



PUBLIC EDUCATION & AWARENESS NEWSLETTER

MARCH

2009

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For more information please contact:

Fanie du T oit at: fanie.dt@mweb.co.za



**The National Council for Persons with
Physical Disabilities in South Africa**





P&A Newsletter



Big Bell-News

Promotion and Awareness department requests all role players of NCPPDSA and provincial structures to please forward **BIG BELL-NEWS** (all exciting happenings, breakthroughs, etc) from their provinces or organisations to Fanie du Toit via e-mail for distribution accordingly.

NEWS FROM APD IN PORT ELIZABERTH



(Received from Mr. Brian Bezuidenhout)

Can you still remember this report? Free health care for the disabled

3 July 2003

Certain categories of people living with disabilities will from now receive free health care at public health centres, Health Minister Manto Tshabalala-Msimang said this week.



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The first category includes people with permanent, moderate or severe disability – those who cannot take care of themselves or who cannot walk continuously between 10 metres and 200 metres on their own.

The second category includes people who have been diagnosed with chronic irreversible psychiatric disability - irrespective of fluctuations in their mental status.

The third category includes frail older people and long-term institutionalised state-subsidised patients.

Disabled people in these categories will receive all in-patient and out-patient hospital services at public health centres free of charge.

However, people with temporary disabilities or chronic illnesses that do not cause substantial loss of functional ability, and disabled people who are employed and/or covered by health insurance, the Road Accident Fund or Workman's Compensation, will not be entitled to free health care.

Specialist medical interventions for prevention, cure, correction or rehabilitation of a disability will be provided subject to motivation from a qualified specialist and approval by a committee appointed by the health department head.

Tshabalala-Msimang said the department will spend R30-million over the next year to ensure that people currently on the waiting list for assistive devices received these.

This latest extension is in addition to the provision of free health care to pregnant women and children under six that has been provided since 1994, as well as the improved primary health care services that have been made available to all South Africans.

"Disability is a substantial contributor to poverty", Tshabalala-Msimang said. "As government we are determined to address the challenges facing people with disabilities within our broader programme of poverty eradication, social support and economic opportunities for the poor."

Source: [BuaNews](#)

Subject: Employing people with disabilities can help you thrive in a skills starved economy

Employing people with disabilities can help you thrive in a skills starved economy.

The skills shortage in South Africa is a very real concern. According to Productivity SA and the 2007 IMD World Competiveness yearbook, South Africa had the worst skills shortage of 55 countries surveyed.



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In the *Sunday Times* of 30 March 2008 it was reported that, "South Africa must find at least 115,000 IT professionals before the World Cup," and, "by 2015, South Africa faces a shortage of 94,000 teachers," but, "only 4,000 new teachers enter the job market each year against a need of 20,000." Similarly, the South African Institute for Chartered Accountants (SAICA) says the country is short of 20,000 chartered accountants.

The situation has been further exacerbated by the continuing brain drain. South Africa's Institute for Race Relations estimates that around 800,000 skilled South Africans emigrated between 1995 and 2005. It went on to say that the option to emigrate is most popular among people aged between 18 and 44, representing not only South Africa's current workforce but its future skills set as well. The research undertaken also showed that the decision to emigrate is no longer the preserve of whites: the number of blacks and coloureds considering emigration shot up by 20% and 30% respectively in 2008.

The scarcity of skills is not just a South African problem. Worldwide, seven out of 10 managers report that skills shortages are their most pressing problem.

Where will skilled workers come from?

It is time for employers to look to hitherto untapped talent sources for their talent needs. One such source is the pool of disabled people ready, willing and able to perform certain skilled functions in the workplace.

The employment of people with disabilities should therefore no longer be seen as merely a social responsibility exercise but as a genuine avenue of sourcing qualified and hard-working people in today's skills-starved environment.

There is limited reliable information available on the number of people with disabilities in South Africa. The government uses an estimate of between five percent and 12 percent of the total population in their Integrated Disability Strategy White Paper.

If the current population sits at about 47 million, the amount of people with disabilities in the country must number between 235,000 and 564,000. If, according to the 2001 census – the most recent statistic available to us, 80% of people with a disability are unemployed, that means there are between 188,000 and 451,200 people that could be brought into the country's workforce.



