

# Roshgold

AUG - OCT 2018

# NEWS

**A CELEBRATION OF WOMEN**

**Spare a thought for  
senior citizens  
- it could be you**

**VIETNAM –  
YOUTH DECADES  
LATER**

**A celebration of young minds  
through artistic expression**



**THE ROSHGOLD YOUNG  
BUSINESS ACHIEVER  
AWARDS 2018**

# There is a better way

Samsung quality and energy-efficient technology ensure economical, reliable airconditioning of large areas.



### Boracay

Samsung quality at a competitive price  
Boracay airconditioners come in 4 sizes from 9000 Btu to 24 000 Btu. With Smart Saver technology, anti-bacterial filter, Good Sleep mode and anti-corrosion fins, the Boracay is your value-for-money choice combined with proven Samsung quality.

### Maldives

With advanced Samsung Inverter technology  
A top-range Inverter airconditioner that saves you up to 40% on electricity consumption, Samsung's Maldives range comes in 4 sizes for rooms from 16m<sup>2</sup> up to 45m<sup>2</sup>. A Full HD filter with anti-bacterial coating ensures a healthy environment.

Contact JasAir for more information:

Johannesburg: 011 942 2990/1 | Cape Town: 021 593-0559  
Durban: 031 502-2054 | [jasair@mweb.co.za](mailto:jasair@mweb.co.za) | [www.jasair.co.za](http://www.jasair.co.za)

**JASAIR**  
air conditioning ventilation

**SAMSUNG**

## habby&lace

SOUTH AFRICA'S NO1 FABRIC & HOME STORE

VISIT OUR WEBSITE

[www.habbyandlace.com](http://www.habbyandlace.com)



BROWSE THROUGH PRODUCTS  
EASILY ON OUR MOBILE APP



PLACE ORDERS QUICKLY & EASILY  
ONLINE & GET DELIVERY

063 662 5965

016 422 5400

[info@habbyandlace.co.za](mailto:info@habbyandlace.co.za)

56 Voortrekker Street, Vereeniging

FOLLOW US FOR DAILY POSTS

## A Stroke of excellence

- 5L Turps R98
- 5L Supa Satin white PVA R320
- 20L Supa Satin White PVA R1 110
- 5L All Purpose Matt White R235
- 20L All Purpose Matt White R760
- 5L QD Red Oxide Primer R158
- 5L Eggshell Enamel White R330
- 20L Eggshell Enamel White R1 090
- 5L Gloss Enamel White R295
- 20L Gloss Enamel White R1 055
- 5L Contractor's White R75
- 20L Contractor's White R220
- 20L Dulux Weatherguard  
(white and standard colours) Special
- 20L Roof Paint from R530



## Hot Pot

Paint & Hardware

HOUTKOP ROAD 108A, DUNCANVILLE, VEREENIGING

TEL: (016) 427-5518 / 25, TEL: (016) 428-1113

TEL/FAX: (016) 427-5525, CELL: 082 774 9552

[info@hotpotpaint.com](mailto:info@hotpotpaint.com)



# Ed's Entre

In South Africa, August is not only the windy month but it Women's month too.

This issue has a lot on women and both the books reviewed in this issue have been authored by women. Saffron is another of Roshgold News regular contributor, Zaheera Jina's brainchild. Our kiddies club was also very busy with her in bringing the 2018 Jozis Book & Blog Festival. Read all about the engagement of youth.

Her proposal on conceptualising and forming Mathematics Clubs to create a love for and enjoy mathematics deserves support and assistance. It can be an excellent idea for uplifting youth. It can become a platform for developing much needed mathematicians and technology gurus for the Fourth Industrial Revolution.



My piece on Artificial Intelligence or AI will tickle your fancy and I hope it will help our readers better understand the challenges posed by technology.

Other telling contributions to celebrate Women's Month include Shaakira Rahiman- Saleh's treatise on personal finances from a female perspective. Wise pearls of wisdom and the Mover and Shaker article is attribute to a young Parliamentarian.

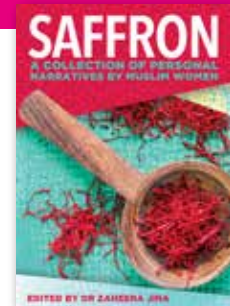
We continue to promote writing talent and the growth of Jozis Book and Blog Festival is indeed encouraging. Bloggers, authors and publishers make it fertile for the development of young artistic talent.

Your comments are welcome! Please do write and win yourself a FREE copy of Saffron.

**Haroun Pochee**  
Editor  
harpo@offinet.co.za

## Contents

- 2/3** Spare a thought for the plight of the elderly Roshgold News editor espouses.
- 5** Parliamentarian Tasneem Motala's is in our Women's Month Spotlight
- 6/7 & 8** Shaakira Rahiman- Saleh provides an in depth, step-by-step guide to financial planning
- 9/10 & 11** "Where to now?"; Asks Element Investment Managers Chief Investment Officer, Terence Craig
- 12/13** PSG's Bruce Wolov makes a case for rand hedge options for local investors.
- 14** The Roshgold Young Business Achiever Awards 2018 – An Update
- 16/17** Haroun Pochee writes on being on the cusp of a new realm with AI.
- 18/19 & 20** Vietnam – The youth decades after an intense and destructive war. A photo essay.
- 22/23** Do's and Don'ts for professional in family businesses elaborates Mirza Yawar Baig
- 28/29** A Celebration of Words, A celebration of Young Minds.... Roshgold Kiddies Club
- 34/35** Torque Talk test drives and reviews the Honda BR-V



**30/31/32 & 33**  
Two engaging book reviews

**Publisher: Top Share Management Services cc**

**Editor: Haroun Pochee**

**Design and Layout: Media Dynamix**

**Printing: Neon Printers cc**

Roshgold News is published on behalf of Roshgold Investment Holdings Limited. it is published to promote business education and development, and is supplied free to Roshgold shareholders and other interested parties. Neither Roshgold Investment Holdings limited, nor it's subsidiaries, nor the Topshare Group accept responsibility for the opinions expressed by the contributors or regular correspondents, nor the accuracy of any information contained in articles, advertisements or correspondence in this magazine. All contributions are subject to the editorial team.



# SPARE A THOUGHT. SOON IT WILL BE US!

By Haroun Pochee B.Com C.A. (S.A.)



Times are tough and the economic and geopolitical climate poses serious risk to wealth. The demonic head of inflation usurps the buying power of the rand exchange rate. All input and consumption costs increase and it becomes extremely difficult to manage and maintain balance in our personal budgets.

This is a plight our elder citizens find themselves in. Many live off fixed incomes and become more vulnerable in the heated cauldron of economic decline. They have paid their dues; they have worked hard, have saved, have contributed and live frugally of their pensions and limited means. We should spare them a thought.

A very small percentage of our senior citizens are secure and financially independent. South Africa being an emerging country has many fiscal and budgetary problems. Pension benefits are meagre and they are not looked after.

## **SPARE A THOUGHT TO THEIR PLIGHT!**

The cost of medical insurance continues to spiral and the stability and sustainability of medical schemes is well documented. Medical specialists, dentists and other medical professionals are opting out of contracting to medical aids. Elder people are shabbily treated especially when it comes to having to pay up front and then claiming back from medical aid. A new generation of health professionals will not provide care unless money is paid upfront. It is business and one has to pay. Being chronically unwell causes many stresses and is a serious hardship. Yes, public healthcare is an option but it has limitations and if a senior citizens condition is worse than a younger person the state facilities favour the latter patient.

Many older couples continue to remain in and live in their family dwellings. They have seen through the rearing of children and the departure of children either through studies, marriage or working away from home. For sentimental reasons and the fact that children and grandchildren occasionally visit the elderly parents hang on to their homes. However, with time the home requires maintenance and can be a drain on the elder's finances. Pipes wear, a new coat of paint may be required, roof leaks need to be plugged and general upkeep can be expensive and any neglect in maintenance can affect the longer term value of the property and can be difficult to repair with a limited budget.

Is it easy for senior citizens to downsize their lifestyles and cut on costs to make their budgets stretch? The older one gets the more inflexible one becomes in making change. Longevity is NOT assured. People do not have the skills or expertise to understand and look at longer term ramifications and often are muddled by short-term considerations. Procrastination, ego, family pressures and emotional considerations cloud and complicate the decision making process. Older people can be extremely difficult especially heeding advice from their children or extended family. If sound decisions are not made the cost of implementing decisions can have financial consequences that may have negative longer term effects on the elders finances.

The question of family support and care for the elders can be another drain on an elder's finances. There are several factors to consider:

1. Can anyone expect parents to continue supporting their offspring on a regular basis at the risk of depleting their monetary reserves?
2. Can parents be expected to put up sureties and guarantees for their extended family for the purchase of a business, funding facilities, car purchase or living costs?

People do not understand their responsibilities when it comes to standing surety and guarantees to financial institutions. Financial institutions are bound to regulations and will not consider the precarious position of the guarantor before executing the securities pledged in the event of the default. They will enforce and make one make good. At the time of surety the projections may have been rosy but there can always be problems in servicing the credit extended.

According to Money and Markets;

"Many grandparents agree to co-sign a loan because they want to help their grandchildren and may not have the resources to help them pay for college", says Lori Trawinski, a certified financial planner and director of banking and finance for AARP Public Policy Institute. "They often don't understand they're also legally responsible for the loan. People are surprised when you tell them that," Trawinski says. "They didn't realize they were on the hook."

Even people who understand the risks of co-signing often take a bigger gamble than they realize. Many students who start college drop out. Without degrees, people tend to earn less and have higher unemployment rates, which can make it difficult to repay student debt. That's why private lenders typically insist on co-signers for student loans."

