

PROPERTIES & SERVICES

LIFE

SPRING EDITION 2019



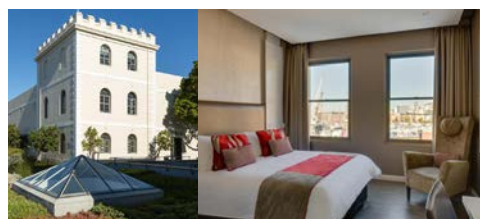
STAND A CHANCE TO
WIN
DETAILS INSIDE



LIFE

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**STAND A CHANCE TO WIN
WIN A ONE NIGHT STAY FOR
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BREAKWATER BY MARRIOTT®**



A WORD FROM THE COO

- Dr Reno Morar

I took up the role of Chief Operations Officer (COO) in October 2018. This

role looks after four departments that I consider to be the engine room of the university. The departments are finance, human resources (HR), information and communication technology services (ICTS) and properties and services (P&S).

One of the key objectives in my role as COO is to support the Vice-Chancellor to deliver the essential three pillars of her focus. These pillars are Transformation, Excellency and Sustainability.

I want to make a difference and help others make a difference in this institution. I would like you as P&S staff to feel that you are part of a transformative culture, that includes you in all aspects and that your place of work is a home for all. I would like to see P&S as a department embracing the transformative culture. Senior leadership, including myself and Mughtar, must be committed to making everyone feel that they are part of the culture in the way that we do things. Our way of doing things must enable all of you to contribute to excellence in P&S and the university at large.

As senior leadership, our staff matter to us. I want you all to feel in your respective work positions that you are valued. It is essential that you prioritise your health and that we provide a healthy working environment for all of you. That is part of delivering a transformative and excellent service.

P&S leadership should lead by example through being open and honest in the way that we work. I would like to see leadership that respects staff and generates trust. This way, we will be able to improve accountability all around. If we develop the way that we operate, and leadership shows commitment, I am confident that all P&S staff will be equally committed to our shared cause. In turn, this will lead to a culture that is not only transformed but excellent and sustainable.

Let us grow together; it is not about how far ahead you are of the pack, but how much further behind you, the last person is that matters.

Reno



Message from Mughtar

When starting any new position, a fair amount of emphasis is generally put on the amount of time it takes to understand and adapt to the new organization's culture; and new colleagues often say: "give yourself up to a year or even longer". The first of July marked a year since I joined the Properties & Services team; and as one do on anniversaries, I sat back and reflected on the year that has gone by. I must admit that it was challenging and there is still a long road ahead as we slowly create our own P&S culture by echoing our Vice Chancellor, Professor Mamokgethi Phakeng's vision for success, viz., Transformation, Excellence and Sustainability.

"Excellence without transformation is not sustainable but transformation with no excellence has no integrity" Mamokgethi Phakeng

As we move ahead, it is clear that we cannot achieve success if we choose to work independently. A prerequisite for success is to work toward an integrated initiative that requires us to move forward simultaneously across all divisions within P&S while also managing our impact as a departmental service provider. Together with my executive team, we are still identifying gaps and implementing processes that will enable us to provide customer focused solutions, aligned to the University's strategy, whilst striving to be leaders in Real Estate Management.

Through conversation and engagement with the Deanery and Executive Directorship, there has been positive support for the P&S Stakeholder Engagement Division, which is an attempt to drive a customer centric environment through improved communication, engagement and service delivery. This is a critical success factor and is a pivotal pillar for the creation of a new culture of excellence.

Since the first of February 2019, P&S officially reports to the office of the COO (headed by Dr Reno Morar). The change in the reporting line has allowed P&S to focus on prioritising their support and functioning alongside Finance, IT and HR. This realignment presented me with the opportunity to communicate the strategic importance and value-added services that P&S is delivering. I can categorically say that I am receiving the required support at an executive level to execute our plan.

I hope this newsletter will provide clarity on the various areas of services P&S provides and the direction in which the department is heading.

One of my favourite past times is reading quotes that resonate with me. I have come across one that I would like to share with you. "A person who feels appreciated will always do more than what is expected". I firmly believe this and will do my utmost best to make sure that all my staff feel appreciated. On a personal note I am taking a long overdue break towards the end of September and look forward returning refreshed and ready to make Properties and Services the best place to work at UCT.

Thank you to one and all for your continued support and commitment during my first year at UCT.

Sincerely,
Mughtar Parker
Executive Director P&S or Properties & Services

WORD FROM OUR EDITOR

I am very pleased to bring you this Winter/Spring 2019 edition of our P&S staff Newsletter. It's been a very fulfilling journey from the time we started gathering the stories that would speak to all of us and encourage and motivate us. For the first time since the P&S LIFE Newsletter started in 2013, we have had to think how best to reach over one thousand staff members as opposed to the less than two hundred of the previous years. We have moved from a printed version of the Newsletter to an electronic one which means we can offer a more comprehensive Newsletter without the limitation of print costs. We have also translated some of the articles into Afrikaans and IsiXhosa as requested by you our readers. I am looking forward to hearing your opinion on these changes

that we have implemented and what else you would like to see us introduce for your reading pleasure.

In this issue you will read about our Executive Director, Mughtar Parker and the colleagues that make up the executive management and the respective roles that they fulfill. This is to help you to see where you fit in within the P&S structure and also how your role is best placed to service the university as a whole. There are some interesting articles that speak to the trials and achievements of colleagues. We get to celebrate with colleagues who have achieved new heights in their respective careers.

We have a lovely competition that you can enter by giving us feedback on the



various articles or giving your opinion on what you would like us to do to improve the Newsletter.

To contribute stories and give feedback please send me an email on info-ps@uct.ac.za

Lilian Mboyi
LIFE Editor



"Treasure every moment, every day of your life and leave no regrets on this earth making sure your legacy is a great one." - Andrea Zaayman

FROM GRIEF TO GROWTH AND BEYOND ANDREA ZAAYMAN IN HER VOICE

Anyone familiar with balancing a career and family knows that it is a complicated juggling act. What is necessary for a juggler's success is to have a partner who is willing to share the burden of child-raising, especially if you are also involved in a career in finance. My partner was a career driven person and together I thought we had it made. While developing our careers, although we experienced difficulties, we also had rewards especially those of raising our twin boys (now aged 18).

