

# Wellness

A close-up portrait of Zoleka Mandela, a woman with a shaved head, looking directly at the camera with a slight smile. Her hand is resting under her chin. She is wearing a dark, possibly black, top. The background is dark and out of focus.

Leaders in

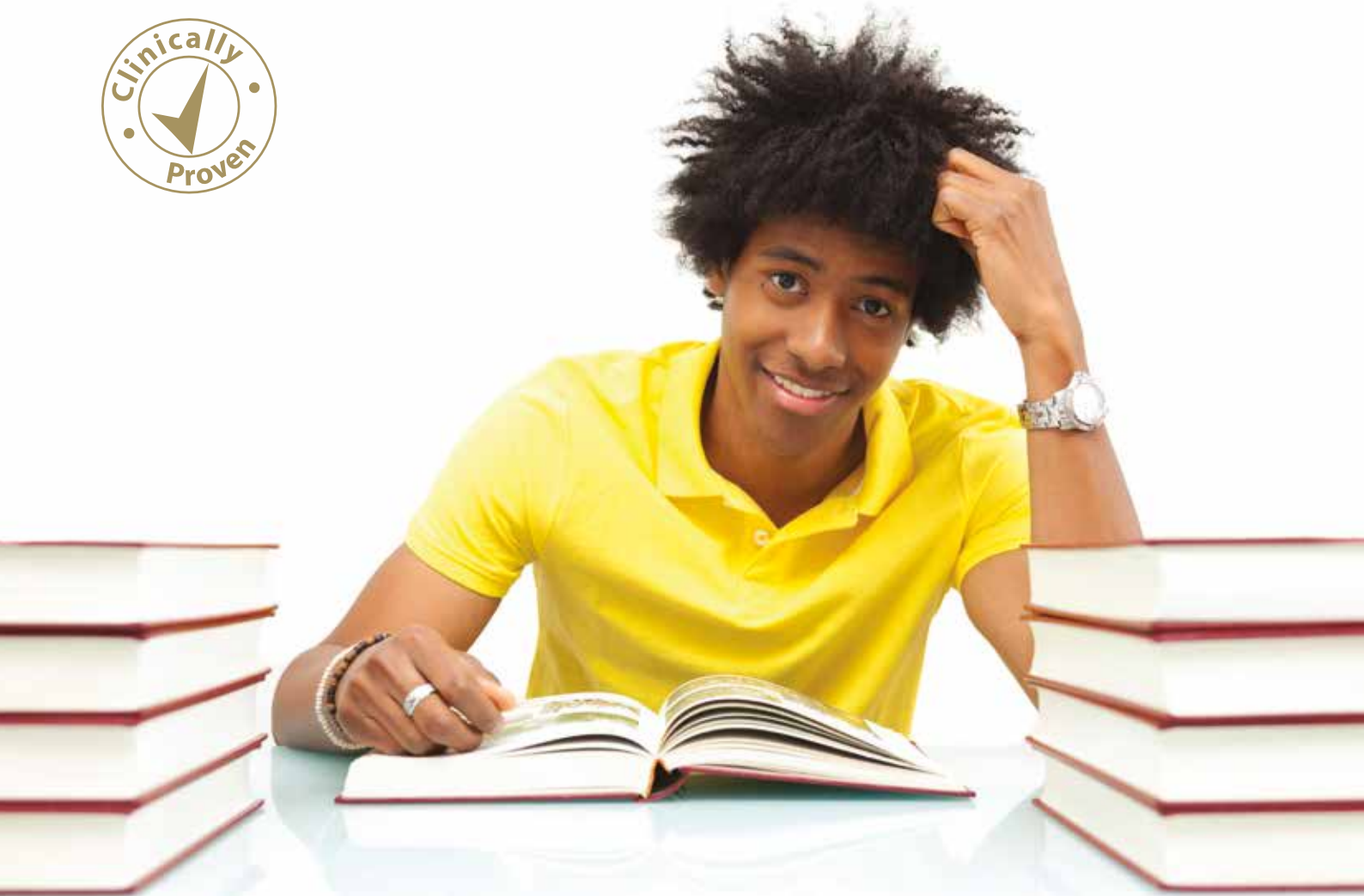
The Business of Health

Issue 9 • March 2014

**Hope  
through  
tribulation**

Zoleka Mandela joins the  
global fight against cancer

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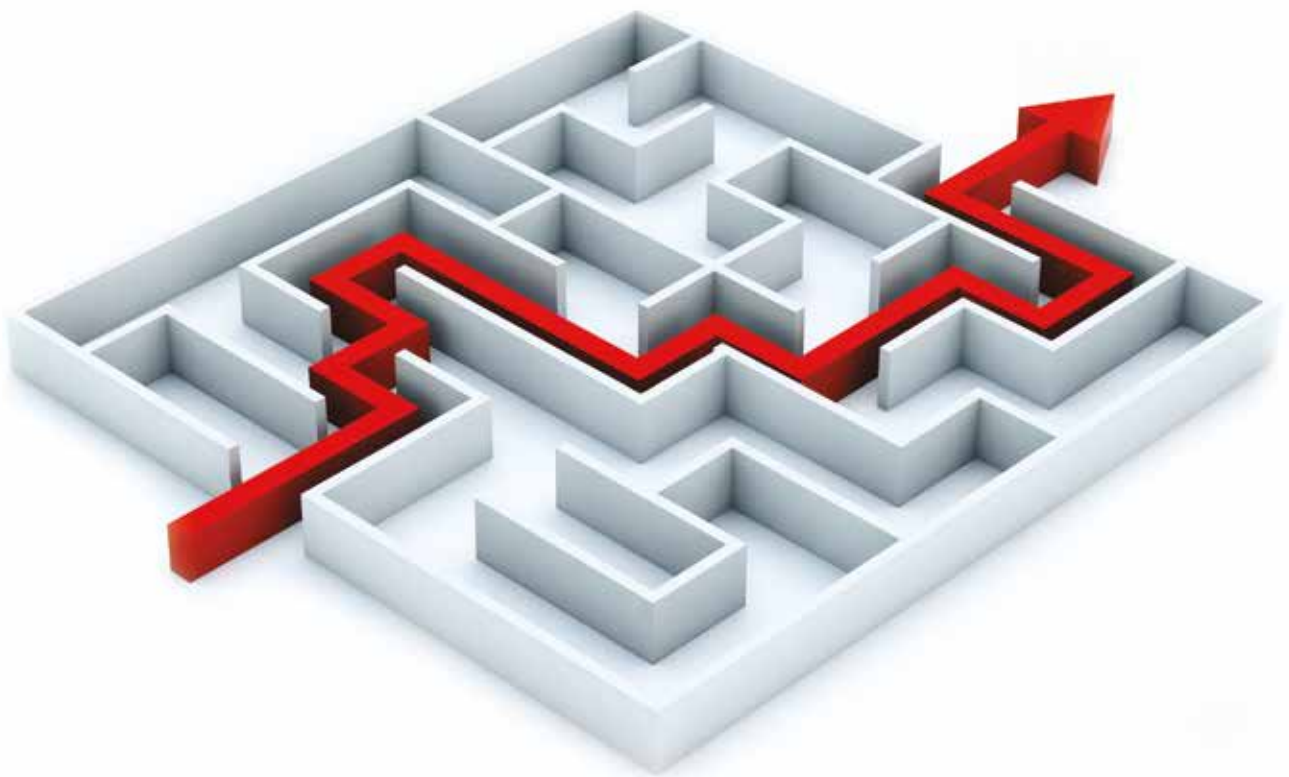
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## Contents

Issue 09 • March 2014

- 6 FOREWORD  
There is hope
- 8 EDITOR'S NOTE  
A new year and higher expectations
- 10 HEALTH FOCUS  
South Africa's battle with cancer
- 18 EMPLOYEE WELLNESS  
Assisting those with diabetes
- 26 FINANCE  
Breaking through the vices of debt
- 30 CORPORATE WELLNESS  
The golden years of retirement
- 34 PRODUCTIVITY  
Arthritis in the workplace
- 40 CORPORATE ACTIVITY  
Ride the Argus to raise funds for charity
- 44 HUMAN RESOURCES  
Managing disgruntled employees
- 48 CORPORATE INVESTMENT  
Give back and create sustainable futures
- 54 FITNESS  
Lisa Raleigh: Health and fitness in cooler weather
- 62 TRAVEL  
The life of a business traveller

18



34



44



48







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# Wellness

Leaders in

## The Business of Health

www.leadersinwellness.co.za

Issue 09 • March 2014

## Foreword

There is hope...

Oxygen is so vital to good health that hospitals have installed it on life support systems. Without oxygen you can only live a few minutes.

Fact is, when oxygen levels in the blood drop, illness rises. The two-time Nobel Prize-winning doctor, Otto Warburg, shocked the world when he revealed that most disease is caused by insufficient levels of oxygen in the body. The primary cause of all disease is linked in one way or another to oxygen deficiency - and when the human body is supplied with abundant amounts of oxygen, all cancer cells, harmful bacteria, toxins, viruses, pathogens and disease microorganisms are killed - because they cannot survive with high oxygen levels.

Add to this the best immune boosting components, and you have one of the most important things you can do for overall health. Most of the diseases which have signs of aging and decay have a strong inflammatory component. Arthritis, cancer, heart disease, arteriosclerosis, diabetes and alzheimer's disease are all in essence, inflammatory diseases.

Inflammation that goes on in all tissues and organs greatly accelerates change and decay and puts a huge burden on our health system. Your body needs to be slightly alkaline for it to work at its optimal condition. So it makes sense that if you extinguish inflammation at its source, not only will you keep your joints flexible and ache-free - your overall health can improve too. Stories are everything: suffering, triumph and surviving.

Stubborn wounds that would not heal gets complete healing, alzheimer victims getting their speech impairment corrected. Cancer patients in late stage cancer, gets relieve from pain and don't have to use morphine while those with sleep disorders also benefits from more oxygen. This is what quality of life is all about.

If there is only one message that we could send out into this world, it would be "There is Hope! Do NOT give up..."



*Venetia Kruger*  
*Owner: Oxygen Therapy*



# QuatroFlora

## KEEPS THE COLON HEALTHY



### ALL PROBIOTICS ARE NOT THE SAME

Gastro-intestinal problems affect all of us at some time or another. Diarrhoea, constipation, bloating and the like are often caused by over-indulgence or eating something that doesn't agree with us, and quickly clear up of their own accord.

Distressing and unpleasant conditions such as these can, however, become chronic – and that can be caused by a bacterial imbalance in the intestines.

Some groups of bacteria can cause acute or chronic illness, but another group of bacteria offers protective and nutritive properties. Imbalances between the two can lead to a number of unpleasant conditions such as diarrhoea, constipation, bloating, IBS, allergies, poor digestion and poor nutrient absorption. In laboratory investigations, some strains of LAB (Lactobacillus bulgaricus) have demonstrated anti-mutagenic effects thought to be due to their ability to bind heterocyclic amines, which are carcinogenic substances formed in burnt red meat.

The two most important groups of friendly intestinal flora, or probiotics, are **Lactobacilli** – found mainly in the small intestine, and **Bifidobacteria** – found mainly in the colon.

Probiotics are live micro-organisms that, when consumed in adequate amounts, have strong health benefits.

❖ Beneficial bacteria in the gut are known to:

- Prevent and stop diarrhoea or constipation
- Aid digestion and break down toxins
- Produce vitamins B<sub>12</sub> and K
- Stimulate the immune system

Just as humans are not the same, all probiotics are not the same. Insist on QuatroFlora®, with clinical documentation available on the health benefits of the strains it contains.



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## Editor's Note

### New year and higher expectations

Each year runs pretty much along the same lines as the one before. In December we create New Year resolutions and vow to stick to them, no matter what. January sees us valiantly flinging ourselves back to the grindstone as we hit the ground running - promising all the while that this year, we will do more to apply ourselves.

Come June and we have already lost track of at least three resolutions and have had to make tough decisions in order to maintain 'somewhat healthy' work-life balance while fighting off winter ailments.

By December we reflect on the year that was and some of us have no choice but to hang our heads in shame as we 'could have done more' to succeed at work, save money and make time for our loved ones. It is 2014 and we are back to square one. Perhaps this time around we should adjust our expectations, create realistic goals and do our best to honour ourselves. Our best is after all, the best we can do. No man or woman has ever come to the end of their life wishing they had sacrificed more and done more than they were capable of. Yet, in today's society, we force not only ourselves but our children to succeed beyond normal capabilities.

HR officers are familiar with the painstaking job of dealing with employees who are struggling to pay the bills, stressed with an unbalanced work-life schedule, and those so often bullied by their peers. Managing employee concerns and conflict is no easy task and you are forgiven if you end your day seeking solitude or some form of indulgence. In this edition we provide you with the tools to assist your employees to spend within a budget, maintain a good health and deal with conflict resolution. Not only a vital tool for you as captain of the ship but also one that should improve the morale of your employees.

As there is no 'one' in team - we look forward to assisting you on your journey ahead. May 2014 not only boost your productivity and brand but provide you with a stronger and healthier workforce.



Nadia Gamielien  
[nadiag@capemedia.co.za](mailto:nadiag@capemedia.co.za)

*Nadia*

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*Sue Janse van Rensburg, CANSA CEO with Zoleka Mandela - both cancer survivors.*

# Conquering *Cancer*

**Cancer can be beaten - and South Africans continue to put up a valiant fight**

**C**ancer has proven to be a formidable opponent against leading medical practitioners, quality medication and previously effective treatment.

In a bid to address this growing concern, experts came together at a World Cancer Leaders' Summit to discuss how to 'close the cancer divide by 2025'. The event was organised by the Union for International Cancer Control (UICC) and hosted by the Cancer Association of South Africa (CANSA).

Chris Wild, the Director of the UN Agency IARC (International Agency for Research on Cancer), revealed that there were 14.1 million new cancer cases, 8.2 million deaths and 32.5 million people still living with cancer within five years from diagnosis in 2012.

He noted that one in three cancers diagnosed in sub-Saharan Africa is infection related and one in four women's cancers diagnosed is breast cancer.

Dr Aaron Motsoaledi, Minister of Health, noted: "According to the health building blocks systems of the World Health Organization (WHO), leadership is recognised as one of the six key areas for building effective health care.

"In South Africa, reported deaths by the official statistics body reveal that around only 7% of deaths are a result of cancer, but we know that in reality the problem is much greater." He noted that breast and cervical cancer, followed by lung cancer and cancer of the oesophagus are the most reported.

"In order to improve our data, we recently introduced regulations for the compulsory reporting and collection of all cancer cases.

