

. WH/OtOt/oon/x 77/03/93

P O Box 91162 Auckland Park 2006 . Fm 714 5829 ' Tel 714 2752/4259
27th August 1993

Dear Member of the Advisory Board,

Minutes of our recent meeting on 20th August will be sent to you soon.

At his meeting it was decided that it was a matter of URGENCY that we come up with a document relating to the parameters and aims of the board, particularly in the light of our communicating with the new SABC Board.

To this end, I was requested to make material available re the SABC structures, and also the latest SABC Board press statement. This material is also aimed at our being able to make some concrete suggestions to the SABC Board.

It was agreed that we would urge every member of the Advisory Board to send or fax suggestions to Sandra Brande of COSAW (Fax No: 833-2532) by 17th SEPTEMBER at the latest, so that this "input" could, in turn, be sent to all members before our next meeting on 1st October.

Enclose you will find:

- a) A copy of Prof. Ian Ferguson's draft, which serves as a starting point
- b) A copy of WHO'S WHERE AT THE SABC. I must stress that some of this is already outdated (with regard to both particular personnel and posts - e.g. Carel van der Merwe has been replaced for the moment, by Hardus de Beer (Public Service Radio) and Pietie Lotriet (Commercial radio).) But it does give a very good idea of the structures. Should other material become available, I'll let you have it.

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c) A copy of the latest Press release by the SABC Board.

d) A copy of an open letter from the Group Chief Executive.

If you have any queries about this, please contact Andries Oliphant at 833-2530/1/3 or me at 714-2752.

I ask you to treat this matter as urgent, as well as being vital to the real role the board can play. We are looking at how best to constitute this Advisory Board, bearing in mind that it could be suggested as a model for other sections of the SABC.

Yours sincerely and in haste,

Nigel Vermaas

Organizer: Drama and Co-chairman of the Interim Advisory Board.

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A guide to the management structure of the
South African Broadcasting Corporation - including
"Who to contact for what"
'n Handleiding tot die bestuurstruktuur van die
Suid-Afrikaanse Uitsaaikorporasie - asook
"Met wie praat u oor wat"

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ROEPHOOFBESTU.

GROUP EXECUTIVE

- Plus administratiewe kontakte in die kantoor van die
Groep Uitvoerende Hoof

Plus administrative contacts in the office of the
Group Chief Executive

RADIO

OPENBAREDIENSRADIO I PUBLIC SERVICE RADIO

- Afrikaans Stereo

- Radio South Africa

- Radio Sesotho

- Radio News/ Radionuus

- Music Productions / Musiekproduksies

- SABC Orchestra / SAUK-orkes

' Radio Sports Desk/ Radiosponredaksie

- Language Bureau /Taalburo

e RADIO PROJECTS / RADIOPROJEKTE

- including Media Libraries. Audio Libraries, Programme sales

- ingeslote Media- en oudioteke, en Programverkope

COMMERCIAL RADIO I HANDELSBADIO

- Radio 5

- Highveld Stereo / Hoiiveld Stereo

- Radio Orion

- Radio 2000

- Radio Metro

RADIO ADVERTISING / RADIO-ADVERTENSIES

- Nasionale verkope / Produksie / Administrasie

- National sales / Production /Administration

STREEK-ONDERNEMINGS

REGIONAL ENTERPRISES

- Northern Transvaal / Noord-Transvaal

- Western Cape / Wes-Kaap

m Y oNatal

- Eastern Cape / Oos-Kaap

- Far North /Verre Noord

- OFS & North Cape / OVS en Noord-Kaap

- SENTECH (Edms Bpk / Pty Ltd)

' Operations / Bedryfs - Development / Ontwikkeling

' Communications / Kommunikasie . Marketing / Bemarking

- Finansies en Administrasie / Finance & Administration

- Marketing / Bemarking - Programmes / Programme

- Finance and Administration / Finansies en Administrasie

. . 'TSS Network/TSS-netwerk

7 3 . Marketing / Bemarking - Programmes / Programme

. 0 Finance and Administration / Finansies en Administrasie

- TELEVISIENUUSPRODUKSIES (TNP)

TELEVISION NEWS PRODUCTIONS (TNP) 18 & 19

' '3 - Television News / Televisienuus

- Production Support Services / Produksiehulpdienste

- Finance & Administration / Finansies en Administrasie

' , - Channel Africa (External Services/ Buitelandse Dienste)

PRO SPORT PRODUCTIONS / -PHODUKSIES

- Programmes / Programme

, '13 - Marketing & Sales/ Bemarking en Verkope

' - Finance & Administration / Finansies en Administrasie

SAFRITEL

- Entertainment Programmes / Vermaaklikheidsprogramme

- Educational Programmes / Opvoedkundige Programme

Marketing / Bemarking

Finance & Administration I Finansies en Administrasie

' UITSAAISENTRUM (JHB)

BROADCASTING CENTRE

- Television Facilities / Televisiefasiliteite

. - Radio Facilities / Radiofasiliteite

- TV Production Services / TV-produksiedienste '