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The Employment Equity Act of 1998 says that two percent of a company's workforce must be represented by employees with a disability. The Act recognises many disabling conditions including arthritis, brain injury, cancer, chronic pain, cumulative trauma disorders, HIV/AIDS, multiple chemical sensitivity, sight impairments, development disabilities, diabetes, epilepsy, hearing loss, blindness, heart conditions, multiple sclerosis, psychiatric impairment and wheelchair users.

Yet despite this minimal requirement, companies are failing to meet the target. The problem seems to be an aversion to employ people with disabilities due to various misconceptions.

The first is the mistaken belief that people with disabilities do not have the right skills. The fact is that people with disabilities develop important critical thinking skills. Whether people were born with a disability or they acquired one in life, such people must develop other strengths, traits and qualities including perseverance, problem solving, goal setting and determination, all of which make them valuable and marketable in the workplace.

People with disabilities also bring unique characteristics and skills to the workplace. As an example, a manufacturer had difficulty retaining employees in a high-noise area of the plant: the workers were complaining about headaches. By employing someone who was deaf, the problem was solved.

The second misconception is that accommodating people with disabilities in the workplace is too costly. Many employers believe that they will have to change their physical structures, every desk and every doorway to accommodate people with disabilities. However, research done in America found that the vast majority (73%) of employers reported that their workers with disabilities did not require accommodations.

It should also be noted that employers make accommodations all the time with their able-bodied staff. Examples include permission to go to the doctor, not asking an employee with a bad back to lift a heavy box or not requiring an employee with poor eyesight to read fine print, all of which cost nothing. If you are doing something out of the ordinary, you are accommodating the people you work with without even thinking about it.

The third misconception is that co-workers will be uncomfortable and that their productivity will be negatively affected. In fact, workers with disabilities have a positive effect on co-workers. Watching someone who has overcome a major challenge in his or her life and manages the disability on the job raises



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morale and provides a good working environment for everyone. Most companies have found that after employing people with disabilities, employee morale and productivity increased and there was a noticeable decrease in turnover.

The last misconception is that getting information on how to hire people with disabilities is time consuming and complicated. There are a number of NGOs in South Africa that look after and promote the interests of people with disabilities including the South African National Council for the Blind, the QuadPara Association of South Africa and the Association for the Physically Disabled.

These organisations will meet with companies to help address the psychological barriers employers and staff might face when employing people with disabilities. As part of the education process, they will cover the 'Code of Good Practice on Key Aspects of Disability in the Workplace', which is a guide for promoting fair treatment and reasonable accommodation for people with disabilities.

Lawrence Wordon is the managing director of Professional Assignments Group, www.pag.co.za.



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NEWS FROM QASA

Quadpara Association

Training Centre

The QuadPara Association of South Africa (QASA) was started over 28 years ago and operates across seven regions in South Africa. QASA is a non-profit organisation that focuses on providing effective coordination, policy-making and support in order to prevent spinal cord injury and promote and protect the interests of people with mobility impairments. These goals are achieved through advocacy, lobbying and delivery of services and products to people with disabilities. Our mission is to develop the full potential of quadriplegics and paraplegics in South Africa.

QASA recognises that, of the many challenges facing persons with disabilities, skills development and securing employment are priority areas. There are a variety of reasons for this including the lack of access to training facilities and the general reluctance from businesses that are nervous about hiring a person who may have special needs.

In 2008, QASA with the support of Microsoft and Alexander Forbes launched two projects aimed at addressing these two priority areas, the KwaZulu-Natal Digital Village and the QASA CV Database project.

The projects aim to identify why people with disabilities have been unsuccessful in finding employment in the past, and to provide them with the solution, whether it is skills development, the need to create a professional CV or access to job opportunities.

The KZN Digital Village, located in Pinetown, KwaZulu-Natal was opened on the 30th of May 2008. The centre offers free computer literacy courses and seconds as an "employment hub" for people with disabilities. Here, people with disabilities are trained in basic computer literacy and are assisted in compiling a "winning CV" and given "job hunting" skills. A similar set up can be found at the Tokologo Digital Village based in Soweto.

Their CVs, once created are then added to the QASA CV Database. The database is a collection of CVs of employment seekers with disabilities and encompasses people from all over South Africa. Employment seekers send their CVs to QASA, they are uploaded to the database and QASA then distributes them to interested businesses and government departments. QASA has also developed relationships with several recruitment agencies nationally, most of whom specialise in placing people with disabilities. The recruitment agencies have actively assisted in placing the candidates in suitable positions. QASA would be very interested to develop other relationships of this nature and any interested recruitment agencies should please contact Carla-Jane Haines (QASA Project Coordinator).