We are hopeful that over the next few years this regulation will give us the information we need for proper cancer control. For women's cancers, which account for a significant number of preventable deaths each year in sub-Saharan Africa, there are immediate

steps which countries can take to reduce this unnecessary loss of life."

Dr Motsoaledi declared his intention to address cervical cancer in South Africa by introducing the Human Pappiloma Virus (HPV) vaccination as HPV causes the majority of cervical cancers worldwide.

"In Africa, vaccinating against the HPV virus is as important as any other preventive

## Issues around cancer in South Africa

Early detection

Cost of treatment

Access to treatment

Cervical cancer, Breast cancer and other cancers affecting women





*Zoleka Mandela, speaking at the World Cancer Leaders' Summit*

measure for cervical cancer. I am very happy to share that all girls in grade four in South African public schools will be vaccinated against HPV, which will continue with each grade four class that follows thereafter.

"This commitment is by no means inexpensive from either a human or financial resource perspective, but where there is a will there is a way," Dr Motsoaledi motivated.

Professor Mary Gospodarowicz, President of the Union for International Cancer Control (UICC), emphasised the opportunity that exists to save lives. "It is important to include cancer control in the world health and development agendas. It is everyone's responsibility to take action to address the cancer divide. We need more energy and international coordination to create greater momentum in low and middle income countries helping countries like South Africa to address their cancer burden."

#### **Key speaker, cancer survivor and activist Zoleka Mandela**

In June 2010, during the memorable Soccer World Cup, the entire South African nation was in shock when Zoleka Mandela, granddaughter of global icon Nelson Mandela, lost her 13-year-old daughter, Zenani, in a car crash.

This came at a time when she was putting the pieces of her life back together after having been consumed by drugs and alcohol for years.

Not long afterwards, Zoleka fell pregnant, but tiny Zenawe was born three months early, weighing just 836 grams. He passed away two days after his birth, almost a year to the day after his big sister was killed.

Still reeling from this inconceivable loss, Zoleka was diagnosed with cancer, which led to a double mastectomy a few months after Zenawe's death. Her book *When hope whispers* tells Zoleka's story of healing and triumph.

Zoleka's story demonstrates that tragedy does not discriminate, and serves as testimony to the strength of the human spirit in fighting against life's challenges. Zoleka is a living example of success in spite of overwhelming challenges; she is cancer free and has enjoyed sobriety for three years. She now gracefully demonstrates that it is possible to walk down a new path – as she continues on her journey as proud mother, cancer survivor, and road safety activist.



**CANSA continues to fight**

For the past 10 years people from all walks of life have been getting involved in showing solidarity and support for cancer survivors by shaving, spraying or donating their ponytails for the annual CANSA Shavathon.

To donate a ponytail, hair must be at least 22cm in length, and must be clean and dry.

With the 'spray' option at CANSA Shavathon's across the country, people will have the option to have cool designs sprayed onto their hair. The spray used is made from

The main focus of CANSA's Care Centres and Care Clinics is to provide comprehensive care to cancer survivors, caregivers and their loved ones across the country including individual counselling and support groups, specialist care of wounds and complications as well as the provision of medical equipment.

All the care programmes are structured to provide much-needed, practical solutions to common problems people face when diagnosed. Care Homes accommodate patients from out-of-town who are undergoing treatment and provide free transportation to and from the treatment centres as well as nutritious meals.

CANSA also provides wigs, medical supplies and devices to ensure that patients have what they need to physically cope better with their diagnosis.

Tough Living with Cancer (TLC) Lodges provide accommodation for the parents and guardians of children undergoing treatment as well as meals and support.

"The money raised from the Shavathon goes towards running all of these facilities," says Janse van Rensburg. Funds raised help to provide a unique integrated service to the public and all people affected by cancer.

As a leading role-player in cancer research (more than R6 million spent annually), the scientific findings and knowledge gained from CANSA's research is used to realign their health programmes as well as strengthen their watchdog role for the benefit

## There are 14.1 million new cancer cases, 8.2 million deaths and 32.5 million people still living with cancer

Each year, men, women, children, cancer survivors and people whose lives have been touched by cancer, rally the troops and take part in CANSA Shavathon – each with their own reason for getting involved.

Now in its 11th year, this year's CANSA Shavathon is the biggest yet, and corporates, schools and organisations had the opportunity to host their own Shavathons between 24-28 February.

CANSA Shavathon events will happen at shopping centres across the country on Saturday 1 March 2014, where the cost to shave, spray or donate a ponytail is R50 for adults, and R25 for children under 12 years old.

### Why shave or spray as a means of support for the CANSA Shavathon?

When undergoing cancer therapy, a common side effect is hair loss. By shaving or spraying hair, it's almost a sign of solidarity - showing support and visual empathy for a cancer survivor.

In addition to the options of shaving or spraying their hair, people have the opportunity to purchase a CANSA Wrap for their hair (at a cost of R50 per wrap) and to donate their ponytail at CANSA Shavathon's across the country.

Ponytail donations received by CANSA are handmade into wigs for cancer patients who have lost their hair as a result of their cancer treatment. Great pride is taken in making the wigs, to ensure the wig is as close to a natural look as possible. Wigs are available at all CANSA Care Centres and provided at no cost to the public.

vegetable dye and is safe to use. It lasts only a day and washes out easily. The more people that get involved with the Shavathon at a workplace or shopping centre near them, the more money will be raised for the cause.

### What is 'the cause' and where exactly do the funds raised go to?

"All money raised at the Shavathon's around the country go towards funding the care and support programmes that CANSA offers, mainly rendered at our Care Centres.

"People don't realise just how valuable a contribution their donation at each Shavathon is – it mainly helps to support cancer patients who need it the most" says CANSA's CEO, Sue Janse van Rensburg.

### Current global cancer landscape

- An increasing number of people globally are being affected by cancer
- Cancer is an increasing burden socially and economically
- Approximately 70% of cancer deaths occur in low- and middle-income countries
- According to WHO, approx. 30% of cancers could be prevented
- Cancer is a leading cause of death worldwide, accounting for 7.6 million deaths (around 13% of all deaths) in 2008
- Lung, stomach, liver, colon and breast cancer cause the most cancer deaths each year
- Deaths from cancer worldwide are projected to continue rising, with an estimated 13.1 million deaths in 2030

of the public. CANSA's wide-reaching health programme includes: prevention and health awareness education campaigns; Care Centres that offer stoma and lymphoedema clinics; medical equipment hire; toll-free line and support to children and their families affected by cancer.

seeking early detection and treatment, as well as declining vaccination.”

Cancer knows no prejudice and affects people of any age, race, creed, gender and economic status – the most powerful weapon when faced with the disease, is education and knowledge.

## One in three cancers diagnosed in sub-Saharan Africa is infection related and one in four women's cancers diagnosed is breast cancer.

### The truth sets you free

Tuesday 4 February 2014 marked World Cancer Day. Sue Janse van Rensburg, CANSA's CEO says “Each year, 14 million people learn they have cancer and in SA – one in four people are affected by cancer.

“This is something we should all talk about to help challenge negative beliefs, attitudes and behaviours that perpetuate myths, cause fear and stigma, preventing people from

### What can I do about cancer?

Cancer can be prevented and treated more effectively if diagnosed early and it is vital to be aware of risk factors and ways to reduce the cancer risk. It all starts with making smart lifestyle choices.

Lead a balanced lifestyle whether at work or at home – protect and promote health. Eat a healthy diet – healthy choices will help reduce the cancer risk.

Eat plenty of vegetables and fresh fruit in season; limit fat intake; avoid or limit alcohol; cut down on salt; reduce sugar intake and include sources of omega-3 in your diet. Maintain a healthy weight and be active to assist in lowering the risk for various types of cancer.

Protect your skin – skin cancer is most commonly caused by the harmful UV rays of the sun. Make smart choices – the CANSA Seal of Recognition encourages everyone to read product labels and make informed choices.

Do not use tobacco products – a common myth is that smoking hubbly bubbly (water pipes) is less harmful than smoking cigarettes – the truth is that it is more harmful.

Get vaccinated against cancer causing viruses, namely Hepatitis B which causes mainly primary cancer of the liver, as well as the Human Papilloma virus which causes mainly cervical cancer.

The incidence of infectious cancers (mainly caused by different viruses, is as high as 20% in Africa.) Get regular medical care and do self-examinations to increase your chances of discovering cancer early, when treatment is most likely to be successful.

*Candice Burgess and Lucy Balona*



# Early detection *saves lives*

## Employee health and wellbeing has become a major contender in corporate affairs

In association with Pink Drive, a relatively new company, has touched the lives of thousands through its corporate responsibility programs and offered more than 250 of its employees the opportunity to attend breast and prostate cancer awareness sessions.

The initiatives included educational sessions on early detection of these diseases and some employees were referred for further testing to ensure they received the appropriate treatment.

They felt very strongly about investing in the futures of community members, and it is only by educating and empowering them to fight these dreaded diseases that they are able to create a healthier future for all.

“Early detection is key to survival in the majority of cases and by offering this option to our employees, we have highlighted the importance of employee health and wellbeing. It is very important to care for our people in the same way that we care for the communities along the routes which we manage as many of them are from these communities,” said Charmaine van Wyk, Marketing manager: Bakwena.

Following the initial success of an initiated community-focussed campaign in 2013, they decided to extend this initiative to include their employees, who work at both plazas and weighbridges along the N1 and N4 routes.

They had arranged for breast cancer education sessions and screenings at the Dinokana Health Centre and Lehurutshe Clinic in the North West Province during the week of 5 – 8 August 2013, where more than 700 women were educated and screened. During this same week the programme was rolled out to five high schools, namely Ramatu,

Ntebogang, NR Mandela, Ramotshere and Ngotwane. Through this outreach 2066 children and educators were educated on breast cancer prevention.

### Proudly Pink

The PinkDrive team attended the AORTIC 2013 Conference to discuss Cancer in Africa: Bridging Science and Humanity in November. Dr Ashwin Hurribunce, Cause Marketing Fundraisers’ Board Chairperson, presented a paper on behalf of PinkDrive.

PinkDrive showcased its innovative Mobile Breast Check Units and how business practices have been successfully incorporated into the processes of a Public Benefit Organisation.

“Business principles and practices have a place in health campaigns powered by Non-Profit Companies. It was our aim to share our business competences and experiences with

other health organisations from around the world. Through the amalgamation of business and non-profit methods, ethics and designs; PinkDrive has grown exponentially and is continuing to grow.

“It is important to be a part of the international health community and share knowledge to improve future operations, and this is why Cause Marketing Fundraisers – through PinkDrive – decided to take part in this most prestigious conference,” says Dr Hurribunce.

Each year the amount of companies who partner with the PinkDrive grow exponentially. An association with Pink Drive equips their employees and community members with the needed tools to take their health into their own hands.

*Nadia Gamiel dien*





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**Quality and Patients First.**

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**Enriching lives globally, with quality  
and affordable pharmaceuticals.**



# Beating

Diabetes might be a tedious and painful disease  
but it can be prevented and treated





# diabetes

If you have been diagnosed with diabetes, fear not as it is treatable with medication, adjustments to your diet and an effective exercise programme. These lifestyle changes can dramatically reduce the risk of serious complications such as heart disease and stroke, cholesterol, high blood pressure, blindness, kidney disease, nervous system disease, gum disease, and limb amputations.

When drugs can not regulate sugar levels, the final treatment line is insulin. Diabetes is a very serious disorder that needs to be treated effectively; failure to properly manage your diabetes is a choice you can not afford to make.

Everyone aged 45 and older should be tested for diabetes, and if the results are normal, re-tested every two years. Type 1 diabetes is most common in children and young adults, classified as an autoimmune disease. Although type 2 diabetes usually develops in middle age, an increasing number of young people now fall in this category, even children as young as six years.

#### **What is diabetes?**

Diabetes is a condition that occurs when your body is unable to properly process the glucose it gets from food. Glucose is a simple sugar that provides the necessary energy for cells to carry out their basic tasks. When this fuel can not get into cells, which is what happens in diabetes, the cells do not function as they should. Instead the glucose stays in the bloodstream, which upsets the super-sensitive biochemical balances.

This inhibits the normal functioning of the body, setting in motion a chain-reaction of health problems. Why can't your body use glucose as it should? It has to do with Insulin, a hormone produced by the pancreas.

Diabetes is a serious and complex condition, yet millions of people have this disease and do not know it. Many people know of elderly relatives who died or suffered complications, but avoid getting tested because they are fearful. A visit to your doctor or Health Clinic for a simple blood test is critical.

If a casual plasma glucose equal to 200 mg/dl or above is detected, you may be diabetic; testing should be repeated on a different day to confirm the diagnosis. The confirming test used should be fasting plasma glucose or an oral glucose tolerance test.

## Causes and symptoms

Modern society suffers from a 'sitting habit'. Many people sit in front of a computer most

of the day and then vegetate in front of the television at night. Inactivity is an unnatural state for humans.

So what happens to our brain and body when we linger over a big meal and then spend hours at our computer or on the sofa?

Ironically, we generally end up feeling tired and store calories from meals as body fat because of not heeding the body's innate need for movement. Of course we can not blame our sedentary habits on work and TV alone.

The typical South African lifestyle seems to encourage inertia. We prefer to drive to short-distance destinations instead of walking, sitting instead of standing, desk jobs instead of physical labour and ride up the escalator instead of taking the stairs.

Humans need to move to maintain a healthy life. When we activate our energy with physical movement throughout the day, we sustain a consistently high metabolism. This produces a wide range of benefits including

peak energy, enhanced ability to deal with pressure, increased confidence, sustained stamina all day long and restful sleep at night.

However, the risk of diabetes soars as the pounds pile on, although even people who are supposedly healthy can also develop the condition. It appears women have to put on more weight than men to develop diabetes. Many South African's sport the classic big waist, pot belly shape.

If diabetics eat too much, the sugar in their blood will rise too high (hyperglycaemia); if they eat too little, the sugar in their blood will drop too low (hypoglycaemia).

Signs of hyperglycaemia include frequent urination, excessive thirst, increased fatigue, nausea, irritability, and blurry vision. Signs of hypoglycaemia include trembling, fast heartbeat, stumbling movements, headache, extreme hunger, dizziness and tiredness.

Get your blood glucose levels tested if you have a parent or sibling with diabetes; if you







are overweight; if you are African (high-risk ethnic population); if you have had a baby weighing over nine pounds; if your HDL cholesterol levels are 35 mg/dl or less, and if your triglyceride level is 250 mg/dl or above; and if you have high blood pressure.

#### Workplace support

Companies can help improve the quality of life of employees by adopting a comprehensive approach to promoting health and wellness.