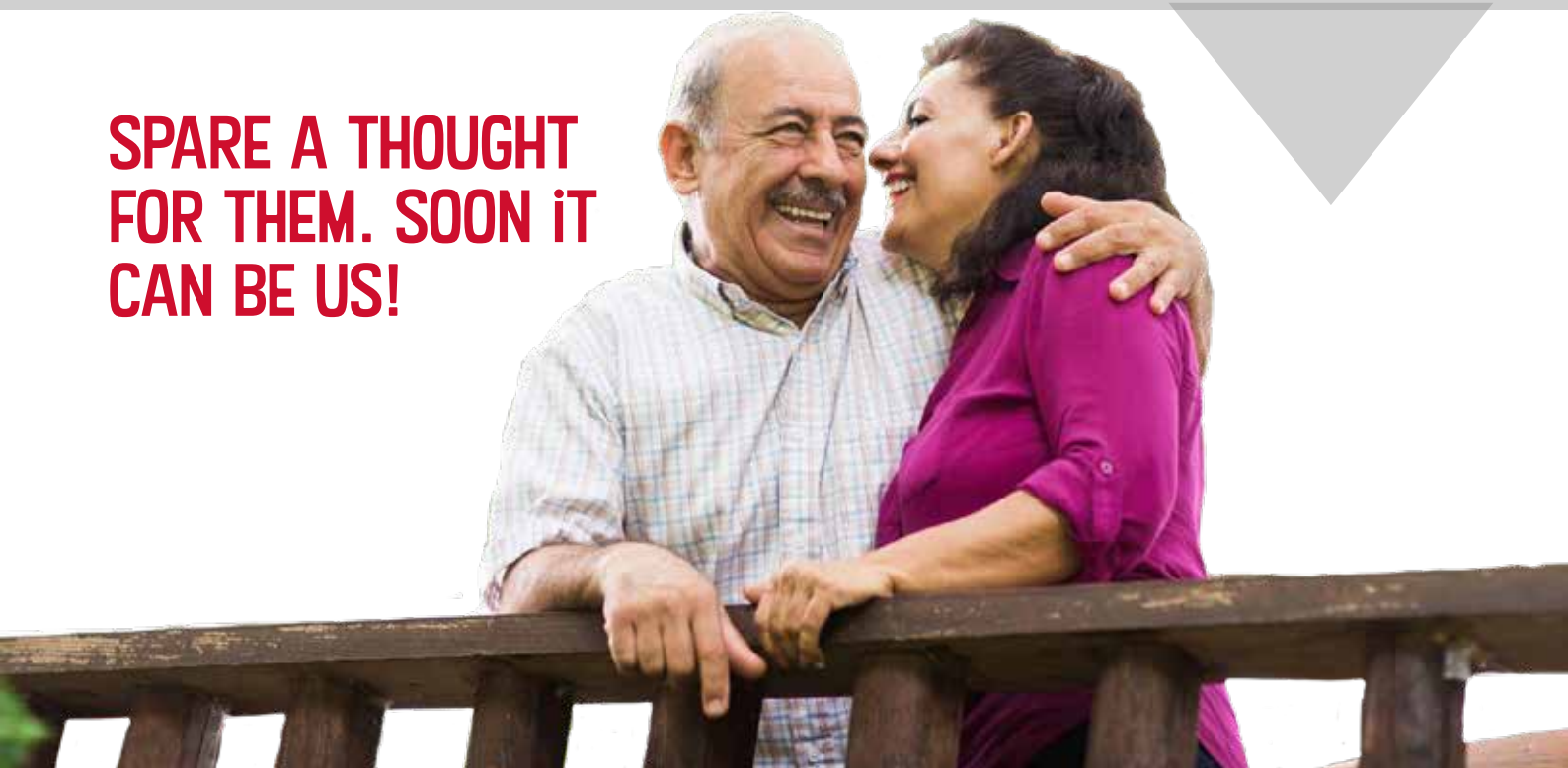
3. Has contingency been made for getting nursing or care-giver support to provide care for ones elders in the case of them needing proper medical care?

It is common to hear of offspring shirking or avoiding their responsibilities to frail family members requiring support or care. Unfortunately, the state is in no position to capably look after the old or infirmed. The tragic case of the Gauteng Health authorities in the Life Esidimeni matter is a case in point. People transfers contrary to humane practices and the regulations were made resulting in many deaths.

Older people in their twilight years require understanding and a feeling of security. They need to be pampered by their extended family, by their community and most importantly shown respect especially if their financial means are reducing.

**OUR SOCIAL RESPONSIBILITY IN MAKING THEIR GOLDEN YEARS HAPPY CANNOT BE PLAYED DOWN.**

**SPARE A THOUGHT  
FOR THEM. SOON IT  
CAN BE US!**



# Begin your Investment Journey with Al Baraka

Speak to us today.



GOAL



FIXED DEPOSIT



REGULAR INCOME



SPECIALIST

Customer Service Centre  
**0860 225 786**  
[www.albaraka.co.za](http://www.albaraka.co.za)

**Your Partner Bank**

**alBaraka** 



# A Young Mover and Shaker

We celebrate Women's Month by chatting with ANC Member of Parliament, Ms. Tasneem Motrara. She is the Provincial Whip and a member of the National Council of Provinces. She has been recently appointed as spokesperson for Gauteng Provincial Government.

One is immediately engaged by this mum of two who has demanding responsibilities and her youthful looks deceive. She has innate leadership attributes, understanding of the economy and the challenges facing the ANC in the 2019 General Elections.

Her initial calling was psychology and she studied the subject after matriculating. However, the call of politics lured her and she says she enjoys serving people and the organisation she serves. She is currently reading for a Bachelor of Arts majoring in Economics and International Relations. A curriculum selected to help her with her vocation. She admits to being a junkie for learning and is a voracious reader. She reads anything of interest and is a regular visitor to bookshops, loves browsing and learning from the author's experience. She also reads about Liberation Movements, their histories and what happens after they move beyond the struggle.

Her interest in politics stems from her family's active role in struggle politics. Her granny and her parents' experiences made her sensitive to the brutalities of Apartheid. Her father is a three term councillor in Ekurhuleni. She did not think of politics as a career until she was drawn into it through volunteering and enjoying the dynamism of serving.

She enjoys delivering talks in the National Council of Provinces and to the Economics and Business Development clusters. Ms Motara enjoys scripting her own talks and papers. Her challenge in committee was to learn about the realities of economics and what was expected about policy making on economic, budgetary policy and how business development needed to be facilitated from a government perspective.

She is involved with the upcoming 2019 elections and her role as spokesperson will require her to relay information from the national grid. She has a good grasp of ANC policy and understands that politics in South Africa is very fluid. She relates to the youth and sees the need to get the youth to vote as a challenge.

She smiled when asked about who her mentors and role models were. Obviously, her granny, Mrs Bham and parents have been influential in her life. She admitted that none of her mentors are higher profile politicians. It was activists in regional and local structures that provided guidance and sound advice. She has learnt to trust the words of the people, who work so hard at local structures.

She has strong views on gender violence. She feels men are threatened by the opportunities available to women, the levelling of the playing fields and the elimination of historical differences between genders and the protection ladies now enjoy. She encourages ladies to go into politics and serve the people. She feels women have a lot to offer and they can start by volunteering at a local level. She has learnt that it is 99% giving so they must have the capacity to share and give of themselves.

*We salute Ms Tasneem Motara and will be looking to follow her as she strives to deliver on her mandate!*

# A FAB FRUGAL FEMALES GUIDE TO FINANCIAL PLANNING

By Shaakira Rahiman-Saleh

Through the daily and monthly chores as a mum and wife, some of which I enjoy and others not so much, budgeting and managing money is definitely one of my least favourites. Given the tough financial climate (evident in the decreasing amount of shopper bags I return home with each passing month), I found my blood pressure rise every time I approached the till and my items were scanned- the total amounts were shocking. Basic necessities seemed to be unaffordable! This sentiment is shared looking around at the grim faces of fellow shoppers as well as concerns expressed in casual conversation.

I soon realized I did not want to be accountable for my spending, even if it meant being accountable to myself. That and the time it takes to track my spending habits were, rather off-putting. As soon as I figured my problem, I looked at the benefits should I overcome my indefensible lack of action.



With determination and research, I convinced myself that it is possible to improve from merely "making it" month-to-month to anxiety free surplus. This will allow me to save. I could then channel those Rands into important savings and investment goals, especially towards my children's tertiary education, traveling, a monthly shoe/clothing-fund to reward myself and lastly my comfortable retirement.

So how does a modern woman really live within her means yet enjoy and treat herself to a few spoils every now and again? How do I stop living pay-check to pay-check? Where do I find money to save? These are common questions many people have. My findings and suggestions are as follows:

## FIRST: UNDERSTAND CASH FLOWS

This simply means understanding where your monies are coming from and where they being spent each month. You may already be familiar with this concept, but I highly recommend starting with a simple analysis of your finances:

**1** Calculate your average income per month. Write that figure down.

\*Whether you are employed or not, if you manage the household finances then its advisable to figure out how much income you need every month based on your expenses.

**2** Add up all your Fixed Expenses- includes rental, car payments, loans etc.

**3** Add up all your Variable Expenses- These are expenses that vary month-to-month and that you have more control over. The recommended average on these expenses should total 20-30% of net income. Examples include food, petrol, clothes, takeout, gifts, entertainment etc.

**4** Savings- Now calculate how much you need to save every month toward your financial goals (start with three of the most important goals, list them and put a realistic value to each goal.) Examples include building an emergency fund (three to six months of income to survive), saving for a deposit towards a house mortgage, saving for retirement etc. Think of these savings as "expenses". The more you think of it as an expense the better you will save towards it on a regular basis. It is recommended that 10% of your average income be allocated to this.

**5** Add in "Fun" Expenses: This category is a relevant since you need to budget for enjoyment today while still saving for the future. This expense should total on average 5-10% of net income. Examples include a travel fund, new laptop or a new fashion item of the season

**6** Finally, deduct Expenses from Net Income



Here is a summary of your financial equation:

Net Income – Fixed Expenses – Savings – Variable Expenses – Fun Expenses = Surplus/ Breakeven/ Deficit

Once you work out the above equation you will have one of the following outcomes:

**Surplus:** This is the best possible result! You can decide whether to spend or save more, I hope you will lean towards the latter.

**Breakeven:** That's great! This is a favourable result as you have already accounted for savings as a necessity. It is very possible to grow your wealth and earn a return on investment.

**Deficit:** There are warning lights and especially if you are in debt. You have some work to do.

There are two solutions:

- 1- Start earning more money.
- 2- Can you spend less? (this is the easier of the two which you can work on immediately)

## SECONDLY: ASK YOURSELF WHY?

Now that you know where you stand it forces you to get REAL with the situation. You understand what is impacting on your budget and what the factors that aggravate financial stresses are. Do some self-reflection early in the morning. This should not be a once off engagement. It has to be a regular review to measure your progress and the check-in is necessary. Progress will bring ease and will be motivating and make handling of finances easier over time.

## THIRDLY: ALTER YOUR MENTAL CONDITIONING

I found that your mental outlook may prevent you from progress. A few common challenges include:

- Thinking of saving money as deprivation. Financial Expert Emily Guy Birken shared that as women if we think of it rather as "decluttering" to cut out unnecessary expenses in order to make room for those things that really fulfill us, it certainly makes it easier.

- Our habits are rooted in our culture, upbringing and societal norms: Whether your parents were extremely frugal, lived large, divorced, spoiled you, they never taught you about money at all. You now have the power to learn and unlearn today. As a quick start, I Googled articles on finances by Warren Buffet, Robert Kiyosaki and Suze Orman and these have been extremely helpful.

- This one is especially for women: We often hand over our own or financial matters to our partners. This could be out of fear, lack of knowledge, laziness or just being plain old fashioned. Learn money matters and take care for yourself. Take an interest in your own financial future. "Life is unpredictable, and with our country's increasing prevalence of divorce, coupled with the current tough economic environment, it's critical that women feel empowered to make sound financial decisions." ;says Elize Botha, managing director of Old Mutual Unit Trusts, Mail & Guardian 2017. Botha believes the goal of achieving financial security and independence should be a priority for every South African woman.

- Finally, TIMES ARE TOUGH- BUT I AM TOUGHER. Do all you can to improve your situation but have the ultimate faith that the Almighty is the One who is providing. Have faith.

## LASTLY- IMPLEMENT- FIND EASY WAYS TO PUT YOUR PLAN INTO ACTION:

- A savings account for emergencies should be a priority. It's not impossible to accumulate savings and it will add momentum to your overall plan.

- Buildup an emergency fund: Once you have done the above, strive towards building up two to three months of your expenses. This will be a welcomed cushion for unexpected and larger expenses such as car repairs or medical bills.

- Take out a debit order- My obvious and best choice for investing would be Roshgold. Many investments start with a minimum debit order of R500/month. With Roshgold you can start with an affordable R250/month. Consider this a medium-long term investment which you will be happy to look at the growth over three to five years.

- Limit Debt- Do not live beyond your means, say no to credit as much as possible. If you are in debt, add in extra cash wherever possible to bring it down as quick as possible. A word of caution, one should NOT borrow for living expenses.

- Know Your Worth- Are you earning what you should be? You can easily find this out from: firstly your salary statement OR calculated using your expertise and level of experience on a recruitment website OR the amount of output you can produce in an hour. Ask yourself what is that worth? Establish what you are worth to the market. This is crucial as a home-based business or free-lancer. You will become conscious of productivity and not waste it on superfluous things.