Dean Murray (Computer literacy trainer) handing a Certificate to a learner on successful completion of the course



A group of learners during computer training at the Centre



**QUADPARA ASSOCIATION
OF SOUTH AFRICA
(QASA)**

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2. From the pen of Fanie du Toit

Manager: Public Education, Awareness and Sensitization:
NCPPDSA

BEACH PERMITS

Keeping the coming festive season in mind, many interested parties will once again enquire about the criteria and procedure to apply for beach permits, for persons with disabilities. This concession gives access to certain beaches that those concerned, can reach by means of a vehicle alone.

The Minister of Environmental Affairs and Tourism, Minister Marthinus van Schalkwyk, on 3rd December 2004, amended the regulation forbidding the use of vehicles on the South African coastline. Before 2004, it was possible to obtain such a permit, but procedures made it almost impossible to obtain.

During 2005, the National Council for Persons with Physical Disabilities in South Africa [NCPPDSA] and Paraplegic Association of South Africa [QASA], appealed and after consultation with minister van Schalkwyk this proposal was put to parliament.

As discussed in previous articles the following guidelines must be followed with an application:

The applicant must be able to prove that he/she is permanently disabled. The term mobility disabled refers to the physical disability or lack of an appendage that would make a person is able to be independently mobile on the beach. Persons with emphysema and illnesses/or such like, do not qualify, as they are known as health conditions.

Application forms may be obtained at the offices of the Dept of Environmental Affairs and Tourism they are also available electronically on the website www.deat.gov.za

As part of the application package, the National Council for Persons with Physical Disabilities in South Africa, requires another certificate. This certificate must certify that the applicant is actually permanently and severely



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disabled. The council is only in an advisory role and only makes recommendations to the Dept of Environmental Affairs and Tourism on the severity of disability of the applicant and if the applicant satisfies the functional definition according to the council.

The recommendation is completed by the provincial structure. The applicant must send the completed evaluation form, together a medical certificate to the National Council before a final recommendation can be made. The cost for the services of the National Council [and its structures] is a non-refundable amount of R100.

If a certificate is refused by the National Council, 1 of 2 appeal routes can be taken.

Firstly, appeal can be made to the Council itself. The applicant can also appeal to the Dept of Environmental Affairs and Tourism.

All documentation to the Dept of Environmental Affairs and Tourism must be addressed to: att The Assistant Director General of Sea Coast Administration, Dept Environmental Affairs and Tourism, Private Bag X2, Roggebaai, 8012. A non-returnable application fee of R150 per application and copy of proof of identity is required.

In the case of children, only the birth date is required.

Beach permits are given to specific people, not to vehicles or registration numbers. The receiver of the permit must see to it that the permit is not abused. The general limitation on beach areas is the same as for non-disabled people in terms of "*Notice no R1399 of December 2001[as amended]*".

Applications should not take longer than 90 days to process. For more information contact the department on [086]-1123 626 or [021] 402 3011. The contact information of the National Council is: [011] 726 8040.

It is pleasing to note that the process has been reasonably simplified.

MET die heerlike somerweer wat ons in Suid Afrika beleef wil mense met gestremdhede ook die strande geniet. Sodoende het talle belanghebbendes weereens meer oor die kriteria en aansoek prosedure vir strandpermitte vir gestremdes gedoen. Hierdie toeweging bied toegang tot spesifieke strande



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aan betrokkenes wat op geen ander wyse as met 'n voertuig, daar kan kom nie.

Die minister van omgewingsake en toerisme, mnr. Marthinus van Schalkwyk, het op 3 Desember 2004 'n wysiging aan die regulasies wat die gebruik van voertuie op Suid-Afrikaanse kusgebiede verbied, aangekondig. Voor Desember 2004 was dit wél moontlik om aansoek te doen, maar prosedures het die verkryging van so 'n permit bykans onmoontlik gemaak.

Gedurende 2005 het die Nasionale Raad vir Persone met Liggaamlike Gestremdhede in SA (NCPPDSA) tesame met die Kwadruplegiese- en Paraplegiese Vereniging van SA (QASA), appél aangeteken, én na konsultasie met minister van Schalkwyk is hierdie aangeleentheid by geleentheid aan die parlement voorgelê.

