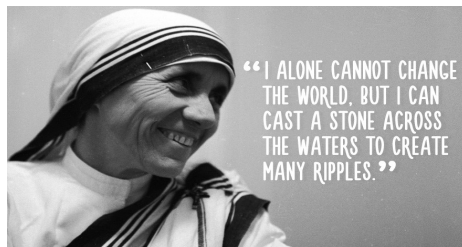


SASQ-NEWSLETTER



In this issue:

- Women in Healthcare: Leadership in times of crisis
- African Institute of Quality, operations management and Healthcare: Message from the (CEO)
- Small public gatherings and Covid 19 (WHO)
- The reliability of forehead infrared thermometers
- How to cope with isolation during Covid 19
- Women on the move
- A S.A Perspective of Women in Academia and in STEM careers
- SASQ New Activities
- Member notification
- The new CPD system



Message from Editor

Over the last 2 months we observe as South Africa emerges gently out of lockdown, as infection rates gently begin to decline and the nation slowly healing from the Covid 19 peak. Despite such challenges the South African community and SASQ acknowledges all women for their achievements. Women hold multiple roles and responsibilities in society and the workplace and are the foundations to successful families and society as a whole. Women's day was celebrated on the 09 August 2020 and August is acknowledge as women's month. This edition highlights the leadership roles women have held in the Healthcare industry. The edition also highlights the accuracy of infra red thermometers during the Covid 19 screening as well as the importance of maintaining a strong mind during self isolation and lockdown. We also bring you a special address by the CEO of the African institute of Quality and Operations management. We encourage you to submit industry related articles, project participations, success stories and highlights to the SASQ President at rampphr@icloud.com. Share with us any interesting ideas or even questions that may arise in your areas of expertise. Kind Regards from the Editing team.

Our Vision

**Making Quality
Commitment
a Priority**



“
**I am grateful
to be a woman.**
I must have
done something great
in another life.

✕
MAYA ANGELOU

”

GH

SASQ will increase the impact of Quality through the use of Quality concepts, Technology, Systems and tools in Africa towards excellence with its members and stakeholders.

WOMENS MONTH

On the 09 August 1956 more than 20000 women marched to the Union Buildings in Pretoria to protest against the extension of the Pass laws to women. The pass law was a system meant to control women further and to reduce women to passive beings, at the mercy of men. Since that day women from all spheres became equal partners for a non sexist and non racial South Africa. The march was coordinated by Lilian Ngoyi, Helen Joseph, Rahima Moosa and Sophia Williams De Bruyn and petitions were handed to the then prime minister. Hence every year, South Africa pays tribute to Women in August with the 09 August being recognised as womens day.

The 2020 Theme was “Generation Equality: Realising Women’s Rights for an equal future” This theme was a global campaign celebrated and acknowledged internationally and connects South Africa to international efforts to achieve gender equality.

We acknowledge great women leaders and pioneers of the past for their tributary contributions and we also recognise, thank and compliment all current women who continue to contribute significantly to South Africa and the world across all spheres of life.



SASQ hope all women enjoyed a happy Women’s

SASQ OPERATIONS SUMMARY REPORT

Change - How different life has become. The advantage this change has had is that it has forced us to adapt our thinking to ensure survival of self and business.

Our ever changing world of technology combined with this new way of thinking provided opportunities to connect on-line and continue to develop and adapt at a rapid rate.

On-line zoom meetings provided opportunities for SASQ to invite members to connect to weekly presentations by a variety of Industry Experts sharing views, knowledge and experiences on how to deal with and adapt to the changing requirements within industry ensuring the ever important Quality factor is not compromised and providing members with opportunities to continue earning the valuable CPD points need to maintain their membership.

SASQ has been receiving many requests from industry for approved Quality Training Courses which initiated a very positive zoom meeting with Course Providers wishing to become SASQ approved. These Providers were requested to provide input on the scheme criteria and to complete application forms for assessment and approval. We are happy to advise that Network Global Marketing and the African Institute of Quality, Operations Management and Health Care are now SASQ Approved Training Providers.

In line with the change taking place SASQ decided to revamp our website which will be going live from 1 September 2020. A user friendly and informative site providing a professional source of information that will inspire you to invite more people to join the organisation and leave you wanting to contribute to the content.

The extended management committee have been working hard in the background meeting once a week to discuss operational growth to ensure we are able to meet the requirements for SAQA Accreditation. Our mission is to achieve this by year end.

We would like to take this opportunity to appeal to members who have not paid their membership fees to ensure that this is paid by no later than 15 September to avoid being deactivated. If you have not received your invoice kindly please contact Vanessa via email on Vanessa.kilian1@gmail.com in order for us to assist in ensuring your membership is updated.

Don’t miss the opportunity to be part of the exciting changes and growth within SASQ that you as a member will find beneficial once we have achieved SAQA Accreditation as this in turn will assist in your individual growth with the Quality Industry.

