

October 2011



DISABILITY PROFILE

PEOPLE Siyakha Consulting (Pty)Ltd (Reg No. 2002/006365/07) Johannesburg: 337 Bryanston Drive, Bryanston, 2021, (011) 706-9006. KwaZuluNatal: 6 Palm Boulevard, Royal Palm Hotel, Suite 3C, Umhlanga (031) 566-2998. Western Cape: Studio 17-18, 9th Floor, 4 Loop Street, Cape Town (021) 421-5478. Free State: 1B President Steyn Avenue, Westdene, Bloemfontein (051 430 4037)

The 24th of October is World Polio Day, and to coincide with this at Siyakha we are highlighting Polio in our Disability Profile. Many of our candidates with physical disability present with Post-Polio, with various physical impairments resulting from having contracted the disease.

Poliomyelitis, often called **polio** or **infantile paralysis**, is an acute viral disease which is infectious. Although approximately 90% of polio infections results in no symptoms, a range of symptoms present should the virus enter the blood stream or central nervous system. On entering the central nervous system the virus infects and destroys motor neurons, resulting in weakened muscles and paralysis. Different types of paralysis may occur, depending on the nerves involved. Spinal polio is the most common form, characterized by asymmetric paralysis that most often involves the legs. Bulbar polio leads to weakness of muscles activated by cranial nerves. Bulbospinal polio is a combination of bulbar and spinal paralysis.

Following a dramatic increase in worldwide infections, very effective vaccination programmes began in the 1950's and enhanced efforts led by the World Health Organisation, UNICEF and Rotary International could result in global eradication of the disease. There is no cure for polio but the focus of modern treatment has been on providing relief of symptoms, speeding recovery and preventing complications. Supportive measures include antibiotics to prevent infections in weakened muscles, pain control, moderate exercise and a nutritious diet. Treatment of polio often requires long-term rehabilitation, including physical therapy and, in some cases, orthopedic surgery. In cases where breathing is affected portable ventilators may be required.

A candidate with polio is likely to use one or two crutches to aid mobility. In the more severe case, they may utilise a walking frame. A raised shoe, calipers or braces may be used on one or both legs. In the workplace, the following reasonable accommodations will need to be provided:

- Lifts in the building – Generally candidates with polio can walk up stairs but a usually maximum of 8-10
- Less clutter in the office to allow for easy access with crutches
- Some require the use of a foot stool

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Candidates – KwaZulu-Natal

1. Confirmations Clerk (Paraplegic) REF: SG-DBN

SG holds advanced skills in MS Office and is well suited to any role that requires strong administrative skills and attention to detail. SG has good coordination skills and enjoys the pressure in the work environment. He has good exposure to the medical environment and comes across as social and is a team player.

2. Head: Marketing and Communications (Paraplegic) REF: ESR-DBN

ESR has an amazing command of the English language and is fluent in 4 languages. He has over 15 years of experience within the tourism and arts industry. ESR has strong creative writing, negotiation skills and is passionate and driven. He is a visionary at heart with good leadership skills and is always ready to take on any challenge.

3. Database Administrator/Developer (Visual Impairment) REF: RY-DBN

RY has a SQL Server 2008/SQL Server 2008 R2 and a Mechanical Engineering Design S4 qualification. He is passionate about database administration, creating data management systems, website development and design as well as graphic design and publication layout. Not only is RY multifaceted in the IT field, these skills are coupled with RY's strong sense for detail, accuracy and functionality.

For more information, or to interview any of our KwaZulu-Natal candidates please contact Dhash Madhoe on 031 566 2988, or dhash@siyakha.co.za

Siyakha Consulting and the University of KwaZulu-Natal have collaborated to motivate students and graduates with disabilities to apply for learnerships and junior positions after their studies. The first event is taking place at the University of KwaZulu-Natal on 18 October.

The joint initiative seeks to bridge the gap between corporate organisations and graduates, inspire companies to take on more people that have a disability, and expel myths and fears surrounding disability.

Research also shows that employees with disabilities are more productive and loyal than their able-bodied co-workers. The benefits for companies to employ people with disabilities are considerable, including an improved employment equity score and therefore an improved BEE score, and a SARS tax rebate of up to R50 000 for any company which offers a learnership to a graduate with a disability.

For more information or to participate in similar events throughout the country please contact Cathy van der Zwan on 011 706 9006.

