

Official opening sets the tone for 2015



“The UFS will recruit the best academics and students. This is what makes a university stand or fall,” – Prof Jonathan Jansen. The official opening of the university was the grand entrée to the new academic year, an opportune time for staff to interact and share plans for the year ahead. On opening the university, Vice-Chancellor and Rector Prof Jonathan Jansen welcomed staff, outstanding students, and members of the senior leadership and university Council, and acknowledged colleagues who have departed from the service of the university

The university has been working hard to develop the academic and human projects over several years. To achieve excellence in its academic standing, the university will recruit the best academics and students in the country and from elsewhere: “This is what makes a university stand or fall,” said Prof Jansen. The objectives of the human project are evident in the strides taken to build peace and reconciliation on the campus and to give support to the community through various initiatives including funding of tuition for needy students and the professional development of staff.

Some recent and outstanding achievements include the securing of significant funds from the National Research Foundation of R56 million and R10 million from the Andrew Mellon Foundation. This was a positive sign that “funders believe in the projects of the university”, said Prof Jansen. To date, the university has 17 Postdoctoral Fellows, 7 B-Rated researchers and a significant flow of scholarly books that contribute to the

university’s financial growth. Prof Jansen recognised the work of Prof Melanie Walker, A1 rated researcher, Prof Maxim Finkelstein, A2-rated researcher, Prof Naomi Morgan, who was knighted by the French government for her excellent scholarly work and Prof Kobus Marais, Linguistics and Language Practice, on his recently published book on translation theory, who received the inaugural UFS Book Prize.

The Rector applauded the key players in the salary negotiation process and assured staff that university finances, which are partially subsidised by the government, were managed tightly. The University has to work into its plans the possibility of cuts. Meanwhile 2% of the annual income is invested each year “without fail”. This will ensure the university’s financial standing going forward. “Our investment for example grew from R200 million in 2008 to over double at over R400 million in 2014,” he said.

Prof Jansen’s other plans for the university include building stronger administrative systems to provide support to students from application stage to graduation. He reiterated in his closing remarks that the academic reputation of the university was upheld by the quality of academics who teach, the students it attracts and the staff it employs. “We are going to be even more picky about who we hire as our lecturers and as our professors. What makes you great, is the quality of the people who teach. The pickiness principle will apply not just to the professors and the lecturers, but also to the students. We are going to continue getting our share of the top students in the country to come to this beautiful university,” he said.

The transcript of the Vice Chancellor’s speech can be accessed on <http://www.ufs.ac.za/media/media/lectures-and-speeches>

–By Mamosa Makaya

From the Editor



The year is off to a steady start and in this first edition of *dumela* we will focus on the great achievements of our colleagues who have excelled in various research areas – Law, Maths and Science. What has been happening on our campuses? you may ask. From book launches to advancement programmes that will expand the university’s international footprint, and BBBEE construction projects, to safety and security programmes but most exciting is Rag. This year’s Rag theme, “video games” and “city icons”, saw the city light up with the outstanding floats that students in their respective residences created to raise funds in support of local charities.

The Rector’s vision for the university is to attract the best academics to teach and the best students to learn at our university. This was articulated at the official opening and was well received by staff. Let us go into 2015 with a clear vision in order to achieve our goals as Kovsis.

Mamosa Makaya

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All Facebook quotes are published as they appear on Facebook



How to decide who *inherits* your facebook account



Facebook has introduced a new legacy contact feature in the US- allowing users to choose who can manage their accounts once the user has died – and it’s something we should all think about activating.

While no one wants to think about his or her own death, this kind of option is going to become increasingly common as we share more of our lives online. Facebook follows Google in providing this type of posthumous functionality, and we expect other sites to follow suit.

SEE ALSO: Facebook needs a ‘Sympathy’ button

As Facebook says, “When a person passes away, their account can become a memorial of their life, friendships and experiences.” While you might initially cringe at such an option, remember: It could provide comfort to your friends and family.

What is a legacy contact?

In Facebook’s words, a legacy contact is “someone you choose to look after your account if it’s memorialized.” Note that the feature also allows you to have your account deleted after your death.

- By Amy Mae Elliott

Pay on time, avoid a **fine**

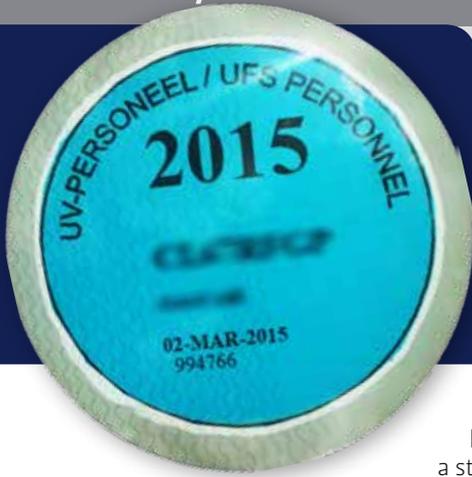


Photo: Mamosa Makaya

If your new year's resolution is to make your payments on time, you need to take note that your annual parking disk is only valid until December of each year. The very last day to renew it is by end of February the following year. All staff and students on campus with vehicles are required to purchase their parking discs at Protection Services: R20 for staff and R40 for students. These discs are valid for the current year only and driving without this permit is subject to a fine of R100.

Fines are issued for illegal parking, failing to stop at a stop sign and failing to display parking discs. All parking-related transgressions carry a fine of R100 while failing to stop at a stop sign will cost R150. However, Protection Services has announced that current fines are under review and will increase soon.

- By Leonie Bolleurs

Important dates March 2015 to May 2015

- 11 March - 13 April - No/Yes Campaign
- 19 March - School of Nursing uniform ceremony
- 20 March - Exam Administration Lekgotla
- 26 March - Department of Psychology and Prof Pumla Gobodo-Madikizela host Judge Albie Sachs
- 14 - 17 April - Autumn graduations, Callie Human Centre
- 21 April - UFS Study Abroad fair, Centenary Complex
- 8 - 9 May - Qwaqwa Campus graduation
- 9 May - Kovsie Open Day, Bloemfontein Campus

One casualty is one too many - *let's all be safe*

Mokgawa Kobe, Director: Protection Services on the Bloemfontein Campus, urges staff and students to adhere to road safety rules and regulations. "Help us to keep our campus roads safe and obey the rules. Look out for pedestrians, they might not see you. Pedestrians, please be responsible and use only the pedestrian crossing lanes. One casualty is one too many, let us all be safe," he said.

- By Leonie Bolleurs



We speak to Sr Mathapelo Moloji



Sr Mathapelo Moloji

Mathapelo Moloji joined the UFS in 2006 and has been involved in establishing the Qwaqwa Campus Clinic. Sr Moloji, as she is affectionately and professionally known, is not only a health care professional but also a health fanatic who practices what she preaches. She starts her day with a 7 km walk up and down the hill near her house, and she is also mindful of her diet.