Women in healthcare - Leadership in times of crisis: Dr. Liezl Balfour

The arrival of Covid-19 has provided us with an excellent opportunity for re-engineering our ways of work and leadership. As women, we are the keepers of the Earth, the motivators, the dreamers, the mothers and the inspiration for the future of humanity. The time is now to emancipate ourselves from rigid beliefs, to take stock of who we are, and where we want to go. Women have already come a long way in shaping the world to create an environment where future generations can thrive. We have been given the opportunity to set the pace for healthcare and leadership development and for the future post-Covid-19. Each one of us have a valuable contribution to make!



A leader is defined as a person who commands or leads a group, an organisation or a country. But it does not describe the delicate nuances and characteristics required to be a good leader. Personally, I find this definition rather restrictive, as it implies that a leader is only someone in a position of authority or power. **The purpose of a leader can be derived then, as someone who leads or commands others, a leader can influence others and bring about positive change for the good of all, this does not necessarily imply a position of power or authority.**

Women are all leaders in various fields, have a responsibility to empower others and evolve to meet this purpose. John Maxwell describes leadership as a process of acquiring skills to guide and influence others to bring about change. A leader has the responsibility to empower those around them to become the best version of themselves to enable them to thrive in their individual capacity. Part of this responsibility is creating an environment where growth is possible, which allows the individual to grow professionally and personally. Being a leader requires you to be ready to *serve* others.

As career professionals, women often carry the burdens of others. It is part of being a woman – the need to care for others and to relieve suffering is what makes us unique and exceptional at what we do. Compassion for others is a vital element in successful leadership. A **compassionate leader** overcomes workplace barriers by actively involving all the members of their team in the decision-making process, thus empowering teams to take ownership of their actions.

In times of crisis, Leadership becomes more complex. We need to adopt a more facilitative and coaching style - to work with the group's anxiety and facing the 'unknown'. Facilitated well, a leader can open opportunities for authentic dialogue and co-production with the people most affected by the change. Often, the best solutions to everyday problems can be generated by the team members, as they have a vested interest in changing their uncomfortable situation.

Change is never easy and changing our mind-set and behavior will take time. By adopting one new behavior at a time, we will see the change we want to bring to the world, but again it starts with YOU! In striving to become a compassionate leader, in times of crisis and beyond, reflection on your own leadership style becomes increasingly important. Coaching yourself to observe before you act is vital in changing your own behavior. Leaders need to adapt to become comfortable with 'being in charge, but not in control'. Resist the urge to react to criticism from others and accept that you can't control everything around you.

Accepting input from others will strengthen team cohesion and create a trust relationship which is essential for effective leadership. Strengthening team cohesion requires the leader to consciously improve the ways in which they communicate and connect with team members. Leaders need to listen to their teams before trying to put their point across. Authentic engagement with teams by listening and sharing decision-making responsibilities will make team members feel valued. A team member who feels valued is more likely to support the leader and go the extra mile to achieve desired outcomes. In doing so leaders will refrain from creating blaming cultures – no one gains from blaming others for failures.

Leaders don't function in a 'vacuum' and need to be open to accepting that they don't have all the answers. This will signal your team that you value their contributions to finding solutions and build a strong trust relationship. Blaming cultures are ineffective and do little to strengthen or empower teams. Consciously changing your typical leadership behavior will inspire your teams to grow and learn. Accepting your own limitations is the first step to becoming a great leader, with compassion for others.

The covid-19 pandemic has presented each of us with a multitude of challenges. However, from the many challenges an abundance of opportunities arose. Striving to become a compassionate leader, requires a new approach which starts with YOU! As a leader, you model leadership behavior to your team. Setting the example for others to follow. Challenge yourself to lead and empower others to change the world for the better.

References:

- Brown, C.J. 2009. Self-renewal in nursing leadership: the lived experience of caring for self, *Journal of Holistic Nursing*, 27 (2):75-84
- Bailey, S & Burhouse, A. 2019. From super-hero to super-connector, changing the leadership culture in the NHS, *Future Healthcare Journal*, 6(2):106-109
- Alia, NM, Janggaa, R, Ismaila, M, Kamala, SNM & Alib, MN. 2015. Influence of Leadership Styles In Creating Quality Work Culture, *Procedia Economics and Finance*, 31:161 – 169



Message from the CEO: Victor Mendoza



Victor is the CEO of V and A Placement Agency for the last sixteen years. Victor recognises and values every employee in an organisation, who are guided by their commitment to service excellence.

V and A Placement Agency has been delivering sustainable growth while building a solid business foundation amidst a challenging COVID - 19 environment. We continue to face new challenges, the pace and scale are unprecedented but we are confident that we can exceed the expectations of our customer's despite these unprecedented challenges that face our beautiful country.

We believe in building a work environment where each person is valued, respected and has an opportunity for personal and professional growth. We demonstrate corporate social responsibility, stewardship, innovation and creativity in the management of all available resources. This is inherent in all our practices. Our teams are committed to operating in an environment of continuous quality improvement.

Our Head Office is based in Gauteng. In an effort to providing a comprehensive staffing solution to our clients we have opened branches in Kimberley, Durban and Pretoria. We have a national footprint in South Africa and are one of eight accredited nursing agencies.

***Our Vision:
To be recognised as the
leading and preferred Nursing
Placement
Agency in South Africa.***

Our name should invoke a sense of trust, loyalty, and respect. To achieve this vision, we aim to always act in accordance with the highest standard of ethics, accountability, effectiveness, and integrity; respect the diversity of our staff of all ages and ethnicities and provide Healthcare training in collaboration with our key customers.

