

# Vista incorporation on track

A memorandum of agreement was finalised and adopted by the joint incorporation management team of Vista (Bloemfontein) and the University of the Free State.

The memorandum will facilitate co-operation between the UFS and Vista up to the incorporation on 1 January 2004 and will ensure that operational decisions made by the two institutions in the mean time do not adversely impact on the operational and organisational integrity, robustness and quality of the post-incorporation UFS.

Prof. Frederick Fourie, Rector and Vice-Chancellor of the UFS, and Prof. Talvin Schultz, Acting Campus Head, Vista Bloemfontein, said in a joint statement that both institutions remain committed to the formal incorporation of the Vista Bloemfontein campus into the UFS.

Principles were adopted to form the basis for all future engagements between the two parties until incorporation. Some of the principles are:

- After the incorporation the UFS will continue to be one single institution pursuing the same strategic objectives, the same shared vision, with single governance structure. The incorporation should also contribute towards the same quality performance regime across the entire institution. Temporary arrangements might be necessary in some areas, for instance in financial management.
- The incorporation should enhance the financial sustainability of the UFS and the quality of its programme offerings.
- The incorporation should improve existing strategies for increasing student access, mobility and throughput, as well as research capacity.

- The incorporation must also enhance the role of the UFS as a public institution that is responsive to the development needs of the Free State and contributes to the eradication of poverty and other social problems.

In terms of the memorandum the UFS and Vista BFN declared their intent to fully cooperate in an open, transparent and collegial manner. They are also committed to full disclosure of information, joint decision-making and the equality of the two parties in the context of incorporation.

The UFS and Vista BFN also agreed that:

- A moratorium is placed on all staff appointments at Vista BFN prior to incorporation, unless the parties agree on the need for such appointments. This excludes staff secondments or appointments in an acting capacity, or on a contract basis for a period not

exceeding the date of the incorporation, whichever is applicable.

- No permanent staff members from any other Vista University campus would be transferred to Vista BFN before the incorporation date, unless both parties agree to such a step.
- The parties agreed not to widen the current remuneration and conditions of service differentials, nor will they enter into abnormal collective bargaining agreements or embark on unusual promotions.
- There will be no renewal of any existing service contracts at Vista BFN and no new service contracts may be entered into without prior consensus between the two parties.

Critical areas where decisions are still outstanding are student support and administration, as well as academic planning.



Prof. Frederick Fourie (right), Rector and Vice-Chancellor of the UFS, and Prof. Talvin Schultz, Acting Campus Head, Vista University Bloemfontein.

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# LANGUAGE POLICY

## Policy shows UFS respects language rights

By Sarina Myburgh

The University of the Free State has taken the lead and developed a new language policy. The policy states that Afrikaans and English will be the main languages, with the implementation of Sesotho in some areas. The university will continue to practise parallel-medium education in Afrikaans and English, while the need to promote Sesotho as a language of higher education will be taken into account insofar as it is reasonable and practicable.

In a question to Prof. Willfred Greyling of the Department of English and Classical Literature about how the university will benefit from the new policy, he said, in his opinion, the policy would show to student markets, alumni, and politicians that the university respects language rights, and that the institution promotes cultural diversity as part of our South Africanness. Students will also benefit because bi- and multi-lingualism

add to the graduate's repertoire of skills, providing access to the language communities in question.

According to the language policy, the university will also make use of language testing for all novice students so that these students' needs may be determined for purposes of improving their academic proficiency in one or both of the UFS's main languages of instruction.

To some this may seem unnecessary, but in an article that appeared in *Bult* (June 2003) on the research conducted by Dr Arlys van Wyk, the need for reading proficiency for students' academic performance was stated. This approach can be backed by research as a necessary step in promoting the academic performance of students.

The language policy also states that where necessary, professional translation and interpreting services, as well as the required language facilitation measures, will be used

to enhance communication. Prof. Greyling said "Since I have often heard of students complaining about tests being available in only one language or translated in such a way that they confuse the students, the need for modules and texts (i.e. test papers) to be translated correctly and unambiguously is a concern among many students."

According to Prof. Greyling, it is a fact that students read for 85% of their study time. Quality texts are therefore critical tools in the learning process.

Since the university officially has a parallel-medium policy, students can be sure that test and examination papers have to be in both languages and that any student can be served in his or her language of preference. The language policy also makes provision for the appointment of a committee where any complaints from members of staff or students can be lodged.

