

Makoyda

Official Newsletter of Umalusi

August 2020



Women's Celebrating *Month*

UMALUSI



Council for Quality Assurance in
General and Further Education and Training



CONTENTS



1

Editor's Note

2

From the
CEO's Desk

3

Phenomenal Woman
(A Poem)

4

Ansophie Enslin

5

Nkele Mahlangu

6

Phumla Molusi

7

Maruska de Villiers

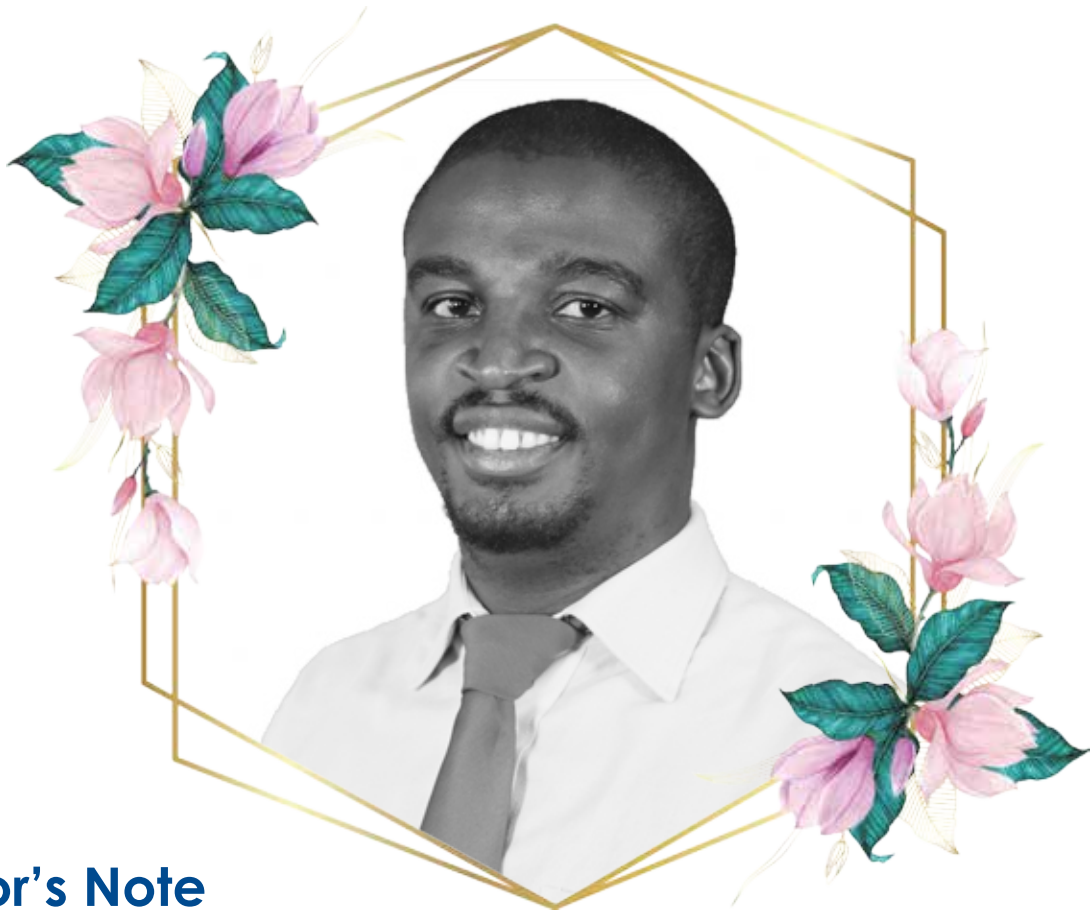
8

Dr Celia Boooyse

9

Anushka Moodley





Editor's Note

Kgaugelo Sekokotla

Dearest colleagues and stakeholders,

Welcome to this special edition of Makoya, dedicated to honouring all Umalusi women. Umalusi is certainly a blessed organisation with a huge female staff complement in various roles, from junior staff to executive management.

