unimed (full)	R210.00	R324.00	R364.00	R404.00	R412.00	R422.00	R432.00
Economed (40%)	R60.80	R96.80	R109.60	R113.60	R119.20	R122.40	R126.40
Unimed (50%)	R105.00	R162.00	R182.00	R202.00	R206.00	R211.00	R216.00
Per annum diff	R530.40	R782.40	R868.80	R1,060.80	R1,041.60	R1,063.20	R1,075.20
30% Threshold	R240.00	R240.00	R240.00	R240.00	R240.00	R240.00	R240.00
Total Annual Saving	R290.40	R542.40	R628.80	R820.80	R801.60	R823.20	R835.20
Member + 1							
Economed (full)	R290.00	R366.00	R426.00	R438.00	R448.00	R458.00	R470.00
Unimed (full)	R360.00	R530.00	R590.00	R650.00	R664.00	R680.00	R690.00
Economed (40%)	R116.00	R146.40	R170.40	R175.20	R179.20	R183.20	R188.00
Unimed (50%)	R180.00	R265.00	R295.00	R325.00	R332.00	R340.00	R345.00
Per annum diff	R768.00	R1,423.20	R1,495.20	R1,797.60	R1,833.60	R1,881.60	R1,884.00
30% Threshold	R480.00	R480.00	R480.00	R480.00	R480.00	R480.00	R480.00
Total Annual Saving	R288.00	R943.20	R1,015.20	R1,317.60	R1,353.60	R1,401.60	R1,404.00
Member + 2							
Economed (full)	R302.00	R378.00	R438.00	R458.00	R468.00	R480.00	R488.00
Unimed (full)	R370.00	R560.00	R604.00	R664.00	R680.00	R696.00	R706.00
Economed (40%)	R120.80	R151.20	R175.20	R183.20	R187.20	R192.00	R195.20
Unimed (50%)	R185.00	R280.00	R302.00	R332.00	R340.00	R348.00	R353.00
Per annum diff	R770.40	R1,545.60	R1,521.60	R1,785.60	R1,833.60	R1,872.00	R1,893.60
30% Threshold	R660.00	R660.00	R660.00	R660.00	R660.00	R660.00	R660.00
Total Annual Saving	R110.40	R885.60	R861.60	R1,125.60	R1,173.60	R1,212.00	R1,233.60
Member + 3							
Economed (full)	R330.00	R410.00	R484.00	R504.00	R522.00	R534.00	R544.00
Unimed (full)	R390.00	R574.00	R628.00	R688.00	R702.00	R718.00	R728.00
Economed (40%)	R132.00	R164.00	R193.60	R201.60	R208.80	R213.60	R217.60
Unimed (50%)	R195.00	R287.00	R314.00	R344.00	R351.00	R359.00	R364.00
Per annum diff	R756.00	R1,476.00	R1,444.80	R1,708.80	R1,706.40	R1,744.80	R1,756.80
30% Threshold	R810.00	R810.00	R810.00	R810.00	R810.00	R810.00	R810.00
Total Annual Saving	R54.00	R666.00	R634.80	R898.80	R896.40	R934.80	R946.80
Member + 4							
Economed (full)	R344.00	R426.00	R498.00	R520.00	R534.00	R548.00	R554.00
Unimed (full)	R420.00	R590.00	R640.00	R710.00	R724.00	R742.00	R752.00
Economed (40%)	R137.60	R170.40	R199.20	R208.00	R213.60	R219.20	R221.60
Unimed (50%)	R210.00	R295.00	R320.00	R355.00	R362.00	R371.00	R376.00
Per annum diff	R868.80	R1,495.20	R1,449.60	R1,764.00	R1,780.80	R1,821.60	R1,852.80
30% Threshold	R810.00	R810.00	R810.00	R810.00	R810.00	R810.00	R810.00
Total Annual Saving	R58.80	R685.20	R639.60	R954.00	R970.80	R1,011.60	R1,042.80

* This is an updated version of a table which appeared in a previous edition of *Rhodos*.

Novel technology decontaminates polluted water

PROFESSOR John Duncan, head of the department of Biochemistry and Microbiology, and a PhD student working with him, Mr Dean Brady, have discovered a novel technology to decontaminate vital water resources that have been polluted by metal waste.

Water availability and quality are of paramount importance to socio-economic growth in South Africa. Among the biggest pollutants of water are heavy metals.

