

Kathy Gibbs signing out

When I volunteered to take over the role of egroup coordinator in January 2009 I had no idea what I was taking on – or how it would take over my life!

As the membership has grown, so have the lists and my responsibilities. The chat group in particular has become the lifeblood of PEG – a forum where members can feel part of a community and share skills and mentor one another in a non-threatening way. When the chat group goes quiet, I have to check to see if my Internet connection is working!

I leave you in the capable hands of Ellyn Barry, who will maintain the lists, and Kim Rasmussen, who will pass on job opportunities and notices. I look forward to watching the progress of PEG from the sidelines. Thank you all for your camaraderie and support over the years. 🍷

Hasta la vista!

Kathy

Kathy Gibbs AKA

*The List Nanny/The
School Ma'am/The Career
Guidance Counsellor/
The Agony Auntie/
The Kindergarten Cop/
The Terminator/
The Fun Nazi*



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Chair's chatter

South African Language Practitioners' Council Bill, 2013

On 28 May 2013 the Acting Minister of Arts and Culture, Fikile Mbalula, gave notice of his intention to introduce the South African Language Practitioners' Council Bill of 2013 in the National Assembly.¹ The Bill's appearance was brought to the attention of PEG on 1 June: at the Gauteng Branch AGM, where members raised concerns over its unexpected appearance and its contents; and later that same day at a meeting of the Western Cape Branch.

We took notice at once since the legislation, which has the potential of 1) recognising the role and status of language practitioners in South Africa and 2) protecting the public against unprofessional operators, **will undoubtedly have wide-ranging implications for all language practitioners in South Africa.**

Since it was impossible to find out when the Bill would come before Parliament, we decided to prepare a document that formally requested that the Bill be opened up to public participation before it was debated in Parliament; and listed several compelling reasons for our request. The document, addressed to the chairperson of the Portfolio Committee on Arts and Culture, was sent on Friday, 7 June 2013. Among the issues raised were the following:

1. Despite wide consultation through the National Language Forum between 2004 and 2006, nothing more had been heard in the quarters most affected by the Bill about the setting up of a language practitioners' council. The people most affected by the Bill – i.e. language practitioners representing all 11 official languages and more – had not been given an opportunity to debate and comment on its merits and limitations.
2. A detailed reading of the Bill revealed that many areas of direct interest to language practitioners had not been covered at all or as thoroughly as necessary. These included the setting of prescribed rates for professional services; the training of language

¹ The Bill was subsequently published by the Minister of Arts and Culture in Government Gazette No. 36557 on 14 June 2013.

practitioners; the mechanisms for achieving registration and accreditation through the Council; and the costs of registering with the Council.

Subsequent to sending the document, we liaised with various individuals in Parliament regarding the likely progress of the Bill in the weeks to follow. Parliament was in recess from 23 June until 19 July. On 23 July the Portfolio Committee on Arts and Culture met to discuss the Bill. Following discussion between the committee's Secretary and its Chairperson in late July, a decision will be made regarding opening the Bill to public participation. If the participation process goes ahead, the dates allocated to it will most probably be either 14 & 15 August or 21 & 22 August. The relevant details are to be announced in the press on 3 August. In the meantime, SATI and PEG are proceeding on the assumption that the process will go ahead and are preparing a more detailed document for submission.

For help with the work on the Bill, thanks are due to John Linnegar and Corné Janse van Rensburg of PEG, the members of the SATI Council (especially Marion Boers and Anne-Marie Beukes), and Anne-Marie Arnold and Marlene Burger of ASAIB.

PEG Mentoring Scheme: update

The concept of mentoring and the PEG Mentorship Scheme were discussed in detail in *PEGboard* of 2 October 2012, and the excellent articles there gave readers much room for thought. This issue reports on developments and progress related to the scheme. It also features the 2013 winner of the Derrick Hurlin Mentoring Award, Andy Grewar, one of our Eastern Cape members.