It is a very discouraging and sad reality to hear about gender-based violence (GBV) against women perpetuated especially by men. During the past two months, news headlines were dominated by reports of femicide. As a nation, we need to turn the tide against this scourge.

Women are a precious gift to humanity; they wear many hats. They are sisters, mothers, wives, partners and professionals; above all, they are the

backbone of any progressive society. What the women of our nation did on 9 August 1956, when 20 000 women marched to the Union Buildings in Pretoria to protest against proposed amendments to the Urban Areas Act of 1950, changed the course of the history of our nation, for the betterment and welfare of society. Women have gone the extra mile to gain equity and to advocate for a better world.

To our Umalusi heroines, we salute you!
Wathint' Abafazi, Wathint'imbokodo!

#Femicidemustfall





From the CEO's Desk

Dr Mafu Rakometsi

Warm greetings to heroines across our nation!

Sixty-four years ago, on 9 August, women of our nation took a bold step that changed our society in every sphere. So, in honour of all the incredible women who have blazed a trail forward – we salute you!

Women are pillars of strength for any society that seeks advancement and progress. Throughout the passage of time, women have demonstrated, without a shadow of doubt, that they are capable of leading and assuming roles that will uplift society. Fifty percent of ministers in our national Parliament are women. This is a vote of confidence that women are indeed capable of assuming prominent positions in government, the private sector and in all spheres of society.

I call upon fellow men to act against violence perpetuated against women and children. It is our role to protect and care for women and children in society.

“Laws do not stop evil men, but good men do!” (Unknown)

As the CEO of Umalusi, I consider myself blessed to be surrounded by hardworking women, a majority of whom occupy senior positions. To all Umalusi heroines, thank you so much for all your hard work and service to our nation.

Phenomenal women, that's who you are. You are simply the best!



Phenomenal Woman

Pretty women wonder where my secret lies.
I'm not cute or built to suit a fashion model's size
But when I start to tell them,
They think I'm telling lies.
I say, It's in the reach of my arms
The span of my hips,
The stride of my step,
The curl of my lips.
I'm a woman
Phenomenally.
Phenomenal woman,
That's me. I walk into a room
Just as cool as you please,
And to a man,
The fellows stand or
Fall down on their knees.
Then they swarm around me,
A hive of honey bees.
I say, It's the fire in my eyes,
And the flash of my teeth,
The swing in my waist,
And the joy in my feet. I'm a woman
Phenomenally. Phenomenal woman,
That's me. Men themselves have wondered
What they see in me. They try so much
But they can't touch
My inner mystery.
When I try to show them
They say they still can't see.
I say, It's in the arch of my back,
The sun of my smile,
The ride of my breasts, The grace of my style.
I'm a woman Phenomenally.
Phenomenal woman, That's me. Now you understand
Just why my head's not bowed.
I don't shout or jump about
Or have to talk real loud.
When you see me passing It ought to make you proud.
I say, It's in the click of my heels,
The bend of my hair, the palm of my hand,
The need of my care,
'Cause I'm a woman Phenomenally.
Phenomenal woman, That's me.

Maya Angelou



Believe in yourself and your abilities

Ansophie Enslin

Assistant Manager: Human Capital Management (HCM) (Payroll Specialist)

1. Tell us about yourself; and, when did you join Umalusi? I joined Umalusi as a temporary employee through SAGE (VIP) on 1 November 2012 and was permanently employed by Umalusi on 1 April 2013. I am a bit of a go-getter and punctuality is of great importance to me.

2. What does your role entail? The essence of my role is to ensure that all staff, including new employees, receive their salary on a monthly basis and that it is correct. I reconcile and submit the EMP201 and the

payment to South African Revenue Services (SARS) monthly and I am responsible for the bi-annual and annual reconciliations to SARS, when IRP5s are issued to each employee and submitted for assessments. I also ensure that medical aid contributions deducted from salaries, as well as other deductions, are paid over on time. I am also responsible for reporting "injuries on duty". I submit the forms to the Workmen's Compensation Commissioner, submit the annual returns on earnings and effect payments for approval. I issue the contracts for independent contractors when due and on request from the business units, to ensure the validity of payments. I help the auditors with payroll information and assist Ms Selesho, my Senior Manager, with any tasks she assigns to me.