“My training is in psychiatry, midwifery and community nursing. I studied for a nursing degree where I specialised in primary health care, nursing management and nursing education.

“Looking back at where I came from, having started working in the small towns of Vrede and Harrismith in the Free State and eventually joining the Maluti-a-Phofung Local Municipality, I have achieved a lot as part of the team that established the campus clinic, with the help of my managers, Sr Riana Johnson and Mr Teboho Manchu. From zero health services, no equipment, no medication, no doctor – this gives me unparalleled pleasure.”

Healthcare is my passion

Born and raised in Tseki, Qwaqwa, Mathapelo’s dream has always been to give back to her community. “I thought I would serve my community as a medical doctor having my own surgery. I was good in Mathematics, Physical Science and Biology hence my dream to be a medical doctor. It wasn’t to be as my parents could not afford university fees and so I resorted to being a nurse.”

She continues to forge working links with other professionals in the public service. “Our UFS Health and Wellness Centre collaborates with the Department of Health in rendering contraceptive and HIV testing services on campus. We also work closely with the South African National Blood Services, the Cancer Association of South Africa, loveLife and other structures.

“Looking forward, I would like to be a nursing researcher and I am currently busy with my Master’s degree dissertation,” she said.

“My work would not be complete without the help of my colleagues in the centre, who provide valuable support. We plan to have a one-stop service centre once our newly-built, fully-fledged Health and Wellness Centre is opened later this year. It will provide counselling services, social work and primary health care services from a single service point.”

At the end of the conversation, we ask what brings a long day to a good end? Mathapelo says, “There is nothing as relaxing as listening to Yanni and Andreas Vollenweider.”

- By Thabo Kessah

MY MA SÊ ÔK SO

“Ha, a, man. Vir wat sal jy jou nou so beter hou met jou Engelspraterij. Jy’t hoeka nie geken wat is brood in Engels nie.”



Ek loop toe nou die dag ‘n ou Kimberley-kerkkennis raak. Sy was een van daai wat trane in die ou tannies en ooms se oë losgesing het, maar nie ‘n woord kon lees nie. Ons kerkkorspelers was nogal lekker jaloers op haar, want sy het ons gereeld doodgesing as ons haar in die een of ander aria by ‘n troue begelei. En toe ons almal haar op haar in standerd 8 verbystek, het sy maar ook so in ons agterkoppe gebly as die een ‘wat so mooi sing’. Siestog. Ek het haar vir haar uithouvermoë beny. Twee keer die standerd gedruip en weer

matriek. Maar daarna weet ek nie meer so lekker wat het verder gebeur nie. Ek staan met ‘n drankie in die hand in ‘n kuerplek in Johannesburg. Sy ook, maar haar drankie verskil aansienlik van myne. In kleur en prys. Myne kom in so ‘n kort stompstertbottel en proe na vrot appels. Haar drankie is in ‘n driehoekige glasie en is pienk en ruik na ryk mense. “I know you from somewhere,” het sy haarself aan my voorgestel. Ek het haar onmiddellik herken, maar nie die taal en aksent nie. En sy gee my ‘n drukkies en babbels aaneen van haar operaloopbaan en en en . . . in Engels. En hoe meer ek Afrikaans antwoord, hoe minder verstaan die vrou my. Ag nou ja. Miskien pas Afrikaans nie by pienk drankies in driehoekglase nie. So ‘n ander man en kennis ook van Kimberley. Hy spesialiseer mos nou in arbeidsreg en verstaan glo ook nie meer Afrikaans nie. Ek vertel die stuk vir ant Sheila en kyk, ant Sheila hou niks van valsgeit nie. En so moes ant Sheila nie nog hoor van sy Mercedes en sy vierslaapkamerhuis en dat hy sy eie besigheid het nie. “Nee, Rytjie,” sê sy. “Annerdag toe hy nog hier geteach het, toe kom eet hy papaanbrandsels hier uit my potte op die stoep uit van honger. Vir wat sal hy nou nie kan Afrikaans praat nie?”

- Deur René-Jean van der Berg

The experts say:

UV neem verdere stappe om **BEURTKRAG** die hoof te bied

Die beplanning en inwerkingstelling van projekte om die invloed van beurtkrag die hoof te bied, het reeds in 2008 begin.

Die Suid-Afrikaanse ekonomie beleef sy ergste elektrisiteitskrisis sedert 2008, met die staatsbeheerde kragonderneming Eskom wat beurtkrag instel in sy stryd om aan die groeiende vraag na elektrisiteit te voldoen.

Die Universiteit van die Vrystaat (UV) is reeds sedert 2008 besig met die beplanning en inwerkingstelling van projekte om die impak van beurtkrag te verminder.

Dit is hoofsaaklik gedoen om te verseker dat die akademiese program nie skade ly as gevolg van die toenemende onderbrekings in kragtoevoer wat vanjaar gaan voortduur nie.

Die universiteit se grootste besorgdheid is die voorsiening van noodkrag aan lesingsale en laboratoriums.

Tot dusver bedien 35 kragopwekkers 55 geboue op die drie kampusse van die UV. Dit behels 26 kragopwekkers op die Bloemfontein-kampus, agt op die Qwaqwa-kampus in die Oos-Vrystaat en een kragopwekker op die Suid-kampus in Bloemfontein. Die kragopwekkers word gereeld gediens en in 'n werkende toestand gehou.

Sedert 2010 het die universiteit ook seker gemaak dat alle nuwe

akademiese geboue wat opgerig word met noodkrag toegerus is.

Op die Suid-kampus in Bloemfontein is die nuwe lesingsaal-gebou en die rekenaarlaboratorium met noodkrag toegerus, terwyl die installering van noodkragopwekkers in ander geboue aan die gang is. Die meeste van die geboue op die Qwaqwa-kampus in die Oos-Vrystaat is met noodkrag toegerus.

“Om die werk wat reeds gedoen is verder uit te brei, sal die hoofdoel met die installering van meer kragopwekkers op die Bloemfontein-kampus hoofsaaklik wees om te verseker dat lesingsale met noodkrag beskikbaar sal wees vir die sentraal-bespreekte roosters en dat meer van die kritiese laboratoriums met noodkrag toegerus sal wees,” sê mnr. Nico Janse van Rensburg, Senior Direkteur: Universiteitseiendomme.

