



ANOTHER GREAT YEAR FOR RUSA

by John Eller

This past year has been another successful one for your Association. A number of important achievements were recorded and these will be described under the appropriate portfolio later in this report. Judging from the number of questions put and from regular accolades received, your committee believes it has been effective and gives a good service.

It was with shock and regret that RUSA learned of the death of two of its past Chairmen. Soon after the Annual General Meeting in August 1990, Dr George Gruber died, and, after a serious accident, Professor Arthur Clark died in June 1991. RUSA extends its sincere sympathies to the families of these two highly-respected members of the University, which they served so tirelessly over many years.

The establishment of portfolios which are served by different combinations of members of the executive committee has again proved to be a sound method of harnessing their energies and of achieving selected objectives. My report on these portfolios follows.

Membership and employee groups

RUSA membership grew rapidly in the year to August 1990 to reach a total of 628. At the end of July 1991 membership stood at 670 indicating an increase of 7% which seems to reflect a healthy situation.

One of the arrangements agreed at the dissolution of RULA was that the Lecturer Representatives on Senate would, ex officio, be mem-

bers of the executive committee of RUSA. It is hoped that these representatives will play a positive role in the new year.

Contact with members of the service staff and of the new Trade Union, the National Education, Health and Allied Workers Union, has been maintained. RUSA has been approached on a number of occasions for advice and assistance and has been able to meet the requests with credit. One such request related to how the service staff could become more involved in RUSA. It is anticipated that soon their group will apply for representation on the committee as they are entitled to.

Conditions of employment and staff benefits

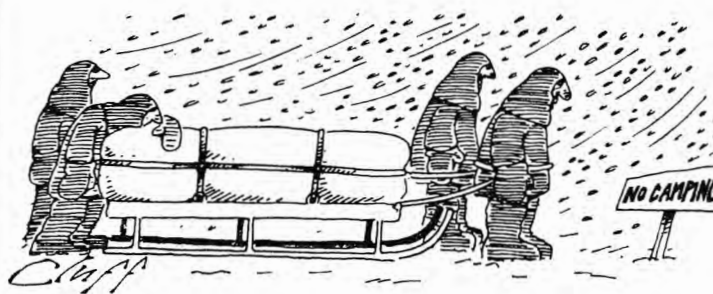
Matters falling under this portfolio generated much activity and enabled the Association to achieve its most noteworthy successes.

The Job Evaluation Project

After more than three years of constant pressure a major part of the project was completed. All senior staff posts (excluding academic) were evaluated and a new salary scale was introduced. The evaluation of the service staff posts is to follow. RUSA is represented on the Job Evaluation Committee.

It is unfortunate that the University contrived to complete this part of the exercise at the same time that a general salary increment was announced. Senior staff were given an increment which combined a general increment with one due to

▶ page 2



Medical Aid clinics to be held

by Patrick Phillips

Medicaid Administrators will now hold a monthly clinic in Room 206 of the Personnel Division, beginning on Tuesday, September 17, between 9.00 am and 12.00 noon.

Subsequent dates, all at the same times, are: October 9, November 12, December 10, January 14 and February 11. This arrangement will continue through 1992. We hope to carry reminders under "What's On".

Representatives will be on hand to discuss any problems you might be experiencing with their system. To facilitate matters, please bring as much documentation regarding your query as you can muster. For instance, when querying an account rendered on a statement, you will need to present all prior statements.

Death of past Maths head

PROFESSOR Hennie Schutte, head of the Department of Mathematics (Pure and Applied) from 1970 to 1981, died recently.

Professor Schutte attained a BSc degree with distinction in 1942 through UNISA, majoring in Mathematics, Applied Mathematics and Physics. In 1944, he received the University Education Diploma at UNISA, also with distinction. The following year, he completed an MSc in Mathematics, again with distinction.

In 1950 he left South Africa to further his studies at Leiden University in the Netherlands, where he graduated with a doctorate in Mathematics in 1952. On his return from the Netherlands, he lectured at Pretoria University for a year.

From 1954 to 1964, he lectured at the Potchefstroomse Universiteit vir Christelike Hoer Onderwys. He was a senior lecturer until 1961, after which he was appointed Professor of Mathematics. He then spent three

years as Professor and head of the Department of Mathematics at the University of Port Elizabeth, leaving to take up a position as Professor of Mathematics at Rhodes in 1968.