Allow flexi-time for exercise – physical exercise and healthy eating are important elements of diabetes management. Companies can help prevent employees from becoming sedentary by installing treadmills. Alternatively, they can encourage employees to take the stairs rather than the elevator.

A core business goal to boost productivity is to create a dedicated Wellness Area,

equipped with exercise bikes and relevant gym products. By setting up specific areas dedicated to different types of exercise (table tennis, yoga, weights) the company will help employees improve their cardiovascular strength, burn calories and develop more

bars, protein bars, trail mix, yoghurt, nuts, popcorn, juices, fresh fruit and premium waters. Provide on-site kitchen facilities and eating areas to hold 'walk and talk' meetings.

Employers should schedule appointments with a general health practitioner to have

## Improve the quality of life for your employees by adopting a comprehensive approach to health promotion

flexible joints, as well as improve their mental well-being. Employers should provide fresh fruit at meetings or install vending machines with healthy options like granola

their personnel checked on a regular basis for diabetes, high blood pressure, and cholesterol; and provide sustainable advice by a Diabetes Nurse on self-management.



## Diet

It is very important for diabetics to maintain a strict diet. Avoid putting on abdominal fat. If you have already packed on extra weight around your middle you need to change your diet and set an exercise routine. Avoid confectionary and other simple sugars.

Reject sweets, ice cream, cake and pastries. Commit to eating three portion-controlled healthy meals a day, plus three small healthy snacks. Perfect snacks are fresh fruit with low-fat yoghurt, Rye-vita with low-fat cottage

cheese, wholegrain Pro-vita with no-added-sugar peanut butter, or non-fat popcorn.

Half fill your plate with non-starchy fresh vegetables (leafy greens like spinach, pak choi, broccoli, and asparagus) at every meal. Eat omega-3 fortified foods, such as pilchards, fresh tuna, and sardines.

Abstain from white bread, white sugar, white rice, potatoes, pasta, cola's, glucose drinks, fruit juices, alcoholic beverages, coffee, fried food, high sodium processed meats, pre-made microwave meals, bacon, smoked fish, fast-food, casserole sauces, and tinned soups.

Diabetics need protein (red meat, chicken, and fish) to sustain energy levels, but in moderation. For more information about what to eat and a diet plan, consult a dietitian at the hospital.

## Exercise

Consult your doctor before embarking on an exercise routine. Regular exercise is essential for controlling blood sugar levels. Exercise, when accompanied with a well-balanced diet, can help reduce body fat (especially abdominal fat). The most effective exercise for diabetics is aerobic or cardiovascular exercise, such as brisk walking (invest in a pedometer to count at least 10-thousand steps on daily walks), cycling, water aerobics, dancing,

tennis, swimming or Tai Chi (Chinese martial art that combines diaphragmatic breathing and relaxation with soft, gentle movements).

Nearly all people who have diabetes should include upper-body strength training with light weights and high repetitions.

Always wear good-fitting shoes or trainers with cotton socks for outdoor exercise; avoid activities that cause blisters.

It is recommended that diabetics exercise three to five times a week and burn a total of about 1 000 calories (4184 kilojoules); start slow and gradually increase your activity level (begin with 10-15 minutes of exercise and work up to 30 minutes per session).

Carry medical identification and try to exercise with someone who is informed that you are diabetic.

Drink plenty of water to keep hydrated. Employees in stationary jobs should set a timer to ring every 30 minutes to signal they must get up and move around.

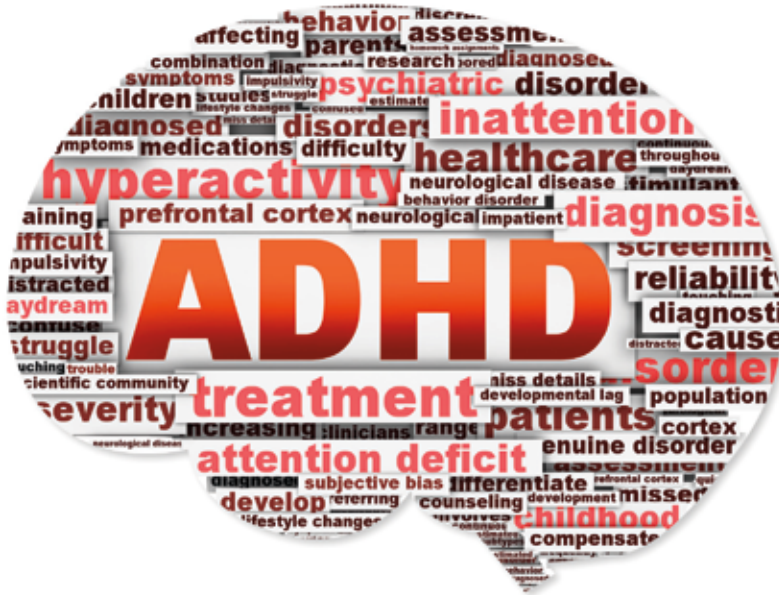
## Living with Diabetes

Over 1.5 million people in South are living with diabetes, which is fast becoming a major public health concern. Visit your doctor for a check-up at least every six months, or more often if you have concerns or your medications need monitoring.

Get an HbA1c blood test every three months. See your podiatrist twice a year; be careful not to injure your feet or cut your toe nails incorrectly. See your optometrist for a thorough eye examination once a year. Visit your dentist every six months. Talk to your doctor about diabetic home-care management.

*Theresa Smith*





**Zenith**  
STRATEGIC BUSINESS UNIT – PHARMA

## ADHD is one among the major factors for learning disabilities...

80% of children with Attention Deficit Hyperactivity Disorder (ADHD) experience academic underachievement and approximately one-third of children with ADHD have specific learning disabilities.

—Penny Corkum et al., *Journal of Applied Research on Learning* 2010; 3 (9): 1–14.

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# Mentat

(SYRUP, TABLET)

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- In attention deficit hyperactivity disorder
  - Improves attention span
  - Reduces hyperactivity
- In memory and learning disorders
  - Improves short- and long-term memory
  - Prevents cognitive deficits
- In enuresis
  - Has beneficial antidepressant action
  - Helps establish early bladder control

### Indications

- Attention Deficit Hyperactivity Disorder (ADHD)
- Memory and learning disorders
- Enuresis

### Dosage

#### Syrup:

1 teaspoonful twice daily.

#### Tablet:

1 tablet twice daily. Dosage may be modulated in severe and chronic conditions.



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**R<sub>x</sub> Mentat** – Channelizes mental energy

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## DO YOU HAVE:

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- Weight Loss?
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- Lack of recovery from illness?
- A constant cough?
- Diarrhoea?

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# Impi Immune Drops

## Your immune boosters for a healthier life

**L**et's approach the immune system in the human body from a different perspective. Medical research has been focusing on designing drugs to destroy the virus.

This has resulted in resistance to many anti-viral drugs. This has necessitated clinicians to combine various drugs to avoid resistance to occur.

This becomes more expensive and the potential of side effects is also increased.

Medical research has been focusing mainly at destroying the infective agent.

What about taking the focus of the virus and approaching the problem from a holistic angle?

That is exactly what a homeopathic practitioner had in mind when a patient consulted her about his immune status and how to overcome this apparent death sentence 12 years ago.

Typically as homeopathic practitioners are trained to do, was to take the total picture of the person into consideration and not just the physical dimension.

We tend to neglect the emotions, but science has shown that up to 80% of physical diseases can be ascribed to emotional causes in our lives.

Constant harbouring of any deadly emotions will lead to chronic increased activity of the adrenal glands that eventually cause the immune system to become compromised.

Some of the emotions that have come to the forefront are; lack of love, fear, abandonment, guilt, anger, self hatred, unworthiness and worries about everyday life problems.

Most of us have never been taught how to cope or to deal with these emotions.

Impi Immune Drops are the fruits after many years of research, trying and testing to be the unique homeopathic formula to address most of the aspects of immune compromised people.

In a nutshell Impi Immune Drops is formulated to treat the physical symptoms that are displayed in typical immune compromised people; such as repeated opportunistic bacterial, fungal, parasitic and other viral infections.

Functional disorders such as chronic, intermittent diarrhoea that results in loss of fluids and essential nutrients.

The blood cells are not produced, that can lead to anaemia. An increased environmental sensitivity is experienced to many foods and many other allergens.

Mentally, Impi Immune Drops addresses most of the afore mentioned emotions in an unique way to neutralise the negative impact on the physical body, this has the amazing result in reversing the destructive nature of the compromised immune system on the affected individual.

Impi Immune Drops has been designed in South Africa by a dedicated homeopathic practitioner over the last 12 years.

This product has changed many people's lives from all walks of life, colour or creed.

It has been safely used in children, the aged, pregnant and breast feeding mothers.

It is also safe when used with other medications, without any adverse side effects.

Impi Immune Drops has had the regular pathological laboratory result with drastic improvements in CD4 levels and zero viral load readings.

Impi Immune Drops has brought many bedridden people back on to the street, to

become proud and economically active breadwinners for their families.

It has given them back their dignity as human beings.

We believe that Impi Immune Drops deserves to be heard, and that it can have a far greater health impact on our current immune compromised population locally and elsewhere.

Take charge of your life and insist on Impi Immune Drops. A stronger immune system for a healthier life.

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# Why some struggle to make their budgets work and how to fix the problem

**Y**ou do not have to be a finance whiz to know that budgeting is an important tool for managing money. Nor do you have to be a doctor or a fitness coach to know that smoking and being a couch potato is bad for you.

Most of us have had a bash at budgeting and more often than not, after a few false starts the activity is relegated to the 'next year' file.

The fact that we mostly ignore tried and tested advice, is not just a personality quirk or a lack of motivation. Researchers have discovered that humans have a deep seated condition called 'loss aversion'.

It means that people fear loss more than they like equivalent gains. Loss aversion helps to explain a lot of things; for example, why we do not save enough, delay diets and run out of steam on fitness routines.

Behavioural scientists have been interested in this human trait for many years. In the USA researchers conducted an experiment to get teachers to improve the grades of their pupils. Initially the teachers were told that they would be financially rewarded for improvements.

However, this incentive failed to have any impact on the scores. They then gave the teachers the payment upfront and were told that the money would have to be returned if grades did not improve. This resulted in a significant improvement in student scores.

In other words, they feared the loss of the money they already had more than they were motivated by the prospect of receiving the money in the future.

If we apply this reasoning to the act of budgeting it makes sense. Traditionally, a budget focuses our minds on trimming and skimping to make gains in the future.

While the lack of funds each month prompts us to look for solutions, we know that this process is going to be painful because we have to compromise part of our lifestyle. So we are already on the back foot. On the

You will find it is the latter. In addition, we have to create a situation where we are constantly reminded of the benefits.

The trick is to reframe the purpose of budgeting to focus on what we will gain rather than lose. The next question that needs to be asked is: "Am I losing more by not doing what I should be doing?" The answer will be a resounding 'yes' when applied to the

**A 'budget' implies limitations, so call it a 'spending plan' or a 'financial goal worksheet' instead**

other hand, going about business as usual and sweeping the problem under the rug allows us to continue to reap the gratification we seek, even if it will harm our long-term financial wellness.

The promise of a gain in the future does not outweigh making sacrifices in the present to achieve them. This fear of losing out is what drives a lot of our behaviour.

Armed with this knowledge, we need to shift our perception of a budget from negative territory to something aspirational and ask ourselves if the small sacrifices we will have to make to get our finances on track constitute a genuine hardship or just a minor adjustment to our behaviour.

discipline of budgeting and living within your means. Estelle Scholtz-Mare, Head of Marketing Financial Wellness at Momentum says: "In order create and execute successful budgets you have to regularly assess your intentions and motivations. Our wants and needs change and so do our goals."

She says that a budget should consist of four elements: to manage your money, eliminate debt, grow your wealth and improve your overall financial wellness.

## **So how do you make a budget work?**

The first rule, contrary to common belief, is to keep it flexible. When you first start a budget it is often an exercise in fiction, in

other words impossible to stick to. Making it flexible allows for errors and fine-tuning and it eliminates the feeling of failure if you do not always get it spot on.

Make a list of fixed expenses like your rent or bond payments, medical aid, insurance, internet and car payments. List regular and fluctuating expenses that you can not eliminate (like electricity, basic groceries, cell phone bills, retail, credit card debt and petrol).

To manage these fluctuating costs add 15% to allow for your usage levels and inflation. Then add luxury expenses like entertainment, restaurants, gifts and clothing. This is the part of your budget that will catch you off guard. While it is the easiest place to start when trying to save money, it is also the area that gives us the most pleasure and therefore it is the most susceptible to falling in the 'loss aversion' arena.

Estelle says, "You need to drill down and really focus on this area. A great way to manage your 'luxury spend' and in fact your entire budget, is to use an online tool. If you log onto *momentum.co.za* and click on 'financial wellness' you will see a tool called 'MyFinTrack'. This not only allows you to fill in all of your expenses and income but it will categorise everything for you."

Estelle continues to say that the "effectiveness of a good budgeting tool lies in the fact that the inefficiencies in your budget are irrefutable" – you cannot change the numbers, they are what they are.

With a traditional budget you might acknowledge that you have some overspending issues and you could then decide to change the situation, but it is very difficult to keep track of every single purchase that you make. The MyFinTrack tool does all of this hard work for you and gives you a list of exactly how much is being spent on what.

In order to change your behaviour and change the way you think about the 'loss' is to make a plan for the money you save and make the gain tangible and worth the sacrifice. So let's say you and your partner spend R120 twice a week on burgers, this equals R960, per month. If you cut that by half you

can save R480 per month. What can R480 per month do? It can pay off your short-term debt (clothing accounts, credit cards, etc.), it can kick off a savings plan, it can pay for your children's back to school expenses, or it can contribute R5 760 to a family holiday at the end of the year.

Do not forget to review your budget monthly because knowing where your money went and spending it more wisely have equal importance. Some tweaking will be needed to keep up with rising costs, and other changes will reflect adjustments in your spending habits.

When you draw up the budget list, make a list of all the things you will gain on paper and make a few copies. Move the lists to different areas of the house each week to remind you. It is no good sticking it on the fridge or noticeboard because our filtering systems will eventually ignore them.

- Stick a small picture of a big ticket item on or in your wallet and be aware that all the little purchases you make take away from your goal.
- Do some 'mind fakes' add R50 to every regular bill you pay each month and before long you will have positive balances and will build in a margin for error.

Estelle explains, "the experts have recommended that we use budgets for decades, so much so that we have become jaded. They have focused on the process and the tools but not on the human traits that scupper our attempts".

Understanding why we fail at sticking to a budget helps us to create a way to stay on track. The more obstacles we remove the easier it is to achieve our goals.