Property Services / Eiendomsdienste

" - Technology Development / Tegnoogieontwikkeling

'1 0 Procurement & Logistics / Verkryging en Logistiek

L MENS LIKE HULPBRONNE
 0 HUMAN RESOURCES
 . - Personnel Services / Personeeldienste
 - Training & Development / Opleiding en Ontwikkeling
 - Labour Relations / Arbeidsverhoudinge
 GHOEPKOMMUNIKASIE
 , GROUP COMMUNICATIONS.
 - Group Media Relations / Groupmediabetrekkinge
 - Group Publications / Groeppublikasies
 " - Group Communications / Groepkommunikasie
 ' ' Group Correspondence / Groepkorrespondensie
 GROEP FINANSIELE DIENSTE
 : GROUP FINANCIAL SERVICES
 - Television licences / Televisielisensies
 - Legal Services / Regsdienste
 , - Group Finance / Groepfinansies
 - Internal Audit / Interne Oudit
 . COMPUTER SERVICES
 -. - User Services / Gebruikersdienste
 ;' - Data Bases / Databasisse
 j - Computer Facilities/ Rekenaarfasiliteite
 - Computer Technology/ Rekenaartegnologie
 - Application Development / Toepassingsontwikkeling
 j ENTERPRISES / DNDERNEMINGS
 - SABC Enterprises / SAUK-ondememings
 J 0.1 - SCENIA / SKENIA
 - UITSAAINAVORSING (RADIO EN TELEVISIE)
 BROADCASTING RESEARCH (RADIO & TELEVISION)
 OWHO'S WHERE . . . ALPHABETICALLY
 WIE'S WAAR . . . ALFABETIES

Die SAUK word beheer deur 'n Raad wat bestaan uit tussen vyf en 15 lede wat deur die Staatspresident aangestel word. Beleid word deur die Raad neergele.

; VISIE VAN

DIE SAUK

' a Die SAUK sal die botoon voer in h nuwe elektroniese ,l mediastruktuur in Suider-Afrika. Hy sal daarin slaag om die posisie te bereik deur h gehalleproduk en h goed ontwikkelde strategiese besluitsvermoe.

GEDEELDE WAARDES VAN DIE SAUK

0 Gesonde, regverdige en etiese gebrulke

0 Voortreflikheid in alle optrede

0 Aging vir die individu

e Openheid in alle verhoudings

o 'n Gevoel van trots in die SAUK as 'n verantwoordelike uitdrukker

o 'n Positiewe Suid-Afrikaanse gees

e Korporatiewe belange eerste

0 Besorgdheid oor die mensdom en sy omgewing

VISION OF

THE SABC

The SABC will be dominant in a new electronic-media structure in Southern Africa. It will be successful in attaining this position through a quality product and a

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welldeveloped strategic management capability

SHARED VALUES OF THE SABC

0 Sound, fair and ethical practices

0 Excellence in all we do

0 Respect for the individual

0 Openness in all relationships

0 Pride in being a responsible broadcaster

0 Positive South Africanism

0 Priority of corporate interests

0 Concern for man and his environment

THE BOARD

The SABC is controlled by a Board of between five and 15 members, who are appointed by the State President. The Board determines policy.

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lgl-Jeggppz . J

LEDE VAN DIE RAA

MEMBERS OF THE BOARD

Mr/Mnr H A Sloet

(Vice Chairman/Ondervoorsitter)

Mrs/Mev M Ackermann

Prof E Botha

Mr/Mnr R Donner

Mr/Mnr L Gordon-Hughes

Dr R N Gugushe

Dr D B Henderson

Dr V E Hesse

Mr/Mnr C K Hickling

Prof L Konar

Prof T Links

Mr/Mnr J H Taylor

Maj Gen/Genl-maj J A van Zyl

Mr/Mnr W J J Harmse

(Group Chief Executive/Groep Uitvoerende Hoof)

Persoonlike Assistent tot die Voorsitter van die Raad

Personal Assistant to the Chairman of the Board

Mrs/Mev Ina van Schalkwyk

El (011) 714-3900

Fax/Faks (011) 714-3569

DIE RAAD
THE BOARD
Bladsy/Page 2
THIS IS
THE SABC
DIT IS
DIE SAUK
3 GROEPHOOFBESTUUR
GROUP EXECUTIVE
RADIO
Bladsy/Page 6
W STREEK- EN GEMEEN-
SKAPRADIO
REGIONAL AND
OPENBAREDIENS -
RADIO
PUBLIC SERVICE
RADIOPROJEKTE
RADIO PROJECTS
HANDELSRADIO
gkCOMMERCIAL RADIO , . ,
RADIO- AKTIEF
RADIO ACTIVE
RADIONUUS
RADIO NEWS
SIGNAL
DISTRIBUTION
Sentech (Edms)
Bpk/(Pty) Ltd
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SAUK
A company of the SABC
- Bladsy/Page 12
BEDRYF
OPERATIONS
ONTWIKKELING
DEVELOPMENT
I FINANSIE88
ADMINISTRASIE
FINANCE &
BEMARKING
MARKETING
TELEVISIE
TELEVISION ?
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G PRO-SPORT " ;
. PRODUKSIES/
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UITSAAISENTRUM
BROADCASTING
CENTRE
- Bladsy/Page 21
TV-FASILITEITE &
32% BUITE-UITSENDINGS
TV FACILITIES & OUT-
SIDE BROADCASTS
RADIOFASILITEITE
RADIO FACILITIES
TV-PRODUKSIE-
DIENSTE
TV -PRODUCTION
SERVICES
EIENDOMME &
TEGNOLOGIE-
ONTWIKKELING
PROPERTIES &
TECHNOLOGY
DEVELOPMENT
VERKRYGING 8L
LOGISTIEK

