




September is **Albinism Awareness Month** and to coincide with this we are highlighting the condition and explaining why it can be classified as a Disability.

Albinism is a condition that is present at birth and is characterized by the complete or partial absence of pigment in the skin, hair and eyes due to absence or defect of an enzyme involved in the production of melanin. It is an inherited condition and is the result of a recessive gene passed down from a parent.

Persons with Albinism are usually as healthy as the rest of the population, with growth and development occurring as normal, but can be classified as disabled because of the associated Visual Impairments. Lack of pigment in the eyes results in problems with vision, and is associated with a number of visual defects, which can include the following:

- Photophobia (low tolerance of the eye for light) and decreased visual acuity due to light scattering within the eye
- Reduced visual sharpness due to foveal hypoplasia (the Macula on the retina is underdeveloped, affecting the ability to see in detail)
- Light-induced retinal Nystagmus which results in irregular movement of the eyes either back and forth, or in circular motion
- Refractive errors such as myopia (short sightedness) or hyperopia (far sightedness) and especially astigmatism
- Optic nerve hypoplasia, which results in underdevelopment of the optic nerve

Generally the reasonable accommodation for an albino includes adjusting the computer screen for a larger and bolder font, as well as making use of contrast lighting. Hence the reasonable accommodation is relatively cost effective.





Candidates – KwaZulu-Natal

1. Bookkeeper (Hearing Impairment) REF: DAN-DBN

DN has worked as a bookkeeper for over 3 years and has great potential to grow into a management role. She holds a Diploma in Business Administration and is currently studying towards a Bachelor of Commerce degree. Her perseverance and attention to detail are two of her strongest attributes which set her apart from others in her field. With over 15 years of experience, she will fit well into a corporate environment.

2. Human Resources Entry Level (Visual Impairment) REF: KC-DBN

This candidate has great potential to grow within a company and will be an asset to any organisation which requires contemporary theoretical knowledge of Human Resources. Her key attributes are her sound listening skills and adaptability, however, what is most striking about her is her drive to succeed against the odds. She has recently graduated with her Masters in Social Sciences and is eager to take on the work environment and put her skills to practice.

3. Quality Assurance Agent (Paraplegic) REF: PDN-DBN

This candidate has great exposure to the telesales industry and has more than a year's experience as a Quality Assurance Agent. She has also completed a course on telesales and data capturing. PDN is someone who is determined to exceed expectations, to persevere when faced with challenges and has great attention to detail. Any organisation which values these attributes will benefit from hiring this candidate.

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



Candidates – Gauteng

1. Bookkeeper (Right Below Knee Amputation) Ref: DO/ SK

SK is a 35 year old, hard working man. He has a diploma in PC and Bookkeeping Skills. Over the years, he has gained experience as an admin clerk, consumer credit controller, creditor's clerk and a bookkeeper. SK lives in Johannesburg CBD. He has a prosthetic limb which gives him complete independence. SK is capable of driving with his prosthetic limb.

2. Creditor's Clerk (Epilepsy) Ref: DO/ SN

SN is a well-spoken and pleasant young man. He is currently unemployed and keeps busy by attending the Epilepsy Association for sheltered work. He has completed his National Diploma in Internal Auditing, and is currently completing his degree in B.Compt Accounting Science part-time. SN has one year experience as an assistant creditors clerk. He lives in Johannesburg CBD.

3. Human Resources Administrator (Schizophrenia) Ref: DO/ RM

RM matriculated in 1990. Since then he has completed his Diploma in Human Resources Management, a Diploma in Payroll Administration and a Bachelor Degree in Social Science. His experience in HR is mainly in recruitment and training and development. RM lives in Soweto and is currently unemployed. His condition is well controlled and he is mentally stable. He is currently on medication.

4. Administrator (Albino, with visual impairment) Ref: DO/ NB

NB is a well presented and hard-working young lady. Post matric, she commenced a diploma in Human Resources. However due to financial reasons, she discontinued. She has gained very good experience in administrative skills and customer service skills. Her reasonable accommodation involves having her computer screen adjusted for a larger and bolder font.

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



Candidates - Cape Town

1. Marketing Research (Epilepsy) Ref: MRK-YL/CPT

Our candidate is a friendly young man who communicates well and with ease and is ideally suited to a research/marketing/consulting environment. He has completed paralegal studies and is fully computer literate. He has had good experience working within an NGO environment doing research, policy communication and support work. Currently seeking to diversify his skills and work towards building a career within the corporate environment he has excellent potential to develop.

2. Office Support (Cerebral Palsy) Ref: OS-IA/CPT

Good quality candidate for an office support environment. Completed her matric, business skills training and an administrative internship and is now seeking to grow her career and diversify her skills. She has a hardworking, friendly disposition that lends well to teamwork.

3. Entry Level Candidate (Residual Kaposi's Sarcoma –Skin Cancer) Ref: ETL-NN/CPT

This candidate is an excellent quality candidate for an office support environment. She has completed her Matric, business skills training and an administrative internship and is now seeking to grow her career and diversify her skills. She has a lovely disposition and will work very well in a team.

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

Candidates – Free State

1. Social Work / Human Resources (Congenital deformity – Deformed Hands) – Ref. UFS/LGS

LGS is a 26 year old candidate with a lovely disposition, who has a Degree in Media Studies and a Social Work Degree. He currently has no formal working experience but is passionate about social work, social studies, socializing and making a better life for others where he can. He has two fingers on left hand and only a thumb on right hand.



2. Marketing Administrator (Visual Impairment) Ref. UFS/LD

LD is a 22 year African female with a marketing degree, majoring in Communications, Advertising, Marketing & Industrial psychology. Her Competencies are Creative Thinking, Oral Communication, Problem Solving and she is a Team player who does not let her disability stand in her way. She has achieved an award for Best Achieving Learner with severe barriers to learning in the Free State (UFS) and is Golden Key Member (2009).

3. Recruitment and Psychometrics Consultant (Visual Impairment) Ref. UFS/CER

CER is a 25 year old Asian female who has achieved Psychometric Independent Practice, HPCSA. She has completed a six months internship with the following responsibilities: Administration of psychometric test including IQ, personality and aptitude tests, Analyzing and Interpreting psychometric tests and compiling reports on the findings of psychometric tests at University of the Free State. She has also worked as a Recruitment Consultant.

4. Legal Manager (2009) (Visual Impairment) – Ref. UFS/TJL

TJL, is a 28 year old African Male, who graduated with an LLB Degree in 2009. He has worked as an Administrator for the Blind in the Free State and is currently working as a legal manager. He is extremely passionate about the law and is looking for any opportunity where he can put his skills and experience to good use.

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