V and A Placement Agency is an accredited Supplier / Vendor to the following in- stitutions/Hospitals:

Provincial Hospitals, Lenmed Group, Life Healthcare Group, Joint Medical Holdings, Advanced Health, Medi-Clinic, Africa Healthcare and a few NHN/ Netcare Hospitals

Our Professional Affiliations include:

SASQ, HASA, FPNL, East Rand Chamber of Commerce, HWSETA, CAPES, Assisted Home Nursing African Institute of Quality and Operations Management and Health Care.

Professional Facilitation

V and A Placement Agency have trained Clinical Facilitators that provide the following Services to our Clients:

- ◆ Orientation,
- ◆ Incident Management,
- ◆ Skills Development,
- ◆ In-Service Training,
- ◆ one on one Training,
- ◆ Basic Life Support
- ◆ CPR for Professionals,
- ◆ Competencies Assessment
- ◆ In-House/Hospital training and CPD Programs

SASQ COMPANY SHOWCASE



Thanks for your support to SASQ over the past six years with your donations and sponsorships

The African Institute of Quality, Operations Management and Health Care (African Institute) is a new venture that we have embarked upon over the last few years, a fast-growing, dynamic, and quality-driven institution committed to professional development in Africa through various education programs, which are delivered by experts and specialists. Such programs revolve around the fields of quality management, operations management, production management, business administration, business leadership, nursing and allied healthcare. These formal programs will generally follow SAQA unit standards and workshops streamlined to specific requirements of clients and professional body needs.

African Institute will offer robust corporate training to private, public, Non Profit Organizations (NPO) and individuals.



Our business goal is to become a major player in the skills development and training industry all around the globe, employees are selected from a pool of talented experienced education and skills development experts in South Africa. We will ensure that we take all the members of our workforce through the required training that will position them to meet the expectation of the company and to compete with leading training organisations in South Africa and Globally.

At African Institute our learners and client's best interests will always be considered first. Everything we do is guided by our values and professional ethics, ensuring that we hold ourselves accountable and responsible to the highest standards by meeting our client's business needs and requirements.

Our 3 Key strategic areas:

- ◆ Culturally and Globally Engaged,
- ◆ Creative, Innovative and Entrepreneurial Thinking,
- ◆ Experientially Focused.

Our management team members are considered experts in the industry. They are licensed and highly qualified trainers (facilitators), assessors, moderators and consultants.

We are a world class skills development, training and business company that has

set up offices in Pretoria, Johannesburg, Durban (KZN), Northern Cape and Cape Town, South Africa with state of the art training facilities. We strive to ensure a solid business structure that will support the world class business we want to own. Hence as part of competitive advantage, we are committed to hiring only the best expertise within our area of operation. Aside from our robust experience as skills developers, trainers and business consultants, we have a very strong online presence that will enable us to train clients in different parts of Africa from our online portals.

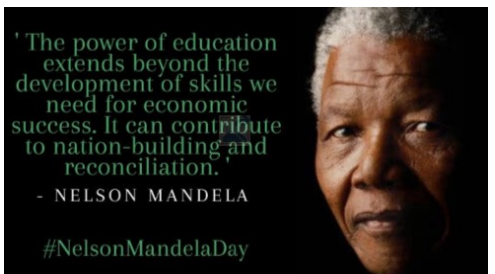
Our employees will be well taken care of, and their welfare package will be among the best within our category in the industry. It will enable them to be more than willing to build the business with us, help deliver our set goals and achieve all our business aims and objectives.

Looking ahead, we are focused on accelerating the execution of our growth strategy while continuing to build on the strength of our brand, in helping our customers share knowledge, create innovation and bring about positive change to communities in which we live and work in.

AFRICAN INSTITUTE OF QUALITY, OPERATIONS MANAGEMENT AND HEALTH CARE



IS A SASQ APPROVED CPD TRAINING
PROVIDER



We would like to recognise our front-line Healthcare workers; it is our priority to support you in this important endeavour. Safety of all of us is paramount, we can all make positive contributions and live our purpose and values if we stay healthy and prevent the spread of COVID – 19.

Coming Soon — online

LEAN SIX SIGMA
WHITE BELT
TRAINING



NETWORK
GLOBAL TRADING
AND CONSULTING

IS A SASQ APPROVED CPD TRAINING provider



SASQ Approved
CPD Training Provider

**Blood stocks are
critically low. 3 738*
lives at immediate
risk this week.**

*based on estimated demand

please donate today



sanbs.org.za



[https://sanbs.org.za/
donor-centres/](https://sanbs.org.za/donor-centres/)

Q&A: Small public gatherings and COVID-19 (WHO)

Any decision to hold an event during the COVID-19 pandemic, no matter how large or small, should rely on a risk-based approach. WHO has provided guidance on how such a risk-based approach can be taken. This Q&A is focused on small, non-professional gatherings and events (i.e. birthday parties, children's football games, family occasions). Precautions to consider include actions to prevent transmission between people, and where to hold the venue and how it can be modified to make a safer environment. Canceling a planned event is an option that should always be considered, especially in case of non-essential events or when precautions cannot be implemented or adequately communicated.