PROCUREMENT &
LOGISTICS
MENSLIKE
HULPBRONNE EN
GROEP-
KOMMUNIKASIE
HUMAN RESOURCES ' & GROUP
COMMUNICATION
- BIadsky/Page 25
GROEPPERSONEEL-
DIENSTE
UP PERSONNEL ' SERVICES
a GROEP OPLEIDING I
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GROEP ARBEIDS-
VERHOUDINGE
GROUP LABOUR
RELATIONS
GROEPDIENSTE
GROUP SERVICES
GROEP FINANCIAL
SERVICES
Bladsky/Page 28
' REKENAARDIENSTE
COMPUTER SERVICES '
' KOMMERSIELE
DIENSTE EN
STRATEGIESE
BEPLANNING
COMMERCIAL
SERVICES AND
STRATEGIC
PLANNING
ONDERNEMINGS
ENTERPRISES
UITVOERENDE
DIENSTE
;..._ EXECUTIVE SERVICES
- BIadsky/Page 5
'-_,3. G A
GODSDIENS-
DIREKTORAAT
DIRECTORATE:
RELIGION
UITSAAINAVORSING
BROADCASTING
RESEARCH

GROUP

EXECUTIVE

The Corporation is run on business oriented lines, and to this end is divided into four divisions, which in turn include 16 business units, as well as Group Services, which consists of two sections. The daily running of the SABC is the responsibility of the heads of individual business units, while the Group Executive, which is chaired by the Group Chief Executive, applies policy and determines general strategies and guidelines for achieving objectives.

Groep Uiteinde Hout

Group Chief Executive

MrtMnr Wynand van der Merwe

GROEP-

HOOFBESTUUR

Die Korporasie word op 77 sakegrondslag bestuur, en vir hierdie doel is dit in vier divisies verdeel, wat op hul beurt 16 sakeeenhede, asook Groepdienste, wat in twee seksies verdeel is, insluit. Die daaglikse funksionering van die SAUK is die verantwoordelikheid van die hoofde van die onderskeie sakeeenhede, terwyl die Groephoofbestuur, waarvan die Groep Uitvoerende Hout die Voorsitter is, uitvoering gee aan die beleid en algemene strategie en riglyne neer/efter vir die bereiking van doelwitte.

Uitwendige Hout Ram

Cruel Emvtnlrvz Raw

ML/ML'" Carel van der Merwe

Unierende Hout Semdtsmbusvz

Cmei Ewcullve Signai Dmnnun

Mv/Mnr Neal Smuts

Ux'vnetenae HCC-Y Teleusm

Chm! Examine Telnnslnn

Mr/Mnr Quentin Green

Uitvoerende Hout UIYSBESFVIYV'JW , 7

ChletExecutwe Bmaucashn'JCentv: "r q- , m y thnge

Mr/Mm Geri Claassen '3 ; Mt/Mnr Steve Stuhach

Mr/Mm Dan

Page/Bladsy 6 Page/Bladsy 12 Page/Bladsy 25

Page/Bladsy 14 Page/Bladsy 21 Page/Bladsy 28

VERANTWOORDELIK REGSTREEKS AAN
DIE GROEP UITVOERENDE HOOF
GROUP CHIEF EXECUTIVE
Groepnombestuurder
van thvoerende
Dienste
Group GeneVal
Manager 01 Executlve
Servuces
Mr/Mnr Sakkie Burger
Tel (011) 714-2415
Fax/Faks: 1011) 714-2054
Godsdnensdlrekteur
Dwector Religion
Dr Jozua Potgieter
1e1101h714-5501
FaxJFaI-s 101117144847
REPORTING DIRECTLY TO THE
Hoofbestuurder:
Uitsaalnavorsing
General Manager:
Broadcasting Research
Dr Daan van Vuuren
Tel (011) 714-3700
Fax/Faks: (011) 714-4350
ADMINISTRASIE IN DIE KANTOOR VAN DIE
GROEP UITVOERENDE HOOF
ADMINISTRATION IN THE OFFICE OF THE
GROUP CHIEF EXECUTIVE
Raadsekretaris
Board Secrekary
Mr / Mnr Collis Janse van Rensburg
Tel(011) 714-3843
Fax / Faks (011) 714-3569
Bestuurder: Administrasie
Manager: Administration
Mr / Mnr Julius Schmidt
Tel (011) 714-6222
Fax / Faks (011) 714-5055
Persoonlike Assistant van die
Groep Uitvoerende Hoof
Personal Assistant to the
Group Chief Executive
Mrs / Mev Carol Schultz
Tel (011) 714-3800 Fax/Faks (011) 714-5055

DIVISION

RADIO

The SABC has 22 domestic radio services which, combined, broadcast programmes in 11 languages to a total daily audience of 12.5 million listeners. The services are divided into Public Service Radio, Commercial Radio and Regional Radio. Radio News is a production unit for all these services while Radio Active coordinates the Radio Division's marketing strategies and advertising sales. Radio Projects is the Divisions development arm.

Hoofbestuurder van

Uitvoerende Hout: Radio

CMEV EXECUTIVE Radio

Mn'Mm Gaul van 0:1 Mam

Tel (011) 71 12306

Fax/Faks (011) 12629u

Persoonlike mister"

Personal assistant

Mrs/Mev Lane van Heerden

Senlm

Hoofbestuurder van

Slreek- en

Gemeenskapsradio

Senior General

Manager Reginald E.