Finally, do not call your budget a 'budget' because it implies limitations; call it a 'spending plan', a 'financial goal worksheet', a 'wealth strategy', or a 'get-rich-quick strategy' – anything that will inspire you to stick to a plan. Make it a game, have fun with it and watch your wealth and overall financial wellness grow.

*Iona Minton*





# Emerald Risk Transfer

**Brilliance,  
clarity,  
strength  
and depth**

**E**merald is currently the largest Corporate Property and affiliated Engineering Insurance Underwriter in South Africa, and underwrites business throughout the African Continent. Emerald writes business into the insurance licence of Santam, the largest non-life insurer in South Africa. Santam has a Standard & Poors A-rating.

*Wellness* spoke to Emerald's chief executive officer, Bernard Ray to find out more.

Emerald's promise to its customers is short and simple: Considering every facet of your business, we strive to give you solutions which not only have depth and clarity – but all the brilliance that our extensive experience and specialised knowledge can craft.

Ray says for him, "It's not just about the ability to write a particular risk. Our underwriting ethos explains an inclusive and holistic approach where the correct understanding and measurement of the risk is coupled with reinsurance, claims, accounting and reporting. We encourage our clients to share information with us and we use that to build better products".

Emerald was established in 1999 and is motivated and inspired by its name and prides itself on considering every facet of the businesses. There can be no doubt that strong leadership qualities are essential in order to manage a company of this nature.

Says Ray: "Although Emerald is only 15 years old it is an established company with strong shareholder support from Santam. I'd like to think that we only change when



*Emerald's chief executive officer, Bernard Ray*



# EMERALD

change is called for, but development is something that is constant.

Mostly, this comes in the form of developing our people and relationships. A good leader must have a good understanding of when change is required and a strong commitment to development. It's sometimes a slow process and you have to remain focused on the goal".

Asked what his own role entails, this dynamic CEO says every team needs a leader and he hopes he sets a good example and gives his colleagues a clear and simple strategy to follow.

Exceeding shareholders' expectations, he says, is key. Ray sees himself as a team player, but not afraid to make hard decisions when necessary.

### **Making his mark**

Ray took over the role of CEO in March 2013, and has already made his mark. "When the previous CEO, Gary Corke moved to Stalker Hutchison Admiral, we agreed that it was unlikely that my tenure as CEO would be better or worse, but we were sure that it would be different! All of what has been achieved at Emerald is due to a team effort and I hope that I give direction and structure to that effort," says Ray.

Asked about the main products and services offered by Emerald SA, Ray says the company only does corporate property insurance.

"Some of the differentiators are that we can offer bigger capacity with better security, and can provide not only assets cover, but also

engineering, accidental damage and riot and strike cover throughout Africa".

When it comes to Emerald's strategy to branch out into Africa and Asia, Ray says this is largely driven by a group strategy, with which Emerald is aligned. "Having said that, we have always been focused on geographical diversification and have been writing business in Africa and the Indian Ocean Islands for the last 9 years or so. Our Asian expansion will be small steps until we understand the market but we see great potential as we follow in Sanlam's footprints".

Asked about mentorship programmes at Emerald, Ray says the company has always had a philosophy in which it tries to develop its people, and it has had good success in this regard. The company is currently looking at a more formal mentoring programme, which it hopes to roll out over the next few months.

### **The human factor**

When it comes to the human factor, Ray says there is no doubt that at Emerald, people really are the very core of the business. "I regard them as the company's greatest assets. Some people have asked me why we have so many females in leadership roles. I think they should ask my wife!"

Regarding challenges, and how to overcome them, Ray says in today's business world, challenges are constant. "My personal aim is to have a measured approach. Get all the information you can, think it through and act appropriately. Avoid knee jerk reactions! Common sense usually overcomes any challenge".

Emerald, he adds, wants to continue to be the preferred insurer of the South African corporates and hopefully extend that role into the rest of Africa and other emerging markets.

And the company's key roleplayers? Ray says there's a very strong team ethos at Emerald, so it would be difficult to single out any individuals. Having said that, the company does identify key players and has retention and incentive programmes to retain these people.

"I have some very hard working and committed people on board and my job is to ensure that they feel recognised," says Ray.

Concerning Corporate Social Responsibility, Ray says: "We have a strong sense that this is not just a buzz word!"

"At Emerald we think that this has become a business imperative. If you follow Emerald on social media platforms you'll see that we are very heavily invested in many social programmes. We've just increased our budget so the commitment will grow. It's not all about the money though. Our staff very often give of their time and efforts to the various causes/initiatives".

The company is also well tuned in to environmental sustainability. "Like with CSR", says Ray, "we have a strong commitment to environmental issues. From simple beginnings like recycling, we support environmentally friendly building reconstruction in the claims process and have recently supported an anti-poaching initiative in Mozambique. "Wherever we are able to support and encourage our clients in their initiatives we do".

# King of the castle

**Accommodation can become a serious concern when you're heading for retirement, but it doesn't have to be such a headache**

**D**eciding that it is time to secure accommodation in a retirement village is a critical step for elderly people. Once the decision is made, however, it is difficult to decide which ownership model to consider (i.e. Life right, Free Hold, Sectional title or Share-block).

Although retirement housing is not traditionally viewed as a financial advisor's domain, financial advisors are increasingly confronted with questions regarding different financial models of retirement housing and a basic knowledge on the subject can assist your clients.

A recurring theme is the client's need for a life rights explanation and the desirability of a life right purchase as a retirement investment.

"Life rights" is still a vague concept to many considering buying into a retirement scheme and, as such, is open to abuse.

## **Life rights as a legal right**

A life right is the purchase of the right to live in a specific unit. It is a real right, giving one the security of tenure for the remainder of







one's life. The Life Rights scheme has been officially recognised by the Housing Schemes for Retired Persons Act of 1988.

A retirement development may be under a sectional title scheme or based on 'life rights'. What is critical to understand with life right schemes is that, despite reference to the buying and selling of a unit, there is no purchase of real estate but rather a purchase of the right to live in a specific unit.

Therefore, the ownership of the unit is retained by the development and is not transferred to the individual as with sectional title.

Sifiso Msomi of Shepstone property department explains that in a life rights scheme, the basic concept is that an individual pays a sum of money in respect of a specific unit in the scheme and in return they and their spouse receive the right to live in that unit for the remainder of their lives.

On the death of one spouse, the surviving spouse is entitled to continue living in the unit until their death or until they sell the unit. The sum of money that is paid is a market-related and predetermined amount which is often viewed as a lifetime of rental paid in advance.

The payment of the sum will be set out in the sale agreement between the parties and will usually take the form of a deposit with the outstanding amount being paid within a few months of signing the agreement.

"The upside is that there are no transfer duty payable or registration fees. However, it's critical to realise that the property itself does not become an asset in the purchaser's estate and therefore cannot be bequeathed to an heir in their will."

Upon resale of the unit, the outgoing resident (or their deceased estate) receives a percentage of the market-related resale price.

The exact percentage will differ between each development but will be in relation to the number of years the resident occupied the unit.

"Therefore, the more years spent in the unit, the lesser the amount transferred to the outgoing resident," explains Msomi. The amount retained by the development is usually used to subsidise the number of facilities provided by a retirement village. This hence stabilises the monthly levy and removes the

risk of inflation and drastic increases in levy which could be of great concern to a retired person with a limited income. However, a key consideration is that banks are not keen to grant finance on a life rights property because of lack of security.

"However, the fact remains that financial institutions will still take an individual's age into consideration, even with sectional title loans, as there is a greater risk on the banks when granting credit," says Msomi.

He adds that some banks provide senior citizens with a covering bond in which they put up their existing property as security for the loan.

"Therefore, an individual can buy off-plan and remain in their existing property until the new property is built. Once they sell their existing property, they then pay off their loan." Msomi says the bottom line with retirement living is that it must be carefully planned and approached with full knowledge of the particular development involved.

#### **What should a quality life right contract include?**

Ensure that your Life Rights agreement incorporates all of the following features:

- **Security of tenure**

This is the foundation of a Life Rights agreement and ensures that you cannot be expropriated from your accommodation should you fall into financial hardships.

- **Physical security**

This must be transparent and outlined in the contract.

- **Health security**

Your Life Rights agreement must be clear regarding health care in your retirement unit before moving to frail care. For example, is there a nurse call facility or a frail care facility within the retirement village?

- **Financial security**

The Life Rights contract must be transparent in terms of disclosing yearly escalation costs.

It is also important to note that the developer remains the sole owner of each unit and carries the responsibility of maintenance and upkeep on all units and facilities.

*Hubert Pause*

# Oxygen Products

## A powerful force for good

**H**ere at Oxygen Products, we believe that business can be a powerful force for good on this planet. It can also be a very destructive force, depending on how it is used.

Oxygen Products (Pty) Ltd has written in their Mission Statement that it is their desire to be seen as a caring, dynamic market leader in new, innovative health products, with total commitment to alleviate suffering. The Company promise their total dedication in exploring new avenues of health therapy and health products, thus giving hope and joy, within a healthy lifestyle, to all of mankind.

With the world's focus and attention shifting increasingly towards health and the continuation of life due, in part, to the rapidly expanding and ever growing pool of knowledge that has welled up over the last few decades, health consciousness has reached a pinnacle of awareness. These discoveries and advancements have helped cultivate an understanding of the tremendous exposure to health risks the human race faces. People

are increasingly becoming aware of the detrimental, even dangerous side effects found in traditional and conventional chemical based medicines and often opt for a more natural, less aggressive approach to personal health.

Ms. Venetia Kruger, a socially conscious Entrepreneur, is the sole shareholder in the Company, Oxygen Products (Pty) Ltd. It

## Most chronic pain and diseases are due to a lack of oxygen.

is well known that more oxygen can be a huge improvement in the lives of millions of people. The Company's flagship product Super Oxygen™, which is an immune booster, will assist toward better health and it will also heal stubborn wounds that could have been a problem for many years, so as to get complete healing.

Oxygen Products knows that with more oxygen, no virus, fungi or bacteria can live. More oxygen will promote healing with fewer amputations because of Diabetes. More oxygen to the brain can help it recover from damage/stroke and functions better.

Most chronic pain and diseases are due to a lack of oxygen. If there is not enough oxygen coming into the body, fluids can become toxic. It has been proven that with Super Oxygen™ the immune system will be boosted and energy levels will rise. This is also one of the most amazing products to increase blood circulation. Good health is what quality of life is all about.

To date, the Company has not invested in advertising campaigns as the flagship product has proved that it has a viral nature of its own. Our customer base has grown from the first people using this product, seen results and has spread the word. We believe that word of mouth is our most powerful marketing strategy we can use.

We at Oxygen Products know that the most powerful solutions are surprisingly simple. We also realize that all the solutions are out there, and that we need to hold fiercely to a vision of what is possible.

Working at Oxygen Products is the most fun and delightful journey we will take as this is also one of the most authentic ways to bring some change to our world.

It is a reality today at Oxygen Products and to all of its employees that we are making a much needed change to our world or human family.

All of us working at Oxygen Products have the desire to live with a profound sense of purpose, because it brings meaning to our lives. We know that there is Hope and collectively, we create that reality.

For more information, please visit <http://oxygentherapySA.com> or phone us at 087 802 0280 or (021) 557-0446



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# The PAINFUL truth

**Arthritis can become a real pain for both the employee and the employer**

**A**rthritis is not just a disease – it is a multi-billion Rand industry. Avoidable and unnecessary knee operations will surge by 525% in the next two decades. You read it right – five hundred and twenty five percent.

This awful condition comes with excruciating pain and also brings with it depression, withdrawal from family and friends and a lack of sleep which hinders productivity at work.

Did you know that diabetes, alzheimer's, heart disease and arthritis are all linked to excessive inflammation?

Inflammation is caused when the body tries to defend itself against infection or when it tries to repair damage.

When joints are damaged, your body will flood the area with plasma and white blood

cells. This will cause swelling and over-stimulate the nerves which will intensify the pain.

## **Why arthritis is a concern in the workplace**

Arthritis kills and is now the number one most common disease in most countries. The Centre for Disease Control reported that one in six people have arthritis and that includes children.

Data reveals that the prevalence to develop both diabetes and arthritis together was highest for the 18 to 44 age group and not the seniors.

When workers are unhealthy, their diminished performance will affect other coworkers. Some activities become difficult for employees with arthritis.

## **How arthritis can affect work performance**

Arthritis affects productivity and causes an increase in sick leave due to the pain suffered. Many people feel that they have to compensate for the disease and will often go the extra mile by working longer hours. Some will work during breaks to complete tasks and sacrifice their vacation – just to keep their job.

## **Understanding the needs of employees with arthritis**

Arthritis sufferers know all too well that the disease may affect almost every aspect of their lives, and work is no exception. They need to find ways to effectively manage arthritis in the workplace.

Staying on the job is one of the best prescriptions for sufferers of these disorders as they have a strong commitment to work.

Sufferers have a need to be viewed as inclusive in the workplace and this will boost morale. The support of management and colleagues are one of the most important things for sufferers to thrive in the workplace. Over time employees needs may change.

## **Why do employees find it difficult to cope with arthritis in the workplace**

High levels of depression and anxiety were reported by patients suffering from arthritis. A recent report shows arthritis sufferers experience sleep disruption quite frequently and research has shown that 90% of people with arthritis are limited by what they can do at work.

Many people have to decline advancement opportunities because of their arthritis. The majority of sufferers stay quiet about their condition for fear of it affecting their job status. Sufferers are often concerned about cost to employers.

Emotional barriers will result in being unwilling to accept help. There might also be a problem with feelings of guilt and fear



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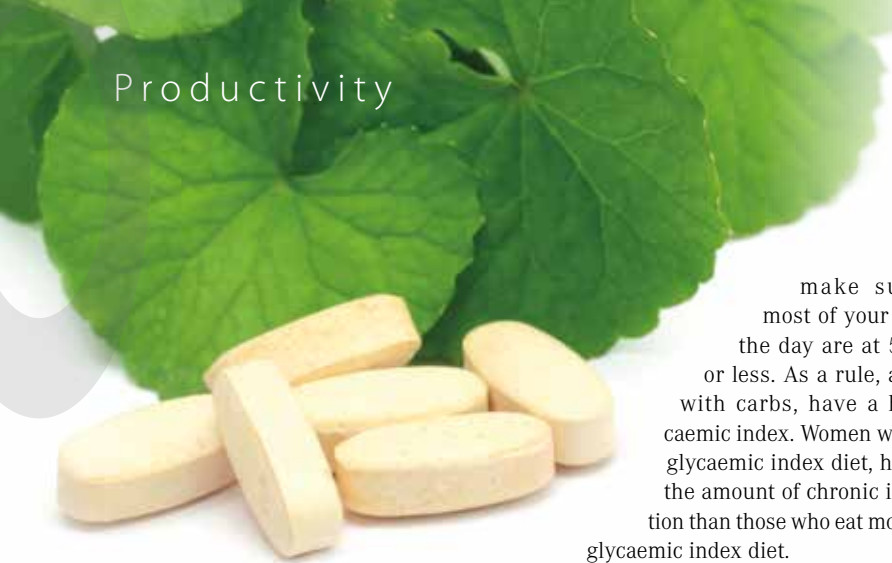
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Source: as on May, 2013

\*Health Agencies in Germany, Ireland, Romania, UK, Poland # Gulf Cooperation Council

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that they have used all the available support which impacts on their self-image. Even if you work in an office, basic tasks such as just sitting in one place for long periods of time can be challenging when joints stiffen.