When Attending a small event:

- Always check local regulations before attending an event.
- Stay at home if you are feeling unwell.
- Always comply with the following 3 basic preventive measures:
- * Maintain at least 1 metre distance from others, and wear a mask if you cannot guarantee this distance.
- * Cover a sneeze or cough with a tissue or bent elbow, and immediately dispose of tissue in a closed-lid bin. Avoid touching eyes, nose and mouth.

When organizing a Small event:

- Always check local guidelines before planning your event.
- Brief guests about precautions before the event starts; during the event, remind guests of these precautions and ensure they are followed.
- Choose outdoor venues over indoor spaces – if indoors, ensure the area is well-ventilated.
- Minimize crowding by staggering arrivals and departures, numbering entries, designating seats/places and marking the floor to ensure physical distancing between people of at least one meter.

Provide all necessary supplies – hand hygiene stations, hand sanitizer or soap and water, tissues, closed-lid bins, distance markers, masks.

Katherine Johnson NASA Mathematician



Katherine was a mathematician for NASA. Her trajectory analysis was crucial to the success of the first ever US space flight. Her complex manual calculations were vital in future space missions. Katherine ran the flight by hand, at the request of the first American, Glenn in Orbit. At age 97, she was awarded the Presidential Medal of Freedom, America's highest civilian honour, by President Obama.

Hedy Lamarre inventor of Wifi



Hedy was awarded a patent in 1942 for her secret communication system designed with help of George Antheil. She was self taught and the frequency hopping system was meant to set radio guided torpedoes off course during the war. The idea inspire Wi-Fi, GPS and Bluetooth.



THE RELIABILITY OF FOREHEAD INFRARED THERMOMETERS IN SOUTH AFRICA

Lerato Ntatama (nmisa)



The screening of people using non-contact thermometers, has become one of the many striking images to come out of the COVID-19 crisis in South Africa. Infrared (forehead) thermometers are widely used to screen people for high fever, one of the symptoms of the coronavirus, to identify people that may be infected thereby reducing the risk of spreading the virus in workplaces, schools, and public areas. Since an elevated temperature does not conclusively indicate a COVID-19 infection, further medical evaluation is necessary to determine if a person is infected.

However, many questions have been raised by businesses about the reliability of the measurement results obtained from such thermometers. Several factors influence the accuracy of these measurement results, including the type of instrument used, the accuracy of the thermometer (obtained through calibration), the measurement procedure followed, ambient conditions, etc. The National Metrology Institute of South Africa (NMISA), has established a platform where a Team of Experts, representing the relevant public entities as well as private calibration laboratories, are able to review and provide reliable responses to topical temperature screening related questions.

To view an informative video on the topic: "*Reliable temperature screening for Covid-19 infection*" or to connect with the Team of Experts, click here: <https://www.nmisa.org/Pages/Temperature.aspx>

Mandated by the Measurement Units and Measurement Standards Act, 2006 (Act No. 18 of 2006), NMISA provides for the accuracy and international recognition of local measurement results. This enables trade, component manufacturing, legal acceptance of measurement results for law enforcement, accurate measurement in environment and safety, and is crucial for health care.

NMISA is part of the Department of Trade, Industry and Competition's (**the dtic**), family of the Technical Infrastructure (TI) Institutes, which also include the South African Bureau of Standards (SABS), National Regulator for Compulsory Specification (NRCS) and the South African National Accreditation System (SANAS), that together provides for confidence in local goods and products and allows for successful prosecution in cases of non-compliance.

Follow NMISA on social media and website:

LinkedIn: National Metrology Institute of South Africa.

Facebook: National Metrology Institute of South Africa.

Twitter: National Metrology Institute of South Africa.

Instagram: @nmisouthafrica **YouTube:** National Metrology Institute of South Africa

NMISA Website:

www.nmisa.org

How to cope with isolation during Covid 19

Khalid Jadssett

Our Life experiences are not created by what happens to us but instead of how we respond to what happens to us !

As a NLP Life Coach , my expertise are not focused so much around the science , medical or even conspiracy theories surrounding this novel global corona virus pandemic . My focus is instead fine-tuned and honed in on all of the panic and pandemonium most people are experiencing psychologically and how this turbulent mindset is unfolding into dramatic and destructive behaviors , especially in response to the media and fear mongering surrounding this pandemic .

Never in our short lives have we as ,an existential ,human race ever witnessed such a novel and unprecedented pandemic as this Covid-19 . Now in as much as I can't take away from the seriousness and fatality and negative socio-economic global impact of this virus my key focus and advice has been to understand the individual subjective singular resilience of the human body and mind , we as human beings are made up of the most unique piece of organic and sophisticated technology ever known to mankind and that's essentially the nature of our body and mind and functions at various protective and self preservation levels , and also the kinetic energy link and connection to synchronicity with the entire universe .