Soos in 'n vorige artikel genoem, moet die volgende riglyne met 'n aansoek gevolg word:

Die aansoeker moet voldoende bewys kan lewer dat hy/sy permanent ernstig mobiel gestremd is. Die term mobiel gestremd verwys na die fisiese onvermoë van- of gebrek aan ledemate, wat 'n persoon sou kon help om onafhanklik op 'n strand te kan beweeg. Mense met emfiseem en siektes/ongesteldhede kwalifiseer byvoorbeeld nie daarvoor nie, aangesien dit 'n algemene gesondheidstoestand is.

Aansoekvorms kan by die kantore van die departement van omgewingsake en toerisme bekom word. Dit is ook elektronies op die web-tuiste www.deat.gov.za beskikbaar.

As deel van die aansoekpakket, word daar onder andere 'n sertifikaat verlang wat deur die Nasionale Raad vir Persone met Liggaamlike Gestremdhede in SA uitgereik word. Met só 'n sertifikaat word deur laasgenoemde gesertifiseer dat die aansoeker inderdaad permanent ernstig mobiel gestremd is. Die Raad is alleenlik in 'n adviserende hoedanigheid betrokke en doen slegs aanbevelings aan die departement van omgewingsake en toerisme, oor die graad van liggaamlike gestremdheid van die aansoeker en of die aansoeker na die mening van die Raad aan die funksionele definisie voldoen.

Die aanbeveling word deur die provinsiale strukture van die Raad voltooi. 'n Aansoeker moet dié voltooide evaluasievorm, tesame met 'n mediese sertifikaat aan die Nasionale Raad verskaf, alvorens 'n finale aanbeveling gedoen kan word. Die kostes vir dienste deur die Nasionale Raad (en sy



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strukture) gelewer, beloop 'n nie-terugbetaalbare bedrag van R100.

Indien 'n sertifikaat deur die Nasionale Raad geweier word, kan een van twee appélroetes gevolg word. Eerstens kan appél by die Raad self aangeteken word. 'n Aansoeker kan ook direk by die departement van omgewingsake en toerisme appél aanteken.

Alle dokumentasie moet ingedien word by die departement van omgewingsake en toerisme; vir aandag, Die Assistent Direkteur-Generaal van See- en Kusbestuur, Departement van Omgewingsake en Toerisme, Privaatsak X2, Roggebaai, 8012. 'n Nie-terugbetaalbare aansoekfooi van R150 per aansoek en 'n afskrif van bewys van identiteit, word verlang.

In die geval van kinders, is die geboortedatum van die betrokke aanvaarbaar.

Strandpermitte word aan 'n spesifieke mens uitgereik, nié aan sy/haar motor of enige motor se registrasienommer nie. Die ontvanger van 'n permit moet toesien dat dit nie misbruik word nie. Die algemene beperkinge op strandgebiede is presies dieselfde as vir nie-gestremde mense in terme van "*Kennisgewing no. R1399 van 21 Desember 2001(soos aangepas)*".

Aansoeke behoort nie langer as 90 dae te neem om af te handel nie. Vir meer inligting kontak die departement by (086)-1123 626 of (021)-402 3911. Die kontakbesonderhede van die Nasionale Raad is: (011)-726 8040.

Dit is verblydend om te verneem dat die proses redelik vereenvoudig is.

IS 2010 ALSO READY FOR PERSONS WITH DIABILITIES?

THE kickoff of the Soccer World Cup 2010 is coming closer. Recently we celebrated the 500 days prior to the start.

An open question today: Is South Africa ready to accommodate all the visitors with disabilities? In all conscience, do we have cause for concern?

The stadiums are being built; airports are being renovated and where you look you see guesthouses being built or being made bigger. A person can just hope that in this renovation process the needs of the all the persons with disabilities, viz physical, hearing loss and the blind have been kept in mind.



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I would hereby like to enquire from the Dept of Tourism how the grading of accommodation is progressing – a national attempt to make guesthouses accessible for thousands of people with disabilities?

Are the role players in the hospitality industry adequately trained to correctly handle persons with disabilities?

The following tips regarding the integration of persons with disabilities in restaurants, guesthouses and hotels are important:

Avoid a conversation with someone in a wheelchair if you are standing behind him/her. Some wheelchair users find it difficult or impossible to turn around. Get into the habit of sitting on a chair in front of the person before starting a conversation. This attitude will at the same time bring you in eye contact with the person.