## **Pain management and remedies**

Keeping tabs on stress is one of the most effective and simplest ways to control arthritis pain. Studies have shown that people who exercise the most have the lowest levels of inflammation.

To jump-start your body's innate self-healing the following natural remedies will be of benefit – garlic is on the list of super foods and puts the brakes on arthritis. Ginger and green tea is in a class of its own to protect and rebuild damaged joints according to the University of Michigan Medical School.

Bromelain in pineapples is also a compound which fights inflammation. Extra virgin olive oil is considered a natural painkiller while red wine is filled with amazing nutrients. Lastly, the superstar turmeric is a must have to combat inflammation.

Antioxidants or immune boosters have proven powerful in alleviating arthritis and pain. Free radicals trigger the number one cause of almost every disease: Inflammation!

Immune boosters are flying off the shelves because they hold the secret to controlling inflammation. A better immune system will change the body's PH to a more alkaline state where the body will start healing itself as it was designed to do.

## **Managing arthritis**

Nutrition and arthritis are tied together more closely than most physicians care to admit. There is a saying: "You are what you eat". A healthy diet is the fundamental step that reduces inflammation and melts away arthritis. To keep inflammation under control,

make sure that most of your carbs for the day are at 50 grams or less. As a rule, any foods with carbs, have a high glycaemic index. Women with a high glycaemic index diet, have twice the amount of chronic inflammation than those who eat mostly a low glycaemic index diet.

Fats can be your best friend or your worst enemy. Saturated fats and trans fats are linked to inflammation.

Simply by tossing out high glycaemic index foods and bad fats, taking omega 3 and 6 products, getting exercise and reducing stress, you have already won half of the arthritis battle.

Make sure to stay hydrated with water as water lubricates joints allowing you to move more freely. The Arthritis Foundation also offers a large number of programmes and

services to make life with arthritis easier and less painful. They will have many practical tips on how to deal with the condition while the key treatment is to maintain mobility.

## **Social responsibility**

Most employers should consider support measures and make resources available to their employees. This need not be a costly exercise as most corporates have a social responsibility programme.

This could be utilised to support employees by providing immune boosters which will benefit the employer as there would be less absenteeism. More energy to staff equals better production and less training of staff to fill vacancies. But the best is to have the potential to transform the health and lives of people within your organisation and community.

*Venetia Kruger*





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## Green - traditional - sustainable

Healthy happy staff are the greatest asset to a company. We work as a team in a beautiful environment at the eco friendly Capricorn Business Park in Muizenberg. Tammy (left) and Michelle (right) are our pillars of strength. They take care of the daily responsibilities and keep our customers happy. They seldom if ever need a single day of sick leave so we give them a larger annual bonus - because they deserve it. Mahir is the man behind the steering wheel and helps out everywhere!

In South African over 60% of the population still prefer to use traditional medicine. We call it God's medicine: herbs and indigenous plants that we can trust such as artemisia and wild olive trees. By cultivating them we take care of our environment and our environment takes care of us. This is what keeps us so healthy. We teach people how to grow and use herbs.

## Take responsibility for your own health

We source local herbs from farmers to keep up with the growing demand. This gives our products a healthy happy beginning on their journey to create harmony and sustainability. Nearby farms allow us to pick leaves from the indigenous olive trees that grow in the wild. Artemisia Afra (Wilde als) is proving to be a winner in helping to treat cancer, malaria and drug resistant diseases. As a result there are fewer side effects and far more benefits to health conscious people.

Our headquarters are in the environmentally friendly Capricorn Business Park in Muizenberg.



# Sustainability begins at home

The logo for Nature Fresh, featuring the words "NATURE" and "FRESH" in white, bold, sans-serif capital letters. The text is set against a green, wavy, leaf-like background that tapers to the right.

## Jim and Sue Visser walk their talk

Our bright green Nature Fresh logo is familiar to customers who care about their health and love nature the way we do. We developed the first fluoride-free oral hygiene products for supermarkets and health shops way back in 1996. Now we have a range of over 40 unique people and planet friendly lines. We don't do animal testing - but some of our products are used for pets and even pot plants!

### We go the extra miles for our customers

Health practitioners and doctors of integrated medicine like using our products for patients who need more options. Some of our products were developed at their request. Now these unique formulations into the winning lines we have on the shelves today. They are based on consumer feedback because we listen! We tell them the truth and back it up.

We keep our prices affordable, especially one of our oldest flagship lines - the famous calcium and magnesium powder. A survey at the turn of the century showed we had the best formulation on offer at the lowest price. Over a decade later we still do and it will always be sold in a cheap and ugly jar! Nature Fresh stands up for the rights of the lowly consumer. It is not about taking profit. It is about adding extra value.

Our mission statement is based on love and service. We formed a CC in 1997 to cater for specific consumer requirements in the health and cosmetic industry. We developed a range of innovative products based on safe and sustainable concepts. Strictly as natural and non GMO as possible was the way to go and customers are very demanding in this respect! However, many of them are victims of media hype that also can be very misleading. We need to find the truth.

### Sue stands up for the truth - not the profit

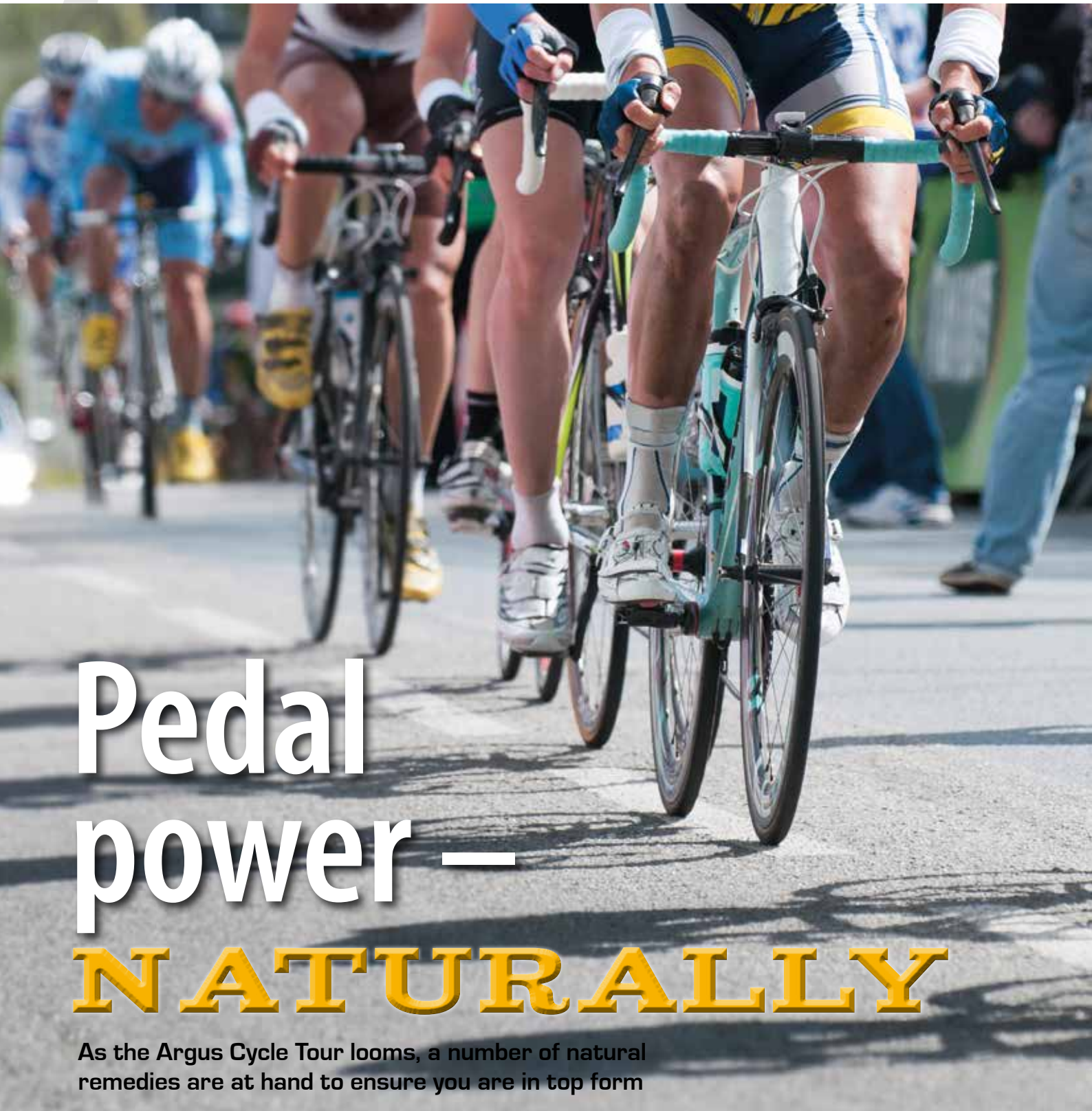
Customers are often misled by media hype and can get hurt. Sue attends to health queries even if they go beyond the scope of Nature Fresh. That is what being a health researcher is all about. She contributes to health shows on the radio and television and writes for publications.

### Seek the cause of the problem and treat it

Jim and Sue are more concerned about the cause of a health problem than selling only promises for a cure. If the mind and hence the person's attitude is wrong then it is impossible to attain inner sustainability. The body is the temple of the soul and both of them belong to God who sustains life. We can either maintain it or destroy it by shirking this responsibility. That is why we say that "sustain - ability" begins at home!

You can join our happy Face Book family and use all the free diets and health resources at: [www.naturefresh.co.za](http://www.naturefresh.co.za)





# Pedal power – **NATURALLY**

As the Argus Cycle Tour looms, a number of natural remedies are at hand to ensure you are in top form



**W**ith a bit of foresight, and a dose of helpful information, you can actually improve your health before you start preparations for any big event. At the same time, this can significantly reduce your recovery time once you've crossed the finish line.

The better you understand why things can go wrong on the big day, the easier it is to prevent any mishaps. Whether it's cramps, diarrhoea, dehydration, burn out or (heaven forbid) collapsing along the way then, unless you are properly prepared, you could be in for a few nasty surprises.

Minor ailments such as colds and flu the day after a race are common problems... but some people can even develop cancer in the long term. Why? The reason is short and rather scary: when they start their training, participants usually rush off and follow a course of supplements in good faith, trusting only in commercial claims or misleading dietary advice, rather than taking the time to do some homework first.

It's essential to make sure that the choices you make suit you as an individual, regardless of any media claptrap. Prevention is better than cure – in the long run.

Learn how to don the mind-set of a winner and boost your energy and endurance without depending on banned substances, funky diets or geeky gadgets.

#### **Carbo-loading versus Paleo or Blood Type?**

Be sure to have a tasty and nourishing meal before the race – and make sure that it is one that can deliver the required supply of nutrients as and when your body needs them. You run the race, so you choose the meal.

Our digestive systems are not created equal, so what works for one person will definitely not work for all of us. Overloading on carbohydrates can interfere with testosterone and this can break down into a pro-cancerous form of oestrogen or turn into fat that is stashed on your waistline. It's your

choice. Experiment with your evening meal during training periods and observe how you feel the next morning and during your training the following day. How well do you tolerate a heavy carbo loading session? Some people are wheat- or gluten-intolerant and may even suffer from post nasal drip, rashes or a constant urge to urinate.

On the other hand, you may not be able to digest the Paleo-based meals that are rich in fats and proteins.

We all have individual constitutions, so get to know yours and don't force your advice on other people.

#### **Blood types**

The blood type theory explains why not all people or diets are created equal. Here are suggestions for your evening meal before the race, depending on your blood type.

##### **Blood type A:**

If you are a blood type A-secretor then you are best able to tolerate wheat, but cut out the beef and potatoes as they create a big energy drag the following day.

##### **Blood type O:**

Meat, especially beef, is your power food... but don't touch a grain of wheat! Have a big plate of hearty beef and vegetable soup that includes onions, broccoli, carrots, herbs, butternut and pulses such as peas and haricot beans.

##### **Blood type B:**

You are the dairy buffs! Go for lamb, beef and milk and cheese-based products... but avoid any chicken, rye or wheat as they do not agree with you.

##### **Blood type AB:**

Only 2% of us have this blood type and it is difficult to determine how much of each are represented in your genes. It is best to find out if you can tolerate wheat, lamb, beef, milk or chicken first. They are very prone to obesity and immune-based issues when they consume food not individually suited to them.



## **Be prepared**

Follow a few simple rules to ensure you are in peak form.

## **Test drive the breakfast routines:**

Try a different breakfast every morning. One day eat only fruit... and eat it all through the morning. Apples are best, but chew them well. Also try out different types of cereals for breakfast. Some cereals offer you a wheat-free option. How do you feel two hours later?

If you suffer from asthma, post-nasal drip or chronic fatigue then go gluten-free for a while and see if there is any improvement.

## **Supplement well in advance and top-up on race day with:**

Herbal adaptogens such as ginseng, rhodolia, schizandra, etc to support your adrenals.

You will benefit from extra doses of trace elements, enzymes, amino acids, vitamins and minerals and especially a lot more vitamin C during the day.

## **Power up your snacking routine:**

Experiment with your stash of food for the journey. Protein and what people call energy foods (those that are high in simple refined carbohydrates, glucose and sugar) affect people in different ways. You need to know what causes those insulin levels to go out of kilter.

## **Go local:**

Amasi is a cheap South African super food made from fermented milk. Try it as

a pick-me-up with a tot of molasses and a little water. Shake this up in a bottle and sip it whenever you feel an energy drag.

## **Water and electrolytes:**

At the end of the Argus race a number of inexperienced cyclists tend to collapse – not from dehydration, as you may presume, but from overhydrating!