Irene Stotko's thoughtful and patient leadership, and her staying power, has been responsible for much of the progress made. Because of the scheme's success, the job of national coordinator of the scheme has been growing more demanding over time. Irene has been ably helped and supported by Inga Norenus, mentoring scheme coordinator for the Western Cape, but the time has now come to appoint a coordinator for the Gauteng Branch. If you feel that you might enjoy playing a role in nurturing young and/or inexperienced editors, please contact Irene at stotko@worldonline.co.za for her take on the attributes required for the task.

Continuity in any aspect of PEG is important, and it gives me pleasure to welcome to the mentoring fold Jan-Hendrik Swanepoel of the Western Cape branch, who has undertaken to act as Inga's 'understudy'. Welcome also to those who have more recently joined the list of experienced practitioners willing to mentor less experienced editors.

Western Cape Branch Committee

Jan-Hendrik is one of four new members of the Western Cape Branch Committee. The other three are Peter Merrington, Kim Rasmussen and Julia Smuts. Inga and Graham Townshend have remained in their posts, while Corné Janse van Rensburg has become chair of the Branch. This distinguished and enthusiastic bunch is featured on pages 3 & 4.

The next issue of *PEGboard* will feature the Gauteng Branch Committee.

Happy reading!
Isabelle

PEGboard

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For other portfolios under the Gauteng and the Western Cape branches, visit our website at www.editors.org.za

Meet the Western Cape Branch Committee

In this issue we introduce you to the new Western Cape Branch Committee, elected in June this year.



The Van Rensburg family crest

Corné Janse van Rensburg (Chair)

Corné studied ancient and modern foreign languages at university and his first exposure to the world of editing was when he became an editorial assistant for an academic journal while doing postgraduate research. After teaching at university and venturing overseas, in 2007 he took up a position as a language practitioner in a department of the Western Cape government. In 2009 he became chief language practitioner in the Department of the Premier, where his responsibilities included the translation, editing, proofreading and revision of a variety of official documents. He moved to local government in 2012. His interests are ancient literature, especially epics; ancient history; art, architecture and sculpture; and dictionaries of all kinds.



Dr Peter Merrington (Training)

Peter is a professor extraordinaire affiliated to the Department of English at UWC and a literary historian. He has published research articles, essays, poems and two books of fiction, and he has been a busy member of PEG since September 2012. Peter is also a ceramic sundial manufacturer, a Methodist local preacher and an avid

motorcyclist. He is currently external examiner for literature and creative writing at UCT and Rhodes. He has twice been the recipient of the Pringle Prize of the English Academy, and three times facilitator of the annual Caine Prize workshops. He is currently also an active member of the PEG Working Group on Editing Theses.



Inga Norenus (Mentorship and new members)

Inga started her working life as a teacher in KwaZulu-Natal, and then moved to Namibia, where she worked as a subject adviser. Shocked by the inappropriate learning materials used in schools, she (eventually) got permission to develop accessible materials, suited to the Namibian context, for junior secondary English. On her return to South Africa in the early 1990s, she worked for a variety of NGOs (SACHED, The Valley Trust and PROTEC). During this period she established an adult literacy project in the Valley of a Thousand Hills and participated in a range of educational materials development projects. Having by now developed a taste for writing, editing and layout (in the NGO context one is a 'jill of all trades'), Inga 'went commercial' and joined Maskew Miller Longman, where she was Editorial Manager of the schools division for a number of years. The 'submissions' treadmill drove her to the HSRC Press, where she was Editorial and Production Manager until she decided to join the freelance world at the end of 2011.