Communally Radio

Hoofbestuurder van NMSE

Hoofbestuurder van Openbare Houtbestuurder van Bema'tmgsdvvemu' van Hmibeswuvugv van Dsewsvadlo Raclop'cgehe Handelsradio RadioAime Radionuus UxtsaaidzenSve W-Kaapse Unsaaa e nste

Generaal Managter van Pubix: Geneval Manager cl Rad'o Geneval Manager van Mairelmg Dweclov oi Excurve Edatov 01 Geneval Manager of NM Geneva! Manger 01 WCape

Service Radio onjects Commercial Radio Rama Active Radio News Bioadcasnng Sewvces Bvoadca stmg Sauces

Mrle Hams de Bee: Mr/Mm Thy: Lnuw Mr/Mnr Pielle Lorrie! Mraanr Coon Gous Mr/Mnr Malan Ono

Mr/an Koo; Ludick WNW Henry Meyev

Tel (0'1) 714-5297 Tel101117113153 Tel1011j7113823 T241011; 7112945 Tel 1011) 71125411392

7 Tel 1012) 8410600 19110211434465

FarlFaPs 1011; 7116445 FaxiFa'G (0111 362914 Fax/FaVS (0111 7144823 Fax/Faks (OH) 7115090

o Afrikaans Sieve!)

u Radm South Nnca

0 Ram Sesmho

0 Music Productuonsi

Musiekproduksies

0 National Symphony

Orchestra / Hasmaie

Simfonie-orkes

0 Language Bureau/

Iaalburo

0 NE Radio Span

A/EslaleSDON

o Rad-os

I ngwem SIE'eo'

Hosveld Stereo

0 Radwo Oman

0 Radvo 2000

o Radva Mm

0 Ma Way I '.'edla!eei

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0 Ram Spon Logrshcsi

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Benavhng & Vericpe

0 Admin J: Finance!

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Radrciopiewo'd-nasve en

P'ocuv's'e

o Wedaia

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RadiOD'OJEVIE
0 Ram Comwmcavcn I
Ramobomnumvasg
0 Farm Secvetav-au
Radvasev'eranaat
FaliFaks (011) 714-4757
0 Radxo News 1 Had c'qus
0 Me News 1 Oudiwus
FaJJFaKs (0121866537 Fan'FaVs (021) 439-2130
0 Ram Seuwana
0 Pads 8qu
0 Ram Ndebew
I Jacavanca Steveo
Javavar'aa S'e'eo
0 Raw Gcoc Hone 5'92":
Ram Gaye Hose 99%
0 Ramorower
DIVISIE
RADIO

Die SAUK he! 22 binne/andse radiodiensie wat gesamenilik in elf tale uirsaai met 71 totals daag/ikse gehoor van 12,5 miljoen. Die dienste is verdeel onder Openbare diensradio Hande/sradio en die Streekondernemings. Hadionuus is 71 produkverskaffer vir al die radiodienste terwy Radio Aktief die radioafdeling se bemerking en advenensieverkope saamsnoen Hadioprojekte tree as die oniwikkelingsbeen van SAUK Radio op.

Hoc'besuu'ce' van CNS-
Ui!saa dwenste
Genesai vanager oi OFS
Broadcaswg Sewes
MriMnr Christa Oiiwier
T5110511470491
FauFaL: (0511 37.1617
Hottesruuvcev van VeNe
1453659 U Isaavzvessle
Geve'ai Masagev :1 F31 Hm
E'saccasmg Sew'ces
MHMM Dirk Kleinschnidl
T5110152117-2211
Fax Fav5101521191.2210
Hoofnesmwce' van
Oos-Kaapse Uwssaa'ciensre
Geweva! 'Janagev o9 ECace
B'oaccasw'g Serwces
Mum" Steyl Bower
T9410411391-1255
Fan Fm 1041) 331406
Hectestme' va'i Malaise
thsaai: 91519
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B'aaccasmg Semces
Mr/Mni Willie Luwes
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U KONTAKTE IN:
 YOUR CONTACTS IN:
 HOOFBESTUURDER
 GENERAL MANAGER
 Hardus de Beer
 Personal Assistant / Persoonlike Assistant
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L_12

SENTECH

(PTY) LTD

The SABC's television programmes are relayed nation-wide on the PAH system on over 240 transmitters, and the radio programmes are broadcast nationally and internationally on nearly 600 FM, medium-wave and shortwave transmitters. One television channel and five sound channels are also relayed to transmitting stations throughout South Africa, including Walvis Bay, by way of a transponder on board an Intelsat satellite. The introduction of high-powered satellite transmissions with a potential for 100% coverage of all services relayed by satellite is being investigated.

Hocmestuuvdev Eed'y1

Geneval Managev Opevanons

Mranv P11 Fmev

121 1011; 7113500

Fax/Falrs (011) 7115225

0 WV en Noord-Transvaal-
sireek

I Wes- en Nwdekaapstreek

0 Ooseraap en OVS-streek

0 Natal- en OosertvansvaalAsrrw

0 Semrale Oondevsireunmg

0 PM a Nonhem Tvansvaal

vegm

9 West a Nonhem Cape

region

I Easire Cape 5 OFS vegnn

0 Natal & Easire Tvansvaal

vegm

0 Cenireal Supoon

Hummsruvwiev

Ontmhvehnq

General Managev

Develox'mnm

Dr Fanie Vilioen

Tel1011171476208

FauFaPs 1011171474467

0 onyehe

0 Dekking

0 Satelliele

I Senders

0 Panama

0 00121392

0 Sammes

0 Tvansrnmers

Besturende Direkleur

Managing Director

SENTECH

Mr/Mm Neil Smuls

14211011) 714-5500

Fax/Faks10111714-5812

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Personal ASSISIanI

Ms/Mev Sue Venler

Hawfreitmmn'

Fmansnes en Acmrnlsirasw,

ijnqla' Manaqm

France 7. iimnn'mWF

Mv/an Giel Nautw

Tel 10111 1111-1326

FaIFa't: 101117115438

0 Menslrke Hu1pb1onne

0 Fmansms

0 Admlmstrasie

0 Human Resouvces

0 Hnance

I Mmmisvmion

SENTECH

(EDMS) BPK

Die SAUK se televisieprogramme word landwyd met die PAL-1-

sllelsl deur middel van meer as 240 senders herlei, en die
radioprogramme word landwyd, en ook na verskeie dele van die
we?reld, oor byna 600 FM-, mediumgolf- en kongolfsenders her/ei.
'n Transpondeerder aan board van 1: Intelsat-sate/liel herlei ook
een televisiekanaal/ en vyf klankkanale na aardstasies oor die hele
Suid-Afrika, insluitende Walvisbaai. Onderzoek word ingestel na
die installering van kragtige satelliet-uitsendings met die polensiaal
om 100%-verspreiding te verkry van al/e dienste wat per satelliet
herlei word.