These cyclists can actually suffer from kidney damage due to a lack of electrolytes. People get silly about salt and forget that man is made out of salt and water, just like the ocean.

Aldosterone is a hormone that balances levels of salt (sodium) to potassium so that we don't faint or collapse.

## **Deal with cramps and lactic acid:**

Trust the body to give you what you need, but the pain coming from a build-up of lactic acid cannot be blissed away.

If you haven't attended to your bedtime calcium and magnesium supplementation (in other words, you haven't taken enough salt and electrolytes) then cramps will begin to torment you.

For a quick rub, massage a pain-relieving gel into the muscle to ease the spasm. Apply tried and trusted arnica and MSM before the race if you already have a troublesome spot or two. Take MSM capsules before the race and take some with you on the course.

MSM has natural pain relieving / muscle-restoring properties, especially for chronic

pain. It enhances the effect of any painkilling drugs you take.

## **Look after your skin:**

Use a sunscreen that you are familiar with. Some of them can make you feel very hot and greasy, so rather use the gels and sprays. Most brands offer a range for sensitive skin.

If you suffer from fever blisters on the lips then take extra L-lysine supplements as this controls the herpes simplex virus.

## **Soak up extra minerals in the hot tub.**

The best way to prepare for the big race the night before is to soak in a tub of specially prepared mineral water.

We can soak up more magnesium, MSM and iodine from a hot tub to good effect. A pleasant combination is: one cup of Epsom salts, one tablespoon MSM powder and one teaspoon of Lugol's iodine.

*Sue Visser (Health Researcher  
www.naturefresh.co.za) Feb 2014*

*Disclaimer: This discussion serves as general interest. It is not to be used for diagnosing or treating a health condition.*

*Please consult with a practitioner who is skilled in Natural or Integrated medicine should you wish to apply any of the information.*

*Research papers and links to full references are available on our website at:  
www.naturefresh.co.za*











# Office dynamics

**As the HR manager, you need to steer the ship of compliance, competence and contentment**

**T**he employment market has become much more dynamic and people are changing jobs every two to four years, often making two to five career changes in a lifetime.

Unfortunately the downside to this is that employee loyalty to companies is at an all time low and company loyalty to employees is an exact duplicate.

Recent studies are proving that 90% of departing employees leave a company because of issues with their job, manager, culture of the company or work environment.

In a significant majority, the issue is with the boss. They have lost trust in their boss, lost respect or feel undervalued.

The sad fact is that most managers are oblivious to this – they think people leave for money.

When there is a disconnect between an employee and a manager, employees tend to disengage, just come to work and sleepwalk through the day with very little motivation, and that is very difficult to work with.

People want to contribute, learn and be a part of a growing entity; when this ceases in a company – as it did with many during tough economic times – they disengage and just get by, or they leave.

## **Other reasons for jumping ship**

- The job was not what they expected. One takes a new job and either the duties were not represented properly or not enough questions were asked.

- The job is a 'mismatch'. Often in the need to fill a spot, employers make misinformed hiring decisions and do not evaluate a person's interests and personality as a match to the job. Mismatches occur, people leave and the process starts all over again.
- No advancement or growth – one of the deal breakers. Once someone feels stagnant in their job or if they do not receive feedback and coaching, they will leave.
- Inability to achieve work/life balance. All work – no play. That will not work over the longer term especially when you add family into the equation. We have all been there at some point in our lives when work usurps life.
- Loss of trust in leadership. When employees sense that the leaders of their company or organisation can not be trusted, or they see seemingly unfair practices occur, loyalty erodes and performance suffers.

## **How to avoid workplace conflicts**

At some point in everyone's career, they will be faced with a workplace conflict – with a boss, co-worker or someone else in the organisation. It is estimated that managers spend 25% of their time working to resolve workplace conflicts with their employees.

For those in the midst of the conflict, it is difficult to manage – and sucks up time and energy that could be directed to positive outcomes in your job or life.

## **Why do conflicts occur?**

Workplace conflicts occur for a number of reasons but are usually rooted in:



**Turf battles:** common – and easy to correct. At times, you may feel that someone else should be performing a task – or that you should be doing it rather than someone else. This leads to disconnect in the company, and between the two parties.

**How things should be done:** Everyone has their own style of getting the job done, and unfortunately, we sometimes feel our way is the best way. Conflicts occur when there is a change – new person or new procedure – and the change or new way of doing things is not accepted by one or more people.

**Personality conflicts:** You may have heard that opposites attract. Sometimes true, and often not. If you take a hard-driving Type A personality and match that person up with a

Type D personality (slower and easier pace supporter), there will be conflict as they do not ‘click’ together.

**Lack of communication:** By far the most common reason for workplace conflict. Lack of communication between co-workers, departments or the company as a whole leads to another most dangerous situation – people begin to make assumptions without facts, understanding or the ‘truth’. People assume they know what others are doing, or assume they know what someone else is thinking when, in reality, it is just the opposite.

### Avoiding workplace conflicts

Preventing conflicts is all about setting expectations and communication. It is not unlike raising children or being in a relationship

where understanding the needs of your children, spouse or significant other is critical to getting along and growing together. The same goes for the workplace.

Address issues before they become problems. Handling issues on the job as they occur, and before they get out of hand is a huge step in avoiding conflict. It might be a bit uncomfortable to confront the issue, but in the long run, will avoid a costly conflict.

Handle issues directly and face-to-face if at all possible. Please do not ‘battle’ by email and never ‘flame’ someone in email (flaming is using all capital letters or inflammatory words in email) as you cannot see the other person and measure their response.

### Define your expectations

Clearly defining what you expect to do and what others are expected to do sets the stage for mutual respect and understanding if you do not understand clearly what is expected of you.

### Listen – listen – and then listen more

Have you ever been in a situation where you just knew the person you were communicating with just did not get it – they were not listening?

As a result, two-way communication does not occur, and there is disconnect.

Learn to be an effective listener. Give the person you are communicating with your full attention and listen intently to what they are saying. Ask questions if you do not understand, but give them the floor.

Through careful listening, you will learn about what is expected, issues that may need to be resolved, or how you may be disconnected from someone else.

Manage your reactions – we all overreact in some situations – it is just human nature.

In the workplace, it is important to manage your reactions. It is best to listen, evaluate and plan a response or action rather than just react.

Bite your tongue. If you think you should keep your mouth closed, follow your instinct! Sometimes the least said the better. Close to 80% of our waking time is spent on the job.

It is important that the time be energising and productive, and personally fulfilling. Avoid conflicts at any cost, and when one does raise its ugly head, handle it.

*Dan Moran and Amy Schuller*



# **“ Excellence is never an accident. ”**

*- Aristotle*



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# Changing lives

## Looking beyond the injustices of the past to create a sustainable future

**O**n August 25, 1993, Amy Biehl, a Stanford University graduate and Fulbright scholar left her job working to register (mostly black) voters in South Africa. She headed toward Guguletu, outside Cape Town, to drop off two female colleagues. A mob stoned her car, and then kicked, beat and stabbed her. Amy died on the pavement, begging for mercy.

"We hope they will receive the support necessary to live productive lives in a nonviolent atmosphere," Amy's parents said in a 1998 statement backing the commission's decision to grant amnesty."

Not only did the Biehl's accept the men's apologies and urge their release, but they also hired two of the killers – Peni and Nofemela – to continue the good deeds and spread the ideals advocated by their late daughter.

The Amy Biehl Foundation (ABF) is a non-profit organisation based in Cape Town. The foundation reaches out to thousands of children in the townships through after school programmes. The aim is not just to keep the children off the streets and away from all the negative influences (drugs, crime, violence,

etc), but to focus on giving them that extra necessary education in crucial areas such as HIV/Aids prevention, reading, computers, greening the environment, music, arts, sports and more.

Through these programmes the children are given the opportunity to show and improve their skills and creative development, which is crucial for their future.

### Nelson Mandela about Amy Biehl

"She made our aspirations her own and lost her life in the turmoil of our transition as the new South Africa struggled to be born in the dying moments of apartheid. Through her, our people have also shared the pain of confronting a terrible past as we take the path of reconciliation and healing of our nation."

### Get involved

As a non-profit organisation, the Amy Biehl Foundation and many like it, appreciate the contributions made by local and foreign volunteers, interns and most importantly corporate South Africa. Like ABF employees, the intern and volunteer force consists of people of all ages, backgrounds, races and experiences.

Volunteers play a pivotal role in the mission to improve the wellbeing of disadvantaged children in the townships. The support of corporates is welcomed and encouraged at all levels – from small businesses to large multi-national companies.

### Employee volunteering

Employee volunteering builds morale, promotes teamwork, and develops a relationship with local communities. Staff can become involved by offering their time to read, write or draw with children.

Corporates can also choose to 'Adopt a School' assisting with maintenance issues, setting up a vegetable garden or even doing a Santa's shoebox project at the end of the year close to Christmas.

Staff are also encouraged to collect educational, sports and musical equipment through various drives. By getting involved corporate's are able to build up a positive image for their company by addressing specific objectives.

They can help reach a target audience, increase brand awareness, motivate staff or show commitment to the local community. This can be achieved by sponsoring an event





# Bakwena is fully committed to Corporate Social Investment

Bakwena Platinum Corridor Concessionaire's (Bakwena) position as the holder of a 30 year concession contract allows the company to be able to add critical value, going beyond the work that they do. A central part of the value that they add has been their consistent and sincere commitment to uplifting and improving the lives of community members throughout the North West and southern Limpopo provinces.

Bakwena has developed sustainable programmes that are designed to have a meaningful and long term impact on the safety and well-being of these communities, who they strive to involve in the implementation of their Corporate Social Investment (CSI) initiatives as often as possible. Community programmes are based on partnerships and a trust that has been formed between Bakwena, the community members and other stakeholders, such as government departments, private sector entities, and Non-Government Organisations. Importantly, all funds are channelled directly to beneficiaries, and do not flow through authorities or third parties. During 2013, Bakwena spent approximately R6.6 million on these initiatives.

**Bakwena's main focus in terms of CSI activities relates to prioritising projects that will uplift and benefit the communities associated with the routes the company manages, by providing road safety- interventions, environmental education- and health programmes with the ultimate aim to make a lasting difference in the lives of many.**

Bakwena allocates funds from its operating expenses for its CSI projects and also works to actively raise the needed funds for some of their initiatives by means of their annual charity golf day event, which is now entering into its sixth year.



The Vision for the Future project helped more than 11,500 community learners who had their eyes tested in 2013.

Keeping you **informed...**  
Keeping you **safe...**  
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Companies can assist in alleviating poverty and crime and provide opportunities for future sustainability

or corporate function, programme sponsorship, cause-related marketing as well as workplace giving.

## Corporate involvement

With the help of various corporates, especially those with access to CSI budgets, the foundation is able to ensure that the following objectives are met:

- To reduce the levels of crime and violence prevalent in the townships of South Africa by developing and empowering the 5-18 year old youths and providing opportunities for them to become well rounded, creative citizens, role models, future leaders and entrepreneurs with strong values. They also become employable and contribute to their family's household income to help alleviate poverty;
- Provide a beacon of hope for disadvantaged youth and create a healthy society of emotionally equipped and well rounded individuals by ensuring that they complete their schooling and are focused on healthy positive activities;
- To contribute to community building efforts and ensure a healthy, vibrant society free of abuse, crime, HIV/Aids and violence;
- To be a catalyst in bridging the gap between old and young in the community, between schools and local community and to strive to involve the community members in programmes;
- To alleviate the poverty prevalent in the townships;
- Produce vegetables for the schools and community, provide opportunities for health and nutrition in the townships and alleviate the burden of hungry children on the community;
- Help grow awareness and understanding of the spread of HIV/Aids, and reduce the number of people affected by and infected with HIV/Aids.

Funding and support is needed to continue grow programmes. The number of children that can be reached is directly proportionate to the amount of funding that they are able to raise.

Corporate sponsorship and support will enable ABF and many like it, to continue providing a brighter future with greater opportunities for children from disadvantaged communities. It has been proven that if a business is visibly seen to be making a difference in their communities, the business will grow as its staff and supporters identify with their values and want to support them.

*Kevin Chaplin*





# Flying for Life

## Bridging the healthcare divide

Are you reading this through glasses or contact lenses right now? If you have ever forgotten or misplaced them, you will know how frustrating eye problems can be. Even if you have perfect vision, we live in an era where any sight problems you may get can be overcome without much difficulty. But what about those who don't have access to this kind of healthcare?

### Where we work

Flying for Life has identified a need to uplift communities in Vhembe, Limpopo. Here, all of one's medical concerns can only be addressed by a clinic sister; there are no specialists or doctors available, and those that are only come once a month.

### The problem of blindness

Some sight problems can be tolerated, but others can tragically lead to blindness. With an estimated 0.75% prevalence of blindness in South Africa (388 280 people), 80% is avoidable (1). One hundred people a day go needlessly blind because of Cataracts (2). Of

the 258 853 blind children in South Africa, half would be sighted if they had access to eye health services at an early age (3).

### What we are doing about it

In 2013 we partnered with volunteer ophthalmologists and an optometrist to bring the necessary eye health services to these communities in Vhembe. Within a very short time we were able to identify a huge need and gap in the health care system for those living in rural communities. From June 2013 to date we have screened 214 patients, done 40 cataract surgeries and removed one granuloma. There is still a long waiting list at a local hospital for cataract surgery. With regular monthly visits we aim to reduce this list considerably.

### How you can help

Flying for Life is a registered Public Benefit Organisation that relies solely on individual and corporate donations to fund the work we are doing to uplift rural communities. We would like you to partner with us in relieving the frustration experienced by

those with sight problems or help treat those who are needlessly going blind. Please make a donation to this cause or if you would like to volunteer your time to help alleviate the problems faced in rural communities, please contact our office, contact details below.

Banking details: Flying for Life, Standard Bank, Branch code: 009953, Account number: 023381922, Swift code: SBZAJJ



Visit us at [www.flyingforlife.co.za](http://www.flyingforlife.co.za) Follow us on Facebook  and on Twitter 

## Rural Community Development Projects

Our mission is to sustainably uplift isolated communities within South Africa through aviation.

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- ✕ Land use and infrastructure housing development
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Our in-house designer will bring your vision to life with real-time images of the space in 3D. Including space planning and optimization

#### **Sports Science**

Not sure exactly what to go for? Our sports scientist can advise on the specific uses of each piece of equipment. We will provide you with customised exercise plans and recommend equipment most suited for your requirements and budget.