These heavy metals are produced by many industrial processes and end up in the wastewaters of industrial plants. The heavy metal wastes represent a highly toxic effluent to man, animals and fish and, in the case of the mining industry, may also represent a significant loss of valuable metals.

Removal of the metal ions has consequently become a major priority in the recycling of vital water resources. Traditional chemical methods of metal remo-

val have not proved cost effective. Biologically (biotechnology) based processes may represent an economic and efficient alternative to these methods. A number of micro-organisms have been shown to be effective in accumulating and concentrating heavy metal-containing solutions thereby decontaminating the solution and allowing for possible recovery of the metal.

Recent studies initiated in Professor Duncan's laboratory, have examined the possibility of using yeasts as an organism for heavy metal accumulation from industrial effluents. Yeasts represent a very cheap and readily available biomass since it is a waste product from industries such as the brewing and baking industries. Yeast has been shown to be effective for the removal of a wide range of metals from solution and it is relatively efficient at detoxifying chromium in tannery effluents. As a result of

these studies, largely conducted by Mr Brady, working under Professor Duncan's supervision, further investigations on the treatment of different industrial effluents are in progress and the possibility of metal recovery from mining wastewaters is also to be investigated. These pilot studies will at a later stage be scaled-up to industrial treatment plants should they prove successful.

"This novel technology represents a means of using a waste product, yeast, of one industry to facilitate the re-use of a toxic effluent from another industry and is an example of the tremendous scope for biotechnology in the South African context" Professor Duncan said.

The project, as a result of its success, has attracted substantial financial support from the Water Research Commission of South Africa.



Early Microbiologists

RUSA NEWS

by Robin Palmer and John Ellis

As the RUSA-Administrative Liaison Committee Meeting for 9 June draws closer the RUSA Exco finds itself increasingly preoccupied with its preparations for that meeting. It would be premature to report on these deliberations until after the meeting, what else is there by way of news this month?

One of the issues discussed at this month's meeting of the RUSA Exco (4 June) was the protestation of the artisans.

On Wednesday, 3 June, despite the cold and rain, the artisans gathered around the fountain in the main quad during their tea break. There were plumbers, electricians, carpenters, masons and tradesmen from the engineering workshops - about 30 in all.

They were protesting against their treatment by the Personnel Division, which had not replied to their representations concerning salaries.

Artisans at Rhodes believe their salaries and conditions of service are inferior to those received by other employers in the region and they require an increase larger than the 8.8% overall increase which is being offered on a national basis in July.

A representative of the artisans, David Martin, was an observer at Exco meeting.

The Committee expressed their appreciation of the responsible way in which the artisans had protested, i.e., without incurring a work stoppage, and promised to take up aspects of the matter with the Administration at the Liaison Committee meeting.

As far as support from RUSA the artisans was concerned, they would have to attend the University official confirmation of the anticipated salary increase in July.

Letters

The Editor

On behalf of male pensioners, I would like to thank the Rhodes Union and Club staff for the very good luncheon they provided on May 19, which was much appreciated by all.

It was interesting to see the new extensions to the Orange Room and the new facilities provided. Alas, the trees around the swimming pool grow taller and taller and no longer can we delight in viewing the frolics in the pool, which brings to the point an opinion raised by a pensioner, suggesting that the luncheon be opened to lady pensioners. Can I please have some views from the ladies?

Walter Bennet
P O Box 633
Kowie West
6171

The Editor

Although the parking area behind the Museum is three-quarters empty most days of the week, Rhodes staff have begun to park illegally in Lucas Avenue.

Apart from the fact that this is a hazard to others using the road, they frequently "park in" other staff parked in legal parking areas.

Rhodes staff members must be the laziest bunch on the planet - the Museum car park is hardly a Great Trek away from the main buildings.

Parked In and LIVID

Handling network computer hassles

Distributed Computing, a new computer newsletter was started this year by George Wells in the department of Computer Science to deal with network computing problems, and network use on the Rhodes Campus.

The first edition of the newsletter discussed reporting of faults.

For some time there has been no clear policy for reporting faults with networked computer systems. Often errors have been reported to staff in the Computer Centre tying up their time with something that often has nothing to do with them.

To avoid this, all faults should be reported to the Computer Centre Operations staff at ext 283, usually manned after hours as well as office hours.

A fault report number is used to follow up on fault correction.

Refer any problems encountered with reporting faults to Mr Alan McKenzie.