Komunikasiebeswonder
Kommunikasies 'lanagev
Mv/Mm Terence Peddie
1311011) 714-3290
Fax101117115812
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o kommunikasie en
Inkomarke
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Mrlllm 1mm Grandeghe
T9110111T11vme
Fax 10111 11.16031
0 anarmering m Sem-
Konsultasie-afdeling en
mensie
o Mavke1mgo151gna1
Distribusie van en
diens

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 Regional Manager PVW 8 Nonhern Transvaa)
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 Genie Munlman Pr Eng Pr lng
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Communicauon Manager
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Manager: Techmcal Intorrnatlon
Les Vermaakl
Manager: Pubhcny/ Bestuurder: Publisiteit
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P'w'a": 'E'VEJ'
P'sg'ame D '5512'
Mv'Mnr Hem Kern
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V? -:v- 72-5259
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DIVISION
TELEVISION

The SABC offers two television services: TV1 broadcasts in English and Afrikaans and has a daily multi-racial audience of more than five million adults, and CCV-TV broadcasts in nine languages - English, Afrikaans, Zulu, Xhosa, North Sotho, South Sotho and Tswana as well as Hindi and Tamil. It has a daily audience of more than six million adults. About half of the programmes broadcast over these services are produced in South Africa.

CHANNELS/KANALE

Hco':esuu'ce' CCVJV
Gw-at 'Janage' CCV-TV
MnMnr M1131: Mphahlele
'et (CW mzeu
Far Fats 715-5032
I'la-nev .
Mr Mm K065 Nuemand
Urrvoerende Hoot Telmre
Cruel Executrve' Tetewsvcn
Mr/Mnr Quentin Gwen
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Fax/Fais (011) NZZGQ
Persoonlrke Amsten!
Personal Ass/slanl
M's/Vev Susa-I Yssel
TEHG'VV
F3: F3150" '7 -'. '

DiVlSIE

TELEVISIE

k' Die SAUK bied twee televisiedienste: TV1 saai programme in Afrikaans en Engels uit en het 'n veelrassige daaglikse kykerstal van meer as vyf miljoen volwassenes, en CCV-TV saai programme in . nege tale uit - Afrikaans, Engels, Zoeloe, Xhosa, Noord-Sotho, Suid-Sotho en Tswana, sowel as Hindi en Tamil. Die kanaal het meer as ses miljoen volwasse kykers daaglik. Sowat die heme van al die televisieprogramme wat die SAUK uitsaai, word in Suid-Afrika ven/aardig.

PRODUCERS/VERVAARDIGERS

nemesm' SFWEL

6215' SAFFJTEL

Pm! Henme Human

Te 5'1 92

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Y, Unlwuezzm; erdaHz'm r :wahzlcIt: bv ,: _ v2! ' F'ocusec veueuv P'omsec reuew Once'ng

Eena'mgscweuu Fmans-ee Beswcev

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m: Fnanml Manage'

Mr/M;: L!:Ig;l!ta,l1'Vlei Hams Mf/Mlm 1'92? 53139 P'camm D 'ecw' P'OCJCI 0'. D 'eclo' H
SL'uL' MuMm Robm Knarcnnl MvIMm Pierre van den Haven

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Yew 1011; 714-242:

FarFans (0111 714-2735

Tel (OW 7x4-5255

Fax Faks (OW 7146799

P'ccuxsmweneuv

Sponprog'am'we

P'GCJCI on 0 way

Spun P'ogvam'nes

Ml/Mnr Robin Kempthome

Ta (011: 7V4r2140

Fax'Fax5(011:714 237\$

Hoo'oesm'ue' 5w:

Gene'a! 'Ja'age' Spcn

MrIMnr Fuel Theron

Tel .011, 7143.00

Fan Fats HM 31-6083

Bemau ngsc 'eylea'

Mamet n; D 'ecw

Mv/Mm anan Dans

Ta a0"; 7144?:2

FarFaks 0111 721377

x uuum Des Bonn

Funansxele Besluuraev

Fmanual Manage!

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 Secretary / Sekretaresse: Connie Janck
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 Manager: Sales & Sports Sponsorships
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 Sales Manager I Verkoopsbestuurder