“Daar is nog 'n paar belangrike geboue en lokale op die Bloemfontein-kampus wat van noodkrag voorsien moet word. Dit is egter 'n duur proses en sal geleidelik in werking gestel moet word. Die verdere inwerkingstelling van noodkrag hang af van die afleweringstye van toerusting. Die universiteit ondersoek ook alternatiewe oplossings vir kragvoorsienings, soos sonkrag,” sê hy.

- Deur Leonie Bolleurs

Foto: Leonie Bolleurs



FACT FILE:



Dora leef nou haar passie met haar erdwurmboerdery

Mense noem haar die “wurm vrou”, vertel sy met 'n glimlag, maar vir Dora du Plessis is dit 'n kompliment omdat almal bewus is van haar passie vir herwinning en om tuinmaak met ander te deel.

Na meer as 15 jaar in administratiewe poste by onder meer Landboubestuur en die Instituut vir Grondwaterstudies (IGS) het Dora verlede jaar die tuig neergelê. Soos haar Facebook-status pittig verlede jaar gelees het: “En toe het ek vandag finaal vaarwel gesê het aan h J.O.B. Van nou af werk ek vir myself, bepaal my eie ure en werk aan my eie stokperdjies.”

Dora het jare gelede h erdwurmboerdery in die agterplaas van haar meenthuis begin nadat sy toevallig by h gemeenskapsprojek in Mangaung betrokke geraak het. Leergierige Dora het oor die maak van kompos begin lees en besluit om erdwurmkompos as h stokperdjie te beoefen. Sy het onder meer betrokke geraak by die eienaar van Goodbugs, h boer van die Paarl. Saam met hierdie organisasie was sy betrokke by die aanbied van kursusse en die skryf van h draaiboek vir h video oor die bedryf. Dit het weer gelei tot die skryf van h boek saam met Charl Pienaar, n landboukundige van die Paarl. Sy beskou haarself ook as h tegniese proefleser wat h ander groot belangstelling in haar lewe is en waaraan sy nou meer tyd kan afstaan.

Dora boer met rooi komposwurms (*Eisenia fetida*). Sy waarsku dat die erdwurms net by erdwurmboere beskikbaar is – gewone tuin-erdwurms kan nie so gekweek word nie. Mense kan by Dora van die erdwurms of vermikompos koop om in hulle tuine te gebruik. h Artikel oor die kompos en boerderye het onlangs in die *Landbouweekblad* verskyn.

Die samewerking saam met verskeie kollegas het ook gelei tot die ontwikkeling van h lasagnetuin. Dit is basies lae organiese materiaal in h houer waarin groente geplant kan word. Die lae komposteer tot fantastiese humusryke grond. (Sien Dora se resep hiernaas.)

Haar hele familie leef “groener” en manlief help haar deur niks in hulle huishouding weg te gooi nie. Sels van die kleinkinders het hul Ouma se liefde vir die wurms geërf.

Dora is tans ook nog betrokke by uitstallings en sal op uitnodiging demonstrasies lewer. Van uittrede is daar nie veel sprake nie; Dora is h lid van die Langenhovenpark inwonersvereniging met die portefeulje: Groenprojekte en herwinningsprojekte. Daar is nog so baie te skryf oor hierdie vrou met soveel wye belangstellings.

Besoek gerus <http://www.goodbugs.co.za/> om meer oor hierdie onderwerpe van goeie goggas te lees.

Maak jou eie lasagnetuin

- Gebruik 'n ou buiteband en sny die boonste ring af. Dit is nie nodig om ventilasiegate in die buiteband te maak nie.
- Voer die bodem uit met 'n dik laag karton en koerantpapier.
- Pak 'n groen laag, soos gesnyde gras, groente- en vrugteskille.
- Pak 'n bruin laag, soos droë blare.
- Skep 'n laag grond in die middel.
- Herhaal die lae tot bo.
- Bedek met 'n dik laag goeie, humusryke grond.
- Verdeel in blokkies en saai groentesaad of plante per blokkie.
- Bedek met 'n deklaag, soos gesnyde gras, strooi of blare om die grond klam te hou.

- Deur Martie Nortje



Dora du Plessis

Health and safety, top of Thato's agenda

Thato Block was recently appointed as the new Assistant Director in Facilities Planning, responsible for occupational health and safety on our campuses. He brings to the UFS a wealth of experience from working at Mangaung Maximum Security prison, the Association for Persons with Disabilities and Welcorp Safety Management. With the number of infrastructure development projects running every year at the UFS, he is well equipped for the task.

His vision for the university is to have an accident- and incident-free environment. He holds a Safety Management Training Course (SAMTRAC) from NOSA, a National Diploma in Technical Education (Mechanical) from the Central University of Technology and an Incident Investigation Level 3 certificate. He is also a registered member of the South African Institute for Occupational Safety and Health (SAIOSH).

Thato continues to equip himself with the latest information on safety matters and is currently reading Safety, Health, Environment and Quality Management by Frank E. Bird, Jr.

At home, and away from the trials of maintaining an accident-free workplace, he enjoys watching soccer and cricket matches. When he has some free time he reads Kick-off magazine and Cosmopolitan.

- By Leonie Bolleurs



Thato Block





Resourcing a collaborative core

The UFS Department of Institutional Advancement, created in late 2013/early 2014 after some restructuring, is an indication of the university's desire to establish a better way of positioning the institution for partnership and investment.

Dr Marcus Ingram,
Director: Institutional
Advancement.

A November site visit by the Kresge Foundation, coupled with the receipt from them of multi-million rand grants to fund the university's teaching and learning, research and community engagement efforts, suggest that a close focus on the university's core business is attractive to the philanthropic community.

Photo by Johan Roux

Rip Rapson, the Kresge president, and Bill Moses, the managing director for education, visited the UFS in early November 2014 to see how the current cohort of the Kresge-Inyathelo Advancement Initiative (KIAI) was working. During this visit Rapson announced that the UFS had been selected as a part of Kresge's new venture in South Africa, the Siyaphumelela Initiative.

Siyaphumelela, meaning "we succeed" in isiXhosa, provides four years of funding to strengthen the use of data analytics in positively impacting on student success. Similar to KIAI, Siyaphumelela employs a cohort experience in the hopes of creating a community of practice that learns lessons that may benefit not only individual institutions and the cohort but also potentially South African higher education as a whole.

The Siyaphumelela cohort is made up of the University of the Free State, the Nelson Mandela Metropolitan University, the University of Pretoria and the University of Witwatersrand. Cohort members will receive significant capacity development support for institutional research, academic development and information technology (e.g. professional coaching from domestic and international experts on student success, access to and participation in national and international conferences and symposia on student success) alongside approximately R4 million over the next four years. The UFS can qualify for an additional R1 million if it meets its identified student success targets.

As the UFS begins to settle into a new academic identity, the Department for Institutional Advancement intends to support these efforts by helping to facilitate the telling of a more integrated narrative to the university's friends, prospects and donors.