The mind and body are intrinsically linked as commander and command station. Our thoughts , both conceptual and intuitive as commander, systematically signals our genes of emotions internally and these emotions create an incessant stream of feelings that release a series of impulse re-



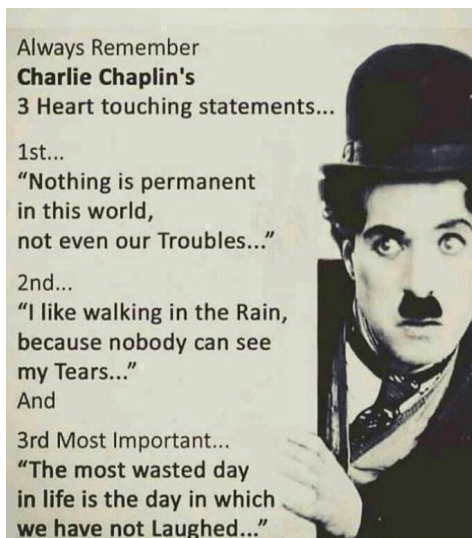
sponses that determine all of our behaviors as a responsive command station .

We can then postulate by simplifying and concluding scientifically and systematically that our thoughts ultimately dictate and determine our actions . In becoming aware that all of our realities and experiences are being created through our thought processes we need to be mindful and aware as to what thoughts we are giving recognition to and how this will in turn determine and dynamically influence our state of being and behaving .

As Shakespeare once quoted “ there is nothing either good or bad, but thinking makes it so !”

And this is what I'm eluding to by suggesting that “when we can start changing the way we look at things , the things we look at change !”

The predisposed lens that we look



“Outstanding women can function as inspirational examples of success, illustrating the kinds of achievements that are possible for women around them. They demonstrate that it is possible to overcome traditional gender barriers, indicating to other women that high levels of success are indeed attainable.”

-Penelope Lockwood, Psychologist

Women on the Move - Work life balance during Covid 19

Dimakatso Lesabe

Balancing work, kids with lockdown home schooling and home management during COVID-19 pandemic has not been an easy task. Being the health and safety manager, had automatically made me the COVID-19 co-ordinator. I am a mother of 3 children, a 17-year-old in matric, 14-year-old in grade 8 and a 2-year-old who is in day care. Women are constantly on the move, not only physical movement but also emotionally and socially, whereby along the way we tend to forget about our health and wellbeing.

During the level 5 lockdown, I had to find ways of managing my work, children and home, while in the process not forgetting about myself. I found myself caught between managing the anxiety at work for staff and home for my family. With high expectations from employees, and not wanting to disappoint them, that brought lot of pressure and tension at times. COVID-19 is new to all of us and at work we were expected to manage it as if we as management knows it, that pushed me to educate myself fast so that I am always one step ahead. It was not an easy journey however, I had to develop coping mechanisms to maintain my wellbeing.

Wellness is Defined as the Ultimate Guide to Health and Happiness, while reading the the 2017 Women's Health Report-Everyday Health indicates that:

1 in 4 of women are dissatisfied with their wellbeing;
44% stress about life;
43% struggling to sleep;
43% Finding time for fitness/exercising;
It's clear that stress and anxiety about life in general is widespread, therefore we as women need to find ways make stress work for us instead of us

against each other.

I developed the coping mechanisms which helped me through. I was constantly in touch with my family and friends, doing the whatsapp video calls every single day. Moreover, that all of my family and relatives are in Gauteng, and its only me, my children and my brother in Cape Town. We had to connect with our family frequently to ease their stress so we cannot be stressed. I started to avoid negative media reporting, and concentrate of being positive and maintaining the cool. This was because I had an understanding and knowledge of to handle COVID-19. I was not going to let fears push me away, instead of worrying about what i cannot control, I shifted my energy to what i can create. I started with to do indoor exercises with my daughter and son, learned how to meditate, yes it is not easy and am not yet perfect but at least I know the concept and principle. I also tried to do yoga.

Exercise, meditate, do yoga, read a book, get a rest. It is important to rest whenever possible and listen to your body when you feel you need to slow down. Chris Butler said, "Sometimes the best way to recharge is to unplug". We as women need to unplug and take a moment to reflect, give yourself time to pause from everything and breathe. Exhale the past and inhale the future

Social media and news reporting was not making it easy for us. It had negative impact, finding fake news being reported on different social media platforms. These increased the anxiety and fears of people. I realised during the lockdown that most people tend to spend more time of social media without boundaries. I guess it was a way of keeping up with friends and connecting to the world. The fake



Women on the Move - Work life balance during Covid 19

While keeping up with current affairs, there was also fears that came whenever we hear of COVID-19 updates. National Health was trying to keep the public updated of the statistics, however I found them to increase the fears and anxiety amongst us. Whenever there is high level of death rates, we were put on panic mode, fearing for our lives.

Over these 5 months pandemic I have learned that:

Life is too short to dwell on negative things;

In every situation there is an opportunity;

Appreciate what you have before is too late;

Love and laugh more;

Be Generous-Care and help others

Make yourself a priority-spoil yourself- go on vacation, go for massage, do facials and nails)

Make time for things that makes you happy -cooking, baking, play with kids, spends time with friends and family

Move forward

We all know that COVID-19 is here and it may be with us for longer.

So, what do we do?

How do we adjust to the new norm?