Whilst at Rhodes, he was the Senate representative on the University Council. He also served a period as Dean of Arts. During his career, he was elected President of the South African Mathematical Society on two occasions. He had many publications to his credit, including five books on various aspects of Mathematics.

RHODOS DEADLINES

Copy date	Publication date
16 Sept	26 Sept
7 Oct	17 Oct
21 Oct	31 Oct
4 Nov	14 Nov
18 Nov	28 Nov

REWARD

A R100 reward is being offered for information leading to the conviction of persons found stealing plants from gardens and planters within the University.

Please contact Grounds and Gardens, ext 241, providing details. **Mark Hazell**

VAT you will pay and VAT you won't

THIS useful table, provided by the South African Communication Service (sacom) lists for easy reference items and services on which VAT is payable, and those on which is not payable.

Articles and services on which VAT is payable

- Accountant's fees •Advocates' fees •Local air fares •Attorney's fees •Books •Building materials •Car hire •Cinema tickets •Clothing •Club subscriptions •Company cars (only running costs) •Electricity •Estate agents' fees •Food •Furniture •Game reserve entrance fees •Hotel accommodation •Legal fees •Medicine •Motor and household insurance •New houses •Newspapers •Parking garage fees •Postage stamps •Refuse removal •Repairs •Restaurants •Sewerage charges •Sporting event entrance fees •Telephone accounts •Theatre tickets •TV Licences •Veterinary services •Water supply •Zoo entrance fees

Articles and services on which VAT is not payable

- Air fares (international) •Bank charges •Bond repayments •Brokerage on shares •Brown bread •Bus fares •Car licences •Dog licences •Exports (other than TBVC countries) •Free or low-cost accommodation supplied by employers •Hobbies •Housing subsidies •Interest paid or received •Life insurance •Maize meal •Medical aid contributions •Municipal rates •Parking metres •Pension fund contributions •Petrol and diesel •Private sales (houses, cars) •Provident fund contributions •Residential rents •Retirement annuity contributions •Revenue stamps •Salaries and wages •School and pre-school fees •Sectional title levies •State subsidies to welfare organizations •Taxi fares •Technikon fees •Traffic fines •Train fares •Unemployment insurance fund •University fees •Workmen's compensation

Remember that businesses with turnovers of less than R150 000 per annum can remain outside the VAT system. They are in the same position as final consumers since they pay VAT on their purchases, but they do not levy VAT on their sales.

from page 1

the job evaluation, but failed to distinguish between them. The University, by its failure to make the distinction missed a golden opportunity to prevent negative comment and to be open and candid. In so far as the minimum increment was 13.5% and the maximum around 24%, the extent to which the increment was influenced by the job evaluation can only be guessed at.

Nevertheless, RUSA is reasonably satisfied that the evaluation was fair and honest and that an effort was made to make proper adjustments to salaries where these proved to be out of line.

The Car Scheme

This continues to be an important benefit for staff. RUSA appreciates the fact that the University has increased its investment in this area. To date 110 staff members have been able to buy cars through the scheme.

Staff employment handbook

The guide, which was requested some time ago, is in the final stages of production and should be available before the end of the calendar year.

Promotions and upgrading of non-academic staff

For the first time non-academics were given the opportunity to apply for promotion and/or up-grading in the same manner as academics. Unfortunately, the important value of this step was largely lost through the poor method used to implement it. No explanation or training was given to non-academics to facilitate applications being made and the announcement itself was made through Head of Departments, Divisions and Units only, which meant that many staff members were not aware of what had happened. In some cases staff became aware of the opportunity only after the closing date.

Arising from this exercise a major improvement in communications within the University has been introduced. From August 1, circulars intended to be seen by all members of staff will be numbered and the register controlled and monitored by the Registrar's Office.



"The best thing about working here is going home."

Medical Aid Scheme.

The change over from the old to the new medical aid scheme proceeded very smoothly. There were very real advantages to both the staff and the University which perhaps was one of the reasons why the investigation and the implementation of the decision were comparatively easily completed. This was another instance of where the RUSA initiative had brought satisfactory results.

Vice-Chancellor's Award

Shortly after the introduction of the Alty Awards, RUSA expressed its regret at the fact that these awards were only available to those who had achieved academic distinction. It wanted an "Alty-type" award which was available to all in recognition of educational achievement which was to the benefit of the University and the individual. RUSA also took up the call by student contract workers that they should be eligible to receive Alty Awards. The University responded sympathetically. It introduced the Vice-Chancellor's Awards for non-academics who achieved professional qualifications from a recognised professional body. It also agreed that a member of staff, who was employed on contract at the University for at least three years, and who was awarded a higher degree should be eligible to receive an Alty Award.