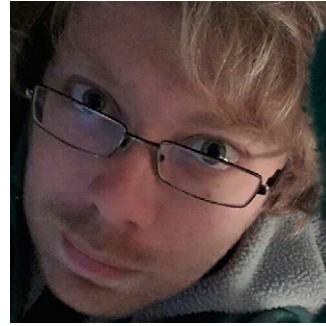
Kim Rasmussen (Kim R2) (Events)

Kim started in editing while doing her Master's in computer animation in the United States, when her department head asked her to be assistant editor of *Theatre Journal*. She so enjoyed the experience that, on her return to South Africa, she decided to focus on editing. Kim joined PEG, started doing freelance editing (which she still does), and got a job as a full-time copy editor with CTI Education Group. From there she moved to eNews Africa (now ENCA) as a subeditor and MML as a managing editor. Soon she will step back into the digital world as a media producer for Pearson South Africa, but she will continue to feed her editing habit by doing freelance work for some of her regular customers. Comment from Kim: 'I think PEG is a fantastic group as a support system and social network for editors.'



Julia Smuts (Venues)

Julia worked as the translations assistant at the Bible Society of South Africa's head office for three years in the late 1970s, and then migrated briefly to Pretoria to work as a translator at the State Language Services. She then began full-time high school teaching, which she did until 1987. After returning to Cape Town, Julia made contact with freelance and full-time translators while working for Intec College as their Afrikaans publications coordinator. SATI Boland was established from these encounters in the late 1980s, with Julia as its first chairperson. In 1999 she took up a full-time position as a researcher and administrator with her favourite political party. By the early 'noughties' Julia was teaching English as a foreign language in Cape Town, but in 2010 she took up a post as a language practitioner with the Western Cape provincial government. Eighteen months later fortune again favoured her, when she was offered a similar post at Parliament, where she is still employed.



Jan-Hendrik Swanepoel (Vice-chair and Secretary, and understudy to Inga)

Jan-Hendrik is a 27-year-old Capetonian brought up and educated in Bellville. He matriculated in 2004 and moved to Stellenbosch to continue his studies in languages and cultures, his main focus areas being Afrikaans and Dutch, Psychology and English Studies. He started his professional career as a contract lecturer for the English Department of Stellenbosch University on completion of his MA in English Studies. At the end of 2012 Jan-Hendrik realised that he needed some 'real-life' work experience and started working as an educational editor on both a part-time and a permanent basis. Currently he lectures in Languages and Literature in Stellenbosch University's Faculty of Education. What he enjoys most of all, however, is editing academic texts and fiction in his farm cottage just outside Stellenbosch.



Graham Townshend (Treasurer)

Graham was born and bred in Bulawayo, Zimbabwe, where he lived until emigrating in 2008, to allow his wife, Pat, to pursue her vocation to the ordained ministry. (She is now a full-time priest in the Anglican Church.) Graham has been variously an exploration and mine geologist, a high-school teacher of mathematics, a business administrator and the managing director of a heavy engineering undertaking. He is currently employed as an accountant in Cape Town. His editing experience spans many years, and, being largely work-related, has included the editing of geological reports; business policy and procedural statements; examination papers; and numerous similar documents. He has been editor of a parish magazine and he is the author of many short articles for a variety of publications. 🍷

Gone to PCs – personal reflections on the editing of postgrad dissertations

Peter Merrington

Two things affect the lives of many members of PEG: the extension of university opportunities (and the increase in postgraduate enrolment), and the opening up of publishing opportunities for aspirant writers. Self-publishing on the net is now, suddenly, acceptable. It's a quantum shift that's taken place very quickly, while the restructuring of university subsidies, access and funding has been on the move since the 1990s. We receive regular requests to edit first novels and life-writing narratives by people who are new to the art and want to self-publish on the net, and we receive regular requests to edit postgraduate theses.

It is, in sum, the Age of Aquarius – a fundamental revolution in communication, long-wave and digital networking, radical and swift demoticising, democratising, of the old roles of what were once a priestly caste or an army of crabbed scribes and clerks, or the leisured elite of poets, novelists and scholars. As Anthony Burgess said, quoting Joyce, in his book on modernism, 'here comes everybody'. And we're the midwives; and, in this epoch of freedom-under-regulation, a handbook on thesis midwifery is required. I'm a fussy Virgo and I insist that the Aquarian Revolution is duly punctuated, and tradition honoured, despite the levelling and anarchist virtues of the age. But who shall moderate the moderators? And we add to the mix the exchange of monies, and the untested ethics of the academy.