"The number one thing women need to ask themselves is, 'How do I deal with stress?'"

Be accepting of the situation

Respond instead of reacting

Give yourself time to process new information

Allow yourself time to adapt to change. Everyone reacts to new things differently



Be flexible and open to relinquishing control over the situation

Go easy on yourself and manage expectations at work and at home

Focus on what you can do, not on what you can't

Set new routines that work for you and don't pressure yourself

Practise mindfulness. Be in the moment and focus on what you can achieve today.

Amongst them all, be POSITIVE!!!!

My advice to all women who are constantly on the move you don't need to forget about yourself, **Be that woman** -

Feel **empowered** and **inspired** to live the best life and achieve highest level of wellness

Be **Assertive** without being arrogant

You do not need **validation** from Anyone-Be yourself

Know yourself, be aware of who you are, knowing who you are will lead you on the right path.

find balance in your mind, body and soul

Surround yourself with people with positive mind-set

Education and self-awareness-learn something new

A South African perspective of women in academia and STEM careers Dr Nita Sukdeo (University of Johannesburg)

History has shown that females, regardless of race, have been under-represented in leadership positions in SA for quite some time. This is also evident in the higher education sector. However, due to the merging of certain Universities and Technikons in South Africa from 2001, this has led to major changes in legislation and policies. One of the major changes was the need for women in positions of management and leadership. This transformation in higher education in SA, has paved the way for females to be empowered and become strong academic leaders. Women constitute for the majority of our population, yet this is not being reflected. Of the 26 higher educational institutions in South Africa, only four are led by females – Thoko Mayekiso, University of Mpumalanga, Sibongile Muthwa, Nelson Mandela University, Mamokgethi Phakeng, University of Cape Town and Xoliswa Mtsoe, University of Zululand.

One of the greatest opportunities and ironically the greatest challenges that women face is our ability to accept our self-worth. How we view ourselves is formed largely by the environment that we work in. Women are often adversely affected by perceived differences in leadership styles with a women's approach being described as relational and emotional, women have a more empathetic and compassionate character. Women are instinctively caregivers and motherly figures. This can work to their advantage or against them, depending on the environment in which they work. Some people see empathy and compassion as a weakness but it can be a women's greatest asset when dealing with employees or peers.

Gender diversity and the parity that exists in academia is one of the hallmarks that has tainted the engineer-

ing profession for decades. As women we often doubted our abilities and felt inferior to our male counterparts, because this is what society has led us to believe, but times have changed, and gender roles have changed, women have reached greater heights, women are breaking barriers and proving their worth in male dominated fields. More women are starting to break through the glass ceiling and this has been a testament to the inherent resilience that we possess.

STEM careers and education

A career in STEM is a career in Science, Technology, Engineering or Mathematics. Research has shown that there is a skills shortage in majority of these fields. There are also fewer women in STEM fields. Globally, only 10% of young women seek to pursue STEM careers and only 14% of the workforce for STEM fields are female. In South Africa the statistics are much lower at 7%. Gender stereotypes and gender bias are driving women away from pursuing careers in STEM fields. Over the past 15 years, the global community has made a lot of effort in inspiring and engaging women in science and engineering fields. Yet they continue to be excluded from participating fully in these fields. So we ask ourselves, if woman are not enrolling for STEM programmes and qualifications, how can we then recruit women for STEM careers when there is a scarcity of women in these fields?

VISIT OUR NEW WEBSITE

www.sasq.org.za



[Home](#) [About Us](#) [Resources](#) [Services](#) [Organisations](#) [Practitioners](#) [Active](#) [Calendar](#) [Contact Us](#)

Southern African Society for Quality

Making Quality A Priority

The Southern African Society for Quality is recognised by the Services SETA as a professional body for the development and registration of Practitioners, Training Providers and Consultants in the fields of Quality, Sustainability and Managing Risk.



Member Notification

SASQ has reorganised the grading streams and subfields in line with global standards and for the preparation towards SASQ registration. SASQ will presently offer three streams – Quality, Sustainability and Risk. The subfield of each stream is shown below.



Streams and Sub Fields per stream

Quality

- ☐ Quality Management
- ☐ Quality Control
- ☐ Auditor
- ☐ Quality Administrator
- ☐ Quality Consulting
- ☐ Standardisation
- ☐ Quality Assurance
- ☐ Internal Auditor
- ☐ Quality Systems
- ☐ Quality Educator
- ☐ ISO 9001 specialist
- ☐ ISO 17025 / Laboratory Practitioner

Sustainability

- ☐ Sustainability Management
- ☐ Legal policies
- ☐ Inspector
- ☐ Sustainability Administrator
- ☐ Sustainability Consulting
- ☐ ISO 26000 specialist
- ☐ Waste Management
- ☐ Auditor
- ☐ Pollution
- ☐ Sustainability Educator
- ☐ ISO 14001 specialist

Risk

- ☐ Risk Management
- ☐ OHS
- ☐ Inspector
- ☐ Educator
- ☐ ISO 45001 specialist
- ☐ ISO 31000 Specialist
- ☐ Safety
- ☐ Auditor
- ☐ Risk administrator
- ☐ Risk Consulting
- ☐ OHS specialist
- ☐ ISO 27001 Specialist
- ☐ ISO 22000 / Food Safety Practitioner

www.sasq.org.za

The new grading system is shown below;