RUSA will continue to request formal recognition for any staff member who improves his worth to the University through further qualification (eg. through achieving a standard 8 or 10 or a trade qualification).

There were other lesser reasons for RUSA feeling that it had had a good year and there were other projects which had been started but which had not yet been concluded. The incoming committee will be asked to continue pressing for the removal of discrimination against married women in the areas of Medical Aid and Housing Subsidy benefits; for extending the housing subsidy to bonds of R70000; for the introduction of a contributory Group Life Assurance Scheme with disability benefits.

This may be the moment to cause members of staff to sit up and take notice. The removal of the discrimination described above may turn out to be prohibitively expensive. It may mean that those staff who presently enjoy these benefits may have to make a sacrifice by accepting, say, lesser benefits, in order that benefits can be extended to all.

UDUSA - Rhodes

In order to be able to devote more time and energy to UDUSA work and activities, a permanent UDUSA sub-committee was established, co-ordinated by the RUSA executive. Working groups have been established to initiate research into the following areas: Admissions; Democratisation; Conditions of Service; with each group asked to consider the issue of affirmative action within their respective spheres of interest.

In May 1991, UDUSA - Rhodes hosted a panel discussion on the issue of a future language policy for South Africa and, in particular, implications for education at all levels. Rhodes also hosted the UDUSA regional meeting attended by Rhodes, Fort Hare, Unirra, UPE and Vista. In addition, the branch has tried to keep abreast with developments in the National Education Policy Investigations (NEPI) and the National Education Co-ordinating Committee (NECC) by sending representatives to meetings and workshops where appropriate.

Rhodos

Rhodos has gone from strength to strength. RUSA offers its congratulations and undertakes to support it as it has in the past.

Other portfolios

The remaining portfolios, CUTA and Social, Education Events and Student Affairs have remained dormant. In the case of need they will come to life.

In conclusion, there are two points which I must make. The first is that RUSA is delighted that the University's new Vice Principal, Dr Michael Smout, is keen to participate in staff matters and has joined the Administration's team in its meetings with RUSA representatives. These meetings will take place regularly each term, at his suggestion.

And lastly I want to pay tribute to the outgoing committee. They have all played an enormous part in the progress of RUSA. I have enjoyed working with them; I have enjoyed their continuous support, for which I thank them most sincerely.

I wish the incoming committee every success in the new year.

SNIPPETS

It's electrifying

In a recent internal memorandum from the Registrar's Office, it was stated that, during the V-C's opening address to first year students at the Monument next year, arrangements would be made to have short circuit television fed into Hall A to provide extra seating. One wonders whether this extra seating will be in electric chairs? It seems that the V-C's address will be quite a shocker.



Please save paper

PLEASE contact the Janitor, Mr Norman Winter, on ext 139, who will supply you with your requirements for containers or bags to collect waste paper.

It would also help if you do not crumple the papers. Keep a sizeable cardboard box near each desk, to accumulate papers until sufficient for placing in the Poly bag supplied by Janitorial Services.

Remember that the University will be paid for the waste paper collected.



Traffic Offences

TO AVOID possible complications with the traffic enforcement authorities, it is essential that detailed records be maintained of who drives which vehicle on what occasion, i.e. names, dates, times, vehicle registration number and journey details.

For Transport Pool vehicles, this information is kept on record at the Transport Office. Please note that the names of all intended drivers for any journey should be stated on Transport requisition forms.

For University vehicles other than Transport Pool, I should be grateful if Department Heads concerned could ensure that appropriate records are kept.

PS Murray
Director: Estates Division



Premium Increase

FROM October 1, Glenvaal will increase the basic premium applicable to their Motor Comprehensive Cover from R32,50 to R40,00. Anyone with such cover can expect to pay an additional R7,58 each month.

Patrick Phillips



LETTERBOX

✉ The Editor

In the June 20 edition of *Rhodos*, four members of the academic staff chose to trivialise and joke about the question of sexual harassment at this university. The fact that senior academics can suggest, even in jest, that sexual harassment constitutes welcome attention and that those who do not receive such attention are somehow deficient, indicates both ignorance and insensitivity.

Readers should be reminded that even here in South Africa, the Industrial Court has ruled that employers who fail to act on a

complaint of sexual harassment may be guilty of an unfair labour practice (Industrial Court of S A; case NHN 13/2/1341 Durban 22/2/89).