"Expect to hear more about the university's successes with resourcing its collaborative core," said Dr Marcus Ingram, Director of Institutional Advancement.

The Service Learning book project



Photo: Dikgapano

left to right Liesel Meintjes (SUN MeDIA), Prof. Mabel Erasmus (UFS Service Learning) and Gerdus Senekal (SUN MeDIA).

The Service Learning Office, part of the Community Engagement Department, has put together reflective concepts and produced a book that aims to promote dialogue on principles and practice of enablement through reciprocal conversations between higher education institutions and their partners from organised civil society (i.e. the third sector).

Prof Mabel Erasmus and Dr Ruth Albertyn are the editors of the book titled: *Knowledge as Enablement: Engagement between higher education and the third sector in South Africa* (published by Sun Media, Bloemfontein).

National Research Foundation (NRF) funding let various UFS staff members, external partners and academics from other universities contribute to the writing of chapters that are both scholarly and focused on practical application of knowledge that would be enabling to all parties involved.

The grant-holder for the three years of NRF funding, Prof Erasmus, says the project inspired broad participation and a platform for intellectual creativity by involving non-profit organisations (NPOs) and a range of higher education researchers.

The official launch of the book will take place at the UFS on 11 March 2015. On 11 and 12 March several authors will be involved in a workshop for NPO managers, academics and others that forms part of a capacity building programme of the Community Engagement Directorate in collaboration with researchers from the UFS Centre for Development Support.

The editors envisage that this book "will serve as a resource for capacity building endeavours that will be undertaken jointly by higher education institutions and organisations from the third sector in future".

- By Mamosa Makaya

Prof Beatri Kruger doen navorsing oor hedendaagse slawerny

Mensehandel is 'n multimiljarddollar-'besigheid' met skrikwekkende uitdagings weens die uniekheid en kompleksiteit verbonde aan die misdaad, sê prof Beatri Kruger, oudstaatsaanklaer en dosent in Strafrecht aan die Fakulteit Regsgeleerdheid.

Prof Kruger se deurlopende navorsing fokus op die vraag of Suid-Afrika se wetlike pogings om mensehandel te bekamp, voldoen aan internasionale vereistes soos uiteengesit in die Verenigde Nasies se Mensehandel-protokol van 2000, asook ander toepaslike internasionale ooreenkomste.

Sedert die voltooiing van haar studies is die Wet op die Voorkoming en Bestryding van Handel in Mense van 2013 aanvaar, maar dit moet nog uitgevaardig word. Dit beteken dat Suid-Afrika nog glad nie voldoen aan die VN-protokol nie. 'n Afvaardiging van die Amerikaanse Ambassade in Suid-Afrika het onlangs die Fakulteit Regsgeleerdheid op die Bloemfontein-kampus besoek. Die doel van hulle besoek was om inligting in te win vir die Amerikaanse Staatsdepartement se omvattende 2015-verslag oor mensehandel.

Prof Kruger se huidige navorsing, in samewerking met ander nasionale en internasionale belanghebbendes, fokus op die nuwe wetgewing. Een van die fokusgebiede is die manier waarop smokkelaars hul slagoffers beheer. Hierdie navorsing verhoog begrip vir die redes waarom slagoffers dikwels nie hulp soek nie, nie 'gered' wil word nie en waarom hulle terugkeer na die smokkelaars wat hulle wreed uitgebuut het.

Die Globale Slawerny-indeks van 2014 wat onlangs vrygestel is, beraam dat 36 miljoen mense wêreldwyd as slawe leef en dat 106 000 van hulle in Suid-Afrika is. Hierdie verslag meld dat 'moderne slawerny' mensehandel, gedwonge arbeid, gedwonge huwelik, skuldgebondenheid en die verkoop van kinders insluit. Die Internasionale Arbeidsorganisasie beraam dat die onwettige winste van gedwonge arbeid in die VSA, US \$150 biljoen per jaar beloop.

- Deur Leatitia Pienaar



Verteenwoordigers van die VSA Ambassade in Suid-Afrika en ander belanghebbers. Van links: San Reddy en Chad Wessen van die Amerikaanse Ambassade, prof Beatri Kruger, en Palesa Mafisa, voorsitter van die UV Kovsie NFN.

Foto: Stephen Collett.

In the Media

Making the headlines

The year 2014 ended on a high note for Kovsies when medical student Rolene Strauss was crowned Miss World on 14 December 2014. Rolene continues to make the headlines. Articles about her crowning were published in major publications such as *Volksblad*, *Beeld*, *Burger* and *The Sunday Times*. A few magazine articles were also spotted in *Huisgenoot/You* and *Juice* (Mango Airline inflight magazine).

2015 officially started with the arrival of the new first-years on all three of our campuses. The first-years were officially welcomed on 16 January 2015. This was reported on in *Express* and *The New Age*.

Equally exciting, actor Chris Voster has joined the Kovsies team as lecturer in Film Studies at the Department of Drama. Chris plays the role of Ryno Lategan in a popular Afrikaans television soap opera. This was reported on in *Volksblad*, *Ofm* and *Huisgenoot*.

Dr Sethulego Matebesi's research on service delivery protests had the media excited and was reported on in various newspapers including *The New Age*, *Volksblad*, *Bloemfontein Courant*, *City Press* as well as national and provincial SABC radio stations. Dr Matebesi is Senior Lecturer at the Department of Sociology.

In February Prof Naomi Morgan, lecturer in the UFS Department of Afrikaans and Dutch; German and French, was knighted by the French government for her translation from French into Afrikaans of plays such as 'Oskar en die Pienk Tannies', as well as translations of Afrikaans songs into French for the popular Afri-Frans compilation. Prof Morgan received the prestigious *Chevalier de l'Ordre des Arts et des Lettres* award at the French Embassy in Pretoria on 26 January 2015.

- Deur Rene-Jean van der Berg

WORD SEARCH

Supplied by XWord (Pty) Ltd

Find the 13 words hidden in the grid below. These words can be read up, down, forward, backward or diagonally and some can overlap; which means a letter can be part of two or more words. See if you can find them all.

- | | | |
|-------------|------------|---------|
| Chicken Run | Kiepersol | Rolene |
| First-years | Kovsie FM | Strauss |
| Graduate | Library | Vishuis |
| Irawa | Management | |
| Karee | Ritsim | |



VOX POP Access in control at UFS

- By Hatsu Mphatsoe

In November 2014 the University of the Free State ushered in access control all over the Bloemfontein Campus. In its pilot activation stage, we asked students about their thoughts and concerns about the new system. This is what some of them had to say.