## Veeltaligheid nou ingebed by die UV

Die taalbeleid wil verseker dat die UV 'n plek is waar studente én adademici én steundienspersoneel in hul werksomgewing tuis kan voel, sê Prof. Frederick Fourie, Rektor. Met die implementering van die taalbeleid wil die UV 'n etos van kulturele verdraagsaamheid ontwikkel as deel van die breër bestuur van diversiteit.

Die taalbeleid wat vroeër hierdie jaar deur die Raad goedgekeur is, konstitueer die Univeriteit van die Vrystaat as 'n veeltalige universiteit.

Klasse word reeds die afgelope tien jaar in Afrikaans en Engels aangebied, maar veeltaligheid word nou deel van die UV se grondlegging en die klem het daarmee verskuif, sê Prof. Fourie.

Deur die taalbeleid gee die UV ook in 'n gebalanseerde konteks 'n volwaardige plek aan Afrikaans en Engels in 'n gelykberegtigingsbedeling. Nie een van die twee tale word uitgesluit of in 'n dominante posisie geplaas nie. Gebruik van Afrikaans en Engels, en in sekere gevalle ook Sesotho, sal nie ten koste van mekaar geskied nie, sê hy. Dit is ook 'n waarborg dat nie een van die twee hooftale belangriker as die ander is en die gevaar staan om uitgefaseer te word nie. Die taalbeleid bevestig ook die UV se erns om Afrikaans as wetenskapstaal te vestig en uit te bou.

Alle klasse sal steeds in Afrikaans en Engels aangebied word. "Dié beleid bevestig weer dat Afrikaans nie as onderrigtaal aan die UV sal verdwyn nie. Afrikaans sal as 'n akademiese en wetenskapstaal ontwikkel word en die beleid ondersteun die ontwikkeling van Sesotho as 'n hoëronderwys-taal," sê hy.

Die nuwe beleid is 'n wen-wen-situasie vir almal omdat Engels ook as hooftaal gevestig word en die ontwikkeling van Sesotho sal waar moontlik ondersteun word. "Die beleid maak voorsiening vir studente en personeel se diverse kultuur- en taalagtergronde en berei hulle voor vir diversiteit in die werkplek."

Die beleid respekteer en is gegrond op die UV se visie en verbintenis tot gehalte en billikheid, sy missie as 'n universiteit en akademiese instelling, sy waardes, sy maatskaplik-politieke, kulturele en geografiese omgewing, sy statutêre en die wettlike omgewing, sê prof. Fourie.

Van die oogmerke van die taalbeleid is om veeltaligheid in die praktyk aan die UV te vestig en uit te bou. Tolkdienste sal byvoorbeeld ingespan word waar nodig. Die universiteit se Raad het ook aan prof. Fourie 'n mandaat gegee om die moontlikheid van 'n taalombudsman en 'n taalkomitee te ondersoek. Dié komitee en ombudsman sal 'n

aanduiding wees van die erns waarmee die raad taal- en diversiteitsake beskou.

Die taalbeleid verbind die UV tot 'n begroting wat redelike voorsiening maak vir die doeltreffende en koste-effektiewe inwerkingstelling van die beleid. Dit sluit in die voorsiening van koste-effektiewe vertalings-, tolk- en taalfasiliteringsdienste binne die grense van bekostigbaarheid. Die UV is 'n leier op die gebied van tolkdienste, soos geblyk het uit die ondersteuning wat aan die Waarheid-en-Versoeningskommissie se verhoor gegee is.

In die beleidsdokument word besonderhede uitgespel oor hoe die taalbeleid in onderrig, navorsing, gemeenskapsdiens en in die bestuur en administrasie van die kampus toegepas gaan word. Riglyne word gegee vir vergaderings, geskrewe kommunikasie en vir die verskeie bestuurs- en administratiewe toepassings.

Programme word ook beoog om die taalvaardigheid van personeel en studente te verbeter omdat dit belangrik is om die UV se beleid van veeltaligheid en toegang suksesvol uit te dra, sê hy. Eentalige personeel sal as deel van hul standaard oriëntering- en personeelontwikkeling kursusse in 'n tweede hooftaal ondergaan om so tweetaligheid te versterk.

# TAALBELEID

## UFS took a bold step

**P**rof. M.A.Moleleki of African Languages, chairperson of PANSALB (Pan South African Language Board, which has the goal to promote multilingualism in South Africa), said that Afrikaans, as one of South Africa's indigenous languages, should be seen as a role-model for the other African languages. Afrikaans has developed as a language in many areas, and other African languages could follow in its footsteps.