Early last year, my children and I suffered the worst possible loss; my husband died in a car accident. I had to rebuild my whole life: my body, my identity, my self-confidence, family relationships, and almost everything from scratch.

Initially, I barely managed an hour at a time. Only later I managed to cope one

day at a time, and progressively longer times became an option. What also helped me cope is realising in the first few days that people wanted to help even though I had a problem accepting their help. I had to realise that it was okay to accept their help.

Balancing a career and raising children alone was difficult. It was difficult to support my children through their grief while coping with my own grief. I suffered from tremendous anxiety knowing that 100% of responsibility rested on my shoulders. My focus in life changed when I was given the opportunity to work in Cape Town for the University of Cape Town. I made the decision alone and moved with my boys. I found a new focus in life and found joy in working for UCT's Properties & Services Finance department.

A few things I learned in my first year as a widow

Survival is possible

The first days and weeks after losing my husband I wasn't sure if or how I would survive. My foundation crumbled and the pain was unbearable. Yet, I survived mainly because I had to, not because of some phenomenal strength of character. Nevertheless, I survived.

My inner circle has changed

New people have emerged in my life and I am filled with gratitude. These people are genuinely concerned and sincerely praying for me by selflessly wrapping me in their love, support and friendship. Instead of reliving the hurt of relationships lost, I am now focusing on the new, beautiful people God put in my path. I am getting better at letting go of hurt, disappointment and negativity.

The pain doesn't lessen

I cry softer and maybe even less frequently now, but the pain has not lessened. In many ways the pain has intensified, not gone, but just changed. My wound still bleeds, but there are not as many fresh cuts.

I will never be the same person again

I have realised a year after my tragic loss that the old me is gone. In her place emerged a new and changed person, yearning to be discovered. This new person is a slightly familiar person from the past yet not the same person. Year two is going to be about finding me and giving myself what I need.

Other people's grief, loss and pain affect me greater than before

Losing my husband gave me new lenses causing me to be sensitive to the pain of those grieving. When I hear of someone's loss of their child, spouse, or parent my heart isn't just heavy, it is shattered and I think of them daily. Before, I would have just paused, attended a funeral, brought a casserole or sent a card and then my life would have swept me forward.

There's no more time to waste

When loss leaves you exposed after it has cracked you open leaving you raw; then you quickly learn what the worth of hard work and emotional energy is and what it is not. Year one in my life has revealed that there is no room for drama anymore; and it has taught me the importance of focusing on things that really and truly matter. I want to love, laugh, help, and stand up for the weak, hold the hands of the hurting and appreciate the small moments of life more. I know it's still a long road ahead, but I will trudge at my own pace. Sometimes the pace will be slow and painful; and sometimes I will surge ahead with speed. But I will keep moving forward, one step at a time.

OUR OWN NOCWAKA AND XOLELWA

TAKE ON GLASTONBURY FESTIVAL OF CONTEMPORARY PERFORMING ARTS IN ENGLAND

Nocwaka and Xolelwa are members of the Langa Methodist Church choir in Cape Town. They have just completed a tour of England. The Editor of LIFE magazine caught up with them before they left on their trip. They were brimming with excitement at the prospect of travelling overseas and performing at one of the biggest festivals in the world.

Xolelwa Kakaza (41) is married with two girls, aged 12 and 5. She works in the department of Civil Engineering and joined UCT in 2014 as part of Supercare and in July 2016 she was in-sourced. Nocwaka Xakekile (52) has one child aged 21 and one grandchild. She started with Supercare in 2014 working at the Medical School in the department of finance, where she is still working.

Nocwaka and Xolelwa both live in Langa and are longtime friends and met before Xolelwa joined the Langa Methodist church. Nocwaka who sings alto joined the Langa Methodist church choir in 2003 and Xolelwa, who is a soprano lead singer, joined the choir in 2006. They say the choir keeps them rooted and united.

Their eyes light up when they start talking about their trip. They take turns filling in on how their trip came about.



XK: In November last year, some fellow Methodists from England visited our church and heard us singing during our choir practice. In December they returned to audition us.

NX: At the beginning of January our choir conductor got an email that said we were invited by the group from England to visit them. They were going to cover the visa costs, flights, accommodation and food. All we had to worry about was getting passports.

XK: We leave on the 28th of June and return on the 7th July. All 35 members of our choir are going. Besides performing at the Glastonbury Festival, we will also visit schools and other churches.

LM: How did you feel when you got the invitation?

XK: We were so excited as some of our choir members had never flown before. We couldn't sleep for days trying to come to terms with the depth of the news. We were both excited and anxious. We have both flown locally but the prospect of being in a massive Virgin Atlantic plane is scary.

LM: What is interesting about your choir?

NX: We are very proud of our choir, our pride lies especially in the way that we dress. We change our outfits depending on the occasion for example if it's Easter, Christmas etc. Some choir members can't

afford to have the full uniform; we help each other to meet all the requirements. Those who can afford it contribute extra to meet the needs of those who can't afford. We also do fundraising using concerts to pay for the things we need.

LM: What are your wishes after England?

XK: That the festival opens doors for us, and that other international invitations will start coming in. We would like to perform in Switzerland, Paris and other interesting places. We want the world to know about us.

NX: There is already an interest from Switzerland.

XK = Xolelwa Kakaza **NX** = Nocwaka Xakekile **LM** = Lilian Mboyi

To read more about the Glastonbury festival, click on <https://theworldnews.net/za-news/news24-com-this-is-how-the-langa-methodist-church-choir-ended-up-singing-at-glastonbury-festival>

MUGHTAR PARKER
EXECUTIVE DIRECTOR: PROPERTIES & SERVICES

Mughtar Parker joined Properties and Services (P&S) as the Executive Director in July 2018. He has a BCom accounting from the University of the Western Cape and a Masters in corporate real estate from CoreNet Global, Atlanta, USA. He also holds a post-masters (senior leader in corporate real estate) and is the first person to hold this designation within Sub-Saharan Africa.