- Put Yourself First: This may surprise you. Saving for retirement is more important than saving for your children's college funds. According to Suze Orman, your retirement takes precedence. In her book "Women & Money," she writes women think they are actually helping their children by paying for their tertiary education. This is a myth. "You help your children by saving for yourself first. If you retire without ample money to support yourself you will become a financial burden to your children. There are bursaries and of loans for college but there are no loans for retirement."

- Continually scout for Specials and Discounts- Women are natural at this. Traditionally with newspapers and now Apps make this even easier. Rewards cards and shopper discounts save bucks too! My fave is E-bucks, Checkers App, Woolies, Clicks & PnP rewards.

- Cut Out excess on Luxury Expenses- We love good food and sometimes spend too much on this. Buy from local vendors and cut down on take-outs and eating out. Instead of ordering out every so often, try once a week or even better once a month. This will keep your wallet fat and your waist line lean as well.

- Beauty On A Budget: Swap expensive beauty treatments for natural home-made face masks and hair masques. This is often found in your grocery cupboard and easily incorporated into a great weekly beauty regimen. "Coconut Oil for life!"

[Read more >>>>](#)

surprised at the money you save if you can fix minor issues around the house. You can learn by watching YouTube videos and when in doubt partner up with a friend or family member to help you. DIY crafts for decoration or gifts can be unique, personalized and money saving too. My favourite go-to videos are from "Suzelle DIY".

- Get A Side Gig/ Work From Home: There is one more thing you can do- bring in additional income streams. You can do this with a side gig, possibly a unique skill that you really good at? Hopefully a skill you enjoy that others are getting paid for. Go on a course. There are many available and bring a new skill or increase your expertise to make it work for you.

- Don't Blow Your Bonuses: If you score a bonus at work or receive an inheritance or even a refund, don't blow this! Rather put most of it into your emergency fund or pay off your debt.

- Make it a Family Thing- Encourage good spending habits with your children too. My husband and I have recently taken Eid gift money and birthday monies they received and opened an

FNB Account in each of my three children's names. The fees are minimal and the nice thing is that the children can actively save a R50 by depositing it themselves at an ATM. I also highly recommend savings for the family in the long term. We use our Shariah Compliant Roshmed Hospital Plan which doubles up as a savings policy for the future should we not use the fund. It's comforting to know that unlike traditional medical aid funds there is a value to this necessary contingency fund.

**- Warren Buffets famous rule: "Do not save what is left after spending but spend what is left after saving."**

To conclude, saving money really comes down to awareness. You simply can't make a difference to your financial future if you aren't paying attention to your wallet, your habits and your goals. These concepts are easy to understand but a lot more difficult to put into practice. If you stick to the plan and adopt a small changes your cash flows will improve in no time!



**ROSHMETALS  
AN  
OPPORTUNITY  
KNOCKS  
YOU CANNOT AFFORD  
ANOTHER MISS**

**"Opportunity rarely knocks  
until you are ready. And few  
people have ever been really  
ready without receiving  
opportunity's call."**

*Channing Pollock*

**INVEST NOW**

Tel: 016 422 2570  
Fax: 016 422 2568  
Email: [info@roshgold.co.za](mailto:info@roshgold.co.za)  
[www.roshgold.co.za](http://www.roshgold.co.za)

**ROSHMETALS  
& MINERALS**

## Where to now for investors?



**Terence Craig**  
**Chief Investment Officer**  
**ELEMENT INVESTMENT MANAGERS**  
 B Bus Sc (Hons), CA (SA), CFA

**SA Equities have continued to deliver poor returns**

South African Equity markets continued to deliver abysmal returns for investors in the first half of 2018 with the two primary SA Equity benchmarks, the All Share Index (ALSI) and the Shareholder Weighted Index (SWIX) posting negative Total returns (including dividends) of -1.7% and -4.8%, respectively. The worst performing major sector over this six month period was Listed Property with a punishing negative total return of -21.4%, largely as a result of the collapse in the prices of the Resilient (sic) group of property companies. For the six months ending June 2018, the total return of these property companies were as follow (all negative): Fortress B (-62.2%); Resilient (-56.3%); Greenbay (-46.5%) and NEPI Rockcastle (-41.0%). The extent of the losses and the short period of time within which they crystallised is a stark reminder that fortunes can change dramatically. The Listed Property sector is another example of a former “market darling” of SA Equities that has now rolled over in terms of price – a timely reminder for investors that the good times do not last forever especially when valuations are stretched and accounting policies become too “aggressive” in the pursuit of earnings growth.

These low returns for SA Equities have extended for the last three years now - as is highlighted in the table of SA Asset Class returns below. For the 3 year period ending 30 June 2018, the SA Equity benchmark of ALSI (+6.7%) failed to beat Cash (+7.3%) or Bonds (+7.8% per ALBI). An investor would have been better off with “money in the bank” (i.e. cash) than being invested in the SA Equity market. We doubt these returns were not projected by many three years ago! The low SA Equity return environment (i.e. below Cash) is a point we highlighted as a concern for investors in our Element 2Q2017 Newsletter - a year ago.

Further points to note from the above **3 year Total return** chart are as follows:

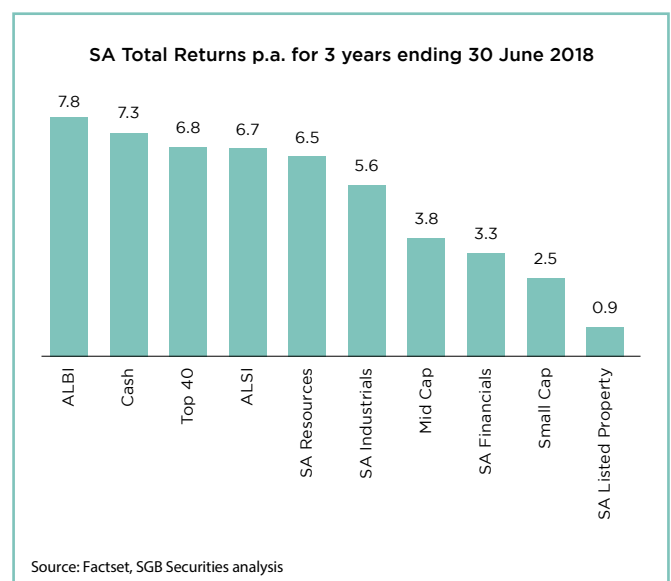
- Resources have outperformed both Industrials and Financials for the last 3 years
- Large size bias: ALSI Top 40 has outperformed both Mid and Small caps

- SA Listed Property is barely positive over the last 3 years (+0.9%). It is worth noting that for the 3 years ending 31 December 2017 the Listed Property sector returned 11.7% p.a. Thus, the 3 year returns for the Property sector have been decimated by the last six months’ material underperformance.

### “Ramaphoria” fades into Reality

South African investors and the country in general celebrated the election of Cyril Ramaphosa as president of the ANC in December 2017 and then as the President of SA in February 2018 after Zuma had been recalled. The Rand strengthened, a downgrade by Moody’s was avoided and SA-focused shares rallied – particularly Banks and Retailers.

“Reality Bites” as we learnt, the hard way, is not just a movie starring Johnny and Winona! There are no surprises as Eskom battles with its debt burden, SAA requests another bail-out with zero attempt to improve its productivity issues which are the cause of its problems, SA unemployment remains extremely high (particularly youth unemployment of 17-24 year olds at >50%), land expropriation without compensation (“EWC”) becomes ANC policy and the petrol price hits all-time highs (amongst many other pressing SA issues) - all examples pointing to the fading of “Ramaphoria” in SA given the long-term and structural nature of our economic and social problems. With a national election a year away in 2019, the political rhetoric will be amplified with yet more (empty) promises from politicians in return for (hoped for) votes.



SOURCE | ELEMENT QUARTERLY NEWSLETTER

## Corporate takeovers continue to confirm Element's Investment Philosophy

At Element we are focused on buying shares, based on our research, that are trading at discounts to our estimates of long-term intrinsic value. This intrinsic value includes an adjustment for relevant and material Environmental, Social and Governance ("ESG") factors that may impact the companies concerned. In addition, these shares should offer an appropriate "margin of safety" before we invest - i.e. a large enough discount to our estimate of fair value - to allow for forecast risk and changing market and company dynamics in future.

One can view our investment philosophy as researching for companies that are trading at a share price below what a rational business person (or entity) would be prepared to pay for the company in an arm's length transaction. A rational business person (or entity) that is prepared to pay more than Element paid to take over a company is as good a confirmation as any that our investment philosophy and process is working.

The most recent example of a Top 10 equity holding in Element's portfolios that was, and still is, subject to a takeover bid, is that of Murray & Roberts ("MUR"). Although the takeover bid is still in process at the time of writing and a possible merger with construction peer company, Aveng, is also being considered, Element made the investment decision to exit its MUR positions entirely during the second quarter of 2018.

The original takeover offer price for MUR by the German company Aton, was 1500c which was subsequently raised to 1700c per share. The MUR share price was 959c at close on 23 March 2018 immediately prior to the takeover bid being announced. The return range realised by Element by selling our MUR position between 1500c-1700c per share was +56% to +77% from immediately before the initial takeover offer was made. It is worth noting that MUR's listed construction competitors', Group Five and Aveng, have seen their share prices collapse since the MUR bid was announced in late March 2018 and a further competitor, Basil Read, has gone into Business Rescue. Refer to the table below for the four Construction company price moves since the bid for MUR was announced. The "independent" valuation of MUR was stated at the time of the Aton bid at a fair value range of 2000-2200c. However, if this valuation range was to be adjusted by the **relative** decline of a -80% minimum price move that the other three construction companies reflected

in 2Q2018, then a reasonable reflection of an adjusted MUR value range (given the peer group decline of c-80%) would be 400c-440c. Those shareholders holding out for a higher offer than 1700c for MUR, at the time of writing, may be lucky, but our opinion at Element was to take the "bird in the hand" and cash in our profits on our MUR holdings.

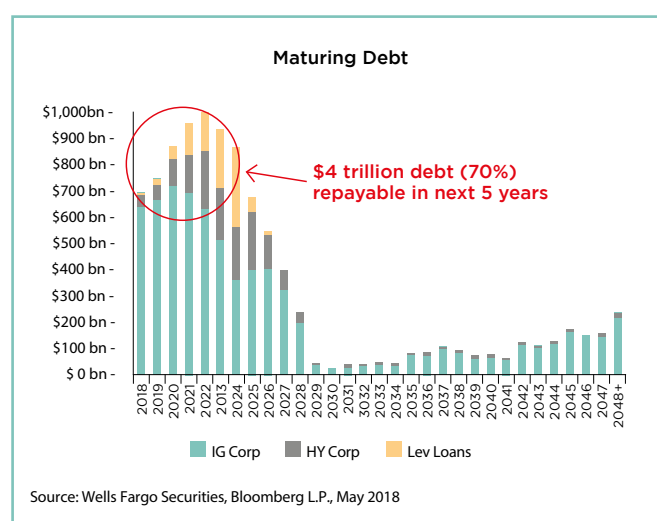
Construction Company	Price [c] 23.3.2018	Price [c] 30.6.2018	% Change
Murray & Roberts	959	1 751	<b>83%</b>
Group Five	825	134	<b>-84%</b>
Aveng	109	14	<b>-87%</b>
Basil Read	24	4	<b>-83%</b>

Source: Reuters

## Warning signs remain at "Act with Caution" for investors

While global Equity valuations remain at stretched levels by historical measures, we caution investors that great returns seldom come from elevated entry points. In addition, global interest rates have started to rise - implying that high debt levels (country, company and individual) will need to be rolled over or renegotiated at higher interest rates (i.e. at higher costs).