#### **Queenax**

The world's leader in functional training, will transform your exercise space into a fully functional 4-dimensional area bringing with it infinite opportunities in the latest functional training trends to your facility. With Queenax the sky really is the limit promising unrivalled state of the art exercise innovation





The T60 is built for the commercial market but is also a great choice for those looking for a durable, high-end, home treadmill. It uses a powerful 3.0 hp AC integrated drive system and comes with a heavy gauge steel welded frame. Other features include a maintenance-free reversible deck, an extra-large running surface, and a durable two-ply prewaxed belt. The T60 console offers nine preset programs, including target heart rate training and plenty of workout feedback.



The S60 Suspension Elliptical trainer combines an ideal stride motion and ergonomically correct foot positioning for years of user comfort. The unique suspension design provides an exceptionally smooth feel and unmatched accessibility. Two stages of self-generating power allows for freedom of placement anywhere in the room.



The R60 was designed with user comfort and convenience in mind. Step-thru entry allows easy access to the workout position, while the Pure Comfort seat with added lumbar support keeps users comfortable for miles of riding. Contact heart rate grips on the side handlebars allow for convenient feedback without changing your riding position. The two-stage self generator system allows you to place this bike anywhere in your facility.

Vision Fitness designs award-winning fitness equipment, including treadmills, elliptical trainers, fitness bikes and strength equipment for the home and commercial markets. The smoothest and quietest exercise bikes available that will change the way you view exercise equipment.

Our commercial products are built to withstand the most extreme applications and are tested under intense conditions to ensure that you receive many years of outstanding quality for your commercial or home facility.

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# MATRIX



# Keep it up

## Your strategy for pre-autumn wellness, in and out the office

**A** new year and we are once again faced with regular office hours while fighting off the allure of the ever-present summer days.

If you long to be out jogging or swimming but can't, here are a few tips to maintain your fitness levels while stuck in the office.

Swap your seat for an exercise ball. Not only does this strengthen your core muscles and improve your posture, it improves energy levels as well! Keeping active keeps your metabolism fired up, rather than the inactivity you are used to when sitting at a desk. Try two sets every hour.

If you do not have time to practice a full workout at a time, try practicing two sets out of six every hour. You won't sweat through your office clothes but you will still have worked in enough exercise intervals to constitute a full body workout.

Train in your lunch hour. Skip the sit down lunch with a friend and put your fitness first. Equipping your office with an exercise ball and a pair of dumbbells means you do not have to waste valuable time on the road heading to the gym. If that is out of



## Targeted varicose vein solutions, Using ultrasound, laser energy and radio frequency catheter treatments



**Before**

**After**

Frequently Asked Questions and more at  
[www.veinsculpt.co.za](http://www.veinsculpt.co.za)

### **VeinSculpt**

The Heartwellness centre  
1st Floor  
No 18 The High Street  
Melrose Arch

**Tel** 011 684 2285/6

**Fax** 011 684 1474

**Email** [info@heartwellness.info](mailto:info@heartwellness.info)

### **VENOUS REFLUX DISEASE IS PROGRESSIVE SYMPTOMS CAN WORSEN OVER TIME IF LEFT UNTREATED**

Patients who suffer from venous disease may present with any of the following:

- Varicose Veins
- Restless Legs
- Heaviness and Fatigue
- Leg or Ankle Swelling
- Pain, Aching or Cramping
- Burning or Itching of the Skin
- Skin Changes and Discolouration
- Ulcers

### **DO YOU EXPERIENCE DISCOMFORT AND SWELLING FROM VARICOSE VEINS?**

If so, you may be suffering from venous reflux disease. More than 30 million people are undiagnosed with varicose veins or CVI (Chronic Venous Insufficiency). Traditionally, patients diagnosed with venous reflux would undergo vein stripping surgery. Now, minimally invasive treatment options are available to patients.

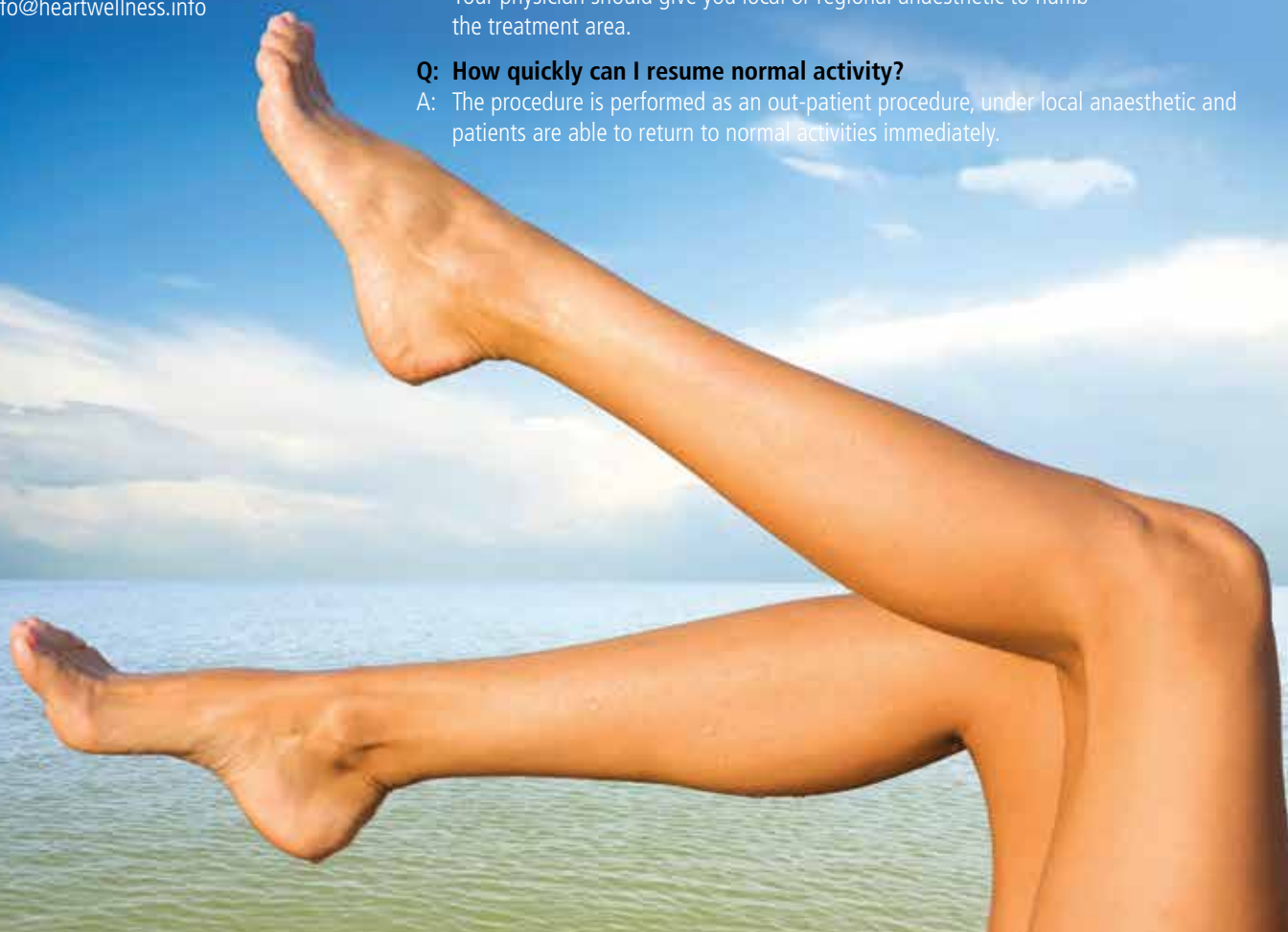
### **FREQUENTLY ASKED QUESTIONS**

#### **Q: Is the Veinsculpt procedure painful?**

A: Most patients report feeling little, if any, pain during the procedure. Your physician should give you local or regional anaesthetic to numb the treatment area.

#### **Q: How quickly can I resume normal activity?**

A: The procedure is performed as an out-patient procedure, under local anaesthetic and patients are able to return to normal activities immediately.



the question, swap the sit-down lunch for a smoothie and walk with a friend.

## Your indoor workout

### For your inner thighs and quads

Plie squat with ball roll: Stand with your legs wider than hop-width apart and toes turned out. With the ball at your fingertips, slowly squat down and roll the ball out to the side. Hold for a moment, return to your starting position, then repeat on the other side. Aim for the three sets of 10-15 reps.

### For the back of your legs

Hamstring curl: Lie on your back with your feet stretched out onto an exercise ball. Keeping your torso tight, bend your knees to 45 degrees and draw the ball in towards you. Aim for three sets of 10-15 reps.

### For your midsection

Ab swivel: Lie on your back with the ball held between both feet. Keeping your torso tight, lift your feet to 90 degrees. Carefully rotate the ball to the left and right. Aim for three sets of 10-15 reps.

### For your lower back

Superman on ball: Lean on the ball with your feet extended behind you. Keeping your torso in a straight line, lift up off the ball. Hold for a moment then return to your starting position. Aim for three sets of 10-15 reps.

### For the back of your arms

Tricep kickback on ball: Lean on the ball with one knee and a dumbbell in the other hand. Keeping your balance, pull your arm back from 45 degrees into a straight line. Hold for

a moment then return to your starting position. Aim for three sets of 10-15 reps with each arm.

### For your chest and arms

Dumbbell press on ball: Sit on the ball and roll yourself back until just your back is resting on the ball. Keeping your legs strong, torso tight and holding dumbbells in each hand, press your arms up directly above your chest. Hold for a moment then return to your starting position. Aim for three sets of 10-15 reps.

## Useful pre-autumn training tips:

### Invest in fitness DVDs

In a few short months we will once again come face-to-face with the chillier side to mother nature - autumn (before she gives us the cold shoulder of winter).

If the gym starts to feel too far away, invest in one or two fitness DVDs. Most of them require minimal equipment and offer you the structure of a supervised class indoors. Well worth the once-off investment.

### Do not skip the warm up

Nobody likes to be cold, and that is one of the biggest reasons for putting off exercise - or anything, really! Dress in front of the heater and stretch it out at the same time. If your room is the same temperature as your warm bed you won't struggle to climb out of it, and once you have dressed and warmed up a workout does not seem so daunting.

### Steam up the cool down

Stretch in the shower on chilly days and nights. This gives your core temperature a chance to rise, allowing for an easier stretch. Muscles tighten and stiffen in the cold, so they need to be stretched more frequently.

### Avoid the chills and keep dry

Get out of damp clothes as soon as possible, even if you cannot shower immediately, and change into drier clothes. This will avoid you feeling the chill after your workout when your temperature has cooled but your clothing is still damp.

*Lisa Raleigh*

*Fitness Trend Influencer, Wellness Activist, TV personality, Author, Lifestyle and Wellness Expert*





## **Managing Staff Travel can sometimes be **QUITE A NIGHTMARE** and far more complicated than people realise!**

Shopping around for good prices, dealing with travellers that want to do their own thing, managing several travel agents, hotels and airlines, and constantly being told to keep costs down can prove to be very frustrating – not to mention time consuming!

**Here's the good news** – there is an easier way to manage staff travel, and there are plenty of ways to save money.

**Join ABTA** and attend our travel industry events and resource centre where you will have access to best practice in staff travel management including

- Creating and implementing a company travel policy
- Streamlining processes
- Identifying cost savings opportunities
- And much, much more!

**Annual Membership R 999.00**

**Special Offer for Leaders in Wellness  
readers: R 750.00**

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or call Monique on 011 888 8178 for more details

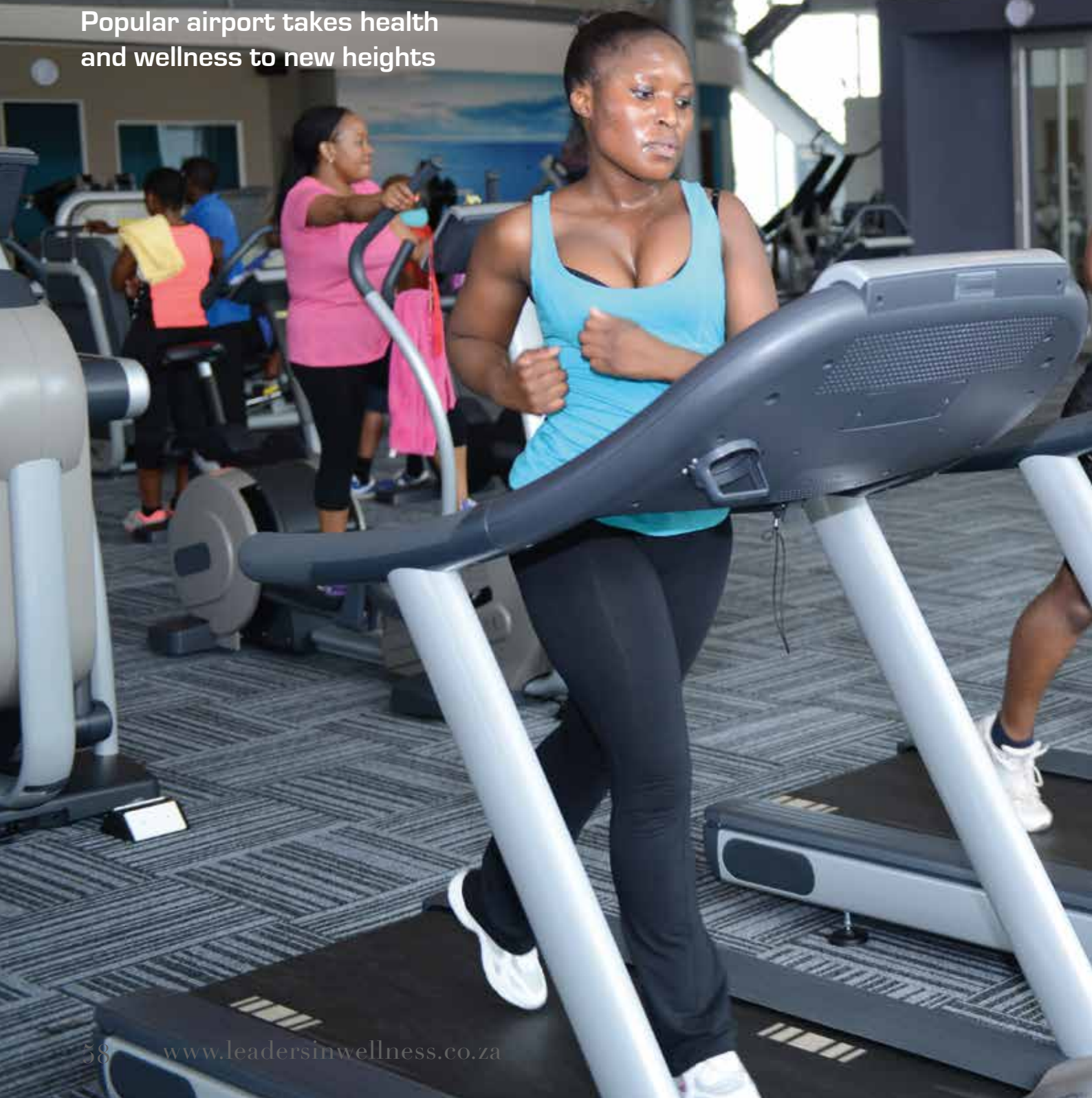




New on the scene

# FLYING HIGH

Popular airport takes health  
and wellness to new heights





**P**hela-Live is an innovative response to the current global trend of creating airport cities, providing just one of the pillars required for a successful 'aerotropolis'.