Mughtar's career spans over two decades of senior management roles at several listed companies including KPMG, Old Mutual, Telkom, Liberty and the University of the Witwatersrand. He has managed real estate portfolios spanning various countries across Sub-Saharan Africa.

Mughtar heads the Properties and Services (P&S) division, which reports to the Chief Operations Officer (COO). The division is responsible for managing the University's property portfolio, facilities, safety, security and logistics. Six core services make up this portfolio. The six service towers are Systems and Technology, Maintenance and Operations, Estates and Custodial Services, Capital Planning and Projects, Risk Management Services and Finance & Performance.

To read more on Mughtar, go to <https://www.news.uct.ac.za/article/-2018-10-08-meet-the-custodian-of-our-multi-billion-rand-estate>



CORE SERVICES

CORE SERVICES

BELMIRA CARRENO SENIOR MANAGER: SYSTEMS



Belmira Carreno joined P&S as Systems Manager in January 2011. She graduated from Wits with a Commerce Degree, majoring in Business Information Systems in 1984. Belmira has a robust information technology professional background and is skilled in Business Analysis, Business Process Improvement and Change Management. She worked for several multi-national corporations in Johannesburg including Hewlett-Packard and Andersen Consulting before moving to Barcelona, Spain in

June 2000 where she was self-employed. At the end of 2008, she returned to South Africa and settled in Cape Town.

The overall management and support coordination for Access Control, Lost Property and UCT's Venue Bookings for all centralised teaching venues fall under her portfolio. Belmira also provides business systems leadership for current and possible future ICT systems that are critical to service delivery by Properties & Services.

CHRISTO ODENDAAL DIRECTOR: MAINTENANCE & OPERATIONS



Christo's role covers several aspects, including:

- The execution of maintenance and refurbishment projects.
- Responsible for the identifying and compiling of refurbishment and capital project needs.
- Driving regular condition audit of assets, buildings and infrastructure.
- The establishment and implementation of safety systems and procedures to assure the safety of the building, network, personnel and the public.
- The establishment and implementation of strategies for reactive, scheduled, planned and preventative maintenance.

Christo took up this role in April 2014. Christo has a BEng - Electrical from the University of Pretoria. He also attended an Executive Development Program (EDP) at the University of Witwatersrand and completed a Management Development Program (MDP) at the University of Orange Free State. Christo is registered as a Professional Engineer and Certified as an Electrical Engineer. His career spans over three decades of middle and senior management roles at several companies including Eskom, Liberty and the University of Johannesburg.

DESLEEN SAFFIER DIRECTOR: ESTATES & CUSTODIAL SERVICES



Desleen was also awarded a Scholarship from the Tertiary Facility Management Association (Australasia) 2010, Daejajon (Korea) 2012 and the European Union Erasmus Mundus Programme 2013 for her research in greening campuses in Southern Africa. She is currently an executive member of the Higher Education Facilities Management Association (HEFMA).

Her previous job was with Woolworths Financial Services, where she managed the Facilities Department. At Woolworths, she was awarded the Difference Award in 2016, 2017 and the CEO Team Award in 2018 for Service Excellence. She has also worked for the University of

the Western Cape where she managed the custodial, waste and environmental services for the university. She spearheaded their Greening Initiatives as part of the waste management and recycling program. Under her leadership, UWC was awarded the "Greenest Campus in Africa" award twice. She has also worked at Arcus Facilities Management Solutions.

Desleen joined Properties and Services in August 2018. Her responsibilities are overseeing Campus Cleaning Services, Custodial Services, Gardens & Grounds, Irma Stern Museum, Postal Services and the UCT Educare.

NIGEL HAUPT DIRECTOR: CAPITAL PLANNING & PROJECTS



Nigel oversees a team of professionals that ensure that the management of all projects from capital works to minor renovation and refurbishment projects is professional. He has the responsibility of directing and controlling the budget for all University CAPEX projects.

Nigel has more than 30 years of professional experience at senior management level. He provides the vision, strategic oversight and leadership for the university's Spatial Development Plan; from concept to implementation. Also, there is planning the space needs, goals and objectives by directing

the construction of capital projects of the University. He also leads the project management and coordination of all capital works, major infrastructure implementation and development, minor renovations and refurbishments.

Nigel Haupt joined P&S as Director: Physical Planning in March 2012. In May 2016, he was appointed Director: Capital Planning & Projects. He has a degree in Architecture from the University of Cape Town and was awarded a scholarship in 1989 and obtained his Masters degree in Urban Planning from the University of Wisconsin, Milwaukee, the USA in 1991.

ROLAND SEPTEMBER DIRECTOR: RISK MANAGEMENT SERVICES



Roland's career started in 1980 when he joined provincial traffic. After many years in that job, Roland moved to New Zealand with his family where he worked in the security industry. When he returned to South Africa, he joined the tourism industry, where he developed a passion for big coaches. All these career paths prepared him for his job as Director of Risk Services at the university.

Roland was part of the team who initiated the Jammie Shuttle service. For him, it has been

inspiring to see how something that started as a mere idea became an indispensable transport system for the University.

Roland handles the risk services portfolio, which consists of Campus Protection Services, Transport, Traffic, Investigations and Health & Safety.

Roland joined the University of Cape Town in April 1999 as a Traffic Manager. For ten years he managed the Traffic and Transport departments. In his 20 years at UCT, he progressed from Traffic Manager to Director, Risk Services.

WAYNE WAGENAAR SENIOR MANAGER: FINANCE



Wayne joined P&S as Acting Senior Manager - Finance, in Mid-October 2018. He became permanent in the role in March 2019. He was appointed as Finance Manager in June 2010, joining the Central Finance team at UCT; and based at the International Academic Programmes Office (IAPO).