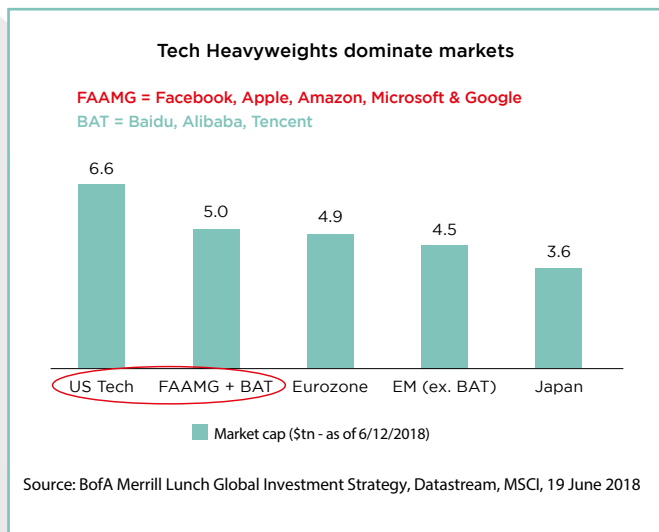
Debt never disappears - it is ignored, conveniently, when interest rates are low. However, as the chart below of US companies' maturing debt profile highlights - 70% of US company debt (US\$4 trillion) is repayable, or will need to be renegotiated, in the next 5 years - at a higher cost than before. This will put pressure on company earnings and cash flow.



Performance Start	2015/06/30			
Performance End	2018/06/30			
Fund	Category	Rank	# Funds	Quartile Rank
Earth Equity	ASISA South African Equity General	32	188	1
Flexible	ASISA Multi-Asset Flexible	9	90	1
Balanced	ASISA Multi-Asset High Equity	3	202	1
Real Income	ASISA Multi-Asset Low Equity	6	167	1
Specialist Income	ASISA Multi-Asset Income	6	88	1
Fund	Category	Rank	# Funds	Quartile Rank
Islamic Equity	ASISA South African Equity General	21	188	1
Islamic Balanced	ASISA Multi-Asset High Equity	7	202	1

Source: MoneyMate, 30 June 2018

In addition, the chart below highlights the extent to which the global tech heavyweights (the leaders of the current long-term bull market) are dominating global indices. The top 8 global tech companies (5 US and 3 Chinese) had a combined valuation (as per market cap) of US\$5.0 trillion at the end of May 2018 - more than the market cap of the entire Eurozone companies and materially more than the entire market cap of the Japanese equity market. Concentration risk indeed!



SOURCE | ELEMENT QUARTERLY NEWSLETTER

**Fahmida Wadee**  
properties  
CK 96/20210/23  
A House Hold Name

## We will make it happen

Tel: (011) 837 0006  
 Mobile: 082 444 2717  
 Email: wadee@fahmidawadee.co.za



# SHOULD OUR INVESTMENT FOCUS TURN TO RAND HEDGE OPTIONS

By Bruce Wolov

With the current volatility of the Rand against the major currencies affected by both the tense global and local political and economic environment we need to be looking at options available to us. Is it once again necessary to be prudent to revisit options for South African investors wishing to hedge their local investments?

Let us recap on some of the exchange control possibilities.

South African residents are permitted to invest directly offshore by making use of the travel allowance of one million Rand without any clearance. An additional R10million investment allowance per tax payer is permitted provided the tax payer obtains clearance from both the Receiver of Revenue and the Exchange Control authority.

SA Residents can additionally make use of the asset swap facility allowed by the authorities. However, this alternative is more expensive.

Finally, investors can buy locally listed companies which have varied exposure offshore. Some earn as much as 100% offshore, like Richemont and British American Tobacco. Others earn part or most of their earnings abroad and numerous companies have in excess of 50% of their asset offshore.

PSG through its offshore investment platform provides investors with the ability to invest offshore in all the major international stock exchanges provided the client has a local and an offshore allowance account.

I have included a schedule of locally listed companies (Schedule A) with varying offshore exposure, Vanguard Exchange Traded Funds (Schedule B) as well as a selection of internationally listed global companies. (Schedule C).

There are numerous listed Exchange Traded Funds (ETF's) which give the investor the choice to invest in Global funds, American large and medium capitalization Index and Value funds as well as Sector/Specialist funds such as Technology, Consumer, Health and Property. (Schedule B).

Investors with a low risk profile may prefer to invest in a spread of Large Cap Index and Value Funds. Those with a bigger risk appetite may opt for Sector/Specialist funds (Schedule B).

Investors who would prefer to invest directly in listed companies could go for the very well diversified Berkshire Hathaway of Warren Buffet, a range of listed global brands such as Nestle, Johnson & Johnson, VISA and Mastercard. Those with a slightly higher risk profile could select from the highly priced, high P/E technology companies such as Amazon, Google Alphabet, Tesla, Microsoft and Facebook.

*WARNING- Investors should check on the suitability of companies proposed based on their ethical and religious belief.*

### Local listed Rand Hedge Shares: SCHEDULE A

Naspers (NPN)
Anheuser Busch (ANH)
British American Tobacco (BTI)
Richemont (CFR)
Anglo American (AGL)
Glencore (GLN)
Bidcorp (BID)
Aspen (APN)
Supergroup (SPG)
Quilter (QLT)

I have included a schedule of locally listed companies (Schedule A) with varying offshore exposure, Vanguard Exchange Traded Funds (Schedule B) as well as a selection of internationally listed global companies. (Schedule C).

### INTERNATIONAL SHARES : SCHEDULE C

Berkshire Hathaway
Johnson & Johnson
Nestle
Heineken
Unilever
Google Alphabet
Amazon
Tesla
Tencent
Apple
Microsoft
Field Asset Managers
Visa
Mastercard
Ping An Insurance

### Vanguard Exchange Traded Funds - SCHEDULE B

	CODE: FTSE ALL WORLD EX-US	VEU
<b>INTERNATIONAL</b>		
FTSE DEVELOPED MARKETS	VGK/VEA	
TOTAL WORLD	VT	
GLOBAL EX US REAL ESTATE	VNQI	
<b>US LARGE CAP</b>	<b>CODE</b>	
MEGA CAP GROWTH	MGK	
LARGE CAP VALUE	VTV	
S & P 500	VOO	
<b>US SECTOR &amp; SPECIALITY</b>	<b>CODE</b>	
CONSUMER STAPLES	VDC	
ENERGY	VDE	
FINANCIAL	VFH	
HEALTHCARE	VHT	
INFORMATION TECHNOLOGY	VGT	
REAL ESTATE	VNQ	
UTILITIES	VPU	



103 Central Street Houghton 2041  
 web: [www.psg-online.co.za](http://www.psg-online.co.za)  
 PO Box 2497 Houghton 2041  
 Tel: (011) 483 2505 Fax: (011) 728 8292  
 Contact Francina Wentzel or Bruce Wolov



# THE COUNTDOWN TO THE YOUNG BUSINESS ACHIEVER AWARDS BEGINS.

The organisers, competition partners and 2017 Participants have been busy putting the final touches to the 2018 edition of Roshgold Young Business Achiever awards.

Roshgold Chairman and Competition Judge Ebrahim Sujee encouraged prospective entrants:

"We want this to be a boost for entrepreneurs. We are committed to showcasing our entrepreneurs and their businesses. There have everything to go for and enter. The experience is great!"

Competition Co-ordinator, Aadilah Sallie agrees;

"Our 2017 finalists and winners really benefitted from the competition. Entrants will be judged as start-ups and established businesses. We encourage as many young businesses as possible to enter and enjoy the ride."

Make it happen. Keep your eyes glued to Roshgold Social media, including Roshgold's Instagram page for all the information and application forms.

***There are no limitations Prospective Candidates except telling us about their businesses and supporting the application with information on what makes their business tick and so goooood!***

What's new to share with readers and prospective candidates?

- A Total in excess of R 100 000 in cash prizes for contestants, including top three.
- Free banking for qualifying candidates.
- A boost in technology- Stand to WIN a Laptop /Tablet and Data Bundles
- Special mentoring sessions for Qualifying candidates.
- Supporting marketing on Social Media and in Roshgold News.
- Free insertion and listing into the YBAA entrepreneur directory.
- Photoshoot and Video shoot of qualifying wow businesses.
- Personal Business and Life Coaching for Winners
- Briefing sessions in Johannesburg, Durban and Cape Town.
- Coverage on the Roshgold Young Business Achiever Award Website.
- A Trophy and Certificate for the Top 5 Finalists.
- Many more exciting possibilities.

*"We are the Chilli Chocolate Chefs the winners of last year's Roshgold Young Business Achiever Awards. Our story is of two young girls with big ideas who took a giant leap to chase our dreams and follow our passion in the culinary world. We started off with our dad's car, our mum's kitchen equipment and borrowed space in our aunt's kitchen. Fast forward eight years of fun messy kitchens, late nights, constructive arguing and tons of delicious food! We never imagined winning the Roshgold Young Business Achievers Award and we are truly humbled. Winning the award has meant the world to us, the awareness, recognition, confidence and mentorship that Chilli Chocolate Chefs received since the award has been phenomenal! Our journey with Roshgold has given us exposure to greater opportunities and inspired us to dream big! We encourage you to enter your business and follow your dreams" – Fatima & Zainab Paruk, Chilli Chocolate Chefs- Winners, Roshgold YBAA 2017*

*"The first thing I'd like to say for our youth out there is to persevere, because every time you feel you've been pushed down on the floor, get up dust yourself off look to your peers your elders but never give up, in this country it seems it's becoming difficult to do business but there is always business to be made, we as entrepreneurs we need to persevere and look to our elders, that's why I take my hat off to Roshgold as they are looking at the youth. If you look at our parents they are phasing out of business but we are the youth now and it's the perfect platform and time to get our names out there with potential investors. We really appreciate this initiative and we hope for years to come this initiative will carry on and build on it and we will be there to supporting Roshgold" – Pandors Designs, Hamza Pandor Top 5 Finalist*

*"It's an absolute pleasure and such an honour to be a part of it and to be associated with a brand that is synonymous with ethics, honesty and values and I look very forward to seeing what the 2018 participants have."- Zaheera Bham Ismail, Official Judge Roshgold YBAA 2017*

Contact [aadilah@roshgold.co.za](mailto:aadilah@roshgold.co.za)  
with any enquiries.

[www.ybaa.co.za](http://www.ybaa.co.za)

***We looking forward to having your business on board. Contact [info@Roshgold.co.za](mailto:info@Roshgold.co.za) or [Shaakira@roshgold.co.za](mailto:Shaakira@roshgold.co.za) if you need an application form or any additional queries you may have.***



The Muslim jamaats of **Ndimbaneni, Mgezwa and Hombe** thank you for refurbishing their Musjids....

“He who builds a Musjid in the way of Allah, Allah will build a house for him in paradise” (hadith)



Can you help us sponsor or contribute towards the following Musjids in the Townships....

- **Zilweleni** (KwaZulu Natal)
- **Mcwabantsasa** (Eastern Cape)
- **Blydeville** (North West Province)

Speak to our Consultants

☎ 031 3046883  
idmpr@ion.co.za

“... Co-operate and help one another in acts of righteousness and piety...” (Quran 82)



**Islamic Dawah Movement of Southern Africa**

**Banking Details:**  
Islamic Dawah Movement,  
Standard Bank  
052 991 180  
Branch code 044 126  
Ref: MsjName/Cell number  
Section 18A certificate available

**Sponsor or contribute towards**

- \* Waterwell R 12, 000
- \* Borehole R 40, 000
- \* Musjid R 200, 000
- \* Quran R 50 each

Donate for the love of Allah !!