The popularity of South African postgraduate programmes in creative writing brings together the two fields of fiction-making and thesis-making. Why is it happening? There's a market, and there's a product, and the reasons for growth in each are, in themselves, worth exploration. Most of the MA minor dissertations in creative writing that I get to examine (not to edit) are novels based on life experience, in other words veiled life-writing. What is this urge to tell one's own story, to spill the beans? Is it a marker of the end of the age, the shift from the world of Austen, Woolf and Forster, and the transformation of private opinion (and fiction) into extended forms of blogging? Who reads the numerous novels that enter the public domain? What's it all about?

Maybe it's about resources – in a world where resources are thin, the making of meaning has never been so free. In a world where depth has been overridden by statutory legislation, regulatory regimes, and corporate mindsets, people yearn to make and share rich meaning. The old

dominant narratives of the world have been (for good reason) unbundled and we each seek to make our own stories to stabilise the sense of time passing, here and now, why and how. And each wants an affordable editor.

Regulatory regimes now insist on qualifications frameworks and anybody who wants to rise to managerial status must get an MBA or similar. Seasonally, PEG gets scores of requests to edit MBA minor dissertations. Each of them is set up in a jarring formula of 'aims and objectives', 'literary review', 'methodology' (method?), reasons for doing a quantitative or qualitative analysis, incrementally repetitive explanations of the goals, methods, questionnaires, and a hasty conclusion that the task is done and that the insights make a 'significant contribution to the field'. I've yet to see a request for the editing of a literary-studies thesis, other than such that are being prepared for publication as monographs. The patterns are obvious. It's not so much about critical thinking and philosophy as about resources, regulation, demands, qualifying for the job market, and competence within the given language. Nobody has yet had the impudence to ask me to edit a creative writing MA before it gets submitted for examination. Maybe that'll come in time.

The pressures on university lecturers and scholars are excessive, and supervision of theses is no longer a genteel practice.



Peggars have shared much on the email forum about the virtues and vices of editing theses. PEG has a working group to discuss these with the academy, and my views here are personal, both engaged and jaundiced. I have supervised theses, examined many, edited others, and I'm glad to be freelance now and out of the sausage machine of current postgraduate trends. The machine's dynamics are well known – universities are now subsidised according to strict 'throughput' formulae that pay up on the publication of research articles by staff and the time-restricted completion of postgraduate degrees. The pressures on university lecturers and scholars are excessive, and supervision of theses is no longer a genteel practice. It's an all-in battle against time, demands, plagiarism, quantity, and uneven levels of competence. It



isn't nice. But it's the way of things, and it's obvious that outsourced editing has an increasing role. The protocols of doing this are complex, delicate at times, and very needful, which is why we seek conversation with the dons. It's obvious that all parties need to be on the same page over outsourced editing; and the intention of the working group is, ultimately, a set of clear protocols that we can turn to for our own protection and everybody's integrity.

We're talking now to faculty-specific chairs of post-graduate studies, and those people are glad to hear of the initiative; but in due course we'll have to gain agreement at senate levels, and indeed from the higher education authorities, if we are to have protocols that govern all disciplines, among all institutions. It's a large task and we're little people, but given the trends it's clearly needful. What happens now is uneven. Supervisors turn a blind eye to outsourced editing, or in some cases recommend this and have access to faculty funds to pay for it. Policies and practices are wildly varied. Nobody likes more regulation, but the purpose is to make things simpler, clearer and more ethically assured.