Wayne studied at the Cape Peninsula University of Technology, where he obtained a National

Diploma in Cost and Management Accounting (NDCMA). He then joined the University of the Western Cape where he majored in Accounting. He attended certified courses on the Principles and Technical aspects of International Financial Reporting Standards (IFRS). Wayne joined UCT after twenty-three years in the manufacturing industry at South African Nylon Spinners (SANS).

JEHAN BEGG BUSINESS MANAGER



Jehan has worked for the South African Property Owners Association (SAPOA) overseeing the Western Cape Region Chapter. She has also worked in the Luxury Travel market as well as in the United Arab Emirates for a global Leisure Retail Company. Jehan's entry into Property Management was at Old Mutual where she was the Project Manager for the Signage Upgrade rollout across all branches nationally.

Jehan Begg joined Properties & Services as Business Manager on 1 March 2019. Jehan completed her National Diploma: Marketing at the Cape Peninsula University of Technology where she also furthered her studies in Event/Project Management. More recently she undertook the Property Development and Investment Course through the University of Cape Town.

LILIAN MBOYI COMMUNICATIONS MANAGER



Lilian was appointed Communications Manager for Properties and Services (P&S) in January 2015. She holds a Bachelor of Arts degree from the University of Zimbabwe where she majored in Linguistics and Psychology. Her career started in the advertising industry in 1991, working for Ogilvy as Account Executive. She worked in the financial services industry for First National Bank and later worked as a Communications Specialist for a variety of companies including Old Mutual, Woolworths and Amway before

joining UCT in her current role.

Lilian is responsible for all communications within P&S. Her role supports the Executive Director, Directorates and Managers in packaging and communicating a clear and concise messaging system to the UCT community regarding the P&S offering. She is also the internal communications coordinator for all P&S employees and is the contact point for the Communications & Marketing Department (CMD)

UCT ENVIRONMENTAL SUSTAINABILITY LETS US ALL PLAY A ROLE

With the appointment of Manfred Braune, as UCT's Environmental Sustainability Director, there is now a renewed energy and focus directed towards enhancing UCT's environmental vision and values. UCT's Environmental Sustainability directive dates back to the Talloires declaration of 1994, where the VC committed UCT as a leader in environmental sustainability in association with other universities. UCT committed to create awareness of, amidst others, environmentally sustainable development and create an institutional culture of sustainability; with respect to things such as the facilities and the learning and research that takes place at UCT.

https://www.uct.ac.za/sites/default/files/image_tool/images/328/explore/sustainability/reports/Talloires_Declaration_1994.pdf

Currently long-term strategies are being developed, which will include setting targets for energy consumption, carbon emission, water consumption, waste recycling and human health & wellness on campus. There are already some projects underway that will support the strategy and targets. These include: the development of an Integrated Waste Management Plan; review of the pest management procedures; a rooftop photovoltaic feasibility study across all campuses; and a large water sustainability

project that will result in water recycling facilities being installed in several residences.

Currently in design at UCT are new building projects and recently completed buildings that include: the 4 Star Green Star rated New Lecture Theatre; the 4 Star Green Star rated GSB conference centre completed in 2019; and exciting projects such as the d-school for which design is underway and is targeting a 6 Star Green Star rating. These projects allow UCT's P&S team to further engage environmental sustainability on projects. Over time, the smaller projects will have their specifications influenced by environmental factors, so that across all levels of capital projects UCT can apply an environmentally responsible approach across all campuses.

P&S staff and management are key role players, amongst others, in delivering on UCT's environmental sustainability objectives, and so many of these projects and elements of the strategy will begin to intersect your responsibilities. As a team, we will work together to achieve wonderful things that you and your children's children will be proud of, not just in helping save the environment but also enabling UCT to benefit from the financial gains that come from being more efficient.

SOCIAL PAGES

HEALTHY LIFESTYLE



80%

Of heart disease and strokes can be prevented

225

Of heart disease and strokes can be prevented

13%

The number of deaths caused globally by high blood pressure

10

People suffer a stroke in South Africa every hour

HEALTHY HEART HEALTHY LIVING

The great news is that up to 80% of heart diseases and strokes that happen before the age of 70 years can be prevented by simply living a healthy lifestyle and treating conditions such as high blood pressure, high cholesterol and diabetes. A healthy lifestyle involves eating a healthy diet, exercising regularly, not smoking, managing day-to-day stress, if drinking alcohol then doing so in moderation, and maintaining a healthy weight.

(Source: <http://www.heartfoundation.co.za>)

EAT WELL. MOVE DAILY HYDRATE OFTEN. SLEEP LOTS LOVE YOUR BODY

Being active is one of the most valuable things you can do to help maintain a healthy weight and lower your risk of cardiovascular disease and cerebrovascular disease.

The price of physical inactivity is staggering!

- It increases the chance of developing many diseases.
- Is linked with depression, anxiety and stress
- Inactive people double their risk of suffering a heart attack and have a higher risk of dying immediately after such an attack.

The good news is that regular exercise can give you the most profound long-term health benefits.

(Source: <http://www.heartfoundation.co.za/get-active/>)

HEARTY SALAD



Three Bean Salad

Ingredients

- 200 g green beans, quartered
- 1 x 410 g tin butter beans or red kidney beans, drained
- 1 x 410 g tin baked beans in tomato sauce
- 1 onion, finely chopped (see tip)
- 1 red or green pepper, seeds removed and chopped
- 2 tbsp (30 ml) chopped fresh parsley or 1 tsp dried parsley
- 2 tsp (10 ml) sugar
- ¼ cup (60 ml) white or red grape vinegar
- 2 tbsp (30 ml) sunflower oil
- 1 small clove of garlic, finely chopped
- black pepper to taste

Method

Place green beans in 2 cm of water in a small pot and bring to the boil.

Reduce the heat and simmer for 10 minutes or until just tender, but still bright green. Drain well.

Mix the green and tinned beans, onion and red pepper together.

Mix the remaining ingredients. Stir into the bean mixture and refrigerate for 1 hour or overnight.

Serve as a side dish or salad.

Notes

To soften the strong flavour of raw onion, cover with boiling water and allow to stand for a few minutes. Drain well and use as above.