In a natural way, remove any chair or any other object so that there is enough room for the wheelchair.

Persons with disabilities prefer that their presence does not attract any undue attention – be sensitive to their needs. Some people for example prefer that their food be cut into smaller portions before serving. Be aware that drinking glasses be within reach of the person at all times.

Many persons with hearing loss are not keen to visit restaurants – because of fear they will be misunderstood. Waiters must ascertain which form of communication the person with hearing loss prefers. With basic background of Sign Language, speech reading etc, many obstacles can be overcome. People are inclined to talk loudly to persons with hearing loss. Through talking loudly, words are malformed and thus makes lip reading difficult. Persons with hearing loss find it frustrating if a speaker puts objects in or in front of his/her mouth. Chewing gum and changing of languages mid sentence makes lip reading very difficult. A badly lit room and background noise is a nightmare for a person with hearing loss.

Many people in the hospitality industry feel unsure of the blind and partially sighted. Not all concerned for example make use of menus in Braille but prefer large print. Be sensitive to the way the blind person is led. The blind and partially sighted sometimes require help with the cutting of their food. They also need to know where the drinking glasses are placed. The correct assistance with the filling in of their credit card is of utmost importance.



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The golden rule always: ask the person concerned to what extent he/she requires assistance. Discuss his/her needs in a friendly manner in privacy.

It is pleasing to note that the projects of the National Council for Persons with Physical Disabilities in South Africa [NCPDASA], promoting sensitivity in the community, is growing stronger by the day.

For training sessions regarding integration of disabled persons, contact Me Sandra Goosen, Placement Manager of the Free State Association for Persons with Disabilities [APD], on 0835605991 or sandra@apdfreestate.co.za

DIE AFSKOP van die Sokker-Wêreldbeker 2010, kruip al nader. Onlangs is die 500 ste dag voor hierdie geleentheid, gevier.

'n Ope vraag vandag: Is Suid-Afrika gereed om talle besoekers met gestremdhede te kan huisves? Bestaan daar rede tot kommer in jou gemoed?

Die stadions word gebou, lughawens word opgeknop en waar jy kyk, is gastehuse besig om gebou of vergroot te word. 'n Mens kan maar net hoop dat in hierdie groot opknappingsproses aan die behoeftes van alle mense met gestremdhede, naamlik: liggaamlik-, gehoor- en siggestremd, gedink word.

Ek verneem graag van die Departement van Toerisme hoe die gradering van verblyfplekke in Suid-Afrika vorder – 'n landswye poging om gastehuse toegankliker te maak vir duisende mense met gestremdhede.

Is die personeel in die gasvryheidsbedryf genoegsaam opgelei om mense met gestremdhede op die korrekte wyse te kan hanteer?

Die volgende wenke rakende die inskakeling van gestremdes in restaurante/gastehuse/hotelle is belangrik:

Vermý gesprekvoering met iemand in 'n rolstoel indien jy agter hom/haar staan. Talle rolstoelgebruikers vind dit moeilik óf selfs onmoontlik om na agter te draai. Kweek die gewoonte aan om op 'n stoel voor die betrokke te gaan sit, voordat die gesprek begin. Hierdie benadering het tegelyke tyd ook oogkontak op 'n gelyke vlak tot gevolg. Verwyder op 'n natuurlike wyse 'n stoel en/of enige ander hindernis, sodat daar genoeg ruimte vir 'n rolstoel beskikbaar kan wees.

Mense met gestremdhede wil graag voorkom dat hul teenwoordigheid onnodige aandag trek – wees dus sensitief vir hul behoeftes. Sommige gestremdes kan byvoorbeeld versoek dat hul kos vooraf in kleiner porsies



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gesny moet word. Wees bedag daarop dat glase te alle tye binne die bereik van die betrokke geplaas moet word.

Talle mense met gehoorverlies besoek nie graag restaurante nie – uit vrees vir misverstande wat kan ontstaan. Kelners moet vasstel watter wyse van kommunikasie hul klant met gehoorverlies verkies. Met die nodige basiese agtergrond oor Gebaretaal, spraaklees en dies meer, kan talle kommunikasie struikelblokke oorkom word.