Leba Seliane

"I feel it makes people safer and that was the main priority in implementing it. If it does that by regulating who comes in and comes out of the university, I suppose it's achieving its goal. I stay at Roosmaryn and last year we had a security incident; with the access control we feel safer as it regulates who comes in and out of the university. It also puts us on an international level regarding the security and safety of students."



Corli Wepener

"I feel that it is a good idea, it makes me feel safer, but I think at the moment it still needs improvement, especially with the distance card readers at the gates, sometimes you still need to hold your card close to the detector. However, I think it's a good idea, I just think that it still needs a bit of work."



Marck Maphori

"I think it's quite vital and the efforts of keeping students safe will go a long way in ensuring their academic growth and well-being in the few years that they are on the campus. Access control is needed and I am glad that it's being implemented."



Melissa Taljaard

"I think the new access control is something that's great and it can regulate who comes on and off campus, especially campus-based students, we don't always see what is happening. I also think we need to get a better sign-in system for our guests. It's a great system and it's about time it was implemented, but now it must be made completely functional."

2015 Rag brings joy and cheer to community

The atmosphere was cheerful at the Kovie Rag Farm, where senior and first-year students worked hard to build their floats with the theme "video games" and "city icons".

The highlight of the morning was the judging process, followed by the grand procession en route to the Twin City Mall, where 10 000 meals were distributed to the Heidedal and Mangaung communities. The ever popular public procession continued through the streets of Bloemfontein later that day, when the decorated floats and students carrying collection tins proceeded to the Chevrolet Park cricket stadium.

Karee, Wag-'n-Bietjie and Sonnedou were this year's overall Rag winners as well as the float building winners in Pool A, while JBM Hertzog, Welwitschia and Marjolein took first place for float building in Pool B.

Rag is held each year to raise funds for disadvantaged communities in Bloemfontein, to kick-start the robust residence activities and to build rapport between the various residences.

- By Stefan Lotter



Students interact with children in Heidedal



Minion float



Besoekersentrum en toegangsbeheer

Om die veiligheid en sekuriteit van die universiteit te verseker, moet besoekers die Bloemfontein-kampus deur die DF Malherbe-hek binnekom en by die Besoekersentrum registreer, waar 'n tydelike toegangskart vir sekere dele van die kampus aan hulle uitgereik sal word.

Konferensiegangers

Konferensiegangers en besoekende groepe sal by die Besoekersentrum registreer. Gerieflikheidshalwe sal daar van die departement wat die konferensie aanbied, verwag word om besoekers voor hulle aankoms te registreer sodat toegangskarte vroegtydig geskep kan word.

Dagbesoekers

Dagbesoekers, soos voornemende studente, ouers, of enige ander besoekers aan die kampus, sal met 'n tydelike kart uitgereik word wanneer hulle hul identiteitsdokumente toon.

Kontrakteurs en gereelde besoekers

Kontrakteurs en gereelde besoekers moet by die Besoekersentrum of aanlyn aansoek doen vir 'n permanente toegangskart. Vir meer inligting oor hoe om aanlyn aansoek te doen vir 'n toegangskart, besoek <http://supportservices.ufs.ac.za/content.aspx?id=703>

Besoekers sal ook by die sentrum aanwysings kan kry na plekke op die kampus, asook 'n afskrif van die kampuskart.

- Deur Mamosa Makaya

Vir navrae oor die **BESOEKERSENTRUM**, kontak: Mamosa Makaya 051 401 9188 of e-pos makayam@ufs.ac.za. Besoek die webtuise <http://www.ufs.ac.za/visitors>

Vir navrae oor **KAARTAANSOEKE**, kontak gerus die Besoekersentrum se ontvangstoonbank: 051 401 7766 of epos visitorscentre@ufs.ac.za.

Residence / Hotel

The university's new residence and hotel is now open for business and has been welcoming guests and students during recent weeks. Located on the western side of the Bloemfontein Campus with neighbouring Conlaurês and Outeniqua residences, it is a stylishly decorated space with modern amenities.

The student accommodation offers a comfortable and safe environment with some shared spaces such as lounges, kitchenettes and bathrooms.

SAVE THIS PAGE



Senior residence kitchenette and lounge area.



The undergraduate residence's lounge offers ample space for students to socialise.

NOW OPEN FOR BUSINESS

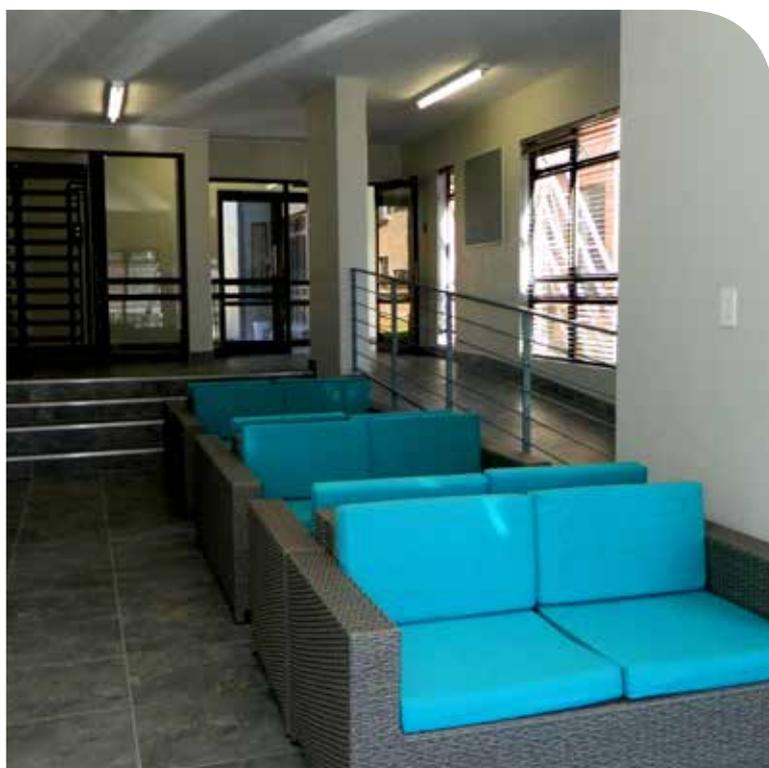


Each room in the hotel has a stylishly fitted en-suite bathroom

The hotel welcomes visiting scholars, international visitors, and any other visitors of the university throughout the year. Each room has an en-suite bathroom.

On the ground floor is a cozy dining space where meals are served daily to hotel patrons and postgraduate students.

Photo: Stefan Lotter



For hotel bookings call Ilze Nikolova at the office of Housing and Residence Affairs nikolovai@ufs.ac.za / 051 401 9689.