I edit a quarterly newsletter for the National Further Education and Training Authority (FET colleges) and I wonder why this sector is perceived so poorly by the public. As an idealist I understand university education as the development of critical thinking, which is a philosophical practice, rather than the output of qualifications for the job market, but then at 50-something I'm now Old School. South Africa's most pressing needs are for good artisans rather than philosophers manqué, but national

South Africa's most pressing needs are for good artisans rather than philosophers manqué, but national sentiments and circumstances seem to punt the illusion that we need more higher degrees.

sentiments and circumstances seem to punt the illusion that we need more higher degrees. So, we are called to help out.

My own feeling is that self-reflection and self-editing are the way to go for any student, under the eye of a tutor or supervisor. That's what we still regard as the ideal. The business of self-reflection is where students learn the most. But it seems that time and money argue otherwise. At most we used to send our theses out for professional typing services, and we'd proofread the typescript ourselves, but the typing pools no longer exist and all's changed, and perhaps we are the upgraded one-stop turn-key version of a typing pool. In which case, we charge accordingly and we pursue new ways to make all parties just and happy. ♡

Peter Merrington: *Honorary professor in English Studies, University of the Western Cape; PEG member; and author of Zebra Crossings: tales from the shaman's record and The Zombie and the Moon: more tales from the shaman's record, both published by Jacana.*

The University of Pretoria: Editing principles and practice certificate course

Penny Clemson



From left to right: The first day of class, Elsabe Birkenmeyer, Felicity Grube (both course participants), Idette Noomé (course presenter)

As a ‘newbie’ to editing, I felt that the postgraduate editing course, a component of the Honours English degree at the University of Pretoria, would improve my skills. The course is designed for those with editing experience and/or a degree with English as a major, and is conducted on the campus from February to June.

The price? A pleasant surprise: R2950 for the 2013 course.

So, early in February this year, I met the rest of the ‘intake’ on campus to decide which weekly lecture we would attend.

Most of the students were Pretoria residents, but for the four of us who travelled the long and weary road from Johannesburg, the afternoon class (14h00 to 15h30) was the most practical time. Two of us travelled together by car. The traffic was not at all as problematic as I had expected and there is parking available close to the Humanities Building where lectures take place. On top of this we had some very stimulating conversations! The other two travelled on the Gautrain, picking up a bus in Hatfield for the short trip to the attractive, accessible campus.

The subject matter was varied and interesting:

- Grammar (I haven’t done any grammar since school, which was considerably more than just a couple of years ago)
- The structure of written work
- The Plain Language movement (for me, one of the most fascinating topics)
- Translation
- Language as a means of communication
- Electronic editing

Special attention was paid to South African English and translation – an enormous field in a country with 11 official languages.

We studied from the *Oxford Guide to Plain English* by Martin Cutts and as much additional recommended reading as we could cope with. The concept of ‘Plain English’ is dear to my heart and I really enjoyed this part of the course.

The workbook supplied was concerned mostly with grammar – my *bête noire*! By the time the exam came around my copy looked more than just well read, but the numerous exercises meant that my grammar certainly improved!

The course was very practical, with exercises done in class and three assignments, a third of which accounted for 70% of the semester mark. This was the last assignment and gave us practice in editing a translation, working with Plain English and evaluating a text. The course ended with a four-hour open-book exam in June.

Most of the lectures took place on a Monday afternoon with Ms Idette Noomé, but there were two Saturday sessions, one a workshop on language revision. We were addressed by two guest lecturers during the second Saturday session, Dr le Roux and Professor Titlestad. Ms Bonny Kneen also gave a talk about working with publishers – the highs and the lows!

As a matter of interest, I looked back over some work I completed a couple of years ago and realised just how much I’d learnt in the previous weeks.

I found the course challenging but very worthwhile and also met some great people. So if you’re interested in improving your skills, sign up soon because there is likely to be a waiting list! 🐣

Mentoring news

Irene Stotko, national mentoring scheme coordinator, with acknowledgement to Inga Norenius, Western Cape mentoring scheme coordinator



Our workshop facilitator was Beatrice Attrill (pictured left). Beatrice is an experienced organisation development consultant, specialising in the areas of human capital strategy, business change and transformation, leadership development, facilitation and coaching. As an independent consultant working with a number of associates, she has for the past eight years partnered with entities in the private, public and non-profit sectors.