Mense is geneig om harder met diegene wat gehoorverlies ervaar te praat. Deur harder te praat vervorm die uitspraak van die spreker se lippe – een van die redes wat liplees bemoeilik. Mense met gehoorverlies vind dit frustrerend indien 'n spreker voorwerpe in of voor sy/haar mond hou. Kougom kou en die deurlopende verwisseling van tale, maak liplees uiters moeilik. 'n Swak verligte vertrek en agtergrondgeraas is 'n nagmerrie vir die persoon met gehoorverlies.

Talle betrokkenes in die gasvryheidsbedryf voel onseker oor die behoeftes van blinde en swaksiende mense. Alle betrokkenes maak byvoorbeeld nie van spyskaarte in Braille gebruik nie, maar verkies letters in groot-druk. Wees bedag op die regte wyse waarop 'n blinde gelei moet word. Blinde en/of swaksiende mense benodig soms ondersteuning met die sny van voedsel. Die korrekte ondersteuning met die invul van kredietkaart-fakture is belangrik.

Die goue reël wat deurgaans toegepas moet word: vra die betrokke tot watter mate hy/sy ondersteuning benodig. Bespreek sy/haar behoeftes op 'n ontspanne wyse, sonder om dit in die teenwoordigheid van andere te beklemtoon.

Dit is bemoedigend om te verneem dat projekte van die Nasionale Raad vir Persone met Liggaamlike Gestremdheid in Suid-Afrika (NCPDSA), wat sensitiwiteit by die gemeenskap ontwikkel en bevorder, van krag tot krag groei.

Vir opleidingsessies rakende die integrasie van gestremdes skakel me. Sandra Goosen, werksplasingsbestuurder van die Vrystaatse Vereniging vir Mense met Gestremdhede (APD), vir meer inligting by 0835605991 of sandra@apdfreestate.co.za





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3. Radio Programme Schedules

For information regarding programmes on content of disability, please visit:

RSG	www.rsg.co.za
LESEDI FM	www.lesedifm.co.za
RADIO PULPIT/KANSEL	www.radiopulpit.co.za
COMMUNITY RADIO'S	<i>Community radio stations currently broadcasting programmes on disability issues are as follows:</i> Radio Rosestad: Bloemfontein CCFM: Muizenberg Radio Namakwaland: Vredendal Radio Kingfisher: Port Elizabeth NFM: Vredendal Radio Lichtenburg Kovsie FM: Bloemfontein Radio Kragbron: Witbank KCFM Huguenoot: Paarl Radio Laeveld: Nelspruit Vallei FM: Worcester Radio Riverside: Upington
	*Conact Fanie du Toit for more detail



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4. Diary: Manager: Promotion and Awareness

<p>MARCH 2009</p> <p>WEEK 1: SAT BROADCAST/MEDIA WEEK 2: OFFICE WEEK 3: BFN P&A WS WEEK 4: JHB MEETINGS</p>
<p>APRIL 2009</p> <p>WEEK 1: SAT BROADCAST MEDIA WEEK 2: ACCESS W/S WEEK 3: WESTERN C PROVINCE WEEK 4: GAUTENG WEEK 5: LEAVE</p>
<p>MAY 2009</p> <p>WEEK 1: ADMINISTRATION WEEK 2: RADIO REC/SAT WEEK 3: CP CONFERENCE WEEK 4: GAUTENG</p>

5. Feedback Received

These are examples of the correspondence that we receive via e-mail. We also receive many phone calls, sms's and hand written letters. We contact each of them, even if it is just to listen. However, we try to refer them to provincial structures or the relevant NGO's for support. Sometimes names are removed for the protection of privacy.

From: ari seirlis [<mailto:aris@iafrica.com>]
Sent: 19 February 2009 10:59 AM
To: aghillino@telkomsa.net; arthur@piercy.co.za; huisservaas@lantic.net; jakkie@mweb.co.za; James Direro; kwaga@lantic.net; mario.swartz@vodamail.co.za; pietwielle@mweb.co.za; pr@apdfreestate.co.za; qaec@mweb.co.za; qan@mweb.co.za; remmelos@absamail.co.za; vndimeni@yahoo.com



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Cc: therina.wentzel@vodamail.co.za; johan.viljoen@ncppdsa.org.za;
nationaloffice@ncppdsa.org.za

Subject: iPhepha Emansonbdweni Project with Vodacom

QASA and Vodacom have partnered in a project called "iPhepha Emansonbdweni" that will empower and provide entrepreneurship opportunities for quadriplegics and paraplegics in KwaZulu-Natal.