Association of Practitioners

- Chartered Member (education, skills, experience, competence)
- Professional Member (education, skills, experience)
- Candidate Member (member if training)
- Practitioner-in-Training – (Entry Level for Development)
- Affiliate Member – (interested member)
- Student (Unemployed student studying an appropriate course)

www.sasq.org.za

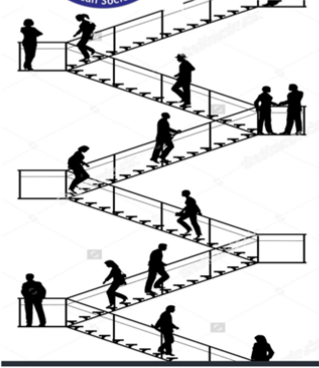
The following points need to be noted;

A practitioner can start as a “Practitioner in training” with no knowledge and develop themselves with CPD points. There will be no more a grade for SHEQ practitioners. The word “SHEQ” is used as an industry job title – such a position will require competencies in all three streams - Quality, Sustainability and Risk –

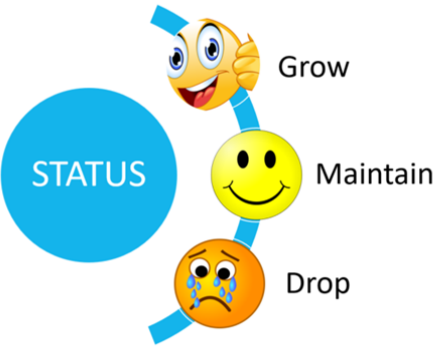


CPD SYSTEM

Every grade has a CPD requirement. Those members who don't obtain their maintenance points will drop a grade. It is also vital that you ensure participating only those programs that are recognised for CPD points. These can be found on the website. Please consult the SASQ office if you need advice before participating in any programs.



CPD System



www.infobusiness.com

SUPPORTING ORGANISATIONS











The Southern African Society for Quality

Africa's Voice of Quality created by our Members and Stakeholders

Vision – "Making Quality Commitment a Priority"

Email: admin@sasq.org.za
quality@webmail.co.za

Tel: 011 763 5969
Cell & whatsapp: +27 724463849
Web: www.sasq.org.za

P.O.Box 5282
Delminville,
Germiston,
1403

Association of Practitioners	Approved CPD providers and Quality Consultants	Quality Related Services to organisations	SASQ Certification to organisations for service quality excellence
------------------------------	--	---	--

PAST EVENTS IN AUGUST



SASQ ZOOM TALK

Tell your friend and associates to send SMS with name and cell number to 0725638988 to join this group - FREE

Mary Nonkwelo is the Social Capital Ambassador, mentor and coach to many. She is a leader of substance and has scooped a lot of accolades as a passionate innovator in the field of Project Management. Her passion towards women advancement emanate from her MSc dissertation titled "Women Advancement into the leadership echelon : Eskom perspective". Mary is an agile active leader and throughout her tenure as a Head of Project Management School she has proven to innovatively conceptualize comprehensive learning strategies. She has made an impact within the communities having launched 7 books to-date. This was a collaborative effort with about 150 people some of whom have now been declared published authors. This phenomenal change agent Mary, has taken a quantum leap to create, develop and groom mentors and Leaders across Nations to cocreate and collaborate the new normal through the formation & emergence of well thought out segments for empowerment and Spiritual upliftment, amidst the challenges of Covid 19. She believes in the potential and power within individuals & teaches all to concretise a strong foundation to take a leap at anything in life.

Friday
7 August 2020
6pm

MARY NONKWELO
"Your Brand is your
Narrative and Mindset"



SASQ ZOOM TALK

Tell your friend and associates to send SMS with name and cell number to 0725638988 to join this group - FREE



WEDNESDAY
12 August 2020
6pm – 7PM

Dr LIESEL BALFOUR
"Women in Healthcare -
Leadership in times of crisis"



**Deena Naidoo – Moderator of the
presentation**



Dr Liesl Balfour, - RN, RM, Ph.D (UP)

- Liesl started her career in Nursing in 1994 and qualified as a Registered Nurse and Midwife (Community; Psychiatric) in 1997. She has been happily married for 16 years to her husband Kevin. She is currently appointed as the Group Nursing Standards Manager for Lenmed Health. Over the past 23 years of her professional career, she has obtained additional qualifications in Nursing, including Nursing Education, Post-graduate diploma in Critical Care Nursing Science, B.Cur (I et A). Her Master's degree in Critical Care Nursing included the development of a clinical pathway for Non-invasive ventilation which she completed in 2011.
- In her thesis, **Implementation and Evaluation of a clinical pathway for non-invasive ventilation: a practice development approach**, she highlights the complexity of transferring evidence into practice and methods which will assist nurse leaders in engaging nurses in critical conversations to collaboratively develop strategies to enhance evidence-based practice implementation.
- Liesl is passionate about quality improvement in healthcare and strongly believes in the empowerment of multidisciplinary teams through collaborative interprofessional education to improve clinical patient outcomes. She hopes to continue her research in this area and to assist in developing patient care models for the future NHI implementation in South Africa.