Her passion lies in working with people and being integrally involved in the shaping of individuals, teams and organisations to realise excellent performance. Beatrice is registered as a Chartered Practitioner (Education, Training and HR Development) with the South African Board for People Practices.

The mentoring panel

Our mentors are not only highly experienced, but are also patient and admirably committed to lending a helping hand. They are supportive and challenging role models with a real interest in developing people, and the editorial profession. Thank you to all mentors who have taken fledgling editors under their wings and given them support and encouragement. Most mentors go beyond the call of duty and spend a significant amount of their time on the mentoring scheme.

The mentoring panel grew from 15 to 19 nationally this year, although only 12 members were actively mentoring.

They are:

- **Johannesburg:** Reinoud Boers, Nicky de Bene, Sue Randall, Tony Lavine, Eleanor-Mary Cadell, Jenny de Wet, Judith Marsden and Joan Fairhurst (new)
- **Pretoria:** Jill Bishop, Audrey Williams and Hester van der Walt (new)
- **KwaZulu-Natal:** John Deane
- **Western Cape:** John Linnegar, Mary Ralphs, Sharon Montgomery, Alex Potter, Liz Sparg, Andy Grewar (Eastern Cape) and Inga Norenius (new)

The success of a mentoring scheme depends on the quality of the mentoring panel, and with this in mind we decided that our focus for the year would be to reflect on our experiences to date and to consolidate our mutual learning in order to strengthen the scheme. We thus set about planning a workshop that turned out to be the highlight of the year for all of us.

Workshop for mentors

The workshop was an action-packed and action-focused, full-day event held in Gauteng, and later in Cape Town. Beatrice Attrill, an experienced organisational develop-

ment consultant and coach, facilitated. A pre-workshop questionnaire invited mentors to think critically about how the mentoring scheme has been working to date, and to give feedback on what works and what needs to be improved or fine-tuned. This feedback was used to hone the day's programme.

The workshop achieved, through spirited discussion, a common understanding of the objectives and desired outcomes of our mentoring scheme, and agreement about the mentor's role and responsibilities. To refine and strengthen the scheme, we now have a clear plan of action for the year ahead.

Mentorships

Comprehensive evaluation forms were sent out to mentees and all feedback has been positive. The following partnerships have been completed since July last year:

In Gauteng:

- Tessa Fatti and Lynette van Niekerk, mentored by Reinoud Boers
- Sandra Mollentze, mentored by Nicky de Bene
- Michelle Taylor, mentored by Tony Lavine
- Louise Hamlyn, mentored by Audrey Williams

In the Western Cape:

- Deborah Cooper, mentored by John Linnegar
- Tessa Botha, mentored by Mary Ralphs
- Sue Henderson, mentored by Andy Grewar
- Zara Bosman, mentored by Tony Lavine

Collaboration

There has been some exciting collaboration between ourselves and other organisations this year. Isabelle Delvare and I co-presented a talk on 'Mentoring as a learning

activity' at the Association of South African Indexers and Bibliographers (ASAIB) conference on 23 May. It is very pleasing that we have since received requests from ASAIB and SAFREA (the South African Freelancers' Association) for information on starting a mentorship programme.

We have also contacted COMENSA (Coaches and Mentors of South Africa) to enquire about membership, since we believe that will provide us with valuable networking opportunities.

Elizabeth Manning Murphy, a distinguished editor from Australia, prepared a presentation 'Mentoring – no barriers' for the 6th IPEd¹ Editors Conference held in Perth in April 2013 and thanked Inga Norenus, Isabelle Delvare, John Linnegar, Joan Fairhurst and me for our contribution. She conducted research on mentoring programmes in the Society for Editors and Proofreaders in the UK, and in our own PEG, as a result of which a pilot programme was carried out and a new mentoring programme was launched in Canberra in June.