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 Verkoopsadministrasiebestuurder
 Pal Chrystal
 Bestuurder: Handelsbemarking
 Manager: Commercial Marketing
 Kan lee:
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 Bemarkingsdienstebestuurder
 Sandy Berry
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 Advertising & Publicity Manager
 Vanessa Tunmer
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 ' i Manager: Programme Administration
 Wllllo Weldaman
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 Godsdienstprogramme
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 i SALES & MARKETING DIRECTOR
 (CCV-TV)
 ' ' Koo: Nlemand
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 Nasionale Verkoopbestuurder
 ' - National Sales Manager
 VacamIVakanl
 : Bestuurder: Advenensieverkope (Intern)
 T Manager: Advertising Sales (Internal)
 Ina Nleuwoudt
 . Bestuurder: Advenensieverkope (Ekstern)
 7 Manager: Advenising Sales (External)
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 Manager: Youth Programmes
 Thlnus Verryno
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 38 NO I TVK
 Bestuurder: Drama
 Manager: Drama
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 1 Alwyn Miiller
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 . BestuurderrPublisneit
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 KarelZaaymn
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 Tel (011) 714-5086
 Room I Kamer 1144 PMB I PMG
 Tel (011) 714-6097
 Room / Kamer 1010 PMB I PMG
 Bestumder: Verskeidenheid
 Manager: Variety
 Knolso Molokana
 Bestuurder: Musiekl Manager: Music
 Gram Monarang
 Manager/ Bestuurdel: Sport
 Johan Visaule
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 SB TV0 / TVK
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 sa TV0 I TVK
 Tel (011)714-5425
 sa TV0 I TVK
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 58 W0 / TVK
 Bedryfsrekenmeester
 , Operational Accountant
 Harman Gmyllng
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 Room/ Kamer 1109 PMB / PMG
 1 1 Bestuurder: Programadministrasie
 5 Manager: Programme Administration
 1 1 VacamIVakanl
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 38 W0 / TVK
 Z Bestuurder: W-argie1
 .2 ManagerzTVArchives
 Fanla Strauss
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Manager: Video Library
1 Ben de Klerk
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Fax / Faks (011) 714-5370
Room / Kamer N624C
Level I Vlak 81 TVNB
Tel (011) 714-5818
Room I Kamer NGQ4C
Level I Vlak B1 TVNB

TELEVISION NEWS PRODUCTIONS
 4_4...n...._..... WMHA-A4M ,_-
 U KONTAKT E IN:
 CONTACTS IN:
 44...- .- 4 1..... ..
 TV-NUSPRODKSES
 TV NEWS PRODUCTIONS (TNP)
 Private Bag / Privaatsak X1. Auckland Park 2006
 HOOFREDAKTEUR:
 TV-NUUSPRODUKSIES (TNP)
 _ EDITOR-IN-CHIEF:
 . TV NEWS PRODUCTIONS (TNP)
)1 Johan Pralorlus
) , Personal Assistant/ Persoonlike Assistant
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 , . Uitvoerende Redakteur: TNP
 Executive Editor: TNP
 - Chrissie Krillzinner
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 Auckland Park 2006
 .. Assistant Uitvoerende Redakteur: TNP
 . Assistant Executive Editor: TNP
 Andre la Roux
 1 Secretary / Sekretaresse: Marlize Nel
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 Redakteur: TV1-aandnuus
 Editor: TV1 Evening News
 Klaran Mam
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 Redakteur: CCV-TV-nuus
 Editor: CCV-TV News
 Mlle "mane
 Tel (011) 714-3978
 Fax / Faks (011) 714-2440
 . Redakteurzoiepteprogramme
 Editor: In-depth Programmes
 , ka Robinson
 Tel (011)714-3670
 Fax / Faks (011) 714-3420
 Redakteur: Joernaal- en Oggend-TV
 ' Editor: Magazines 8. Morning TV
 Conn do Bear
 Redakteur: Ekologie & Tegnologie
 Editor: Ecology & Technology
 Dania van 1m Wall
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 . Editor: Economics / Redakteur: Ekonomies
 Alan How
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 Editor: Religion / Redakteur: Godsdiens
 Dr Johan Bullendan
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1' x.
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Fax / Faks (011) 714-3479
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. PRODUCTION SUPPORT SERVICES
; Private Bag / Privaatsak X1. Auckland Park 2006
. PRODUKSIEDIREKTEURUNP)
PRODUCTION DIRECTOR (TNP)
Rob Stevenson
_ Secretary / Sekretaress: Vacant / Vakant
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Room / Kamer S2 TVNB
I Bestuurder;Ateljeeproduksies
7 Manager: Studio Productions
Fanus Ollvlar
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FINANSIES & ADMINISTRASIE /
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Private Bag / Privaatsak X41. Auckland Park 2006
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FINANSIES & ADMINISTRASIE
MANAGER OF FINANCE 8.
ADMINISTRATION
Koble K0110
Secretary / Sekretaress: Heidi Rieken
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Room / Kamer \$2 TVNB
Bestuurder: Grafies
Manager: Graphics
; Bruce Jonas
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Fax / Faks (011)714-5239
Bestuurderz Bestuursdienste (TNP)
Manager: Management Services (TNP)
Plat Baal:
Tel (011) 714-2171
; Bestuurder: Video-areas & Kameras
. Manager: Video Areas & Cameras
3 Robbie Klarenbeek
Tel (011) 714-5984
Fax/Faks (011)714-5517
, Manager: Archives / Bestuurder: Arnie!
; Riskle van lyl
Tel (011) 714-3452
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Skakelbestuurder: TNP
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Hlaan Ctuywagen
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Senior Personnel 0111cer/
Senior Personeelbeampste
Theo Erasmus
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' Bestuurder: Steundiensle
. Manager: Support Services
-, Brian Pocock
Tel (011) 714-6463
7 Management Accountant /
Bestuursrekenmeesler
Tian Olivier
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Finansifale Rekenmeester
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' CHNNAL 7
3 External Radio & TV Services
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UITVOERENDE REDAKTEUR
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L HOOFBESTUURDER: SPORT
Bestuurden Administrasie
Manager: Administration
Byk Brink
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Fax/Faks (011) 714-2546
Room / Kamer 304 PMB/PMG
Bestuurdet: Televisie
Manager: Television
I Tim McLachlan
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Fax I Faks (011) 714-5329
82 TVNB
- BestuurderzAktualiteite
1' Manager: Actualities
3 Bob Barker
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Fax / Faks (011)714-6422
Room I Kamer 111 PMB / PMG
_ Manager: News / Bestuurden Nuus
Noeleen Vorshr
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Fax / Faks (011) 714-4956
Room / Kamer 110 PMB / PMG
Besluurder: Engelse Diens
: Manager: English Service
2 Graham Wynne
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Fax/Faks (011)714-4956
Room I Kamer 341 PMB I PMG
Bestuurder: Franse Diens
Manager: French Service
George: Houlel
Tel (011)714-2605
Fax lFaks (011) 714-2546
Room I Kamer 345 PMB I PMG
Bestuurder: Ponugese Diens
Manager: Ponuguese Service
Ricardo Blanca
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Fax / Faks (011)714-2546
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Bestuurder: Afrikataaldienste
Manager:African Language Services
Flame Nieuwenhulzen
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Fax / Faks (011)714-4956
Room / Kamer 322 PMB / PMG
I . Opsier. BedM/Supervisor:Operations
' Pelerla Cock
Te! (011) 714-2614
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Room I Kamer 310 PMB / PMG
U KONTAKT E IN:
CONTACTS IN:
.W-
2' 3'3???
GENERAL MANAGER: SPORT
Plot Theron