3. How does your work and the role of your unit contribute to the overall work of the organisation? I think that the HCM (or Human Resources Development and Management (HRD&M) Unit plays an extremely big role in any organisation. It is important to know the laws that we are governed by, which affect our daily work. If I do not know the different laws, I will not be able to perform my function to full capacity.

4. How has your experience working for Umalusi been so far? It has been a joyful experience and I have learnt so much, not only with regard to my work but the people, too. Through the years I have met and worked with the greatest people and they have all enriched my life.

5. Highlights at Umalusi?

Highlights that have had a major impact on me all relate to people. They are all from different walks of life and each has made their own contribution. It is the best puzzle, ever, that I have built and I am still busy building it.

6. Do you have a message you would like to share with women at Umalusi and the rest of the country?

Believe in yourself and your abilities – you can!

7. My absolute favourite:

Music – Jazz

Food and drink – Pizza & whiskey

Colour – Red

Sports and team I support – Rugby, Blue Bulls

Book – The 7 Habits of Highly Effective People by Stephen R Covey

Motto in life – "You can achieve what you want to achieve – just persist!"





Be the best that you can be; stay true to who you are



Nkele Mahlangu

Senior Admin: Quality Assurance of
Assessment – School Qualifications
(QAA– SQ)

1. Tell us about yourself; and, when did you join

Umalusi? I was born in Pretoria, in Mabopane. I am the last-born in a family of four children; blessed with three beautiful daughters for whom I wish to set an example that the best is achieved through hard work. In 2005, I matriculated at Tsogo Secondary School and studied at Tshwane North College, where I obtained a National Diploma in Human Resources Management in 2009. I am currently studying with UNISA.

I worked for the Department of Education as an Admin Assistant for six years and joined Umalusi in August 2015, to work as an Admin Assistant in QAA, in the Technical and Vocational Education and Training (TVET) sub-unit. In June 2017, I was promoted to the position of Personal Assistant to the Executive Manager. In August 2020, I was promoted to Senior Administrator in the QAA – School Qualifications (SQ) sub-unit.

2. What does your role entail? My role is to manage the entire administration component of the QAA–SQ sub-unit, to assist the sub-unit to operate and achieve its objectives of quality assurance of assessment of school qualifications, as well as to maintain stakeholder relations, especially our major stakeholders, the three assessment bodies that assess the National Senior Certificate (NSC). These are the Department of Basic Education (DBE), Independent Examinations Board (IEB) and South African Comprehensive Assessment Institute (SACAI).

3. How does your work and the role of your unit contribute to the overall work of the organisation?

My work contributes to ensuring that the quality and standard of the overall work of the QAA–SQ sub-unit is efficiently and effectively managed, through my support by, for example, consolidating reports and quality assuring the work submitted to the office of the Senior Manager, the executives, the office of the CEO, as well as other units within the organisation. My role contributes to ensuring coordination of arrangements for the Assessment Standards Committee (ASC) meetings and Approval of Results meetings, with the Executive Committee of Council (EXCO) and assessment bodies.

4. How has your experience working for Umalusi been so far? The humanity and respect of all colleagues in Umalusi makes one want to work with such colleagues throughout their careers. I am thankful for the opportunities and exposure received since I joined Umalusi. Being an employee with the opportunity to receive promotions almost every two years has been amazing and I am humbled.

5. Highlights at Umalusi?

- Travelling with Ms Helen Koorzeno to different provinces for the training of external moderators. I appreciate the support she gave me. She was like a mother to me – thank you, Helen!
- Winning the best female cultural-dress prize.
- Of course, being promoted twice in five years of being at Umalusi.

6. Do you have a message you would like to share with women at Umalusi and the rest of the country?

Be the best that you can be; stay true to who you are; know that God is always by your side.