He argued that if Afrikaans were to throw in the towel, there would be no future for the other African languages. He is concerned about Afrikaans speakers switching to English as a means of communication. He is not particularly against English as a

language, but against people substituting their mother tongue for English. He said that if there is a need for a language in the workplace, the language would obviously be learned. Thus, if a need for the use of African languages in the workplace is created, the languages will be further developed and learned by i.e. students (to assist them in their career). Prof. Moleleki further said that incorporating a new language in any language policy is a process and inevitably involves time.

"In my view the university has taken a bold step in implementing the new language policy. In this way more students will be accommodated, and this will ensure that students and staff are empowered to add value to the process of a university education," he said.

## Very few SA homes speak English

**D**espite the fact that English is recognised as the language of commerce and science, it was spoken by only 8,2% of South Africans at home in 2001 – down from 8,6% in 1996, the latest Census results show.

The Census 2001 results, released in Pretoria, showed that nearly a quarter of the population gave isiZulu as their home language.

This is more than the total for the five least spoken official home languages – Sesotho, Xitsonga, siSwati, Tshivenda and isiNdebele – put together (19%).

*I-Net Bridge, as published in Business Day on Wednesday 9 July 2003*

## So sê die rektor van Maties

**P**rof. Chris Brink, rektor van die Universiteit van Stellenbosch, het onlangs gesê die konsep van taal en veeltaligheid is bo-aan die lys as eerste fokusgebied aan die US.

"Die uitbouing van Afrikaans as universiteitstaal hang hier in Stellenbosch ten nouste saam met die uitbouing van diversiteit. Ons het gesê dat ons Afrikaans wil gebruik as 'n instrument van bemagtiging vir mense uit voorheen benadeelde omgewings – nou moet ons die daad by die woord voeg. Ons het gesê dat Afrikaans in Stellenbosch nie 'n bedekte plan is om Stellenbosch wit te hou nie – nou gaan dit getoets word of dit waar is.

"Op die lange duur, so glo ek, gaan die voortbestaan van Afrikaans aan die US afhang daarvan of ons kan bewys dat ons alle Afrikaanstaliges – van alle kleure – in 'n regverdige mate bedien en in gelyke mate laat tuis voel." – *Volksblad 25 Julie 2003*

## Leano la tshebediso ya dipuo Yunivesithing ya Freistata

**Y**univesithi ya Freistata e amohetse tshebediso ya dipuo tse pedi e leng puo ya Sekhoa le puo ya Seafrikanere. Tshebediso ya dipuo tsena e ile ya ananelwa ke Lekgotla la Yunivesithi ya Freistata. Sena se supa hore Yunivesithi ya Freistata e tlhompha maleme a batho. Yunivesithi ya Freistata e itlama ho tshehetsa le ho ntshetsa pele kaho le tshebediso ya puo ya Sesotho jwalo ka puo ya dithuto tse kholo. Meketeng ya semolao jwale ka dikopano, le dikapeso tsa barutwa, dibui tsa letsatsi di lokela ho bua ka Sekgoa le Seafrikanere. Sesotho se ka sebediswa ho thatisetsa hodimo ha dipuo tsena tse pedi. Leano la dipuo la Yunivesithi ya Freistata le fumaneha ka Sekgoa kapo ka Seafrikanere.

## Beter pas die oplossing

**D**ie UV het nie noodwendig meer lesing-lokale nodig nie, net 'n beter pas van behoeftes en die beskikbare ruimtes, sê me. Edma Pelzer, Direkteur: Fisiese Hulpbronne en Speciale Projekte.

'n Peiling het getoon dat die UV genoeg lesinglokale het, maar die probleem is die optimale benutting en bestuur van die beskikbare ruimtes. Die aankoop van die Abacus-program sal in 'n groot mate hierdie probleem ondervang, sê sy. Wat dit sal behels is dat die behoefte by die fasiliteite uitgebring sal word en 'n beter benutting van die beskikbare fasiliteite sal bewerkstellig word.

Aandag word ook gegee aan die opgradering van die bestaande fasiliteite. Op die prioriteitslys was die Rindl-saal, Sielkundesaal en die Landbou-gebou waaraan werk van sowat R1 miljoen gedoen is. Vanjaar sal weer soveel bestee word aan onder meer die hoofgebou.