Indeed, the letter from the School of Pharmaceutical Sciences highlights the need for this university to take the subject of sexual harassment seriously. Why doesn't Rhodes have a policy concerning sexual harassment and why should UCT be the only university in South Africa carrying out serious research into this problem?

Julia Segar

Fire hazard: adaptor plugs and heaters

by P S Murray: Director: Estates Division

A SERIOUS fire recently occurred through the use of multiple adaptor plugs, coupled with a failure to ensure that a heater was switched off before leaving the room.

Apart from the damage to the premises and to University furniture and appliances, the fire caused considerable loss of, and fire damage to, the occupants' personal possessions and clothing, which were apparently not insured.

Several lessons are apparent:

- Heaters must be switched off at the wall switch when you leave a room, particularly for any length of time.
- Adaptors are potential fire hazards. More than one adaptor in a wall socket greatly increases this fire hazard.
- Adaptors should not be used, but if they are, the electricity should be switched off at the wall switch when the room is unoccupied.
- Adaptors must not be used at all where they are in contact with, or close to, bedding or other combustible materials.
- As a general precaution heaters should not be placed close to bedding or in any position where light-weight combustible materials can fall on them.

BOINGG!#!*?*

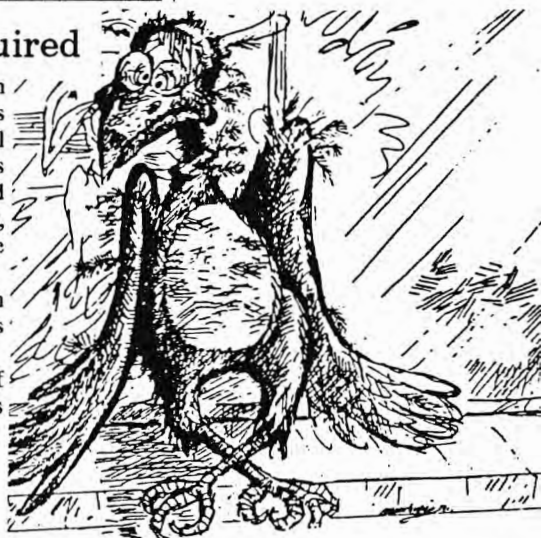
Bird collisions: information required

RECENTLY some staff members have expressed concern about the frequency with which birds fly into the windows of the new "bridge" between Geology and the General Lecture Theatre block. We appeal to anyone who notices such incidents on campus to report them to us, and any dead bird found should be sent to the Zoology Department, accompanied by a label indicating, as far as possible, the following details.

- Location of window • Height above ground • Direction in which window faces • Date and time of day • Bird species • Fate (recovered, dead) • Observer • Any other details

With your help, this survey should indicate the extent of the problem on campus, and identify any "killer" windows which may warrant special treatment.

- Adrian Craig, ext 526
- Pat Hulley, ext 527



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.

• PROPERTY •

AMROSE ESTATES For buying, selling and renting of residential property, farms and smallholdings, please contact one of our dynamic team who will go all out to help you. Rose Calmeyer, Louise Lithgow, Angie Parson and Lizo Zake at Tel: 22695

BEAUMONT AND TATHAM Estate agents for professional service in the buying and selling of houses and smallholdings. Contact us first. Office 311289. Dorothy, after hours 23104.

SETTLER PROPERTIES Buying or selling a property? For a professional efficient and friendly service contact Laraine Haydock ... not at the Printing Unit but at Settler Properties, tel: 25448 (w) or 22938 (h).

• SECURITY •

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

• SHOE REPAIRS •

Supersole Shoe and Leather Repairs - We guarantee high quality repairs at the lowest prices in town. Rhodes staff and students get a further 10% discount. We are at the SBDC complex (opp. OK furniture store).

To place an advertisement in *Rhodos*, take your copy to the Public Relations Division.

What's On

Thursday, September 12

Political Studies Film: The First Casualty (54 minutes)

• GLT 4.05 pm

Tuesday, September 17

Medaid Clinic

• Personnel 9.00 am - 12 noon

Thursday, September 19

Political Studies Film: Harvest of Shame

• GLT 4.05 pm

Monday, September 23

Nedcor/Old Mutual Scenario Analysis for South Africa

• Monument Theatre 2.00 pm

Thursday, September 26

Political Studies Film: The Face of Famine (77 minutes)

• GLT 4.05 pm

Mozart was a bowler

You don't have to be a genius to play bowls at the Albany Bowling Club.