Personal Assistant I Persoonlike Assistent
 Nettie Kyle
 PSP
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 Fax / F316 (011) 714-6083
 Room I Kamer 2809 PMB I PMG
 ' PROGRAMMES / PROGRAMME
 P 0 Box / Posbus 91016, Auckland Park 2006
) PRODUKSIEDIREKTEUR:TV-SPORT
 . PRODUCTION DIRECTOR: TV SPORT
 Robin Kemmhorno
 a Secretary / Sekretaresse: Marita Craucamp
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 Bestuurder. Spesiale Projekle
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 P 0 Box I Posbus 91016, Auckland Park 2006
 DIREKTEUR: BEMARKING & VERKOPE
 1 DIRECTOR: MARKETING & SALES
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 Secretary / Sekretaresse: Anne Swan
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 Room / Kamer 03 N03
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 ' Leon Landsbaru
 Manager: Promotions / Bestuurder: Promosies
 Paul Fraalhy
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 . Beslurder: Inlerne Sponproduksies
 Manager: Internal Sport Productions
 Gen Root:
 Tel (011)714-4135
 Fax I Faks (011) 714-4045
 Bestuurder: Sponkobrdinasie
 Manager: Sport Co-ordination
 Do Clem: van Heerden
 Tel (011) 714-4006
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 Bestuurder: Sponaanbieding
 2 Manager: Spun Presentation
 Trevor nulrlt
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 christo Anderson
 Tel (011) 714-3830
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 I Pleler van Rooyan
 Senior Journalist 1 Senior Joernalis
 . Coma Grundllnu
 ,Amx L
 Tel (011) 714-6464
 :44?
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 FINANCE & ADMINISTRA TION
 P 0 Box/ Posbus 91016, Auckland Park 2006
 FINANSIELE BESTUURDER
 FINANCIAL MANAGER
 Des Both:
 Secretary / Sekretaresse: Lois Hassouw
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 Bestuutder. Administrasie

Manager: Administration
Andriu van Dyk
Tel (011)714-6236
Room / Kamer 53 03M TVOITVK

U KONTAKT E IN.
 CONTACTS IN:
 m ".1.
 f HOOFBESTUURDER: SAFRITEL
 ? GENERAL MANAGER: SAFRITEL
 Hennle Human (P1111)
 Personal Assistant I Persoonlike Assistant:
 1 Irene Taylor
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 Room / Kamer S11
 TV Office Block I TV-kantoorblok
 - ENTERTAINMENT/ VEHMAAKLIKHEID
 1 PRODUKSIEDIREKTEUR:
 ' '1 VERMAAKLIKHEIDSPROG RAMME
 PRODUCTION DIRECTOR:
 ENTERTAINMENT PROGRAMMES
 Cor Non):
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 Fax I Faks (011) 714-2785
 Room / Kamer 1104
 TV 011ice Block I TV-kantoorblok
 Secretary I Sekretaresse: Jeanette Rademeyer
 Produksiehoofz
 Vermaaklikheidsprogramme
 Production Head:
 Entertainment Programmes
 Hank Hugo
 - Entertainment / Vermaaklikheid (Afr)
 ; Nannie van Longerenbarg
 Entertainment/ Vermaaklikheid (Eng)
 1 Ian Fraser
 1 Special Projects / Spesiale Projekte
 Ann Graham
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 Fax I Faks (011) 714-4740
 Tel (011) 714-3006
 Tel (011)714-5959
 Tel (011) 714-3047
 Produksiehoof: Kultuurprogramme
 Production Head: Cultural Programmes
 Basic Language
 x 1 Variety/Verskeidenheid (Johannesburg)
 T : Vacam/Vakanl
 Music & Variety/Musiek & Verskeidenheid
 Willem Fouclle
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 Fax I Faks (011)714-2785
 Tel (011) 714-5433 / 5434
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 Fax I Faks (011) 714-6555
 PRODUKSIEDIREKTEUR:
 OPVOEDKUNDIGE PROGRAMME
 PRODUCTION DIRECTOR:
 EDUCATIONAL PROGRAMMES
 Germ Cameo
 '. Sectetary I Sekretaresse: Irma I(Iapper
 - EDUCATIONAL/ OPVOEDKUNDI
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 Fax / Faks (011) 714-5799
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 TV 0100c Block I TV-kanloorblok
 . Production Head I Produksiehoot
 Opvoedkundige Programme
 1 Educational Programmes
 - Dr Paul Llehetau
 Health & Mental Heatth I Gesondheid 8.
 ; Geestesgesondheid: Charles Owen
 Community Developmem I Gemeenskaps-
 , ontwikkelim: Johan Venter
 Human Resources 8. Organisationall