# WE ON THE CUSP OF A NEW REALM

By Haroun Pochee

*Have you had the opportunity of chatting to Siri?*

Siri is remarkable and has some very clever answers and ideas when one challenges her. She has a human voice but she is driven by software on the Apple I phone platform and is designed to be a personal assistant. Yes, every Apple I phone user now has the luxury of a virtual assistant.

Artificial Intelligence personified. But Siri is not unique, [businessinsider.com](http://businessinsider.com) advises; "Google's artificial intelligence (AI) is much smarter than Apple's Siri, according to a report from three Chinese researchers. The report, which aimed to compare the intelligence of various AI systems, found that in 2016, Google's AI had an IQ of 47.3, ahead of Chinese search engine Baidu (33), Microsoft's Bing (32), and Siri (24). But while Google's AI leads the tech pack, it has a long way to go before it comes close to human intelligence; the average 6-year-old has an IQ of 55.5, according to the report."

Artificial Intelligence or as the concept is better known AI is what science fiction movies are about. The innovative use of technology was captivating, fascinating and mind blowing. However, it was fiction and limited to our minds eye. Yes of course, not a reality. Today, it is gaining traction as scientists have made remarkable breakthroughs. Machines, technology and platforms now process information without human intelligence on a deep level with sophistication. One such example is a complex function like facial or voice recognition technologies.

Humans are on the cusp of an ever greater technological revolution. Popularly termed, "The Fourth Industrial Revolution" it is now accepted that Artificial Intelligence will, through a myriad of technologies drive the process of greater innovation and automation.

The third industrial revolution used electronics and information technology to automate production. The latest, the fourth is building on the third and this is characterised by a fusion of technologies that is impacting on our accepted norms. It is the confluence of technologies that are developing with exponential speed, is far reaching and revolutionary. Their systematic impact is profound. Terms such as "smart devices", smart tv and smart telephones are common and are the tools for engaging in the rapid technological change.

*Klaus Schwab in his book, The Fourth industrial Revolution says:*

*"The Fourth Industrial Revolution, finally, will change not only what we do but also who we are. It will affect our identity and all the issues associated with it: our sense of privacy, our notions of ownership, our consumption patterns, the time we devote to work and leisure, and how we develop our careers, cultivate our skills, meet people and nurture relationships."*

## **What makes this so revolutionary?**

It is the ease with which technologies are being fused and integrated.

In the past, newer technologies grew out of existing internet technology and the IP internet protocol. The disruptive change through telecoms and new communication technology produced the development of Voice of Internet protocol.

Let us trace this development with a simple example. Telephony was based on communicating via physical telephone lines through exchanges. Technology became an enabler and Skype was the so called first generation of voice communication over the internet. We have experienced development within a few years that have transformed telephony and have made fix line operators useless. A chain of innovation has seen us use skype, blackberry and then a explosion of VOIP protocols and platforms such as Whats App, Snapchat and with video calling technology becoming an acceptable and widely used norm.

The threat of machines replacing human is a cause for concern. Oxford and Yale University Researchers have reported on a study conducted to show the number of years machines will take over jobs from humans. Here are a few examples cited by the research:

- Around 2020 – Fold laundry
- Assemble any Lego – 2025
- Write a high school essay – 2025- our children are already outsourcing this today
- Beat the fastest human in a 5k race- 2030
- Retail salesperson – 2035
- Write a New York Times Best Seller – 2050
- Perform surgery – 2056
- All human tasks- 2050 and all human jobs by 2136

Here are simple examples of where AI is already making inroads:

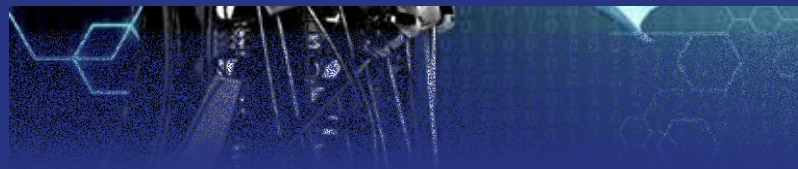
- Self-driving cars and other methods of automated transport.
- Robotic body parts like limbs and arms – Cyborg Technology. This concept is very interesting. We are not able to use the full capacity of our intellect and body. We don't understand the power of our brain. Cyborg technology will help our brains and body through the support of AI. So we will be guided by AI. We will be able to augment ourselves and our brains with the help of technology through AI.
- The completion of Hazardous Jobs- Military or Industrial with exposure to hazardous substances. Clearing of military mines or going to war. Just like the movies. Friendship and Home care for elderly or infirmed.
- So how are our lives going to be affected and what impact will have it on our day to day affairs:
- Will the entire educational process change as education service providers grab opportunities online and educational qualifications be certified outside of our local jurisdictions? The choice and educational offering will possibly become more specialist and will impact on current secondary and tertiary institutions. There is an increasing tendency towards home schooling.
- What job opportunities will become available for future job seekers? Take the example of what the position and responsibility of a bank manager was just ten years ago. Today, the responsibility is titled "Relationship Manager" with all the detailed responsibilities assigned to technology based back room support.
- Social Media Marketing has seen the convergence of video, graphics and with technology mass distribution of marketing messages. A new generation of sellers, called "Influencers" are driving buying patterns with their blogging and brand personalities.
- Traditional business practices and the old school product businesses are being replaced by newer business models, online mass retailers and interactive platforms to "feel and touch" what you propose buying. Amazon is a classic case in point.
- As People there is serious cause of concern for Technology addiction and a new generation of research and analysis will pave the way for future impact on behavioural disorders.

Many ethical issues will also affect our lives. There have been many examples of fake news, data mining to influence a target audience and allegations of using data illegally to influence elections. The privacy of technology users will also need to be assured.

Security on technology platforms could be a great opportunity for jobs, business opportunities and research. As the migration to technology will speed up it will open the doors for increased security and privacy.

We are on the cusp of being swept into a new realm. Early adopters to these new technologies will keep pace and it requires ongoing investment, ongoing education and ongoing personal change.

***What will happen to the many who cannot adapt and change? Will they be banished to a life of ignominy?***



[www.neonprint.co.za](http://www.neonprint.co.za)

## **TECHNOLOGY DRIVEN SOLUTIONS**

**Technology has perfected the art of printing.**

At Neon Printers we believe that quality service delivers quality products. Our innovative quest for the optimum solution has placed us in the forefront of leading-edge technologies.

**Neon**  
PRINTERS cc

JHB: 79 Mimetes Road, Cnr Watkins Street, Denver 2094, Johannesburg  
P.O. Box 260426, Excom 2023  
Tel: (011) 615-7858/9, Fax: (011) 615-7843, E-mail: [neon@neonprint.co.za](mailto:neon@neonprint.co.za)

MEDIADYNAMIX

# "WE THE YOUNGER GENERATION WILL ALWAYS BE READY FOR CHALLENGES" – Vietnamese Youth

Enjoy this pictorial essay of the post war generation applying themselves to their daily lives...

Pics by: Haroun Pochee



A demonstration of Vietcong tunnels in the dense jungles. A generation that lived, cooked, washed and ate underground in a network of deep into the earth living spaces, command centres, kitchens, workshops and military training

A victory achieved over fifty years ago against a global super power is etched in history. The sacrifices of that generation are enjoyed by the current youth across Vietnam. Hardships prevail but they strive to progress.

Will our youth also enjoy what the "Struggle Heroes" sacrificed for freedom in South Africa? Only time



Lasses enjoying the serenity after an afternoon cultural musical performance. 



### Summary part I

When the country was at war, many Vietnamese youths eagerly went forth and fought with the notion "we, the younger generations will always be ready for challenges." In order to protect the independence and liberty of the country, and the happiness of the people, they devoted the whole period of their youth. On the fierce battlefield, they ventured through forests, across rivers, fatal showers of gunfire and bombardment, to confront their enemies. They were always ready to fight and sacrifice their lives to achieve the great victory of their country. Among the thousands of hardships, difficulties, and challenges, it was those touching stories of love, the friendship of comrades, and of the warm connections between the soldiers and the people that always lit up our hearts.



A prayer, a song and an appreciation of the protection from the ravages of war of the yesteryear.



A testimonial to the courage of the youth of a nation at war. Ho Chi Ming Museum, Ho Chi Ming City



A scarred legacy of disabilities, deformities and distress. This is testimony of the after effects of victims of napalm and chemical



Youth navigating through the streets of Ho Chi Ming City



A tour guide putting his guests through early morning stretching and breathing exercises.



Hard working women rowing and ferrying passengers in water taxi's



A family dinner at a street market. A popular sight in most major cities throughout Vietnam.





*Happily ever after. Marriage, bliss and a joy to behold.*

# VIETNAM



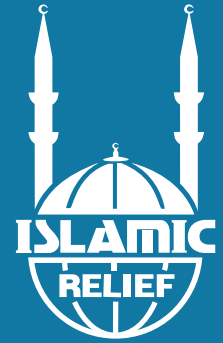
*Informal traders chatting while waiting for customers*



*A future of promise for this high school class on their graduation day*

# Share the Love

and your QURBANI where it's needed most



“The person performing Qurbani will be rewarded for every hair on the body of the animal...”

 **BANGLADESH**  
R1200

 **GAZA**  
R4650


 **LESOTHO**  
R1950

 **SOMALIA**  
R795

 **SOUTH AFRICA**  
R2300

 **SYRIA**  
R3570

 **YEMEN**  
R1650

 **ZIMBABWE**  
R895



LILLAH

Standard Bank    Fordsburg  
Acc No.    005318459  
Branch Code    005205  
Ref: QURBAN + Contact No.

0800 111 898     073 154 5369

**DONATE ONLINE**     [islamic-relief.org.za/](http://islamic-relief.org.za/)

ZAKAT

FNB    Smith Street  
Acc No.    62161066933  
Branch Code    221426  
Ref: QURBAN + Contact No.

# Do's and Don'ts for professionals in family businesses?

Mirza Yawar Baig, Author of 'The Business of Family Business'



There are many reasons why bright and highly competent professionals choose to work for family businesses over working for global multinational corporations (MNC).

One of the most common reasons that professionals join family businesses is to be close to the seat of power. It is the nature of the family business that key professionals get maximum exposure to the family. This is a source of satisfaction for many professionals for whom a personal touch is important. Being able to influence significant outcomes is more satisfying for some people than doing it themselves. Being king maker is more powerful than being king. In global MNCs actual personal contact with the CEO is rare indeed even for many senior managers. In a family business it is almost daily and at a close personal level.

Another common reason is generally a slower pace of life and more rational working hours. As technology becomes our slave-driver instead of being our servant, this is more and more true. Most managers who work for global MNCs in the East have superiors, key clients and even colleagues who live and work in the US or Europe. So, conference calls which are

ideally suited to their timing are the norm. That means the Indian manager must be hooked onto his computer talking shop while all others about him are eating dinner or playing with their children or fast asleep. Yet next morning he must be back in his office in India at 08:30am like every one of them.

Another reason is the traveling. Once again it is the Easterner working in the global MNC who does most of the travel. More so as travel has become more and more odious and less pleasurable with all the security considerations. 'Going abroad' which used to be a major reason why young professionals joined global MNCs soon wears out its novelty and becomes a drudge. It is not just common but an expectation and a norm that someone from India will take a non-stop or connecting flight to the US (18 – 20 hours), land in the middle of the night in his hotel and be ready to attend a meeting at 0800 am the next morning, bright eyed and bubbly and never mind the jetlag. I have done this myself enough to know from experience how much of a toll it can take on you. One does it for a while for a lot of reasons, but after that?? So people look for jobs where the only travel they will do is from home to office every day or at the most a couple of convenient domestic flights a month.