Coordination

We are fortunate to have Inga Norenus, who has run an in-house mentorship programme at the HSRC, coordinating the scheme ably in Cape Town. It has not been an easy year for her, yet she has made a sterling contribution, and her facilitation of the Cape Town workshop has added substantially to our insights into our mentoring scheme.

We are looking to appoint a Gauteng mentoring coordinator to help with the daily running of the scheme. Please contact Irene at stotko@worldonline.co.za if you would like to assist.

Thanks

Executive support is a prerequisite in an effective mentoring scheme. I would like to thank Isabelle for her unwavering interest in, and support of, mentoring. Thanks are also due to Ellyn Barry for excellent admin support, and Graham Townsend for prompt payment of invoices.

¹ Institute of Professional Editors Limited



Andy Grewar, winner of the 2013 Derrick Hurlin Mentoring Award

Derrick Hurlin Mentoring Award

In memory of the late, much respected Derrick Hurlin, an award to recognise excellence in mentoring was set up in 2012. Derrick was always ready to provide generous assistance to any member who asked for it, and is fondly remembered by many PEG members. Derrick's family donated a floating trophy to go with the award.

The Derrick Hurlin mentoring trophy is awarded annually at the national AGM to any mentor on the PEG mentoring panel who undertakes formal mentoring and/or an individual who plays an exceptional role by providing useful feedback on the PEG Chat Group.

For 2013, the mentoring coordinators took a number of factors into consideration in drawing up a shortlist of candidates. The winner was Andy Grewar, for his exceptional partnership with Sue Henderson. The coordinators were impressed with the assignments Andy gave Sue, his feedback, and his generous sharing of notes and tips. He gave Sue a great deal of practical guidance, treated her as an equal, and was honest and helpful at all times.

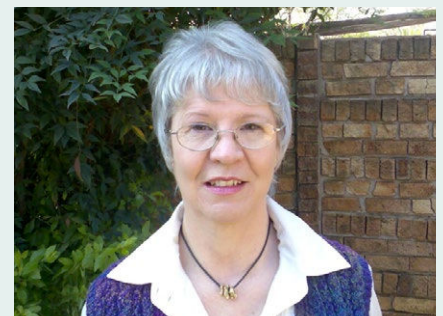
Mentorships in Gauteng



Tessa Fatti and mentor, Reinoud Boers



Nicky de Bene and her protégée, Sandra Mollentze



Louise Hamlyn, who was mentored by Audrey Williams

The PEG Mentoring Scheme

What is mentoring?

‘Mentoring is a partnership in which a mentee is assisted in making significant advances in knowledge, perspective and vision in order to develop his/her full potential; the mentor’s wisdom is utilised by the mentee to facilitate and enhance new learning and insight.’

– **Coaches and Mentors of South Africa (COMENSA)**

Training or mentoring?

Training and mentoring are not the same.

- A training course teaches according to a set curriculum, and a certificate is awarded on completion.
- Mentoring follows an open and evolving agenda and deals with a range of issues; it is driven by the mentee, which means that the mentee negotiates the focus and scope of the mentorship with the mentor.

Mentorship fee

The mentoring scheme costs the mentee R1 900 for 10 hours of a mentor’s time, split as follows:

- A R240 non-refundable registration fee, of which PEG will receive R50 for administration and the mentor R190 to cover Stage 1 of the mentoring scheme.
- A mentorship fee of R1660 once the candidate is accepted for Stages 2 and 3 of the mentoring scheme, which may be paid in two instalments.

We have introduced three-stage mentorships:

Stage 1

The mentor will ask the mentee to explain his/her reasons for wanting a mentorship by writing an essay, which will act as a screening and assessment exercise. The applicant’s basic language skills will be assessed; and his/her motivation evaluated to ensure that it is based on realistic expectations. If the mentee is judged to be suitable, he/she will progress to Stage 2.