# Personeel in die



*Etnique Concorde Reisagentskap en Avis Rent-a-car het 'n groep van 11 kliënte getrakeer op 'n "Sun Sizzling" naweek na Sun City. Reeds met die aankoms op Bloemfontein lughawe waarvandaan ons vertrek het, het dit beloop om 'n wonderlike naweek te wees. Geen moeite is ontsien om die naweek onvergeetlik te maak nie. Die ongelooflikste was ons begeleide toer deur die Palace. Hier sit van links, agter: Ilse le Roux (UV), Nerina Sarluis, Maquida du Preez en Tiana Louw (Etnique), en voor: Alet Ness (UV), Werner van Niekerk (Avis) en Christa Conlon (Etnique) - Ilse le Roux.*

*A delegation from the Makerere University of Uganda recently visited the University of the Free State. Here is the Vice-Chancellor of the Makerere University, Prof. John Ssebuwufu (left), with Prof. Frederick Fourie, Vice-Chancellor and Rector of the UFS.*



*Die Kowsie Landbouvereniging het in Junie na die Suid-Kaap getoer en onder meer aangedoen by die Lancewood Farm, Bucksberg Estate, Swellensharon, Kromco-appels, Kinkoemerino's en dr. Josef Uys se melkery by Heidelberg. Hier loer 'n paar toerlede na van die melkbeeste.*



# St

*The Student Centre will be opened officially on Friday 3 October 2003. At a function during the July holidays a plaque was unveiled at the spot where the first sod was turned last year. To celebrate the occasion, were from the left Mr Anton Roodt, of Die Roodt Vennootskap, Mrs Edma Pelzer, Director: Physical Support Services and Special Projects, and Prof. Frederick Fourie, Rector.*



*Nog grade: Personeel van die Fakulteit Ekonomiese en Bestuurswetenskappe het die afgelope tyd nie op hulle neuse diep in die boeke gehad. Hier is die span wat vroeër vanjaar (nog 'n) graad gekry het by die Dekaan, prof. M.J. Crous. Van links is, voor: me. B.J. Germishuis (M.Com), prof. M. Kotze (Magister Theologiae, Unisa), prof. Crous, me. Karen Rossouw (B.Com.Hons), me. Cynthia Mofokeng (B.Soc.Sc.Hons); agter: dr. L.L. Luvuno (Ph.D: Publieke Administrasie), me. Deidre Grieshaber (M.A. Gender Studies), me. Marlise Horn (MBA), dr. A.M. Sindane (Ph. D: Publieke Administrasie) en me. Gwendolene Machedi (B.Soc. Sc. Hons). Me. Grieshaber was die eerste student om die M.A.-graad in Gender Studies (met lof) te behaal en me. Horn was die tweede beste MBA- finalejaarstudent.*

*As part of its community service the Centre for Accounting facilitated a workshop for teachers on the new Secondary Education Accounting Syllabus. About 300 teachers from all over the Free State attended the workshop. Seen here are, from the left: Prof. Ronell Britz, Prof. Hentie van Wyk (programme director), Mr Werner Schmidt and Mr Fanie Ward, all from the Centre for Accounting.*



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Die International Quality Awards (IQA) word jaarliks deur 'n onafhanklike bedryfsliggaam toegeken aan adviseurs wat besondere diens aan polishouers lewer. **Ben** bedank graag al sy bestaande kliënte vir hul ondersteuning.

**Gesels gerus vandag nog met hom oor jou finansiële en voorsorgsake by een van sy kontaknommers. En laat sy prestasies vir jôu werk.**

# Research shows support for staff a necessity

By Tumi Tabane

“It is important for the UFS to realise that the implementation of change and transformation without realistic plans and support for academics is a futile exercise which will fail to sustain any momentum.” This was one of the observations of Dr ‘Mabokang Mapesela, who conducted a study on the effect of change and transformation on permanent lecturing academic staff at the UFS. Her study also focused on the job satisfaction of these members of staff.

Some of the factors of change and transformation which were investigated in her research were, among others, higher-education policy imperatives, the organisational culture, diversity issues, demands for quality and quality assurance, technological changes and staff development. Her methodology included the following:

- a questionnaire survey which aimed at identifying factors of dissatisfaction under the above-mentioned categories;
- focus-group discussions to probe further into the factors identified, as well as to provide academics with an opportunity to suggest ways in which the problems could be addressed by the UFS management; and
- interviews with selected administrative managers at the UFS to bring to the attention of the management the factors of dissatisfaction, as well as to establish whether there were any strategies in place or which could be put in place to address the problems.

Some of her most important findings were that academic staff was not immune to the effect of change and transformation in general. She pointed out that academics felt that these forces were responsible for the change in their roles, which they felt did not come with recognition or commensurate remuneration. The issue of the utilisation of a parallel medium of instruction surfaced as one of the biggest concerns among some academics.

According to Mapesela academics felt that parallel medium magnified their roles enormously in that they had to prepare and present lessons in two languages – Afrikaans and English, thereby duplicating work.