Oriel Hall bids farewell to a well loved figure

Miss P Roberts, Senior Caterer of Oriel Hall, retired at the end of May, and on Thursday 21 was feted as guest of honour at a farewell buffet dinner in Oriel dining room.

Busi Mahlaba, Hall Senior Student, thanked her on behalf of the students and in a moving tribute, Mrs Bess Allen, Oriel Hall Warden, praised "Miss Rob" (as she is known to all Orielites) for her dedication and exceptional devotion to seventeen generations of Oriel women.

As the Hall and guests gave her a standing ovation, the Head Students presented her with a coffee table and a beautiful farewell card in the form of a water colour painting of Oriel dining room painted by Wendy Waters of Beit.

Mrs Letitia Mvula then led the service staff in singing, and presented her with a gift cheque on their behalf.

Miss Roberts will be greatly missed and is wished a long and happy retirement.



Miss P Roberts retired as Senior Caterer of Oriel Hall at the end of last month.

Prize Proposals

Priscilla Hall has been awarded a Suggestion Scheme prize for her proposals regarding the reformatting of the Staff Directory.

Members of the University community are invited to submit suggestions of ways of improving the University's mode of operation. Having considered 14 submissions received for the January to May 1992 period, the panel, comprising the Vice-Principal, the Registrar (Finance) and the Director of Personnel, decided to award the prize to Ms Hall.

The Director of Personnel, Mr Bruce Smith, asked *Rhodos* to remind staff and students that suggestions which, if implemented could save or make the University money, or improve the way in which the University operates, should be submitted in writing to the Registrar (Finance) by the last day of each month. Unsuccessful suggestions will be carried forward for three months.

"Suggestions relating to one's own level of motivation or level of job input do not qualify for an award," Mr Smith said.

Wax Lyrical

Rhodos is interested in publishing poetry written by its readers. While we cannot guarantee that all works submitted will be published, every effort will be made to print quality poems. Send poems with name, address and telephone number to *Rhodos* at the P R Division.

Workshops develop vital skills

by Felicity Coughlan

SIXTY subwardens, senior students and house committee members recently participated in three workshops on "Effective Interpersonal Skills and Conflict Management" presented by Felicity Coughlan of the Social Work Department. The workshops aimed to provide participants with basic skills to enable them to deal with some of the problems they encounter.

Difficult Situations

Students in leadership positions in the residence system have to deal with increasingly difficult situations and often they feel that the skills they have do not meet the demands of the situation.

These students are called on to do much more than lead and enforce the rules of the University - they are expected to facilitate an environment in the residences that is conducive to healthy work and leisure.

There are very few staff members who would disagree that their role in promoting the general welfare of students is critical. Stress, depression, anxiety, alcohol abuse, eating disorders and conflict in its healthiest (and its most destructive) forms are part and parcel of the life in residences today.

Before the students in need get professional help where it is needed and before most of us are aware of the problems, the Wardening staff

and the senior students are required to deal with the situations and their effects.

Feedback

Feedback received from the workshop participants indicated that there was a need to disseminate these skills more widely and to give other students access to the training.

Other students felt that the three hour-long sessions were too short and that they would benefit from extended exposure to these concepts. The Hall Wardens were supportive and covered the costs of the sessions from Hall Funds - feedback from them has been positive and encouraging.

Great Response

The response to the invitation to participate was greater than expected and Claire Hamett (Social Work), Cathy Clark (ASP) and Sean Coughlan (Education) assisted with the sessions. The willingness of staff members to give their time and share their expertise is greatly valued and contributed to the success of the venture.

Student feedback suggests there is a need for more of the same and for the target group and topics to be extended.

Comments, suggestions and feedback will be welcomed by Felicity Coughlan at the Social Work department.

Applications are invited for this post from 1 July 1992:

■ Secretary to the Vice-Principal (Full- or part-time)

The successful candidate, who should have sound organizational skills, will provide secretarial skills to the Vice-Principal and when necessary, the Vice-Chancellor. Duties will include diary management, bookkeeping and the organising of meetings and functions. Candidates should have a thorough knowledge of wordprocessing, including spreadsheets, and be able to deal with people at all levels.

Application forms, salary and further particulars may be obtained from Mrs A Orsmond at the Personnel Division (ext 115).
Closing date: 19 June, 1992.