The Adondo phone is used for over the counter sales of telephone calls. The Adondo phone operator sells units to the public in exchange for telephone call time. The Adondo phone operator buys airtime from Vodacom and sells it to the public for a profit. The Adondo phone runs off a "car battery", thereby giving quadriplegics and paraplegics an opportunity to run their own business from home or other location of their choice. Quadriplegics using battery operated electric wheelchairs can use their wheelchair battery to power the phone, and put the phones on their lap tray and be completely mobile.

Eight members will be chosen to start their own business. Each person will be given the use of 2 Adondo phones charged with R150 airtime to start them off. They can then purchase airtime from Vodacom for the cost of 70c per unit and sell it for 90c per unit (20 per unit profit). It is required that each Adondo entrepreneur recharge 60 times within the first 6 months in order to retain use of the Adondo phone. Vodacom will also incentivize the Adondo entrepreneurs and the person who makes the most recharges in the 6 month period will win a prize.

In order to qualify for the selection process, you must be a quadriplegic or paraplegic and live in a safe area that has a reasonable passing traffic. A site inspection of the intended business location will be done.

This project is piloting in KZN next month and hopefully successful, will expand into regions.

Ari Seirlis

National Director

QuadPara Association of South Africa (QASA)

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www.qasa.co.za



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QuadPara Association of South Africa Comments on the 2009/10

"Blanket measures are not the solution" - Trevor Manuel tramples on the rights of South Africa's paraplegics and quadriplegics

The QuadPara Association of South Africa, one of the country's most powerful service provider and disability rights organisation, has reacted angrily at Trevor Manuel's feeble concession for persons with disabilities in his Budget Speech on 11 February 2009.

From April this year, the disability dependency grant will be R1 010 per month - a raise of just R50, or two percent. In real terms, even given a projected fall in inflation to 5.8 percent, "disabled people" will be seeing their grants, in real terms; slashed.

However, QASA states that the issue, particularly in this difficult economic climate, is not so much the total amount which the government grants to South Africa's disabled population. The problem lies in the crude way in which it is distributed.

Of the three million people who currently receive the disability grant, large proportions have fairly minor disabilities whereby the grant is pocket money and an extra remittance. At the other end of the scale are paraplegics and quadriplegics, who must pay for ongoing, and increasingly expensive, treatment and care - medical equipment and consumables, wheelchairs and assistive devices, hoists, adaptations to houses, furniture and reasonable accommodations, and in some cases 24-hour care. Yet the disability grant is in no way related to the severity of a person's disability.

To suggest that all 'disabled people' have equal needs and expenses is not only ignorant and short-sighted, but offensive. Blanket measures are not the solution to alleviating the poverty of the more than 50 000 paraplegics and quadriplegics in South Africa.

QASA will be lobbying the government in the coming months to increase the concessions granted to the most severely disabled. Free or discounted transport, concessions for state care, even basic food vouchers could make the difference between life and a living death for a paraplegic or quadriplegic.

Ari Seirlis
National-Director



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From: Claudia Campbell [<mailto:claudia@ownershipsolutions.co.za>]

Sent: 02 February 2009 11:21 AM

To: claudia@ownershipsolutions.co.za

Subject: Enlight - Disability

Dear Sir/ Madam

TCA has recognised a need for companies to have access to brief but comprehensive research in various fields relating to business today. In response to this need, TCA is offering a free monthly information pack entitled Enlight. Enlight deals with current and relevant needs within the context of the South African workplace and is offered to business interested in keeping abreast with existing trends in the marketplace.

The Enlight pack contains free items such as an Executive Summary, a PowerPoint presentation and a Podcast with the subject matter expert. This pack is then complemented, at a nominal fee, with a full manual relating to the subject for discussion and from time to time with public workshops or courses related to the various topics.

The current Enlight pack focuses on Disability and has been compiled together with Progression, the leading disability thought leaders. Below is a list of some of the areas that are covered in concise but appropriate detail in the full manual.

- Disability in South Africa
- A Definition of Disability
- Reasonable Accommodation
- Validation of Disclosure
- Glossary of Disability Terminology
- Unacceptable Language
- Embracing Disability as Diversity



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- Interaction Guidelines
- A Disability Audit

Attached you'll find a copy of both the PowerPoint presentation and Executive summary as an introduction to Enlight.

Should you be interested in co-branding the Enlight product in order to send it to your database of suppliers, clients or members as a complimentary knowledge feed please contact Brian on 011 442 2433 or brian@ownershipsolutions.co.za.