(Source: <http://www.heartfoundation.co.za/recipesdts/?id=1490>)

BODY

PHYSICAL STRENGTH

Improving your physical strength is a disciplined art and not just limited to weight training and other forms of strenuous physical exercises. The problem is when we think that more is better. Physical strength can also come with the practice of correctly holding poses with dance, yoga or Pilates (a form of exercise that focuses on balance, posture, strength and flexibility). In short, you build physical strength by training your muscles to become stronger.

Different types of Strength and their Benefits

- **Agile Strength:** is the ability to decelerate, control and generate muscle force in a multiplanar environment. A multiplanar is a movement that happens in different planes of motion in your body and it enhances movement, fitness and performance.
- **Strength Endurance:** is the ability to endure in activities which require a relatively long duration of muscle tension with minimal decrease in efficiency
- **Explosive Strength:** is the ability to exert maximal force in minimal time by combining max effort exercises to increase the strength potential of the muscles.
- **Maximum Strength:** is the maximum force a muscle can exert in a single maximal voluntary contraction.
- **Relative Strength:** is the amount of strength to body size, or how strong you are for your size.
- **Speed Strength:** is the ability of the neuromuscular system to produce the greatest possible impulse in the shortest possible time.
- **Starting Strength:** is systematic approach to developing strength through the execution of basic compound movements. It's designed to produce full-body strength using movement patterns that mimic how we apply strength in everyday life.

Two things are necessary before you start exercising. First, identify which strength you want to concentrate on as explained above. Secondly, it is important that you test your fitness before you embark on any form of exercise. Follow the Mayo Clinic link to find out how fit are you? And see how you measure up.

(Source: <https://www.acefitness.org/education-and-resources/professional/expert-articles/5495/7-different-types-of-strength-and-their-benefits>)

MIND

PSYCHOLOGICAL STRENGTH

Hope as a Psychological Strength.

Psychologists have placed an increased emphasis on identifying psychological strengths that foster healthy development and have discovered hope as a key psychological strength in building healthier minds. Hope can be defined in many different ways. It could mean so much to anyone going through a difficult time. It can mean the difference between persevering and throwing in the towel. It can mean an expression of kindness in the face of a devastating diagnosis.

Hope is also explained as a human psychological strength as the cognitive process that helps people to have positive expectation to reach desired goals and to perceive that these goals can be met. Hope has been defined as a cognitive set that is based on a reciprocally derived sense of successful agency (goal-directed determination) and pathways (planning to meet goals).

Hope consists of three components:

- Goals which refers to anything that an individual has a wish to get or reach.
- Pathway thinking which refers to producing different or possible ways and planning routes to reach these goals.
- Agency thinking that refers to the tendency to develop and maintain motivation to meet desired goals, and having energy to use pathways to achieve goals.

While life is difficult it is important to have hope, because hope gives you a positive outlook in life; and can help make a tough present situation more bearable.

(Source: Snyder, C. R. (1999). Hope, goal-blocking thoughts, and test-related anxieties. *Psychological Reports*, 84(1), 206-208.)

SPIRIT

EMOTIONAL STRENGTH

The quality of life is often determined by our emotional health or spiritual strengths. Emotional and spiritual beliefs often provide resources for coping in various circumstances in life by seeking meaningful connections with something or someone else, which can result in objective emotions, such as friendship, love, fulfillment, appreciation, and pleasure. It is often postulated that spiritual strength is indeed related to psychological well-being; and emotional health is about cultivating a positive state of mind and spirit, which can broaden your outlook to recognize and incorporate a connection to something larger than yourself. One's well-being is of utmost importance and when you give and receive, you immediately feel happier.

Here are 7 simple activities that you can draw on for emotional strength.

- Spend more time with family and friends who are loving and encouraging.
- Go outside as much as possible (a walk in a park).
- Reduce electronic distractions (tablet, cell phone, and internet).
- Maintain positive thoughts of others especially about those who are not too friendly.
- Often step out in faith and do things that you will ordinarily not attempt doing.
- Be of service to others in any possible way (get involved in community projects).
- Make any form of meditation a habit. A simple way to meditate is as follows: Sit or lie comfortably; close your eyes; do not control your breathing, simply breathe naturally; and then focus your attention on your breathing and on how the body moves with each inhalation and exhalation.