Applications are invited for these two posts from as early a date as possible:

■ Senior Caterer

Candidates should preferably have had at least three years experience in a catering supervisory position. The incumbent will be (a) able to motivate and control Senior and Service staff members; (b) responsible for the overall supervision of the preparation, cooking and service of student meals to set standards; (c) expected to have a sound knowledge of the preparation of Hindu, Halal, vegetarian and medical diets; (d) responsible for the holding of food, linen, crockery and cutlery stocks, kitchen utensils and furniture of the kitchen and

dining hall; (e) responsible for the high standard of cleanliness throughout the kitchen, dining hall and environs; (f) able to keep and write up records accurately; (g) able to plan and organize the daily kitchen work; (h) able to relate to students and staff; and (i) able to uphold the discipline and good running of the kitchen.

■ Caterer

Candidates should have the ability to supervise and motivate staff and to organize the preparation and service of meals.

Application forms, salary and further particulars may be obtained from Mrs S Stephenson at the Personnel Division (ext 115).
Closing date: 19 June, 1992.

Applications are invited for this post from as early a date as possible:

■ Part-time Assistant

Assistant needed who is efficient, reliable, organized, very neat and prepared to work independently on a flexi-time basis to suit varying needs. The work involves project management and administration and liaison with funders and environmental educators. Word-processing (WordPerfect) and telephone skills are required, & insights into E-mail, office technology and institutional 'politics' recommended! Remuneration is R10/hour for ten hours a week, negotiable.

Please contact Eureka van Rensburg, Murray and Roberts Chair of Environmental Education, ext 386, fax 28028.

Closing date: 25 June, 1992.

Final Quip

The Bursaries Officer, Mr Denis Scott, recently received a letter informing him of the death of a senior member of a service organization. Apart from various startling spelling errors, what really threw him was the final sentence: "We trust that you find this in order."

RHODOS DEADLINES

Copy date	Publication date
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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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
Bar Available

RHODOS STAFF

Editor: Mary Burnett (ext 517)
Assistant Editor: Andrew Weldrick (ext 516).
Reporter: Kelli Hardman (ext 517). **Cartoonist:** 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.

WHAT'S ON



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

TLSC Seminar on 'Conflict Management' by Dudley Weeks

• Arts Minor, 16:00 pm

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

Monday, June 15

End of term

Sunday, June 21

Oppl Video

• Arts Major, 7:30 - 10:30pm

Sunday, June 28

Oppl Video

• Arts Major, 7:30 - 10:30pm

Monday, July 20

Third term begins

Tuesday, July 21

Weekly wine tasting

• Grand Hotel, 7:30pm

Saturday, July 25

Rugby:

RU A vs Parks

• Home

RU B vs Uitenhage

• Away

Monday, July 27

Monthly wine tasting

• Grand Hotel, 7:30pm

SMALLS

• 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.

SALE OF STAMPS

THE MAIL ROOM provides a service in selling stamps and providing various forms. Such services will be provided between 8.30 and 10.00 am and between 2.00 and 3.00 pm. The Mail Room can weigh & advise of costs etc, but cannot process private parcels or registered letters for staff or students.

WORK FROM HOME

You can significantly increase your income working from home in your spare time. No gimmicks. No dishonesty. Phone 26618, evenings.

ACCOMODATION

FESTIVAL ACCOMODATION OFFERED: Self-contained portion of house - 3 bedrooms - sleeps max 7. Available for R385 a night. Phone Charlotte 26163.

BED AND BREAKFAST in sunny, friendly home. R55 single, R80 double. Phone Charlotte 26163.

PROPERTIES

HOUSE FOR SALE - Oatlands area - 3 bedrooms; 3 bathrooms; lounge; sunroom/TV; dining r; kitchen; outside toilet; 2 storerooms; garage. Phone 0461-23469 meals times.

FOR SALE

HI-FI SET, R3 000. Best possible equipment: Rega turntable, Rotel tape deck, NAD Amp, B&W speakers (on stands). As new worth R6 000. Tel 23613 (Ght.), or 0464-250 000 (Bathurst, evenings).

TWO ACADEMIC GOWNS for sale. Phone Carmen on ext 471.

SWEDISH SAUNA. Imported free-standing, pine construction accommodates at least four persons. Includes metal awning/roof and full instructions. Needs some external renovation and new sl floor. R3 000 (new cost = R9 000). Purchaser responsible for removal. Tel Ext 231 (ask for Robin Palmer) or 23129.

WANTED

BABY-SEAT for car. Need not be state-of-art. Tel Ext 231 (ask for Robin Palmer) or 23129.