Kind Regards
Claudia Campbell

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Ownership Solutions and Transcend Corporate Advisors have merged to provide a full turnkey Transformation Solution to leading South African companies.

The merged business will trade as Transcend Corporate Advisors.

From: Dorothy Anne Howitson [<mailto:elohim@mweb.co.za>]
Sent: 02 February 2009 07:06 AM
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Subject: UN Youth Flash

UN YOUTH FLASH



P&A Newsletter

Vol. 6, No. 1, January 2009

Best wishes for the New Year 2009!

WELCOME to the UN Youth Flash, a service of the United Nations Programme on Youth to keep you informed about the work of the UN on youth issues. You are encouraged to use and forward the information below to other networks. This update is prepared with input from UN offices, agencies, funds and programmes. UN Youth Flash can also be read on-line at:
<http://www.un.org/esa/socdev/unyin/flash.htm>

In this issue:

- Feature: Social integration and youth at the Commission for Social Development
- News from UN offices
- Youth in action
- Publications
- Calendar of events

FEATURE: Social integration and youth at the Commission for Social Development

Next month, from 4-13 February the Commission for Social Development will meet at United Nations Headquarters in New York, to discuss issues on social integration and its relation to poverty eradication and full employment. The meeting of the Commission is an annual event following up on the World Summit for Social Development held in Copenhagen in 1995, where social integration featured as one of the main themes. Social integration can be described as the process of building the solidarity, capacity and institutions needed to create an inclusive society, where all groups enjoy equal rights, access to basic services and opportunities for participation.

The general perception of youth is that of a vibrant generation with an abundance of opportunities ahead of them. This perception, however, fails to recognize the very real threat of social exclusion that young people face. While socio-economic backgrounds, gender, migrant status, disabilities, sexual orientation and religious beliefs are factors which can lead to social exclusion of all age groups, youth may face a double discrimination because of their age.



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Education has been identified as one of the key mechanisms promoting social integration, as equal access to quality education can help to ensure that everyone has the same opportunities in life. However, only an average 65 per cent of the world's eligible youth are enrolled in secondary school. Access to education proves to be a great obstacle for the 85 per cent of youth living in developing countries, where secondary school enrolment falls as low as 32 per cent. Therefore, for the majority of these young people, the thought of a university degree is a distant dream, as even access to secondary education provides a challenge.

In a recent consultation with its members, the Global Youth Action Network (GYAN) found that the access to higher education is considered to be a key area in promoting youth development. During the consultations, a participant from a developing country noted: "How fair of a society do we live in, when intelligent and capable people are left unrecognized [and] limited in their choices because they have no university degrees, and so they become marginalized, discriminated against, unemployed, poor and hungry?" There are far too many barriers that young people have to overcome to obtain a college education, therefore limiting their opportunities to realize their career goals and aspirations.

The lack of access to education often leads to difficulties for young people to obtain decent work. Young people are, on average, three times more likely than adults to be unemployed, and often get stuck in a cycle where they cannot get a job without work experience. Young girls and women, especially young mothers, often face a double discrimination in the labour markets. In addition, the relative disadvantage of youth in the labour market is more pronounced in developing, than in developed, economies. Policies and programmes that assist young people in the transition between education and employment are needed, and resources are required to ensure that they are properly implemented.

The focus on social integration at the Commission for Social Development presents an opportunity to consider the benefits of recognizing and including young people as equal partners in decision-making. The youth presence at the Commission has increased in recent years, as young people and youth-focused NGOs actively participate. Some Governments have chosen to include young people in their official delegations. By attending the Commission, young people can promote increased youth participation in decision-making and draw greater attention to youth issues, therefore promoting a positive and dynamic perception of what young people are capable of achieving. By involving youth in planning and decision making processes, policies and programmes on education, employment and other



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issues are much more likely to reflect their needs and aspirations. An inclusive society, by definition, will be developed by considering and involving all groups in decision-making.

For more information and relevant documents about the Commission, please visit: <http://www.un.org/esa/socdev/unyin/csocd47.htm>. This contribution to the UN Youth Flash was prepared by Vidar Ekehaug, Program Manager, Global Youth Action Network (<http://www.youthlink.org>).

NEWS FROM UN OFFICES

(Find out more about the work of United Nations system organizations on youth issues at: <http://www.un.org/esa/socdev/unyin/agenda.htm>).

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