7. My absolute favourite:

Music – R&B and Gospel

Food and drink – Grilled chicken; lasagne with lots of cheese; and mango juice

Colour – Blue/black

Sports and team I support – Athletics

Book – I don't have a favourite book particularly, but I once read Believe in Yourself, by Joseph Murphy, and I enjoyed it

Motto in life – "Keep focus, be humble and strive for happiness"

Holiday destination – Nelspruit/Cape Town



Don't let others define your worth!

Phumla Molusi

Admin Assistant: Evaluation & Accreditation – Schools

1. Tell us about yourself; and, when did you join Umalusi? I'm 38, married for 15 years, born and raised in Mamelodi, east of Pretoria. I'm a mother of three: two beautiful young ladies aged 15 and 13, and one handsome young man, aged 8. I'm currently studying towards a Diploma in Commerce in Public Relations at Boston City Campus. I am a very shy but friendly person – and very talkative if you hang around longer to get to know me. I love being “dolloed up”, perfume and shoes. I have been working for Umalusi since 3 January 2012 as an Admin Assistant in the Evaluation and Accreditation – Schools sub-unit.

2. What does your role entail? I provide administrative assistance for the accreditation and monitoring of private institutions.

3. How has your experience working for Umalusi been so far? It has helped me to develop skills for working in an environment that requires commitment to hard work and diligence. By being a quality assurer in the education sector, Umalusi, in terms of its work ethos, is an organisation whose work culture is commitment to professionalism. Umalusi's working environment enables its staff to excel in their respective responsibilities, while at the same time giving its employees a platform for advancing and furthering their careers.

4. Highlights at Umalusi? Being part of the Southern Africa Association of Educational Assessment (SAAEA) Conference Local Organising Committee in 2018 was the biggest highlight so far.

5. Do you have a message you would like to share with women at Umalusi and the rest of the country? Believe in yourself, you can do more than you think you can. Don't let others define your worth. Take the chance! Do what you want. Dare to be ambitious. Don't settle!

6. My absolute favourite:

Music – Gospel and R&B

Food and drink – Creamy samp and stewed meat, gin and honey-melon flavoured water

Colour – Gold

Sports and team I support – Soccer, and I'm the biggest fan of Mamelodi Sundowns

Book – Act Like A Lady, Think Like A Man by Steve Harvey

Motto in life – Never search for happiness in others; it will make you feel alone
Search it in yourself, you will feel happy even if you are left alone"





Be the best that you can be; stay true to who you are

Maruska de Villiers

Assistant Manager: Evaluation and Accreditation – Independent Schools (E&A – IS)

1. Tell us about yourself; and, when did you join Umalusi? I'm 48 and the mother of three gorgeous kids. I started teaching in 1996 and have now spent 24 years in the Education fraternity. I started at Umalusi in June 2014 as a subject specialist for Foundation Phase and was appointed as a member of the E&A IS sub-unit evaluation team. I was appointed Assistant Manager in December 2016 and I am currently in this position.

2. What does your role entail? I assist with the implementation, maintenance and review of an

accreditation and monitoring system for private providers of education and training and maintain and improve provider and stakeholder relationships. I also quality-assure various reports in respect of the accreditation, monitoring and evaluation system for private education institutions. I conduct ongoing general administration in support of the system of accreditation, monitoring and evaluation of private education institutions. An important role is promoting quality among constituent providers.

3. How does your work and the role of your unit contribute to the overall work of the organisation? It contributes to the quality assurance process of independent schools, which are legal entities registered through the provincial departments of education, to ensure that quality teaching and learning takes place consistently. Registered institutions are held accountable for the quality of teaching and learning and set high standards, as Grade 12 results should be on par or above the national average. The unit, and I, promote high standards and quality among constituent providers. We encourage communication and sharing of information across South African borders to strengthen Umalusi's quality assurance system.