This comes in the form of an integrated wellness solution for all those who work at, and travel through the airport, and who live in the local area.

Phela-Live is a new world-class concept in wellness and was officially launched in South Africa on Tuesday 4 February 2014, following its soft opening in November last year.

What makes it truly unique is not just its location, being the country's first fully integrated wellness and fitness centre to be based at the heart of an airport precinct.

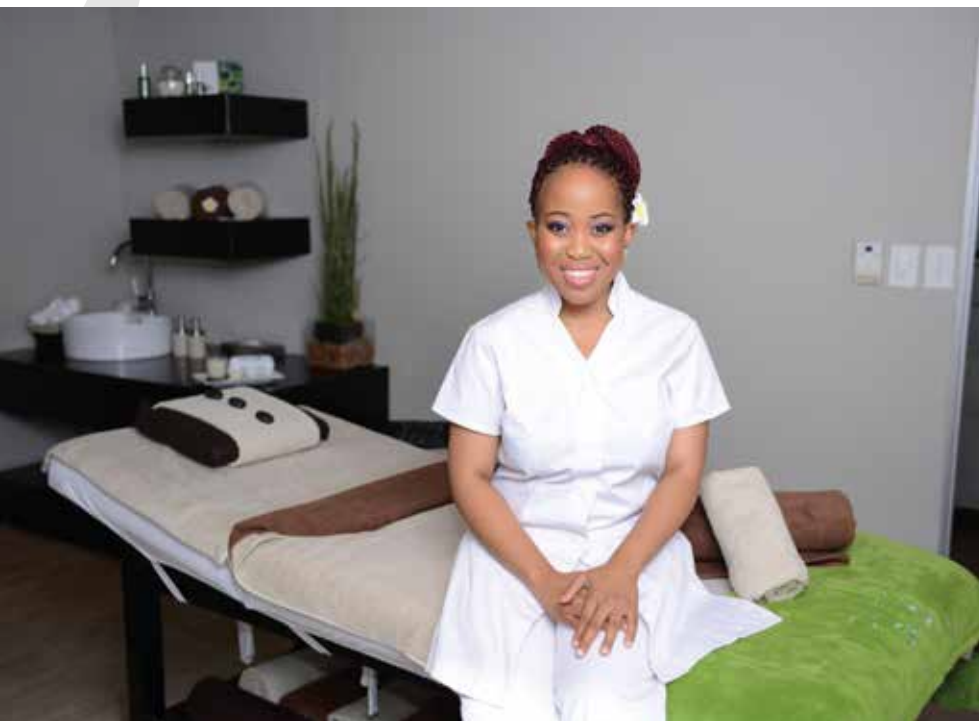
It combines a wellness spa with a fitness facility, providing a genuinely holistic, one-stop environment in which to relax or workout.

Phela-Live aims to provide a unique wellness experience within the airport precinct at OR Tambo International Airport, aimed at three different types of users, each with their individual needs and aspirations. Firstly, the 18 000 employees who work

for the companies who are based at the airport precinct. Secondly, the traveller who is transiting through the airport, perhaps staying at a local hotel or B&B either on the airport precinct or nearby, and who would like to break up the monotony of their journey with a workout or relaxing spa treatment.

Thirdly, local residents located within a five kilometre radius of OR Tambo International Airport who are interested in getting fit, healthy and pampered in a conveniently located, world-class facility.

Phela-Live is the brainchild of a group of talented, innovative and successful South



African black entrepreneurs who have a wealth of experience in business and who are passionate about health and wellness.

Their vision for Phela-Live is to be the wellness centre of choice, competing with the best in the world for wellness experiences located at international airport facilities, such as Dubai, Schipol or Heathrow.

They are focused on building a boutique, premium wellness brand that can rival the biggest global brands in the marketplace, yet with a distinct South African flavour.

The philosophy is based on creating a unique, total wellness and fitness experience that can compare with any global brand in terms of the high quality facilities, the depth of specialist expertise, the range and quality

of the equipment, and the sheer number of product offerings. Users of the facility can customise their own personal programmes and experiences, whether their aim is to improve their fitness, lose weight, socialise, or simply relax and unwind in the tranquil surroundings of the wellness spa.

The facility at OR Tambo International Airport precinct is equipped with the world's best-known and latest cardiovascular and strength training equipment.

There is in addition a large aerobic studio offering a range of programmes from yoga to pilates, together with a popular spinning class studio, and a spa concept offering six treatment rooms and a unique flotation pool, created and managed by the renowned Camelot Spa company.

The wellness centre is unrivalled anywhere in the country, and indeed, on the African continent.

What makes it different is that every member who joins the wellness centre is allocated a highly experienced personal coach who will guide them on their wellness and fitness journey, providing specialist advice on creating personal training programmes and mentoring them towards the achievement of their wellness goals.

In addition, every member is allocated a MyWellnessKey, a unique tool that not only provides access to all aspects of the Phela-Live experience, but which contains personal wellness programmes, training data, performance monitoring information, and personal fitness statistics, all available 24/7 via the MyWellnessCloud.

Members can monitor their health and wellness anywhere, at the office, at home, in the gym or on the move, from anywhere in the world.

Phela-Live provides a unique, holistic and boutique approach to wellness and fitness, creating a world-class environment in which clients can have all their fitness and wellness needs met under one roof, close to their workplace, home and hotel, and conveniently located at OR Tambo International Airport precinct.

It is the first of a series of wellness centres to be launched across the African continent, with the next centres scheduled for development in Swaziland and the DRC.

*Melanie Hawken*





## Vision

To be the supplier of choice for providing luxury coach charter services to tourists, Corporates, domestic and International tour operators through unparalleled service, efficiency and reliability without compromise.

## Mission

To provide a prompt and efficient transfer charter service to our customers by utilizing and combining a fleet that is reliable, versatile and comfortable, with staff that is both knowledgeable and professional and possess a strong focus on customer service.

## Services

### View Africa provides coach charter services for the following:

- Inbound tour groups – Regional/ Overland
- Corporate events, conferences and team building
- Airport transfers
- Private charter – sports events, concerts, family events

Bookings are essential and can be done telephonically or via email at [viewafrica@metroweb.co.za](mailto:viewafrica@metroweb.co.za)

## Our unique approach

We strive for service excellence in all aspects of our business, from our staff,

our impeccable and luxurious fleet, health and safety standards to ensure a truly unique experience to our clients. Over time our clients have come to see that we treat them with all the uniqueness and respect they come to expect from View Africa.

Over the years we have built a reputation for providing reliable, safe and economical transport solutions to individual tourists, from that cosy transfer for two to large groups in pristine luxury.

With a combined experience of more than 50 years in the hospitality, tourism and travel industry, our knowledgeable management team is fully conversant with all pertinent travel information including the geographical layout, road conditions, journey durations and permit requirements for local and cross border travel.

With this experience we have successfully undertaken numerous transfers nationally and have received client testimonials and accolades for a truly unique experience. We strongly believe that once a client is part of our family they remain with us. This philosophy has proven to be the cornerstone of our overwhelming success.

For enquiries and bookings please contact us on:

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Web: [www.viewafricatours.co.za](http://www.viewafricatours.co.za)



# Corporate travellers

**Technology has drastically enhanced the lives of business travellers from mundane to fast and efficient**

**B**usiness travel has become the norm for many industries. Although some may favour the occasional business trip, others find the time away from home and the office a laborious task.

Gone were the days when leaving the office meant losing momentum on projects and losing touch with vital clients. Technology has become a big part of our lives, from the laptops through to the tablets and smart phones that make up our tools on the move.

No surprise then that these devices, along with the more traditional travel tools and GDS systems, are playing even bigger roles in modern day business travel.

Technology is becoming ever more important in today's low margin, time pressured, return-on-investment climate of corporate travel. Quite simply, straightforward trips from A to B no longer cut it.

Happily, Africa is holding its own when it comes to cutting-edge technology in the travel sphere.

With some of the fastest-growing economies on the planet, corporate travel into and across Africa is seen as a vital growth point for multi-national travel companies, as global distribution systems, travel management companies and financial services brands tap into Africa's jet-setting corporate customers.

In a nutshell, it's a changing world and the means of getting product – whether it's a seat on a plane, a last-minute hotel room close to clients, or a hire car that can tackle the roads of West Africa – has changed drastically, with suppliers not always opting for the tried and trusted methods of distribution.

The quirks of doing business in Africa most certainly affect the technology required for facilitating corporate travel. In South Africa, American Express Travel Services

This technology is being widely rolled out in South Africa and has the capability to meet the specific needs of other African markets.

Empowering travellers to make their own bookings – with the safety net of a travel management company in the wings if things go wrong – is a popular route for corporates and their travellers, providing a perfect mix of flexibility and professional back-up.

## **The Future is Mobile**

With the proliferation of 3G Internet access across Africa, it's perhaps no surprise that technological innovations – particularly those aimed at time-scarce corporate travellers – are increasingly diverging into the mobile landscape.

With a world of knowledge at your smartphone-enabled fingertips, mobile applications allow travellers to tweak itineraries on the road, as well as access up-to-the minute information on anything from security alerts to local weather conditions.

Bespoke applications also help travellers make smarter buying decisions – the quickest cost-effective way to get from the airport to the hotel, how to avoid exorbitant roaming costs, as well as simply avoiding costly disruptions to the best-laid travel plans.

If you are not thinking mobile, you'd better start. Members of the Y-generation are the new travellers and everything is done on the go. Desktops have become laptops, which in turn have become tablets and smartphones, and offices have become coffee shops and airport lounges.

## **Home Sweet Home**

Access on the road is crucial, but just as important is what happens when the jet touches down at your home airport. Reconciliation of expenses and reimbursing

**With its fast-growing economy, corporate travel into and across Africa is seen as a vital growth point for multi-national travel companies**

If you can't maximise your travel budget using advanced flight searches, access your itinerary through your mobile phone or tablet, make changes on the move and reconcile all the expenses at the click of a button when it's all done... well, you might as well stay in the office.

has developed online travel management technology that embraces local South African and African nuances.

It understands that not all inventory is accessible through the global distribution systems, along with a lack of local market hotel content.





staff when necessary is a crucial area of travel management where technology is increasingly coming to the fore.

A host of applications and tools – both bespoke and third party offerings – are available, and knowledgeable travel management companies (TMCs) are usually well-placed to advise corporate clients on the ideal system for their needs.

Crucial information is provided electronically, allowing the data to be uploaded directly into the client's own financial systems, in order to streamline payments.

With a suite of tools available in the marketplace, it comes down to finding a solution that fits with precisely the scale and nature of your corporate travel, say the experts.

While innovations save time and money for corporate travellers, they're only as powerful as the human being operating it. The only time clients are resistant to any enhancements or tools are when it is of no real use or value to them. Clients are keen

to embrace the benefits that new technology brings. This is driven by their business objectives, which almost always include improved efficiencies and cost containment.

They are also increasingly conscious of their traveller needs for information 24/7, and safety and security.

Ensuring new technology is aligned with those "business objectives" is key, for there's little point spending time and money implementing a system that nobody uses.

But while technology can drive efficiencies and trim costs, it's by no means a replacement for human interaction. When travel plans go awry, time-pressed corporate travellers want a human being at the end of the line, not an automated voice.

When looking to streamline your travel management, it's tempting to jump on the first shiny technology bandwagon that comes along, but the question to ask before you sign on the dotted line is, simply, 'will it work for me?'

### Travel Apps for your smartphone

**Passbook:** Apple's virtual wallet is super handy when travelling on airlines that support its boarding pass functionality - no more losing your paper stub en route to the gate. It'll take time for African airlines to catch on, but why not be an early-adopter.

**iOS and Android. PackingPro:** Not sure what the weather's like in Lagos, or if it'll be rainy in Rwanda? Plug the destination and the duration of your trip into the app and it'll suggest what you'll need to pack.

**iOS only. SeatGuru:** Need to catch up on some sleep during that flight from Nairobi to Accra? Hop onto SeatGuru to check the best spot on the plane for a little shut-eye.

It will also help you avoid the noisy galley seats, and the devilish rows where you can't recline.

*Richard Holmes*

## ROCA

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# *Three Cities* **BANTRY BAY SUITE HOTEL**



Three Cities Bantry Bay Suite Hotel is in the heart of Cape Town's Platinum Mile, ideal for the pleasure-seeking tourist or the business executive. Our 41 suites all have dining and seating areas and a kitchenette that features a hob, fridge and convection microwave. We pride ourselves on the friendliness of the staff and the intimacy of being a top Boutique hotel while striving to our motto, 'With us, you are not a number'.

The magnificent views of the Atlantic Ocean offer a visual feast from sun-filled balconies attached to our sea-facing luxury suites, the hotel is surrounded by a host of attractions. The promenade is a mere two minute walk from our doorstep and very popular with joggers. If sightseeing is a priority we suggest that you hop onto the Topless Tourbus from the convenient stop right outside our hotel.

During your stay you are welcome to relax next to our beautiful pool area while enjoying one of our signature cocktails. Freddie's Bar & Lounge is an energetic extension of our beach hotel and offers delectable light meals. We suggest that you experience our signature 'martini prawns'. With direct access to the crystal clear private swimming pool, guests are able to enjoy sundowners or a lazy afternoon under the bright Cape Town skies.

If you are an avid golfer, we have exclusive membership at the Metropolitan Golf Club which has exquisite views on Cape Town Stadium, Table Mountain and Signal Hill. Ask our reservations department about extra value packages that include a round of golf.

If business is what brings you to town, you will be glad to know that Three Cities Bantry Bay Suite Hotel also provides a business work station as well as The Boardroom @ Bantry Bay for your meetings with onsite parking. If you have larger conferencing needs also ask after our venue at The Metropolitan Golf Club where we can cater for up to 100 delegates.



# SHAPING UNIQUE SOLUTIONS THAT SHINE

**Emerald Risk Transfer is currently the largest Corporate Property and affiliated Engineering Underwriter in South Africa, and underwrites business throughout the African Continent.**

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