The Southern African Society for Quality

Africa's Voice of Quality created by our Members and Stakeholders

Vision – "Making Quality Commitment a Priority"

Email: admin@sasq.org.za
quality@webmail.co.za

Tel: 011 763 5969
Cell & whatsapp: +27 724463849
Web: www.sasq.org.za

P.O.Box 5282
Delminville,
Germiston,
1403

Association of
Practitioners

Approved CPD providers and
Quality Consultants

Quality Related Services to
organisations

SASQ Certification to organisations
for service quality excellence

EVENTS



WOMEN'S MONTH
Celebration

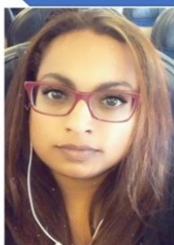


BE A WOMAN
that amazes

WEDNESDAY
19 August 2020
6pm

SASQ ZOOM TALK

Tell your friend and associates to send SMS with name and cell number to 0725638988 to join this group - FREE



"Dr. Nita Sukdeo is currently the Head of Department and a senior lecturer in the field of Quality and Operations Management, at the University of Johannesburg. She obtained a Masters in Quality from the Durban University of Technology and a PhD in Engineering Management from the University of Johannesburg. She is proudly a Professional Member of the Southern African Society for Quality. She has 15 years of experience in academia at various universities. She is an active member of the International Industrial Engineering and Operations Management (IEOM) Society, serving regularly on the panel for Woman in Industry and Academia (WIIA). She will be sharing her challenges and experiences as a "woman in the academic world"

Dr NITA SUKDEO

"Women in academia and STEM careers: A South African perspective"



Dr Segan Naidoo
Moderator of the presentation



WOMEN'S MONTH
Celebration



BE A WOMAN
that amazes

FRIDAY
21 August 2020
5pm – 6pm

SASQ ZOOM TALK

Tell your friend and associates to send SMS with name and cell number to 0725638988 to join this group - FREE



Charlaïne has more than 20 years' experience in the Mining, Construction, Bulk Infrastructure, Manufacturing, Waste, Oil & Lubrication; and Land Development industries working closely with the various components of Sustainable Development, Project Management, and Implementation of ISO 14001. Qualified with a double masters, one in Business (MBA) and one in Science (MSc), she has an innovative approach to the challenges facing both business and the environment, negotiating a win-win solution. EcoPartners (a niche Consulting company) was established by Charlaïne in 2005 and she has managed it since. She has produced in excess of 50 technical reports and legal authorisations. Most recently she enrolled for her doctorate in "Waste Prevention", focusing on finding solutions that will contribute to creating a more sustainable world. She is also a proud SASQ professional member in sustainability. Her presentation will focus on Women and their role in the Global Sustainability goals.

Ms CHARLAÏNE BAARTJIES

"Mission – SUSTAINABLE.
How can women contribute to create a better world"



Hazel Bell
Moderator of the presentation



BE A WOMAN
that amazes

Ms Dimakatso Lesabe

"Women on the move - Work life balance during covid-19"

Charlaïne
Baartjies
Moderator



WEDNESDAY
2 September
2020
5pm – 6pm

SASQ ZOOM TALK

Tell your friend and associates to send SMS with name and cell number to 0725638988 to join this group - FREE

Dimakatso Lesabe is a mother of three, wife and career woman born in Pretoria and recently relocated to Cape Town to pursue her aspirations. Dimakatso is currently appointed as the Head: Quality Assurance in the Scientific Services Branch of the Water and Sanitation Department, at City of Cape Town. Her career journey started in 1997 when she enrolled to study National Diploma in Analytical Chemistry at the previously known Technikon North West. She furthermore completed B-Tech Quality, and BSc Honors in Environmental Management with the University of South Africa, and currently studying MSc Environmental and Water Sciences with University of Western Cape. Dimakatso was previously employed as a Deputy Director, Quality Assurance Manager within the Centre of Innovation Business Unit, at Gauteng Department of e-Government and SHEQ Practitioner at National Metrology Institute of South Africa (NMISA-Pretoria) where she was overseeing the implementation of Quality Management System to maintain the ISO/IEC 17025 Accreditation status. During her career journey, she worked in different chemistry laboratories as a laboratory analyst. Amongst other organizations, she had worked for Eskom, BPSA, SAPS-Forensic Services as lab technician/analyst and also worked in Redhill School and Tshwane North College as Laboratory Assistant. Her field of expertise includes implementation of quality management systems, EHS Management System and Risk Management. She is a professional member of the Southern African Society for Quality (SASQ)



The Southern African Society for Quality

Africa's Voice of Quality created by our Members and Stakeholders

Vision – "Making Quality Commitment a Priority"

Email: admin@sasq.org.za
quality@webmail.co.za

Tel: 011 763 5969
Cell & whatsapp: +27 724463849
Web: www.sasq.org.za

P.O.Box 5282
Delminville,
Germiston,
1403

Association of
Practitioners

Approved CPD providers and
Quality Consultants

Quality Related Services to
organisations

SASQ Certification to organisations
for service quality excellence