4. How has your experience working for Umalusi been so far? It has taught me to use the knowledge I have and to build on it, through implementing internal policies and legislation. It has also strengthened my ethical standards. It has been challenging in the sense that the organisational culture is extremely stringent in every area of what we do, so I must constantly upgrade my knowledge because I am accountable to the South African community. What I have learnt at Umalusi is that what you currently know is never good enough. You are constantly challenged and must move with the demand, or else you'll be left behind. It has been enriching: physically, emotionally, spiritually and psychologically. I encourage my children to dream big and one can achieve more through determination and perseverance. You can never reach your ceiling in this life. As long as you breathe, you can achieve.

5. Highlights at Umalusi? I am amazed at my personal development since I was appointed at Umalusi; and my outlook on life in general.

6. Do you have a message you would like to share with women at Umalusi and the rest of the country? My message: "A woman should be taught to believe in protecting herself, on her own, and not to depend on a man for protection. She has the power to protect the world, not just herself." A woman has more influence on a community and is, therefore, able to teach and educate communities at any level and from any background. She has the potential to empower by just being a WOMAN.

7. My absolute favourite:

Music – Jazz

Food and drink – Salad and meat; apple juice

Colour – Any colour that suits my complexion, neutral pallets mainly, as I can then dress down or up. I never limit myself

Sports and team I support – Athletics, as I was an athlete (800 m, 200 m, 150 m, as well as hurdles and relay)

My favourite athlete – Zola Budd (she ran without shoes and so did I)

Book – The Pavement Bookworm by Philani Dladla

Motto in life – "Never place your happiness in anyone's hands"

Holiday destination – Europe: Paris/Italy



Together we are stronger

Dr Celia Booyse

Senior Manager: Statistical Information and Research (SIR)

1. Tell us about yourself; and, when did you join Umalusi? My experience in education spans more than 30 years, as teacher, lecturer, academic registrar, curriculum and assessment pioneer, academic coordinator, programme developer and researcher. I joined Umalusi on 1 July 2009 as Manager: Curriculum.

My interests are in all that is natural and close to nature: biofeedback and growing bonsai, orchids and tilandsia. I also have a keen interest in archaeology, culture, art and design, colour symbolism and the history of mankind.

2. What does your role entail? I have, since 1

September 2016, overseen research and statistical information, standardisation and resulting.

It is my privilege to work with a capable and passionate team to:

- conduct research that is informed by the emerging needs of the education system to encourage stakeholders towards innovative thinking;
- report on the key indicators of quality and standards in general and further education and training;
- establish and maintain databases;
- lead research and analysis;
- provide statistical support and information across Umalusi, to committees of Council and external stakeholders; and
- manage all standardisation, statistical moderation and resulting processes.

The unit provides research-based justification and support for the management of the General and Further Education and Training Sub-Framework of qualifications.

3. How has your experience working for Umalusi been so far? Highlights could be in the most simplistic, to global impact. Just to witness academics and industry sitting around the same table and gaining a common understanding, makes for a thankful heart. Umalusi provided me with the opportunities to build stakeholder relationships on a national and international front. One example is the collaboration across the globe that culminated in the first Science, Technology, Engineering, Arts and Math (STEAM) symposium in Africa, co-hosted by Umalusi with representation from Finland and various stakeholders. The latter brought several changes in the thinking about pedagogy in some provinces, higher education institutions and the start of the MathArt national competition. Based on research presented on an international platform, I was invited to run a workshop on typology application and assessment practices in Antalya, Turkey. The involvement included being a panellist with delegates from the USA and the Netherlands. Thank you, Umalusi, for allowing me to stretch my wings into Africa and the rest of the world.

4. Do you have a message you would like to share with women at Umalusi and the rest of the country? Fellow women: be so strong that you can be gentle, so educated that you can be humble, so fierce that you can be compassionate, so passionate that you can be rational, and so disciplined that you can be free.