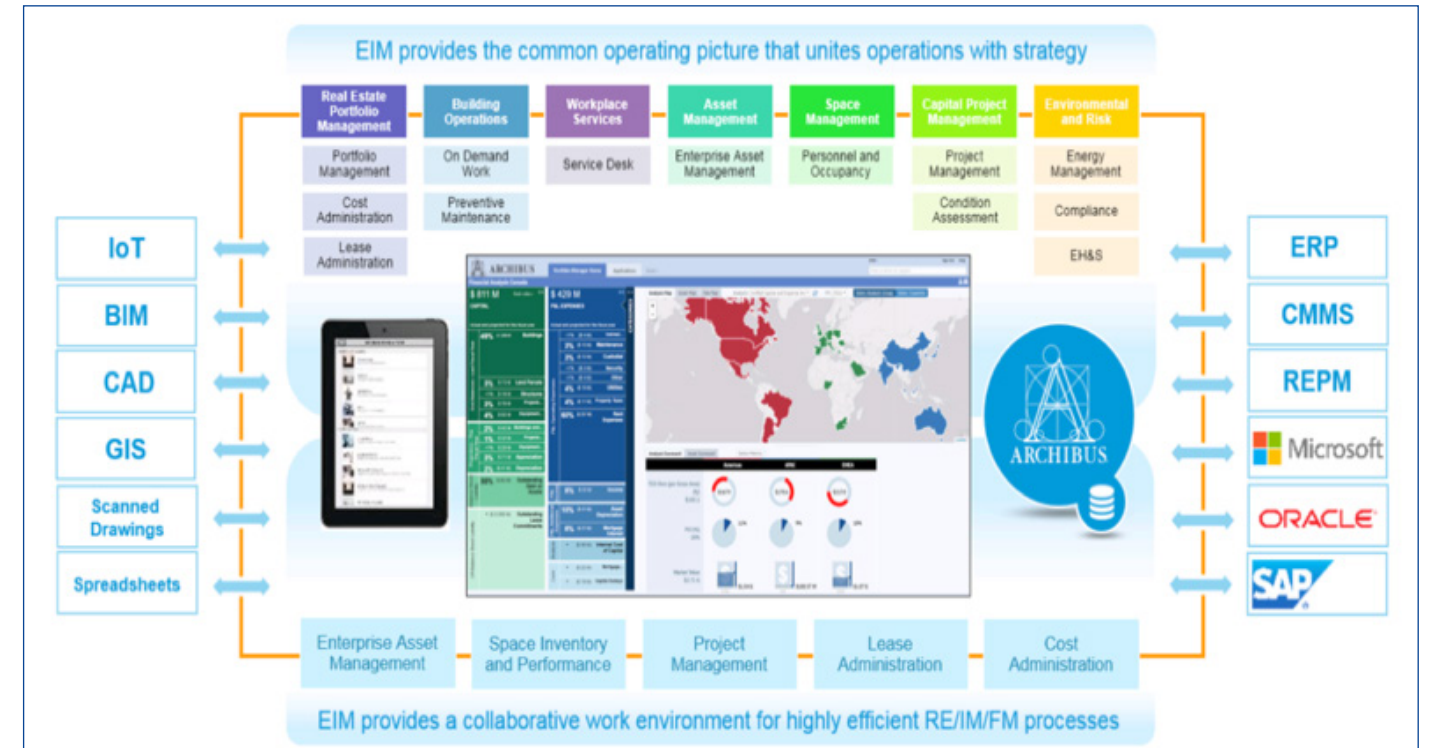
Emotional health is important because when you are able to identify what emotions you are feeling, and why, then you can determine your own emotional balance. Self-awareness is the only way we are able to keep our emotions in check.

(Source: O'Connell, KA, et al. (2014). Spiritual, religious, and personal beliefs are important and distinctive to assessing quality of life in health: A comparison of theoretical models. *British Journal of Health Psychology*, 15, 729-748)

SOCIAL PAGES

P&S INTEGRATED WORKPLACE MANAGEMENT SYSTEM

P&S has set an ambitious goal to establish a seamless and universal Integrated Workplace Management (IWMS) environment, built on the Archibus technology stack.

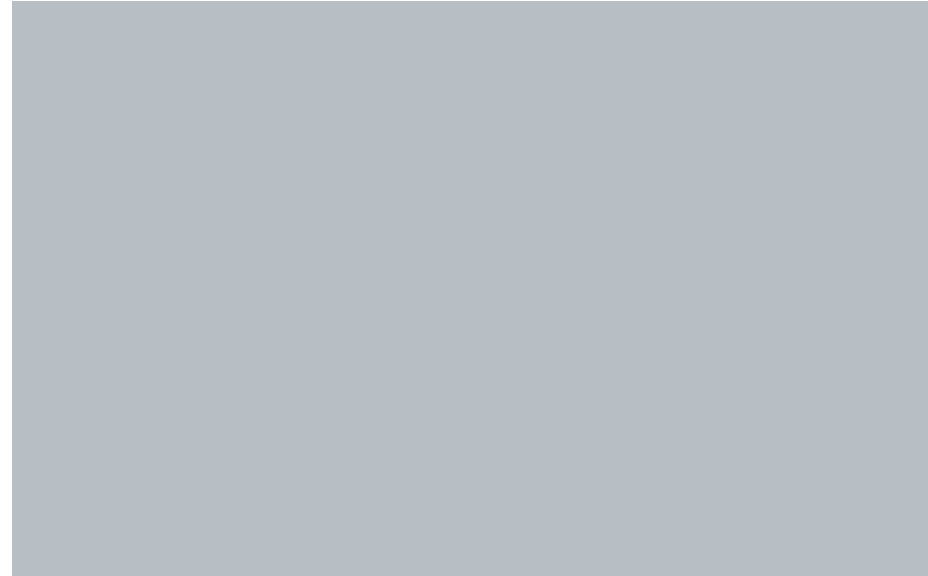


WHAT?	WHY?	HOW?
<p>What is IWMS?</p> <p>IWMS is an acronym for UCT's Integrated Workplace Management System software solution that supports and connects facility and property management. The software system simplifies and automates processes, amongst others, such as: service requests; planning boards for maintenance planning; resource allocation; tools for space allocation; managing supplier contracts and service level agreements. It provides transparency within management across the UCT community which includes faculties, staff, students and visitors. The system software provides agility, with planning, management information and offers logical support in decision making that can ensure fast compliance and adaption to change.</p>	<p>Why are we implementing an IWMS?</p> <p>The IWMS project will implement the following objectives: transform the way things function; how roles and processes are executed; provide systems that are capable of providing control over the operations; and strategically shape and manage the productivity of P&S by enhancing its stature and delivery capabilities to meet the vision of the UCT. In sum the IWMS project is an integrated approach to managing real estate, people, processes and technologies that provides the best-practice framework for UCT.</p>	<p>How will we implement the IWMS?</p> <p>The IWMS project will be staggered over a 3 year period by implementing different Archibus modules periodically. An IWMS Program and Project Management Office has been established to manage the implementation on behalf of P&S.</p> <p>In addition, a Request for Proposal (RFP) has been issued for the procurement of an Archibus license and for the appointment of implementation partners. The commencement date for the project is scheduled for the month of August or September 2019.</p>

NEW GSB CONFERENCE CENTRE

A BLEND OF OLD AND NEW

Development boasts state of the art technology and environmentally sensitive design



The University of Cape Town's Graduate School of Business (GSB) added another jewel to its crown when its new R130-million conference centre opened in June 2019.

The centre boasts state of the art conference and meeting facilities, as well as a fully-kitted 200-seat lecture theatre, caterers' kitchen, cafés, a bar, and meeting rooms. At full capacity, the centre can accommodate up to 600 people. It also has breathtaking views of the Cape Town Stadium, Zeitz Mocaa, Devil's Peak, Table Mountain and Signal Hill.