It's **safety first** AT QWAQWA CAMPUS



The Qwaqwa Campus community has committed itself to making the campus safer than ever before. Apart from tighter access control at the main gate, in line with university policy, the community has embarked on regular safety campaigns to drive home the message.

"Our regular safety campaigns involve the local police; their presence and support for safety at the university sends a positive message and encourages us to be actively involved and responsible," said Tautona Moloi, Head: Protection Services at Qwaqwa Campus.

Some of the measures put in place to combat crime are red-pole panic buttons which can be used in the case of emergency and which are linked to the 12 surveillance cameras around campus. Stricter vehicular access to the campus has been implemented and traffic fines enforced, including wheel clamping and the issuing of tickets for drivers who disregard traffic rules.

Moloi encourages staff and students to inform the security office when they need to study late. "Walking late from the library to residences can pose some danger hence we ask students to be in touch with Protection Services," he said. Thabo Kessah

- By Thabo Kessah



Photo: Thabo Kessah

One of the red-pole panic buttons on the Qwaqwa Campus.

Load shedding what you need to know

Since the dreaded announcement of another load-shedding plan by Eskom's CEO in December, 2014, South Africans have been bombarded with various terms such as stage one, two or three of load-shedding and have had to try to follow load-shedding schedules. The question that follows is how long will there be load shedding and what impact will this have on our daily activities, our households, security, businesses and the economy of the country?

Stages of load shedding:

- Stage 1 – Allows for 1000 MW of the national load to be shed
- Stage 2 – Allows for 2000 MW of the national load to be shed
- Stage 3 – Allows for 4000 MW of the national load to be shed

The schedule

Load shedding is implemented in two-hour blocks with an allowance of about 30 minutes for switching between blocks, meaning the average time without power will be 2,5 hours per day during the period between 05:00 and 21:30.

The load-shedding schedule is available on Eskom's load-shedding website; the actual stage in use will be displayed on both the Eskom website and the load-shedding website.

<http://www.eskom.co.za/Pages/loadsheddingmunic.aspx>

Switching off – better for the grid

Daily power cuts at home are slowly becoming the norm. We are urged to switch off geysers, non-essential appliances, pool pumps, and to look into using alternative energy sources such as solar power and gas to reduce the pressure on the national grid. This means lifestyle changes are on the horizon but is the nation ready?

News24 has developed the Gridwatch application for your mobile phone or PC to track various places around your suburb e.g home/work/ gym to track when the power is going to be off at these places, visit: <http://loadshedding.news24.com/>

Safety matters

When traffic lights and street lights are not working, safety on our roads becomes even more of a concern. The impact on businesses and the economy cannot be ignored. Load shedding is putting pressure on cellphone companies to use their tower reserve batteries meant for emergencies only, restaurants are affected and businesses that rely on electrical machinery will have slower production and slower delivery to clients. Home and business security systems will need to have reliable battery power as back-up when power cuts occur.

The future – bleak or bright?

According to Eskom, urgent maintenance is being carried out at power plants around the country and they still must complete the multi-billion rand power generation projects, Medupi and Kusile, to eventually get the power supply back to normal and to meet increased demand. According to media reports, this may still take a few years, as both Medupi and Kusile are way behind schedule. In the meantime, winter will be upon us in a few months, so the nation will have to plan ahead and buckle up for a possibly "bumpy ride".

- By Mamosa Makaya



Know **more** about:

Ricardo Peach

Ricardo gee Vryfees nuwe vlerke

“Bloemfontein het die beste teater-infrastruktuur, nie net in Suid-Afrika nie, maar sekerlik ook in Afrika,” sê dr Ricardo Peach, direkteur van die Vryfees wat in Julie op die Bloemfontein-kampus plaasvind.

Hy is opgewonde oor die kunstalente in die provinsie wat verder ontwikkel en uitgebou kan word. Hy en 'n span werk aan 'n vyfjaarplan wat die Vryfees in 'n volwaardige Vrystaatse kunstefees kan omskep. Dit moet nie net belangstelling en gehore uit Suid-Afrika trek nie, maar ook uit die res van Afrika.

Die feesinhoud sal ruimte skep vir die insluiting van ander kulture. Die ideaal is dat die Vryfees ook werkskepping sal bevorder en 'n sentrum vir kreatiwiteit sal word.

Van die planne vir die uitbouing van die Vryfees lê in die vestiging van 'n randfees vir opkomende kunstenaars by die fees; 'n Pan-Afrikaanse Uitvoerendekunstermark; en die inbring van publieke kuns om mense anders ook kuns te laat dink. 'n Kunslaboratorium word ook voorsien waar kunstenaars met mekaar kontak kan maak en saam kan werk.

Ricardo het op die ouderdom van 12 saam met sy ouers na Australië verhuis. Hy het 'n diploma in visuele kuns verwerf, 'n BA-graad in kunsgeskiedenis en kultuurstudie, en 'n doktorsgraad in geestes- en sosiale wetenskappe. Hy was kurator in 'n museum in Sydney en as kuns- en kultuurbeambte in die plaaslike regering het hy die ontwikkeling van 'n openbare kunsstrategie hanteer.

Sy Afrikaans is elegant, suiwer. “Afrikaans is my sielstaal. Dit is een van die mooiste tale in die wêreld,” sê hy.

-Deur Leatitia Pienaar

Juanita Burjins

Enhancing others' quality of life is Juanita's passion

With a passion for skills development and after seeing that companies are not informed about the benefits of skills development in their organisations, Juanita Burjins, the new Assistant Director: Staff Development at Human Resources, decided to pursue a career in skills development.

Juanita has worked for various Sector Education and Training Authorities (SETAs) and Northlink as a skills development facilitator responsible for staff development. She completed a Human Resources Diploma and an Advanced Diploma in Management from the University of the Western Cape. She also did short courses in skills development at Damelin College and has a Postgraduate Diploma in Management from Mancosa.

She believes that staff development holds a number of benefits. Some of these benefits include recognition for work done (not necessarily salary increases, but acknowledgement of a job well done) and building staff's knowledge and skills levels.

dumela asked Juanita some questions ...

The best advice I ever received ... Save at least 10% of your income towards retirement as the compounding effect of your investment will be to your benefit at retirement.

I love my job ... it's my passion to assist people to enhance their quality of life.

To recharge my batteries, I ... take mountain walks.

I make a point to ... maintain a balanced life.

Juanita also shared her vision for staff development at the university. She aims to:

- Conduct a skills audit to ascertain the strengths of the university in order for us to capitalise on them.
- See which programmes are available through the SETAs. These can benefit staff with minimal capital outlay.
- Promote the focus on customer/ client service as part of orientation.

It is important for all to understand that our customers should at all times have a good experience. It is also important that staff also treat each other as customers.