Whatever be your reason to make the shift, when you decide to go to work for a family business, you may like to remember five things.

## 1. If values don't match nothing else will matter:

Be very clear in your mind about your values and see if they match those of the Business Family. If they don't, waste no more time and look for another opportunity. If you join a family business which has values in conflict with yours, nothing else will matter for you. You will not do well and will almost certainly come to grief. Ask frank questions in the interview. Don't be shy to ask anything that you want to have clarified. The interview is also a good place for you to assess how you are likely to be treated once you join. Talk to people who know the family and do your own 'reference check' and have the good sense to listen to advice.

## 2. Don't play with your source of power:

Remember that in a family business, ultimate authority lies with the family and therefore loyalty is the cardinal virtue. So never play with the source of your power. That is a battle you can never win, because if you win, you lose and if you lose you lose anyway. Treat the family you are now working for, as your own. Be loyal to them. You owe it to them, because they are paying you well and giving you freedom to make a career for yourself. Be good to them. It is entirely likely that the family member you work with does not have your knowledge or experience. Remember that's the precise reason why you were hired; to teach the family, help them to become more competent and capable and build a great company. You were not hired to make them feel like fools. I am amazed at how many professionals forget this and go around telling the world what an ignoramus their boss (family member) is.

Remember that you may call him ignorant, but he still owns the company and even though he does not have your degrees, he is the one who is paying your salary and probably has a personal net worth that is 1000 times your own. So, he must have done something right, eh! Respect that talent, the risk taking that built the business and the capability that enabled him to hire you. If you were more capable than him, he would be working for you, not vice versa. Sure, you have some special expertise for which he hired you. Use it for his benefit, help him, guide him and respect him. Never talk behind his back because the world is round and what goes around, comes around. And then it bites, very hard.

## 3. Blood is thicker than water:

Family is about the genes first. Family will always be family. No matter how many times you were invited to the Chairman's home, you have not become a family member. No matter that the Chairman asked you to 'think of yourself as his son'; it does not make you his son. His son will succeed him, not you. So, if you are one of those who can't stomach that, then you are in the wrong place. Learn to take satisfaction from being 'king maker' for you will never be 'king'. Guide the successor, train him, support him and protect him, for one day he will become your boss. And you can still have a great career. After all, if you worked for GE it is unlikely that you could realistically imagine that one day you would be the Chairman.

## 4. You work for the business, not for any family member:

Don't offer to do personal things, even as a favor because this can be misconstrued and then lo and behold you will be seen as a lackey instead of a professional colleague. Don't fall into this trap. Always keep a respectful distance. Don't accept too many personal invitations and never loosen your hair too much no matter how much you are encouraged. Under no circumstances should you get involved in any family disputes. Don't talk about one family member to another. If a family member talks about any other member to you, listen if you must, but make no comments. Don't take sides because that is not your role. Never discuss the family with anyone. Especially in social circles. Treat the whole family as your client, not any individual member. Don't become a 'confidante'. That is not your role.

Trust does not come easy in family businesses. You will need to earn your trust the hard way. Most non-family professionals will be seen as a 'cost' and that too a 'necessary-evil cost'. The onus to prove that you are a 'value-buy' is on you. Beware of the founder's over involvement with detail. In many cases family members, especially founders, have a very close, even fierce sense of ownership of the business and do not see how this attention to minute detail can be seen as nitpicking by others. You will need to have a high degree of tolerance for such behavior and the tact to gently show the founder how he can safely delegate responsibility and hand it over to you. Confrontation does not work. Empathy, understanding and patience, does.

## 5. Never lose your edge:

Remember that you were hired because of your competence and ability to deliver results. To maintain that edge, you need to continuously invest in your own development. Never link your development to what the company can provide. Invest on your own and let your boss know what you are doing. Plan your own learning every year and track it. Ask for assignments where you can demonstrate your competence. Participate in international seminars and symposia. Publish and teach. Participate in training both as a learner as well as, as a teacher. Introduce innovative initiatives in the company and with the permission of your boss, make them public. Consciously work to facilitate the transformation from being person-led to process-driven. This will help you to create the kind of climate and culture that you will find personally stimulating. Become a coach and mentor to the family and guide the younger generation to become worthy successors.

### Conclusion

Remember that the prestige of the company and the family is your prestige. Show gratitude and do good to them. If you do, you will find that it will come back to you in full measure. It is possible to have a very satisfying career in a family business provided you follow the rules of that world. They are different from the world you came from. Not better or worse. Just different.

*For more, please read my book, - The Business of Family Business', <http://amzn.to/2ptG4sc>*

# INVEST, BUILD and BECOME WEALTHY?



**Roshsun** is a property investment with cash reserves invested in Shariah compliant financial institutions.

#### **Why invest in Roshsun?**

- Backed by Roshgold and our experience with many successful property projects you can invest in an affordable and flexible way.
- Convert your surplus wealth into a regular and steady stream of growing income.
- Options for a monthly debit order or a lump sum investment.
- Roshsun will help you build and fight inflation with returns twice a year.

#### **Roshsun is ideal for:**

- Investors looking for regular returns.
- For payment of your children's or grandchildren's educational fees.
- Tax benefit as returns will qualify for certain tax allowances.

**The current unit price:** R1 400. *Please call for the latest ruling price*

*\*The value of a Roshsun unit can fluctuate and investments is recommended for the longer term investor. Share and loan certificates will be issued to investors.*

**Start investing TODAY!**

Contact us at: **(016) 422 2570 / [info@roshgold.co.za](mailto:info@roshgold.co.za)**



**Plaza Board Centre**  
The Carpentry Board Specialists

CUT  
WITH PRECISION

EDGE  
WITH SKILL

WRAP  
WITH QUALITY

CREATING BEAUTIFUL  
SPACES FOR A LIFETIME OF

*Memories*



Helping Make Your  
*Dreams*  
Come True

[www.plazaboard.co.za](http://www.plazaboard.co.za)

We supply wonderfully crafted local and international cabinetry, boards and furnishings for fashionably modern homes.

Alberton  
011 907 0735

Bloemfontein  
051 447 8100

Cape Town  
021 593 0088

JHB / Industria  
011 473 0020

Klerksdorp  
018 464 1295

Lenasia  
011 321 1313

Randfontein  
011 321 1312

Rustenburg  
014 538 0378

Vereeniging  
016 455 1285/6/7



# MATHEMATICS CLUBS? WHAT ARE THEY AND WHY DO WE NEED THEM?

Dr Zaheera Jina (PhD, WITS)

My past articles in this publication has focused on the poor mathematics results from the majority of learners in South Africa, reasons thereof and proposed solutions for teachers and learners. In this article I propose the introduction of mathematics clubs into communities.

Learners tend to lose focus in mathematics particularly later in secondary school (Shieh, 2009), weighed down with burdening questions such as “How does school mathematics matter to my everyday life?” and “Why was I an ‘A’ student in mathematics until I reached secondary school?” These questions are often left unanswered and as a result, many learners become poor performers at mathematics. Therefore there is a crucial need for teachers and community members to assist learners with sustaining their interest in mathematics.

The literature (Papanastasiou and Bottiger, 2006; Shieh, 2009) proposes the introduction of mathematics clubs into communities to help bridge the gap between school mathematics and real life. The purpose of mathematics clubs is to develop learners’ level of mathematics skills and knowledge. This will be accomplished by using games, activities, and mock competitions. Learners will cooperatively work together or alone to complete logic and mathematics puzzles. Mathematics club will support classroom learning, enrich their skills with higher order thinking, and prepare learners for future mathematics learning.

**Younger mathematics club members are introduced to secondary school concepts at an earlier age;**



Younger mathematics club members are introduced to secondary school concepts at an earlier age; they are given these materials in a positive learning environment without the stresses of an official school grading system. Moreover, these learners have plenty of guidance and quality assistance that would be unavailable in a typical public classroom environment, due to a smaller number of graded assignments and learners who demand attention. Consequently, younger learners regardless of mathematics ability are able to nourish their problem solving abilities and tackle advanced concepts that they would later see in secondary school.


A Mathematics club can also be a low-investment, high return resource for learners that produces win-win benefits for all, even in secondary school. New members can come to mathematics club free of cost to learn under the guidance of more experienced mathematics club members, who will have the necessary bandwidth to give learners in need of help the individual attention they need, more so than teachers do. These tutors not only receive community service hours and recognition by the club, but also will hone their own math abilities by tutoring to others.

Results obtained from a survey whose goal was to examine the combination of variables that have contributed to the success of a middle school mathematics clubs in the USA show that the learners have positive attitudes about mathematics and the club, and that some of the reasons that influenced them to attend the club were those of being with friends and eating donuts at the club. The results were similar for learners of both genders and all grades. In addition, since positive attitudes are associated with higher levels of mathematics achievement, such clubs have the potential to encourage learners to enrol in additional mathematics classes while in secondary school, as well as pursuing mathematics related careers (Papanastasiou and Bottiger, 2006).

There is a wealth of math resources on the web and in print that are specifically designed to assist learners in their pursuit of studying math (such as the Art of Problem Solving series). There are a multitude of problems regarding education in mathematics that South Africa faces today. Mathematics club is a resource that has the potential to solve many of these problems. The only problem is that mathematics clubs are difficult to start and maintain, and establish.

If you manage a mathematics club, write to us, we want to know your experiences. Join me, Dr Zaheera Jina as we unravel problems facing learners in mathematics classrooms today.

*Eds Note: Dr Jina can be contacted on [jozisbbf@gmail.com](mailto:jozisbbf@gmail.com)*




**ar mahomed**  
 attorneys | notaries | conveyancers

---

**Professionalism Excellence Efficiency**

Vaal  
37 Kruger Avenue  
Vereeniging, 1939  
016 455 1437



Lenasia  
233 Rose Avenue,  
Lenasia, 1827  
011 025 1437

Do you need assistance with the winding up of a deceased estate?  
Contact Us for a free Assessment

We offer a variety of legal services specializing in:

- \*Property Transfers
- \*Administration of Deceased Estates
- \*Drafting of Wills
- \*Estate Planning
- \*Formation of Trusts
- \*Private & Commercial Agreements
- \*Magistrate & High Court Litigation

074 400 0886
[ar@armlaw.co.za](mailto:ar@armlaw.co.za)
[@ar\\_m\\_attorneys](https://www.instagram.com/ar_m_attorneys)
[www.armlaw.co.za](http://www.armlaw.co.za)



# A Celebration of Words, A Celebration of Young Minds

## Improving literacy with fun.

The Roshgold Kidz Club set a creative fire to our kiddies and the Jozis Books and Blogs Festival this bitterly cold winter.

The fun and excitement started before the July vacations and climaxed in a colourful display and prize giving at the prestigious Jozis Books and Blogs Festival.

We challenged young minds between the ages of 6-14 years to combine their interest and understanding of language with their creativity.

The results: an epic hand-drawn or digital chart created by the youth, for the youth all in the name of "celebrating words". The qualities of the entries were amazing and the organising team and judge were blown away at how our Roshgold Kidz interpreted this challenge and applied them to the task at hand.

We received approximately sixty entries from all over South Africa. The enthusiasm of the kids and time and effort they put into the final submissions proves that our kiddies need to be challenges especially in creative arts. Eleven year old, Faiza Ismail from Park Primary captured her excitement and emailed a cool video along with her entry. She cleverly expressed common phrases used to show excitement. Be sure to check out her video on Roshgold's Instagram account! Kudos to her.