Architects and principal agent Revel Fox and Partners have been careful to preserve the rich history of the centre, which is a more-than 100-year old heritage building dating to the 1860s. The site is situated next to the GSB, which was launched in the former Industrial Breakwater Prison in the early 1990s.

The venue is designed to cater to all types of meetings and conferences - the meeting rooms on the top floor have been designed to expand into a larger space (70 to 300 people), making it a good choice for various meetings and functions. Smaller breakaway rooms are also available throughout the centre, which spans four levels and boasts cutting edge, state-of-the-art technology.

In keeping with UCT's commitment to energy and water-efficient principles, the building also boasts sustainability features, including:

- a building management system to actively control the effectiveness of building services,
- LED lighting,
- metered taps,
- waterless urinals,
- grey water treatment,
- a waste management and recycling facility,
- motion sensor-activated lighting, and
- the supply of quality external air.

The Green Building Council of South Africa has awarded the site 4 Star Public and Education Building v1 Design certifications, which are requirements for all new UCT building projects. These certifications mean the GSB (and UCT as a whole), Revel Fox and Partners, and the contractor have displayed best practice in the design and build of an environmentally friendly, sustainable and resource-efficient building.

Commenting on the new development and what it holds for UCT -- and the GSB in particular -- Nigel Haupt, the Director of Capital Planning and Projects at UCT's Properties and Services Department, said the conference centre "celebrates an achievement by UCT through an exemplary performance by the contractor, supported by the commitment and competence of the user, project and professional consultant team".



STAND A CHANCE TO WIN A ONE NIGHT STAY FOR TWO AT PROTEA HOTEL BREAKWATER BY MARRIOT®



MEET KAZLIN WARNER



Who is Kazlin? Your history & background

My name is Kazlin Warner. I am a technical Inspector for plumbing in the Residence Maintenance Department. I have been working for UCT since 2015. I am a born and bred Capetonian and love this city. I have been married for eight years and have a busy two (almost three) year old son. I enjoy running and reading in my spare time, but with a busy little person in my life, I don't get in as much time to read or run as I would like.

What is your motto or slogan in life?

Be present.

When and why did you decide to study?

I decided to study toward a Diploma in Management Practice at the GSB. Since I liaise with clients, contractors and staff daily, and have a plumbing assistant who reports to me, I wanted to develop my interpersonal and conflict resolution skills; and build my confidence as a technical inspector.

“ Studying part-time requires sacrifice; it is well worth the effort to develop personal and professional skills. ”

How did you balance work with studying?

The course was an intensive one-year, part time programme; with modules presented as four eight-day blocks of lectures during the year. During each block, we had to complete a group assignment and between blocks we had to complete individual assignments. We had access to academic mentors, and graduates (who had completed the same programme) who could guide us through group and individual assignments. During the block lecture weeks, everyone stayed on to work on group assignments. Sometimes, that meant working up until midnight. For the individual assignments, I would work at night and over the weekends either while my son was napping or when my wife would take him out so that I could get some work done. It was hard work, but I couldn't have done it without the support of my wife, mentors, and fellow students (many of us kept in contact throughout the year via WhatsApp). As for work-life-study balance, it is always a struggle, but it helped me to compartmentalise work, study and family life. It helped me make time for weekend outings and fun with my family.

What were the highlights of your course? What were the low moments? What kept you going?

I enjoyed meeting new people and learning new concepts. I feel that the course went beyond helping me professionally and had a transformational effect on how I view the world. Dealing with group conflict and time away from family during block lectures were the low times. Comradery with fellow students, my wife's support and my interest in the subjects that we were learning kept me going.

What advice would you give to someone who would like to embark on a similar journey?

Be realistic about how much time you can devote to studying. Good time management skills are required. If you have a young family, like I do, you will need support. Make sure that your spouse/partner is on board with your decision to study and plan around childcare. Make sure that you work diligently throughout the course, this is not the type of course in which you can leave assignments for the last minute. Studying part-time requires sacrifice; it is well worth the effort to develop personal and professional skills.

MEET ETHEL RADASI-CUBA

From Cleaner to becoming the new face at the Visitors Reception and Information Centre.

My name is Ethel Radasi-Cuba, I am 43 years old, married and I have a 10-year old daughter. I work as a receptionist at the Visitors Reception & Information Centre. My job involves welcoming all guests who come to UCT, I supply them with information about the University, issue them with parking disks and direct them to different buildings and campuses depending on their requirements. I started this job on the 1st of July 2019. I actually joined UCT on the 27th of July 2013 as a part of Supercare. Since then, I worked as a cleaner in the department of Medicine, at the Old Main Building, J-Floor, Groot Schuur.



BUILDING A SAFETY CULTURE AT UCT

Why I applied for this job

In August of last year, I received my 5-year service certificate. It made me realise that for five years, I had been stagnant in my career, nothing had changed. I started looking for other opportunities on the UCT careers website in January this year. I then saw the job for a traffic department receptionist advertised in February. I applied for it and three other posts in different departments. I was invited for an interview for the traffic department post sometime in May. I was notified at the end of May that I had been successful.



Ethel Radasi-Cuba and co-worker Felicity Antha

How I felt when I got the job offer

I was very excited. The excitement actually started when I was invited for the interview. When the call came to say that I had been successful, I was so excited I had no words. This was a decisive turn in my life. I was struggling with my health, my foot was swollen due to torn ligaments. My cleaning job required me to be on my feet all the time, and I worked in a big department. This was a definite opportunity to progress in my career. The financial benefits were also welcome as I am the breadwinner in my family. I could now afford to comfortably pay for my daughter's school fees and maintain the household.

What this job means to me

This job is excellent, I have only been here a few weeks, and I am still learning. It means that I get to broaden my experience with regards to working with different types of people. It's a hectic environment.

What motivates me

I was not content with just being a cleaner for the rest of my life. I became a cleaner because of life circumstances. When my daughter was still small, she was sick and in and out of the hospital.