- By Leonie Bolleurs



Photo: Leonie Bolleurs

The phenomenon of **weight-based discrimination** in South African employment practice

South African labour law is always evolving to address new issues in the modern workplace. One such consideration is weight-based discrimination. This was the subject of the paper presented by Damian Viviers and Dr Denine Smit at the second annual International Mercantile Law Conference in November 2014, hosted by the Faculty of Law's Department of Mercantile Law.

With obesity increasing worldwide, it permeates every aspect of life, not least of which is the workplace. A range of preconceived notions about obesity often cause employers to appear prejudiced and to influence their employment decisions and practices, as is evident from the numerous court decisions worldwide dealing with weight-based discrimination in employment.

This article firstly deconstructs the concept of "weight discrimination", and then goes on to investigate the possible status of weight as grounds for unfair discrimination in South Africa. Even though South Africa is among the three most overweight nations in the world, and the country's judicial forums have already had to deal with a number of cases involving elements of weight-related bias in the workplace, no specific legislation or other measure exists to address this phenomenon.

The right to dignity and equality is vehemently protected in the South African Constitution yet, the legislature chose not to include weight in the specific prohibited grounds of discrimination. Thus, the article explores the possibility of bringing claims of weight-based discrimination under section 6(1) of the amended Employment Equity Act, as well as that of obesity being protected as a disability. "Weight-based discrimination in the workplace is a challenge worldwide, and in South Africa, it affects people from all racial and cultural backgrounds," says Dr Smit.

Following a comparative overview of the legal positions in the United States, Australia, the European Union and the United Kingdom, the article concludes by suggesting possible solutions and recommendations to fill the void in South African labour law to effectively deal with weight-based discrimination in the workplace.

- By Mamosa Makaya



Photo: Mamosa Makaya

Dr Denine Smith and Damian Viviers

African indigenous games used to learn how to solve maths problems

African indigenous games can be used to teach mathematical problem-solving skills, according to a recent study by Dr Tshele Moloi, a Mathematics Education lecturer at the Qwaqwa Campus.

"The study shows that indigenous games such as *diketo* or *morabaraba* enhance the understanding of abstract mathematical concepts in children, and the role that parents and community members can play in teaching them the maths in these games," said Dr Moloi.

"*Diketo* is a game where 10 small stones or marbles and 1 *ghoen* or big stone are made available for each player. A small hole about 5cm deep is dug in which the small stones are placed for the players. Children of all ages play this game and only two players can play at a time," he said.

Dr Moloi explains that it is during this game of *diketo* that learners can identify that there are variables involved - both dependent and independent. In round one of the game, it was noticed that the stones scooped out of the hole can be described by the pattern: $f(n) = -n/2 + 21/2$, (where n denotes the throwing of the *ghoen*).

Stones placed in the hole can be illustrated by the pattern: $f(m) = -m/2 + 10$, (where m denotes the throwing of the *ghoen*). There are lots of patterns

that can be obtained when the player is in round two (*seng two*), etc.

The patterns which emanate from round one, two and three can be put on the Cartesian Plane, which can then demonstrate the linear functions.

The game of *diketo*, according to Dr Moloi, helps to concretise concepts such as linear equations and conceptualisations of independent and dependent variables. Circles visualised in *diketo* can be arranged in such a way that they illustrate the area of the circle: $\text{gradient} = \text{change in } y / \text{change in } x$.

On the other hand, the game of *morabaraba* (a board game similar to checkers), which is played by two players at a time with each having 12 tokens known as 'cows', allows for a simplified lesson on the area and perimeter of squares.

"The teacher can integrate geometry and algebra through the structural nature of *morabaraba*, which may also help in simplifying concepts like probability and chance in data handling," Dr Moloi said.

For further information visit:
<http://www.ipedr.com/vol60/026-ICEMI2013-K10022.pdf>

- By Thabo Kessah



Photo: Thabo Kessah

Dr Tshele Moloi



Diketo

Universiteitseiendomme skep ontwikkelingsgeleentheid vir onafhanklike kontrakteurs

Die UV het die spandering op infrastruktuurontwikkeling geoormerk as 'n wyse waarmee nie net waarde tot sy akademie en verblyf nie, maar ook tot die breë en spesifiek, opkomende gemeenskappe toegevoeg kan word. Op al drie sy kampusse word jaarliks meer klaskamers, laboratoriums, ander akademiese ruimtes en koshuise gebou, ingerig en onderhou. Hoe om hierdie geld regverdig, deursigtig en tot opbou van 'n groter gemeenskap te spandeer is die uitdaging wat Nico Janse van Rensburg, Senior Direkteur: Universiteitseiendomme, mee te make het.

"Die universiteit as opleidingsomgewing moet altyd op soek wees na metodes en innoverende maniere om leiding te gee op hierdie terrein. Ook op die gebied van bemagtiging sonder benadeling," sê Nico.

Geïnspireer deur prof Nicky Morgan, Viserektor: Bedryf, se oproep en uitdaging aan die privaatsektor om deel te neem en met idees vorendag te kom, is die konsep van 'n ontwikkelingsprogram vir opkomende kontrakteurs gebore. Twee entrepreneurs uit die konstruksie- en finansiële sektore en die Departement Universiteitseiendomme het sy oproep ter harte geneem en 'n projek ontwikkel waar persone wat al dekades ambagsmanne is, maar nog nooit die kans of finansiële vermoë gehad het om onafhanklik te werk nie, 'n geleentheid te gee.

"Prof Morgan druk dit al 'n geruime tyd op ons harte om daarop te fokus dat nie net geboue gebou word nie, maar ook gemeenskappe," sê Michelle Botes, een van die persone wat aan die ontwikkeling van die program deelneem.

Nico verduidelik hoe hy en sy span die dienste van privaatboukontraakteurs gebruik om infrastruktuur te ontwikkel en te onderhou. Elke projek wat aangepak word, gaan uit op tender. Die kontrakteur wat die beste voldoen aan die vereistes van die tender word aangestel om die bouprojek

te voltooi. Die nuwe inisiatief vervang nie die prosedure nie, maar versterk dit. Die projek is só opgestel dat persone wat aan die program deelneem daarna as onafhanklike kontrakteurs nie alleen ekonomiese bedrywighede op die kampus nie, maar ook in die breë gemeenskap kan meemaak. Die universiteit is bewus van informele kontrakteurs wat aanklop vir werk, maar wat nie noodwendig kwalifiseer om deel te neem aan die tenderproses nie. Die proses is daarop gemik om hierdie uitdaging te oorkom sonder dat die universiteit enige risiko loop.