5. My absolute favourite:

Music – Classical (baroque (Vivaldi, Bach); waltzes of Strauss and Shostakovich, the work of Beethoven); Rhythm and Blues from the Deep South (music needs to tell a story)

Food – Roasted salmon with micro herbs, coriander and a stack of avocado

Colour – Blue, turquoise, burgundy and the hues of autumn

Sports and team I support – Garden 'gym' is my biggest joy, but I love watching gymnastics, ice skating and tennis (all based on a certain science). I support the South African golfers

Book – The Power of Now by Eckhart Tolle and The Golden Thread (The Story of Writing) by Ewan Clayton

Motto in life – "Together we are stronger – great things are not done by impulse, but by a series of small things brought together"

Holiday destination – Florence (Italy) and Budapest (Hungary)



Woman: born to dream big, to strive, to conquer and to rise

Anushka Moodley

General Administrator: Evaluation & Accreditation – Independent Schools (E&A– IS)

1. Tell us about yourself; and, when did you join Umalusi? “Anushka” means grace or favour and, indeed, I was named well. I am a social butterfly and meeting new people from different walks of life intrigues me, and peoples’ experiences fascinate me.

I was very fortunate to have travelled abroad and locally, and I believe that South Africa is still the best place to live.

I was very fortunate to join Umalusi in 2010 and haven’t looked back. I started as a contract worker in the Evaluation & Accreditation sub-unit for Independent Schools (E&A – IS) and saw it grow from five to 15 members (currently). I am proud to be a part of such a wonderful and experienced team of people.

Through the years I have learnt many skills that have made me the person I am today. I have grown in confidence and become more knowledgeable about my strengths and weaknesses. I enjoyed working for the social club for two years. I find “doing for others” very rewarding.

2. What does your role entail? I am a general administrator in the E&A – IS sub-unit. My job entails preparation for site visits to independent schools across the country. Making travel arrangements, processing claims and requisitions and assisting and supporting my colleagues is the order of the day.

3. How does your work and the role of your unit contribute to the overall work of the organisation? The IS sub-unit is responsible for evaluating and accrediting private schools across the country. This sub-unit is mandated to monitor the private schools as well. Under the General and Further Education and Training Quality Assurance (GENFETQA) Act, Umalusi is mandated to do so and in this way, we contribute a lot of knowledge, research and statistics to the organisation.

4. How has your experience working for Umalusi been so far? My working experience has been filled with challenges, both good and bad, which have made me both a stronger person and a Jill of all trades. I am very blessed and grateful to Umalusi for these experiences, which would not have been possible without the love and support of my colleagues.

5. Highlights at Umalusi? Wellness days and training days at Umalusi are highlights for me because it gives one a chance to experience something different from the normal day’s routine. You can learn about your health, listen to diverse and interesting presentations and topics that really broaden your view and perceptions.

6. Do you have a message you would like to share with women at Umalusi and the rest of the country? You are an amazing and unique woman; there is no one like you. You were born to dream big, to strive, to conquer and to rise. Support each other as women, show guidance and love and respect to each other. Always believe in your abilities to do your job well.

7. My absolute favourite:

Music – I love anything with a beat and that makes me feel good. I love listening to local music and international artists

Food and drink – My favourite foods are sushi, oysters and peri-peri prawns

Colour – I love plain pastel colours, light green, pink and blue

Sports and team I support – Soccer. I am an ardent Liverpool supporter

Book – Eat Pray Love by Elizabeth Gilbert – a story of a woman who embarks on a journey in finding herself

Motto in life – “Be strong and never give up”


Holiday destination – Definitely Durban and the Garden Route on the Western Cape coast: the food and scenery are amazing!



CONTACT US:

Umalusi House
37 General Van Ryneveld Street
Persekor Technopark, Pretoria

PO Box 151 Persekor Technopark Pretoria 0020

 +27 12 349 1510

 +27 12 349 1511

www.umalusi.org.za | info@umalusi.org.za

ANTI-FRUAD HOTLINE

FreeCall: 17737

Social Media

 UmalusiSA  @UmalusiSA  UmalusiSA

UMALUSI



Quality Council for General and Further
Education and Training