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Candidates – Gauteng

1. Credit Analyst (Paraplegic) Ref: DO/ SP

SP is a management leadership graduate seeking to use his business and banking background in credit, finance and customer services. He is a friendly individual, that enjoys working with people. SP sustained a gun-shot wound in 1993, which resulted in his paraplegia. He was initially using a wheelchair to aid mobility. After attending physiotherapy, he has progressed to using 2 crutches. SP lives in Johannesburg south and his current salary is R13 000 per month.

2. IT Graduate (Hearing Impairment) Ref: DO/ LVM

LVM is a pleasant young lady. She has qualifications in IT, however has not been given the opportunity to gain any experience. She would be prepared to take on an IT Learnership in order to gain more experience. With regard to her disability, she is completely deaf in her left ear. She has some hearing in the right ear, however this is drastically improved with the use of a hearing aid. She prefers to work in a quiet environment, because if there is too much noise, she would struggle to differentiate the noise.

3. Matriculant (Phocomelia) Ref: DO/ SM

SM has phocomelia which is a congenital deformity – he was born without forearms and hands. He is a very sociable young man, and he enjoys working with people. He is an excellent swimmer and has participated in several competitions in Brazil, England and Australia. He has also participated in the Paralympics. He completed Matric in 2009, and has not undertaken any further studies. He is very keen for an entry level position or a learnership. He lives in Mpumalanga, but prefers to work in Johannesburg/ Pretoria.

4. Bookkeeper (Stroke – Left Hemiparesis) Ref: DO/ NDM

NDM has been working as a bookkeeper for the last 20 years. She is very passionate about her career and loves working in finance. She suffered a Stroke in October 2010, and since has been unemployed. She has attended rehabilitation, and is currently walking as well as driving. She is very keen to get back into the job market.

For more information, or to interview any of our Gauteng candidates please contact Dev Odayar on 011 706 9006, or dev@siyakha.co.za

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Candidates - Cape Town

1. Business Analyst (Amputation Left Upper Limb – Prosthetic Limb) Ref: BA-JE/CPT

This experienced candidate is currently employed within a Financial/Insurance environment and is seeking a project management position within the IT Industry. He is FICA and FAIS accredited and possesses a Diploma in Business Analysis and Project Management.

2. Office Support (Learning Difficulty) Ref: OS-LL/CPT

This candidate is a friendly mature lady who has completed a secretarial/administration learnership and internship through the Department of Social Development and who is now seeking opportunities for permanent / contract employment. She has well developed office support skills and will suit a team environment well.

3. Accounting Support (Visual Impairment) Ref: AS-IT/CPT

This hardworking, well balanced, energetic young man who successfully completed a Diploma in Accounting and Financial Computing has excellent potential for junior/development positions within the accounting/insurance field. He has just over 2 years accounting/administration experience and is fully computer literate.

4. Office Support (Visual Impairment) Ref: ETL-PP/CPT

This young woman is a top class candidate! Young, ambitious and eager to learn and shows a positive and confident attitude. She is studying towards her BA degree at UWC and interested in doing post graduate studies in the field of Disability. She is computer literate and seeking an entry level position with a company that will allow her to gain experience and diversify her skills. Great entry level potential.

For more information, or to interview any of our Cape Town candidates please contact Loni Hutchison on 021 421 5478, or loni@siyakha.co.za

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Candidates – Free State

1. Junior Management (Visual Impairment) – Ref: PN

PN is 26 year old male who is extremely hard working and a confident person. An entrepreneur himself he has excellent strategic planning experience. This includes setting the strategic direction, formulating optimal strategies and managing the effective implementation of the developed strategies. He has sales and marketing experience and deep knowledge of the human resource function including skills development and employee reward programmes.

2. Storeroom Administrator (Visual Impairment) Ref: PJM

PJM is a 32 year old female who has a Social Science Degree in Human and Societal Dynamics. She has over 3 years experience working as a Store Room Associate. Her duties include replenishing stock, stock control and marking down of stock, and general customer service liaison.

3. Administrator (Visual Impairment) Ref: DT/PAL

PAL is a 33 year old male, who has a certificate in Junior Bookkeeping and Administration, and a Certificate in Ms Word Excel, PowerPoint and Programming Bridging Course Training. He has completed a 1 year learnership in Business Administration.

For more information, or to interview any of our Free State candidates please contact Dee Takane on 051 430 4037, or dee@siyakha.co.za

**For more information on our Disability Management Programme,
or to enquire about our wider selection of candidates please contact**

Cathy van der Zwan on 011 706 9006 or cathy@siyakha.co.za