In November verlede jaar het Nico en die span 'n mentorskapprogram vir sulke kontrakteurs begin. Die visie van die program is om kontrakteurs deur middel van mentorskappe, registrasies, opleiding en auditprosesse met die nodige kennis en vaardighede toe te rus sodat hulle later as formele, onafhanklike kontrakteurs kan funksioneer. Volgens hom verbind die UV hom tot die proses deur spesifieke bouprojekte vir die program te identifiseer. Universiteitseiendomme koördineer en fasiliteer die program. Hulle verskaf ook befondsing vir registrasies, ens. Die UV skep dus hiermee 'n omgewing wat opkomende entrepreneurs toelaat om vir konstruksieprojekte te tender.

Hierdie inisiatief, wat verlede jaar deur die UV goedgekeur is, het reeds momentum gekry. Daar is vyf kontrakteurs in die program. Drie van die kontrakteurs is reeds deur die registrasieproses. Die UV betaal elke subkontraakteur om by al die verskillende liggame soos deur die wet

vereis, te registreer. Dit sluit in registrasies vir inkomstebelasting, BTW, PAYE, die Werkloosheidsversekeringsfonds, Vaardigheidsontwikkelingsheffing en as entiteit (Edms. Bpk. of BK). Hulle word ook by die Ongevallekommissaris en by 'n bedingingsraad geregistreer.

Opleiding vind op 'n een-tot-een basis tydens afspraak met kundiges plaas. Tydens afspraak met 'n privaatboukontraakteur leer hulle meer oor beroepsgesondheid en -veiligheid, materiaal aankope, oorhoofse koste, tydsbestuur en kwaliteitskontrole. Kundiges verskaf ook opleiding oor spesifieke produkte en die Departement Argitektuur verskaf opleiding oor argitektsbeginsels, byvoorbeeld hoe om planne te lees. Ander opleiding sluit in die beginsels van konstruksiebestuur en finansiële bestuur.

In samewerking met 'n ouditeur word subkontraakteurs gementor om alle finansiële prosesse soos uitgawes, betalings, boekhouding, salarisse en kontantvloei projekasies baas te raak. 'n Baie belangrike deel van die program is egter ook die auditproses self. Elke subkontraakteur kry 'n stel finansiële state van sy geregistreerde besigheid. Die ouditeur lewer ook 'n stel state en 'n vorderingsverslag aan die UV.

Die mentorskapprogram is gratis. Sodra die subkontraakteurs vir 'n projek begin tender en hulle 'n inkomste genereer, betaal hulle dan soos volwaardige kontrakteurs self vir hul oorhoofse kostes. Volgens Nico sal die UV dié nuwe kontrakteurs nog steeds van advies bedien. – Deur Leonie Bolleurs



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SOLUTION

I think we should spend the evening with candlelight...you know... to save power



That is a good idea, you care so much! What a gentleman!



Shimlas skipper AJ Coertzen (right) and Ixias captain Charles Hitchcock (centre) will lead the two Free State teams in this year's Varsity Cup.

Varsity Cup reinstates TMOs

The 2015 Varsity Cup season will see the reintroduction of the White Card Rule, which will allow coaches and team captains to refer referee decisions to the Television Match Official (TMO) for review during rugby

TMOs were last used in the inaugural Varsity Cup competition in 2008. The return of the system has been endorsed by the South African Rugby Union (SARU).

The tournament will also retain the use of two referees after the successful introduction of the system in 2014.

"This is a new test from Varsity Cup that we believe the world of rugby will look at favourably after the World Cup," said SARU chief executive Jurie Roux at the Varsity Cup launch in Johannesburg on January 26, 2015.

This year will also see the UFS Shimlas and the Central University of Technology (CUT) Ixias compete together for the first time in the tournament, after the latter gained promotion by winning the Varsity Shield competition last season.

- By Mamello Oliphant

HOLIDAYS—THE GOOD THE BAD AND THE UGLY!

Welcome back to 2015. I really hope you had a wonderful holiday and best wishes for a good year ahead! How many pairs of shoes does your beloved pack for a holiday? It happens every year. The day before you're supposed to drive to the sea she secretly orders everybody in the vicinity to bring her 'few things' to the garage without you noticing it. At six she wakes Bultjie with a lovely smile and hot coffee. I jump through the shower, dress and go to the garage. Four-hundred and one suitcases and five full black bags greet me. It happens every year. I start talking in eleven official languages. Loudly. The neighbour's dogs start barking, the Hadidas fly blaring from the trees, the neighbourhood watch send what's apps to alert everybody and ADS Security comes flying down the street.

Then the miracle happens. Mommy orders me as if I'm a packer in a sardine factory and everything is in the boot and on the back seats and at her feet! Then she remembers that she has forgotten the fan! Only at Colesberg do we talk to each other for the first time. On the trip back we start talking when we reach Oudtshoorn! However, during the days at the sea you wake up with a song in your heart! "Oh, what a lovely morning!"

'n Onderwyseres vertel my van die skaam dogtertjie wat om die dood nie mondeling op skool wou doen nie. Na die vakansie vat sy h kans en vra "Was julle bietjie met vakansie?" "Ja, Juffrou." "Was julle see toe?" "Ja, Juffrou." Lang stilte!

"Het julle ietsie gebraai?" "Ja, Juffrou." "En wát het julle gebraai?" "Juffrou, my Pappie het uie in h pan gebraai en toe ruik dit báie lekker." "En?" "En toe sny hy tamaties by en toe ruik dit báie lekker, Juffrou!" "En?" "En toe sit hy bacon by, Juffrou! En toe ruik dit báie lekker!" "En?" "En daardie dogtertjie begin spoed kry!" "En toe sny my Pappie h blikkie boeliebief oop en sit dit in en hy sit h blikkie sweetcorn in en toe ruik dit báááie, baie lekker, Juffrou! En toe vat hy h groot blik kerrievis, maar &X\$#@%, Juffrou! Dít moes hy nié gedoen nie!"

Nou ja, Lyk my daar is h paar dinge wat ons nie in hierdie jaar moet doen nie! Veral nie vroegoggend nie. Vroegoggend

op Nuwejaar gaan ek winkel toe op Mosselbaai. h Verskriklike lelike vrou slinger heen en weer van die bottelstoer af oor die parkeerarea. Hier skree h man, wat ook net so dik onder die prop is vir haar: "Hei! Is jy so lelik oor jy so gesúp is? Of is jy so gesuip oor jy so verskriklik %\$#@X lélik is?" Bultjie het eers gelag, maar toe ek in die kar is, slaan die weemoed my oor daardie laaste sin: "Of suip jy so oor jy so lélik is ..." Treurigheid op note en nugter weet.

So vriende, die vakansie is verby ek reken almal het mooi gesorg dat die wynboere se Mercedesse betaal is. Welkom terug in die tuig en van der beste vir 2015!

Liefde, **Bultjie**