The feeling was that this endeavour consumed the time which academics could otherwise spend on research and writing articles, particularly now that national policy advocates recognition for academics based on quantifiable research outputs. Language was further perceived as a limitation in that some staff present lectures in a language that is neither their first nor their second language, but rather their third language.

Some academics further pointed out that in some departments only one language was utilised during meetings without any support from the interpreting services for those who lack competence in the other language.

According to Mapesela, this is an indication that the decision taken by the senior management of the UFS, namely that the language services should be used at meetings at all levels, particularly where there is a need, is not adhered to.

As far as policy is concerned, academics felt that the implementation of the Employment Equity Act was a cause for dissatisfaction, since the appointment of staff was done on

the basis of race and gender rather than merit and competence.

The issue of diversity was regarded as a problem in that the inclusion of students from designated groups without support was affecting the quality of education at the UFS. In this regard the academics concerned recommended that the UFS had to provide students with opportunities for bridging and, in addition, it had to encourage a better schooling system as part of its service delivery.

Another issue which academics felt magnified their roles and took too much of their time, was the decentralisation of administrative work to the departments. Academics felt it was out of their job description to “push trolleys of boxes and study guides”. They requested the management to make the necessary interventions to allow them enough time to pursue their scholarly activities.

A lack of staff development opportunities for academics also surfaced as a serious issue of concern for academics.

The interviews with selected managers at the UFS revealed that the management was aware of the implications of change and transformation for academic staff. These managers acknowledged the presence of some strategies aimed at making the UFS environment conducive for academic staff during this period of transition. Nevertheless, they confessed that communication of these structures still remained a problem at that time.

The above-mentioned issues were brought to the attention of the Rector in the form of a report and the hope is expressed that they will be addressed in order to make the UFS indeed a place of preference.

## UFS a leader, innovator with People Soft

By implementing PeopleSoft the UFS once again shows itself to be a leader and innovator in its efforts to render top quality services to students, staff and other clients, Mr Arie van der Bijl, Director: Budget, said.

The PeopleSoft project of R25 million will lay the basis for the further development and enhancement of the information and communication technology (ICT) system at the UFS in future. The UFS Council gave its approval to go ahead with the project in March 2003 and since then the project has been progressing in the three key areas of human resources, finances and student affairs.

Mr Van der Bijl said in these three areas of

management and administration, the UFS is taking a phased approach to the implementation of PeopleSoft.

“The first phase is an analysis phase where we talk to users. We ask them what they are doing, how they are doing it and what happens to the information. This is then analysed and the analysis is confirmed with the user. Next follows the design phase where the flexibility of the system is utilised to best suit our business processes.

“After this comes the business process-simulation phase where we show the user how the new system will work in practice.”

Mr Van der Bijl said human resources is in the

design phase, finance is in the business process-simulation phase and student administration in the analysis and design phase.

The decision to acquire and install PeopleSoft software is a strategic initiative to ensure that the UFS meets these changing needs of its clients in a world where there is convergence of technology and function.

The cost of the project is made up of a number of items such as the cost of the software, the cost of installation, the acquisition of new equipment (smaller unix computers) as well as a small amount to acquire staff capacity.

# Bottom Line



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**Vakansieverblyf in September:** Vakansieverblyf in die Umzumbe Chalets, Suidkus, van 23 September tot 1 Oktober 2003 – in die September-vakansie. Slaapplek vir 6

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## Alumni Awards

### Nominate staff members for awards

Staff members are kindly requested to nominate people for the Head Committee-, Cum Laude- and Old Kopsie of the Year awards.

The Head Committee-award goes to a university staff member who provided exceptional service or for outstanding achievement by a staff member. Former winners include Dr Niel Barnard and Judge Faan Hancke. The Old Kopsie of the Year-award goes to an old Kopsie who excelled nationally. Former winners include police commissioner George Fivaz and former minister Roelf Meyer.

The Cum Laude award goes to a person (not necessarily a former Kopsie student) who excelled in his/her field. Former winners include Mr Brand Pretorius and Dr Stef Naudé. Nominations can be sent to Jeannette Jansen at (051) 401-3744, 082 563 1055 or [jansenj.stg@mail.uovs.ac.za](mailto:jansenj.stg@mail.uovs.ac.za).

### Publikasiebesonderhede

Informa word saamgestel deur die

Afdeling: Strategiese  
Kommunikasie aan die UV.

**Redakteur:** Leatitia Pienaar

**Uitleg en drukwerk:** CLF Drukkers

Menings wat in *Informa* gelug word, weerspieël nie noodwendig dié van die redakteur, Afdeling: Strategiese Kommunikasie, of die Universiteit van die Vrystaat nie.

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