For further information, 'phone Bill Tatham or Val Mills, ext 205/201

Mozart at the billiard table

Ball games, particularly billiards and bowls, were greatly to Mozart's liking. There is little doubt that he pursued these games not merely for their own sake but because he found in the movement and control of a rolling ball a congenial accompaniment to the movement within his own productive mind.

Instances are recorded of his stopping in the middle of a game to make notes, or of his humming, as he played, a theme which was later found in one of his works. Moreover he was particularly fond of playing billiards alone, keeping his note-book handy - though the notes he made were always the briefest indication of an idea, for he did his actual composing 'in his head.'

• RHODOS STAFF •

Editor: Mary Burnett (ext 517)

Assistant Editor: Jane Burnett (ext 516, 336)

Reporter: Albert le Roux (ext 516, 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, Rhodes Staff, or the University.

THE MEN TOOK A BEATING!

by Bill Tatham

The annual bowls competition sponsored by Dr Keith Hunt and the university took place at the Albany bowling club on Sunday, August 25. In this competition, teams of staff members from the academic, administrative and engineering/maintenance sections, compete with each other for the trophy presented by Dr Hunt five years ago.

The weather was bright and sunny, but a cold wind early in the day caused many bowlers to pull on their windbreakers, breathe on their cold fingers and mutter about the wind being the cause of any off-track bowls they delivered.

In the first round, Jean Fletcher and her administrative team beat Gordon Gill and his team 23 - 7, while Mike Brown and his team beat Dennis Wiblin and his team 20 - 9.

In the second round, Dennis Wiblin's team succeeded in beating Jean Fletcher and her team 19 - 10, while Gordon Gill and his team beat

Mike Brown's his team 16 - 8.

None of the teams were unbeaten, so the competition was decided on a shot profit basis. Jean Fletcher and her team were the winners, with Mike Brown's team in second place.

The fact that Jean Fletcher's all ladies team had triumphed over the other three (largely male) teams for the second year running, did not pass unnoticed by the ladies.

This year, a new feature was introduced in the competition: players were permitted to invite their spouses who are not on the Rhodes staff to join their teams. We hope that this innovation will result in an increase in the number of participating teams and make the competition even more of a social event from next year onwards.

Dr Hunt attended the competition as a welcome spectator, together with some relatives and friends of the players.

Players and spectators enjoyed a relaxed and cheerful braai lunch accompanied by delightful salads

produced by Dorothy Tatham and Nellie Schoeman and, of course, appropriate other refreshments.

In the afternoon, the administrative and academic teams retired gracefully from the field of battle to go home and snooze, while the two engineering/maintenance teams played each other in a very happily contested needle match that continued on and off the green until the evening.

There has been an interesting suggestion that an informal Annual University Staff competition between Rhodes and UPE be arranged. Any members, or former members, of Rhodes staff who are willing to take part in such a competition, with their spouses, are invited to contact Bill Tatham or Val Mills, ext 205/201.

Bowling prowess will not be a prerequisite for participation in this competition.

• Let's have some more sports reports! - Ed

Ode to the single man!

Good ol' Grahamstown seems to have a glut of single women! - be they divorced, widowed or just plain unmarried there are an awful lot of them!

Of course "Single Sam" is on the pig's back and can have the pick of the bunch and boy is he taking advantage. Ernie's ego is enormous - he has every single Susie eating out of his hand and has trouble finding a hat to fit! Gone are the days when a lonely woman will have an equally lonely fella calling, or the odd 'phone call to cheer her day, or better still a romantic bouquet of flowers just when she is feeling particularly unloved! No, no, nowadays there is a stampede to get a 'phone call in to any available guy if there's a 'do' on in town and

"Single Sam" and "Ernie Ego" can afford to be quite choosy as another floosie is sure to come along!

Not only are "Single Sam" and "Ernie Ego" smiling but "Married Michael" also has a smirk because "Desperate Dianna" cares not one iota about a ring! She goes for it and "Married Michael's" ego also becomes rather inflated as "Faithful Fiona" sits content at home with a brood of children while "Michael" is off for a "My wife doesn't understand me evening!"

This is written in pure jealousy as I seem to always be last to make that 'phone call! Mayhap I deliberate too much - and for fear of reprisal I sign myself "Footloose and Fancy-free!"