Mentoring follows an open and evolving agenda and deals with a range of issues; it is driven by the mentee, which means that the mentee negotiates the focus and scope of the mentorship with the mentor.

Stage 2

This involves the individual mentoring of the mentee. The mentor will use eight hours of mentoring to build technical and professional skills, and also confidence. Mentees are given three to five editing exercises, followed by detailed feedback and answers to questions.

Stage 3

Here the mentor reflects on and assesses the mentee’s strengths and weaknesses, and helps to identify growth opportunities. If the mentor is satisfied that the mentee has achieved a level of editing skill and professionalism that allows him/her to take on work independently, the mentee is provided with an official PEG letter confirming the successful completion of the mentorship.

Contact details

Western and Eastern Cape members may contact Inga Norenus at norenus@mweb.co.za for an application form. Members from Gauteng and the other provinces are welcome to get in touch with Irene Stotko at stotko@worldonline.co.za.

Mentorships in the Western Cape



Tessa Botha worked under the tutelage of Mary Ralphs



Sue Henderson was mentored by Andy Grewar

The PEG Gauteng Winter Warmer

Christo Snyman

The Gauteng branch of PEG held its annual Winter Warmer on Saturday, 11 May at Gingko Restaurant in Parkview, which is close to Zoo Lake. The event took the form of an engaging talk by motivational speaker Nicholas Jakari, followed by some afternoon-tea treats (hot quiche, tarts and cakes).

It soon became evident that Nicholas is a man of many talents. In the communication that advertised the event, for example, Nicholas was described as a poet and blogger. But the larger-than-life character who commanded the attention of his audience, despite the rowdy background accompaniment of the Saturday afternoon restaurant clientele, turned out to be an accomplished orator who held us captive, regaling us with anecdotes. (It turned out that Nicholas had played the part of Socrates at an academic conference and that he was ‘a professional lie-writer for the SABC’ at one time.)

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To get to the meat of the matter, Nicholas shared some ideas that freelancers could use to stay motivated. (‘I can’t motivate you,’ he said, ‘but I can inspire you.’) He spoke of the importance of recognising what he calls maintenance factors on the one hand, and vision or purpose on the other. The maintenance factors are the commitments – the things you have to take care of in life and often have to accept. On the most mundane level, this would be like having to brush your teeth. The vision or purpose, however, is what drives you to get up in the morning and inspires you to take on the day. So your personal picture – where you see yourself and what you see yourself achieving – is the guiding light or the higher vision.

As with all motivational talks, the value of the PEG Gauteng Winter Warmer lay in the fact that one was actually present. The experience itself could never really be conveyed to someone else. But luckily for us, Nicholas did spend some time sharing his nine affirmations, and members were invited to ponder them and consider their suitability for themselves:

1. The squeaky wheel gets the grease.
2. There is no such thing as failure; only opportunities to review what you’ve done. (Looking backwards is failure, according to Nicholas.)



Nicholas Jakari, speaker at the PEG Winter Warmer annual event, with Jenny de Wet

3. When you see Buddha on the road, kill him! (This means that you should reject established authority.)
4. Love Google.
5. Control or reserve judgement.
6. Do the best thing possible at all times, according to circumstances and context.
7. Stick to your word.
8. Take nothing personally. (This is an old Zen idea, which underpins the notion of the nothingness of reality.)
9. Do the most productive thing possible at all times, including sleep.

If you keep your higher vision in constant repair and maintain your personal picture, you will succeed.

It’s hard to ignore the advice of someone who has had to overcome difficult odds, and Nicholas is just such a person. When Nicholas was the victim of a shooting accident, doctors told him that he would never walk again. Within a year he had proved them wrong. So the Winter Warmer that took place on 11 May had an important message for anyone struggling with issues of self-confidence, working in isolated circumstances, fighting personal battles or trying to get recognition: if you keep your higher vision in constant repair and maintain your personal picture, you will succeed. ♡