My previous job had irregular shifts which didn't allow me to properly care for my child at a time when she needed me the most. I then took up the Supercare cleaning job, which had better shifts that would allow me to take better care of her. My daughter has been well for some years now, so I decided to get out of my comfort zone and seek out other experiences.

What drives me

The desire to grow in my life. I don't like being content and in the same position for long. I love exploring other aspects of life and being adventurous.

My long term dreams

I hope that I will keep getting other opportunities to grow in my career. Post Matric I obtained a National Certificate in Business Management. One day I would like to be in a management position.

My advice for others

UCT advertises jobs internally and gives everyone a fair chance to apply for them. These opportunities are available to all employees. Believe in yourself and apply yourself. You can make a change for the better in your standard of living.

Safety Awareness is like everything else we do it is learned, not instinctive. We are not born with awareness for safety concerns.

We learn through various means. Some people learn by doing, others by watching and some by reading. It is the unfortunate reality that the majority of accidents and injuries come from learning by our own mistakes or the mistakes of others. For this reason we need to consider the near misses and direct hits experienced at UCT because of lack of safety awareness. In 1931 Heinrich, whose work is claimed as the basis for the theory of behaviour-based safety by some experts of this field, attributed 88 percent of all accidents in the workplace to unsafe acts. Many of these unsafe conditions were created as a result of negligence caused by human actions or inactions.

How do you know that you have developed good safety awareness?

Below are a few examples of behaviours that suggest safety awareness is part of your daily work routine:

- Before you begin a job, you consider how to do it more safely
- You make sure you know how and

when to use personal protective equipment

- As you work, you check you body position to reduce strain on your body
- While you are working, you are aware of any changes that occur in your work area - by observing when people come or go, and when jobs begin or end in your work area
- You talk to other workers about safety if you observe unsafe acts

A good habit to adopt while you are working is to monitor yourself to determine if you have good safety awareness. If you don't, one of the best ways to gain further awareness is to stop, step back and observe people around you. Notice their actions as they perform their tasks. Try and identify 'at risk behaviours'.

How would you know when a worker is at risk?

A worker is at risk when they do something without considering the consequences of their actions, thus placing themselves and others at risk of being injured. Equally, we are vulnerable when it comes to maintaining our own personal safety; and therefore there

needs to be an understanding that the ultimate responsibility for your safety rests with you.

Active employee participation in safety is vitally important. In this way employees take ownership of their own safety at all levels by using the knowledge they have of their own work environment's safety hazards. Knowledge can be gained through active involvement in workshops, risk assessments, work flow design, etc.. In companies with a good safety culture, and where safety is seen as a joint exercise you will find employees being appreciative of management's consistency.

When health and safety becomes part of the work culture and everyday work conversations it will build a pro-active and positive safety culture. Especially when management listens attentively to what employees have to say about safety hazards; and in turn take what they hear seriously by acting on it.

Think safe, work safe and go home safe.

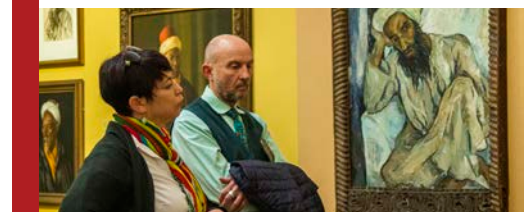
THE ARAB PRIEST

Irma Stern Museum

On the 28th of May, some UCT staff members were invited to view the "Arab Priest", a portrait of a Muslim cleric painted in Zanzibar in 1945 by Irma Stern. The art was back in the country on loan for a year as part of the agreement signed between the South African Heritage Resources Agency (SAHRA) and the Qatar Museums Authority (QMA). QMA are now the owners of this expensive piece of art which they bought in March 2011 for a record-breaking R39-million. Before its sale, the painting was on long-term loan to the Irma Stern Museum, which falls under the Properties & Services portfolio.


The agreement between SAHRA and QMA, states that the painting is on display at the museum in Doha for twenty years, a renewable period. During this period, the work has to return to South Africa four times, for 12 months each time. This agreement came about because of the work's significant heritage value to South Africa.

Those who participated in the walkabout were treated to a history of this magnificent piece and got insights into other similar works of a seemingly exotic nature.





ANTHONY EUROPA
ASSISTANT MAINTENANCE
MANAGER

He was a family man, God-fearing and hard working. He passed away on 18 March 2019.



MHLOMKHULU SOTYHANTYA
CAMPUS PROTECTION SERVICES
MANAGER

He had a good sense of humor and was a great team player. He passed away on 28 January 2019.




JONATHAN TAYLOR
GARDENING SERVICES

Jonathan was well loved, dedicated and hardworking, he never shied from going the extra mile. He passed away in November 2018.




STEVEN GANGER
INVESTIGATIONS MANAGER,
CAMPUS PROTECTION SERVICES

He had a warm heart, generous spirit and great sense of humour. He passed away on 27 December 2018.




SUSAN WILLIAMS
CAMPUS CLEANING SERVICES

She was a trustworthy person and very dedicated to her team in the John Day Building. She passed away on 31 August 2019.




YONELA SIWANI
CAMPUS CLEANING SERVICES

She was a dedicated worker, who did everything with a passion and a smile. She passed away on 15 May 2019.



MINNIE MARIA LEMINIE
CAMPUS CLEANING SERVICES

She was soft natured, always did her best and encouraged others to do the same. She passed away on 11 June 2019.



MARTI-ROSE NEL
CAMPUS PROTECTION SERVICES

She was a beautiful soul with a soft kindness and warm heart. She passed away on 10 May 2019.



WANDILE MEHLO MAKULU
CAMPUS PROTECTION SERVICES

He was a very friendly person and a pleasure to work with. He passed away on 14 December 2018.

BE
Vigilant
AT ALL TIMES

Always keep your possessions out of sight and **be aware** of your surroundings.



KEEP YOUR
Possessions
CLOSE TO YOU AT ALL TIMES

Don't leave valuables unattended or unlocked.



THERE'S
Safety
IN NUMBERS

Always walk in **groups** in well lit areas or jump on a **Jammie Shuttle**.



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