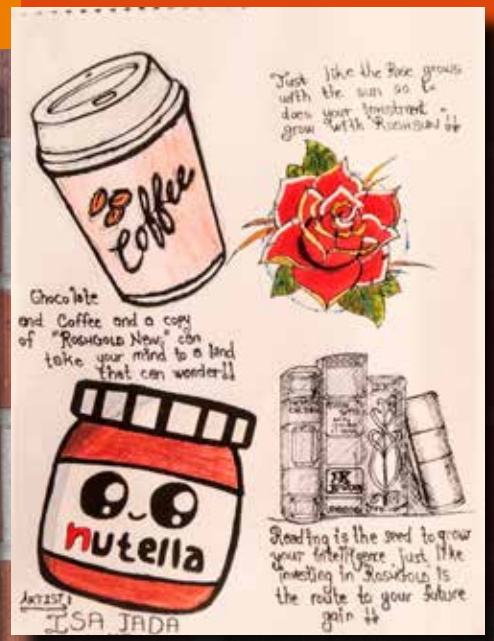
"It was very hard to judge the competition as every entry received was truly a work of art! The ones that stood out for me included those that were explained well, words and drawings were clear and visible as well as creative and eye-catching. Brilliant concepts were shared and very importantly young children could be inspired and learn from it." – Judge; Bibi Ayesha Saley.

The glowing feedback from the parents was encouraging. The children's beaming faces when receiving their prizes and gifts confirmed motivation that will be of benefit to them.

### PRIZES AND RESPECTIVE WINNERS:

- Grand Prize: A super duper brand new SAMSUNG TAB A!!! - Uwais Kajee
- Second Prize: Harry Potter books by J.K Rowling – Muhammad Umer Asvat
- Third Prize: Scrabble for fun and vocabulary – Abdur Rehman Saloojee





Zahab the Camel hugged our gladiators; He was complimentary "Every child has so much talent and is a WINNER for outstanding efforts!"

Each Participant who attended the festival received an awesome gift goodie bag AND each and every participant had their chart exhibited at the Jozis Book's and Blogs Festival.

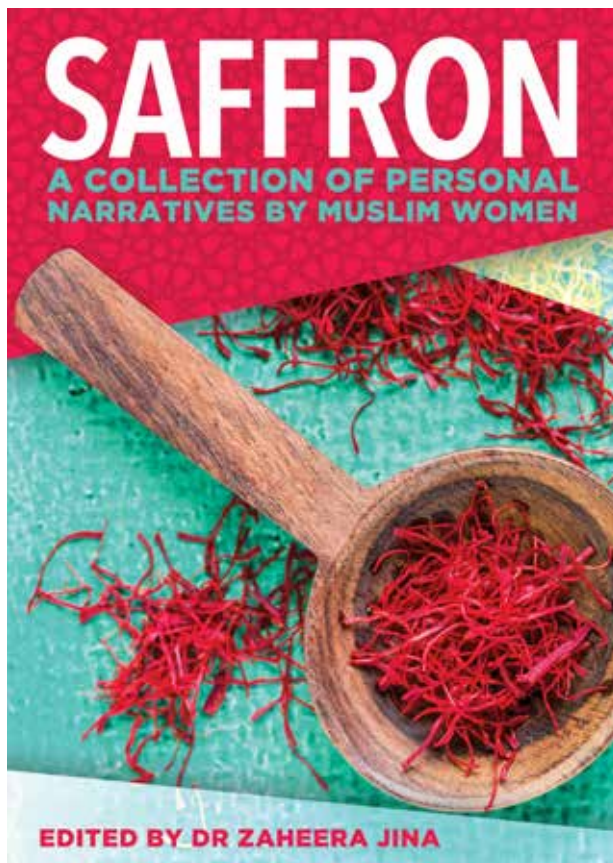
The Roshgold Kidz Club would like to thank the judges, for scoring and evaluating each work of art. Congratulations to all participants for their outstanding efforts!

Mission Accomplished: Improving literacy through fun with The Jozis Books and Blogs Festival 2018.

# SAFFRON

## A COLLECTION OF PERSONAL NARRATIVES BY MUSLIM WOMEN

Reviewed by Dr Nevensha Sing



SAFFRON is indeed a priceless and spicy book, an essential condiment to enhance the flavours of our communities and societies.

SAFFRON, is an anthology of the experiences of Muslim women who have shared their life stories, from meeting Prince Charming, the fairy-tale big wedding, the anticipated wedding night, the marriage itself, and new life roles of motherhood while inhaling the fragrance of Saffron along the way.

SAFFRON showcases six heart-warming chapters with the themes: Lived Realities; Food and Marriage; Hardship and Conflict, Dealing with in-laws; Intimacy, Baby-Making and Children and lastly; The Self-Esteem of a Muslim Woman.

The book is illuminated by fifty-six rich personal narratives of Muslim women, and has biographical anecdotes of forty-six authors, and the remaining contributors anonymous. So, who are these fifty six women who contributed their narratives to illuminate a world of strangers? Do we need to know who they are, what qualifications do they have, where are they from, what do they eat or wear?

My answer is a simple NO. We simply need to read and absorb their stories to understand and realise that each one of these humble ladies exist in part - in you, in me and in all of us, as sisters and as women. They voice the lived experiences of our grandmothers, our mothers, our mother in-laws, our sisters, and our sister in-laws our daughters, and our daughter in-laws of so many generations before us and in the now, the lives we are currently navigating through. They allow males to reflect and relate to their stories.

I read and absorbed the power of their emotion conveyed through the dried ink of their inner thoughts, their wishes, regrets, desires,

and sparks of hope and self-actualisation. I was drawn into their narratives, while my own emotions roller-coasted like a ride on the new high-flying Maverick at Gold Reef City. My empathy factor was a solid 9/10. I laughed, I cried, I felt deeply sad and uplifted again by the voices of reason echoing through their shared lived experience.

That being said, when you finally read who they are at the end of the book, you can only but wish that each one of the authors had added in a personal cell number or an email address. It would allow you to make some time in your busy life to schedule a note; saying 'hi,' to catch up and assure them that you are there for them. The intense desire to complete the circle of friendship through shared experiences, magnifies the authenticity of their struggle and their triumph over hardship, irrespective of it being intrinsic or extrinsic.

Gillan Lasic (2017) asserts that there are key issues all women continue to fight daily. Being regarded as the second gender with less recognition and unequal salaries; the weaker gender doubted for their abilities; perceptions of beauty influenced by unequal standards set by society; when women are told what her limits are, what she is capable off or not; and so forth. These challenges and more, resonate within the reading of SAFFRON which sheds light and fosters hope for a future where men and women are equal.

There is minimal published work available on the topic of Muslim women fighting sexism within Muslim communities. The assumption that women need to be extricated from their religion entirely before anything close to liberation or equality can be achieved (Susan Carland, 2017) has been inferred. This is a fallacy and is incorrect.





**The book is illuminated by fifty six rich personal narratives of Muslim women, and has biographical anecdotes of forty six authors,**



There are limited sociological accounts of Muslim women who fight sexism from a faith-positive perspective and thus SAFFRON fills this gap in research as it offers experiences of Muslim women who challenge sexism and stereotypes that they have experienced by using their religious teachings. As such, I now draw your attention to the advice offered by the authors of SAFFRON through their lived experiences on a few key themes that have emerged.

I take the following to be interesting problem prevention strategies out of this extremely valuable treatise:

- Men are not telepathic mind readers, so communicate with them.
- Prayer, reflecting on the Quran and engaging in dhikr (reciting praises of Allah and the Prophet, peace be upon Him).
- Buy an Indian Delights cooking book and use it and remember that food and its preparation, is not gender based. Sons and husbands must also cook and share kitchen chores.
- Outsource food and other tasks to cope if needed.

**Saffron is recommended as a must read.**

I am my choice. I am unique and so are you. Have a blessed Women's Month.  
#UncoverYourInnerGoddessAndSetHerFree

Happy reading and please remember that you too, are not alone.



Dr Nevensha Sing holds the degree of Doctor of Philosophy in Higher Education and that of Master of Education, in Leadership, Management and Policy Studies, from the University of the Witwatersrand. Dr Sing completed her Postdoctoral Research Fellowship at the Ali Mazrui Centre for Higher Education at the University of Johannesburg. She serves as a lecturer at the University of Pretoria. Dr Sing is a mom of three beautiful souls. She holds dear her personal philosophy, that a person is a person because of other persons, and thus focuses her contributions to the continuum of building, nurturing, and fostering education empowerment within our communities in Africa.

## Vereeniging Trust

The Property People

*Don't Forget !!*

FOR

- ✓ Letting – Commercial, Industrial & Residential
- ✓ Sales – Commercial & Industrial
- ✓ Property Administration
- ✓ Property Development and Turnkey Developments

THE PROPERTY PEOPLE WITH OVER 65 YEARS EXPERIENCE

31 Leslie Street, P O Box 89, Vereeniging, 1939  
Tel: 016-421-1304  
e-mail: [info@vertrust.co.za](mailto:info@vertrust.co.za) [www.vertrust.co.za](http://www.vertrust.co.za)



**COME DRIVE EXHILARATING & DYNAMIC PERFORMANCE.**

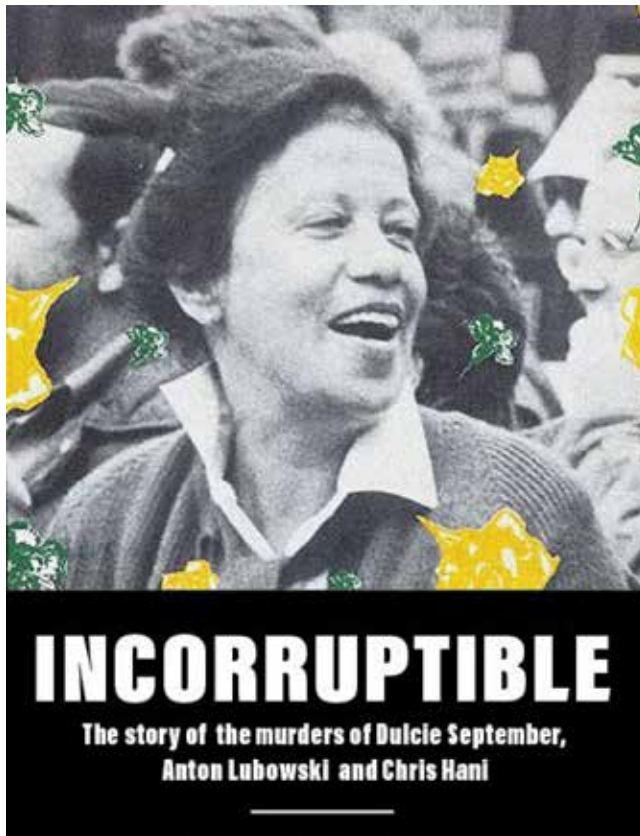


011 835 3535 | 20 Crownwood Road, Ormonde, Johannesburg  
[www.motordeal.co.za](http://www.motordeal.co.za) | email: [firoz@motordeal.co.za](mailto:firoz@motordeal.co.za)



# Book Review

by Dr Sima Peer-Karani



**Incorruptible:**  
The Story of the murders  
of Dulcie September,  
Anton Lubowski and Chris  
Hani

*Evelyn Groenink*

Foreword by Pravin Gordhan

*"....and starts to tell me the story of the ANC in Paris. It had been a difficult time in the beginning. The ANC office, even smaller, even cheaper than now, had been in Rochechouart near Pigalle in the redlight district. Many a time an errant visitor, who clearly had things other than the struggle against apartheid on his mind, would ring the office bell and would have to be directed down the street. Berrada worked here, helping out at the office on a basic wage, together with Neo Moikangoa, the first ANC representative in this city..." extracted from the book.*

Incorruptible takes us into history, sketching and making a case of the buildup to the political assassinations of three brave activists and freedom fighters: Dulcie September, Anton Lubowski and Chris Hani.

According to Evelyn's research "state capture is indeed not new, unethical people in the public and private sector have collaborated for a long time for the purpose of removing or side-lining those who stand in the way of their power and wealth. In some ways this is a function of the global dynamics and political economy."

Evelyn has over thirty years of research proving that the deaths of these political activist where in fact orchestrated by a larger force. A force more interested in its own benefit. Dulcie was uncovering a link with the arms trade industry, French secret service and apartheid South Africa and the 'merchants of Death'.

After reading this book we deliberate as to what gives us the distinction between, what's right and what's wrong....

When we think of 1993 we are reminded of the death of a great stalwart, the charismatic leader of the ANC's armed wing, Chris Hani. He would have been an integral member of the current ANC government, but he was brutally murdered, in his own home. The original version is that he was killed in a conspiracy of the far right in which Clive Derby-Lewis provided the weapon which he sourced from fellow right-winger Piet 'skiet' Rudolph and gave it to the polish immigrant Janusz Walus who assassinated a hero. How much do we know? Perhaps it was infighting also. Was it the military intelligence? Did Hani uncover a sinister Arms deal: \$ 60 million? Hani was a champion for the underdog, the oppressed; the soldiers in the ANC guerilla army. He was a man of strong conviction that many were not pleased about; he simply didn't favour their agendas.

Even the death of SWAPO leader Anton Lubowski, has no clear story. The same sinister characters come up once again. He was an educated person from the privileged class, he could have chosen the easy life, but he chose to be with the oppressed sacrificing opportunities and wealth.

Evelyn Groenink has been able to reveal how these comrades were brutally murdered to make way for unscrupulous business deals, self-enrichment and political and military power.

This book was ready for publication in 2005 however due to interest of a 'flammable nature' Jacana Publications had to stop the press.

South Africa has become rampant in depravity. As readers we are entitled to ask would things be different if these three individuals were alive. They were of different colours and backgrounds, Dulcie, Anton and Chris. But the three had one entity in common: they were good people. They were incorruptible.

The book makes a compelling case and will be of interest to the older generation who experienced the dark days of Apartheid and how the Apartheid apparatus worked.

For the post 1994 generation the book is of relevance because of its historical record, how the fake news industry started and what can be considered conspiracies and what is real.

For those interested in literature this work was a labour of love. Painstakingly put together, well researched and the case well presented. The first person narrative and the authors sincerity is evident as many interviewees show the ugly side of people.

Groenink, Evelyn. Incorruptible: The Story of the Murders of Dulcie September, Anton Lubowski and Chris Hani (p. 219). Evelyn Groenink. Kindle Edition.

Excerpts from Chris Chatteris Spotlight Africa 05042018



# Change your wrist game!

It's never been this easy to look good.  
Suppliers of high quality watches at competitive prices and fashionable designs to suit every taste.

# NUMIK

affordable • luxury

- ✓ Stylish mens watches
- ✓ Mechanical & quartz options
- ✓ Excellent quality

Email [info@numik.co.za](mailto:info@numik.co.za) for product range

FOLLOW US ON  @numik\_luxury

EXPLORE ON  .co.za

# HONDA BR-V



In this ever-changing world, we need to keep up with how fast things change around us. To this end, Honda keeps building new vehicles to keep up with the unique needs of its clients

AUTHOR: Torque Talk is a member of SAGMJ

The latest of Honda's new vehicles to hit our shores is the all-new BR-V. The vehicle is part of Honda's RV range, which means that it has a somewhat of an elevated ride height but is not quite a rough-and-tough off-roader. That being said, this is the smallest of the RV range and yet the only one that caters for up to seven passengers.

From the front end, this vehicle is in line with Honda's new sportier look. The rather smart-looking front end incorporates a large chrome grill which carries the Honda badge proudly front and centre. The headlights seem to

have been chiselled out from the ends of the grill. The front bumper fits snugly below the lights and has a black mesh that is split by the space for the number plate. This makes the vehicle look higher than it actually is. The side wheel arches are bordered with black plastic surrounds adding a touch of ruggedness to the look. The front door has an angled crease running from the front wheel towards the bottom of the window of the rear door. This is meant to make the side look shorter as the rear door is longer to allow for easy access to the third row of seats. The rear end is more controversial and you

either like it or hate it. The lights have red surrounds and the two lights are linked with a stretched top section. The large rear windscreen and roof rails complete the RV look on the vehicle. The test vehicle had sport black and chrome mag wheels but I thought the wheels were too small for the wheel arches.

Inside you are welcomed by leather seats all round, a sporty steering wheel and a short, shift stubby gearshift. This gives one the feeling of a sitting in a sports vehicle. The dashboard is simple with just three dials: the main dial has the speed and, to the

first appeared in [www.accountancysa.org.za](http://www.accountancysa.org.za)

## ENGINE



1,5 L 4 CYLINDER

## POWER



88 KW

## TORQUE



145 NM

0-100 KM/H



N/A SECONDS

## PRICE

FROM R238 900



left, the tachometer, and on the right, you'll find the fuel and temperature gauge as well as a small monochrome LCD screen that houses other information like mileage and fuel consumption. The dashboard shape with its squared-off edges and rectangular air vents is in keeping with the RV look. The drop-down centre console houses the entertainment system and climate control. The vehicle comes standard with Bluetooth radio and USB input. The rear space is good and at the pull of a lever the rear seat folds forward to reveal access to the third row of seats. This row can seat adults but be

prepared to keep your knees close to your chest, so keep it for the kids instead. Boot space with all seven seats in place is not bad and can still swallow a cricket bag. Fold the third row of seats forward and the space trebles, making the boot big enough to carry all the extramural bags.

On the road the vehicle is fairly responsive, although the short-shift gearbox takes some getting used to. The driving position is slightly elevated making for good forward visibility. The same cannot be said for rear visibility, though, as you will find out very quickly when you're trying to park the

vehicle. The rear D-pillars are just too thick and therefore cause an obstruction when you try to look behind the vehicle. Road holding is decent for this type of vehicle and the steering response is in keeping with Honda's racing heritage.

On the whole, this is the type of vehicle that will suit the family-oriented person who does not need or want the excess power to launch past the driver next to him.

The BR-V is practical, light on fuel and easy to drive, and my biggest gripe is the lack of rear park distance.

So the BR-V is almost the perfect city people carrier.

first appeared in [www.accountancysa.org.za](http://www.accountancysa.org.za)

# ROSHMED IS THERE IN YOUR TIME OF NEED.



**MEDICAL**

- Health Care
- Pharmacy
- Physiotherapy
- Nursing
- Podiatry
- Optical
- Emergency

- Full cover for hospitalisation
- Personal service - no haggling with call centres
- Full support and assistance for stress free admissions
- Service providers of your choice
- Competitive rates

Keeping your  
best interests at heart

Call 08611ROSHMED today!

For more information visit:  
[www.roshgold.co.za](http://www.roshgold.co.za)

Contact us on:  
016 422 2570  
[info@roshmed.co.za](mailto:info@roshmed.co.za)

  
**ROSHMED**  
HOSPITAL INVESTMENT

MEDIADYNAMIX

# POOR HOSPITAL HYGIENE, INCLUDING PATIENTS' CONCERNS ABOUT SAFETY IN HOSPITALS HAS BEEN WIDELY PUBLICIZED.

Diseases are usually caused by bacteria or viruses and can be spread from many carriers. For example, through any contact by a visitor with patient or a health worker and a patient or any combination of interaction between people. Human contact with an infected surface, airborne transmission through droplets and/or aerosols and, finally, by common vehicles such as food or water.

The main purpose of infection control is to reduce the occurrence, transmission and promoting the prevention of infectious diseases.

The Center for Disease Control stipulates that the following superbugs namely *Enterococcus faecium*, *Staphylococcus aureus*, *Klebsiella*, *Acinetobacter*, *Pseudomonas* and *Enterobacter* species (ESKAPE); is associated with morbidity, prolonged hospitalization and increased mortality.

Early detection and appropriate treatment is important as these bugs may lead to pneumonia (fluid in the lungs), bacteraemia (a bloodstream infection), meningitis, urinary tract infections, and wound infections. Symptoms usually vary based on the type of infection. It can cause serious infections in the lungs, blood, and brain and can be spread by direct contact and may be found on skin or in food, water or soil.

Hand hygiene is described by many health care workers as the single most important tool in preventing the spread of health care-associated infections between patients. Hand hygiene is more important than ever with the rising threat of multidrug-resistant bacteria resulting from the use of antibiotics.

A hospital is responsible for closely monitoring the use of antibiotics and encourages stewardship among the physician partners.

Environmental decontamination/cleaning have emerged over the past several years. There is more emphasis being placed on the environment as an important part of how patients are kept safe when in hospital. There is also a greater awareness of waste

disposal with accredited companies.

The AAK hospital facility has been operational since April 2017. The hospital looks at minimising infection rates, not just in the hospital, but also in the community.

We undertake hand hygiene campaigns at the hospital, and we extend these to various schools and crèches in the surrounding area.

The AAK hospital proudly accepted the Regional Trophy presented by the KZN Specialist Network for the Hand Hygiene Campaign and awareness in 2017. International Hand Hygiene Awareness day is celebrated on the 5th of May annually. This prize was awarded to the Hospital in KZN for actively promoting Hand Hygiene to all key role players. The AAK hospital included all healthcare workers, administrative staff, patients, visitors and Cleaning staff in teaching how to wash hands and how to prevent the spread of germs. This was further extended into the Community by teaching the children and staff of Charles Hugo Primary School when to wash their hands and how to keep them clean. We remain the ambassadors and champions for hand hygiene.



*Ahmed Alkadi hospital's motto is, "Excellence in Healthcare" and as such we are motivated and committed to accomplish the health*



Mrs. Linda Lomax (Nursing Services Manager), Ahmed Alkadi Hospital

Linda has accumulated over twenty years of experience in the Health care industry. Her diverse and extensive nursing career extends from the clinical setting, to lecturing and business management. She is a skilled leader and administrator, who serves on multiple leadership committees in advancing nursing care, including skills and leadership development.

WE'RE ALL ABOUT YOU



486-490 King Cetshwayo Highway,  
Mayville 4058 (Corner of Waterfall Road)  
031 492 3400 info@aakh.co.za  
www.ahmedalkadi.com

THANK YOU!  
for choosing us  
AS ONE OF YOUR  
TOP 20  
HOSPITALS IN SOUTH AFRICA



AAK has been recognised as one of the Top 20 Hospitals **Nationally** for achieving the highest Discovery Health Patient Experience Survey (PaSS) scores for 2017.

We thank our staff and doctors for their valuable contribution on this remarkable achievement in our opening year

# ARE YOUR INVESTMENTS STRONG, RESILIENT AND FLEXIBLE?

In volatility you need an investment tree with many branches, a strong trunk and deep roots to protect your wealth.  
**Plant your seed today and watch it grow**



## **Secure your financial future! Protect your wealth!**

Roshgold has delivered returns to shareholders for thirty two years. You enjoy flexibility. You can invest regularly by monthly debit order or by lump sum. Invest for security, invest for children's education, invest for returns and invest for growth! Group assets exceed R 250 million

# Roshgold

INVESTMENT HOLDINGS LIMITED

T: +27 16 422 2570 | F: +27 16 422 2568  
E: [info@roshgold.co.za](mailto:info@roshgold.co.za) | W: [www.roshgold.co.za](http://www.roshgold.co.za)