Menslike Hulpbronne 8. Organisatories

Hanna: 0111111111

- Hulpbronontwikkeling

_ Resource Development: Hla Human

Ouerleiding. Voorskools & Jeug

Parental Guidance, Pre-school & Youth

Jeanine 1111 Toll

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Tel (011) 714-2146

Te1(011) 714-4605

Tel (011) 714-4607

Tel (011) 714-3421

1 Production 11de Produksiehoof:

' Onderrigprogrmmme

Instructional Programmes

1 DrJohan Aucamp

School Radio I Skoolradio

- Esme Vinny

Magazines / Joemaalprogramme

_ Johan van 311111011

1 Instructional Programmes/

Onderrigprogrmmme

Johan Naumlng

Uitvoerende Vervaardigen Oorklanking

Executive Producer. Dubbing

June Slltmann

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Room / Kamer S11 TV0 / TVK

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Tel (011) 714-4456

Tel (011) 714-3411

Tel (011) 714-3244

Fax I Faks (011) 714-4033

Room I Kamer 3433

TV Studio Block / TV-atelieeblok

./

1 MARKETING / BEMARKING

BEMARKINGSDIREKTEUR

MARKETING DIRECTOR

. Rohln Knox-Granl

Secretary I Sekretaress: Yvonne d9 Jager

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Fax / Faks (011) 714-5590

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TV Office Block / TV-kamoorblok

I Bestuurder: Programbemarking

. Manager: Programme Marketing

Richard Slelnmann

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Room I Kamer 11 S15 TV0 ITVK

Bestuurder: Bemarking

1 Manager: Marketing

Louw van der Merwe

: Bestuurden Promosies

Manager: Promotions

Manic 119 Jaoer

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Fax/Faks (011) 714-5799

Room I Kamer 10 N24 TV0 ITVK

Tel (011) 714-3783

Fax I Faks (011) 714-5799

Room / Kamer 11 S14 TV0 ITVK

1' Bestuurder:Sekretariaa1

Manager: Secretariat

Thys Wilsnach

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Manager: Co-productions Administration
Dania Swan
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'91 FINANSIES & ADMINISTRASIE
Finansifele Bestuurder: SAFRITEL
Financial Manager: SAFRITEL
Plane van 1101 Haven
Secretary I Sekretaresse: Ansje van Rooyen
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Room I Kamer S11 TV0 / TVK
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Cost and Management Accountant
' Elma van Zyl
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:5 Finansifele Rekenmeester
Financial Accountant
'1 J A van Zyl
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Administrasiebestuurder
Administration Manager
John Varga
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Bestuurder: Begrolings
Manager: Budgeting
Tel (011) 714-4398

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4. 2.....
' Uitvoerende Hoot: Uitsaaaisenlrum
Chiel Executive:
Broadcasting Comte
Mranr Gen Clnuan
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Fax/Faks (011) 714-6251
Persoonlike Assistant
Personal Assistant
Mrs/Mev Louisa Lindequo
% ,...- - _7...z...u....x... 74 7' 'v ' 7 A_nha -.-7 747.1-.4.-7..7,77...,,... Mudhvm ..
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e
u . f IMIW M 7 1 . . - , ' 7 . , , ' '1 MrMnrHIndrlk MIMI! 7 ManagerzHuman Resources
2%".11; i 7 . . . August , 7 4 .1 7 L -- 7 Iei(011)714-6247 'j MIIMnrJohan Brlnk
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v3 " mmmmm , v mmmm - , mum 7 ' x 1 F 9V3, 714471
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1 - . _ -1 mmmm '- . - 1 WWW 1 mman
- Keuring
- Aans!ellings
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' ' 7 ' 7 oAppoimrrmls

.95.

TV FACILITIES / TV-FASILITEITE

C.-

Private Bag / Privaatsak X1. Auckland Park 2006

HOOFBESTUURDER: TV-FASIUTEITE

GENERAL MANAGER: TV FACILITIES

August Bread!

Secretary / Sekretaresse: Illana Liebenberg

Bestuurder: Produktiwiteitstels

Manager: Productivity Systems

Tlnus Vllloan

Tel (011) 71445305 / 6528

Fax / Faks (011) 714-3000

Room / Kamer 4698

TV Studio Block /1V-a1eljeeblok

Tel (011) 714-2328

Besluurder: Inligtingstegnologie

Manager: Information Technology

Vlv Mel

Tel (011) 714-3086

Room / Kamer 3740

TV Studio Block / TV Ateljeeblok

Bestuurder: Finansies (TV-fasiliteite)

Manager: Finance (TV Facilities)

Chris Niouwoudl

Bestuurden Administrasie (TV-fasiliteite)

Manager: Administration (TV Facilities)

Karl Baasnl

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Room / Kamer 4730

TV Studio Block / TV Ateljeeblok

Tel (011) 7144280

Fax/Faks (011)714-2111

Room / Kamer 3043

Manager: Client Facilitating /

Bestuurder: Klientefasilitering

Koo: van der Meme

Secretary / Sekretaresse : Lucia Faurie

Tel (011) 714-4196

Fax/Faks (011) 714-6500

Bestuutder: Wdeoredigering

Manager Video Editing

Leon Labuschaone

Editing bookings / Rediaerlngbesprekings

Mama Dekkev

Tel (011) 714-2333

Tel (011)714-4155

Fax/Faks (011) 714-2111

Bestuurder: Naproduksietasiliteite

Manager Postptoduction Facilities

Audio bookings / Oudiobesprekeings

Eliza Mam

Video Tape transfers / Videobandoorplasings

6303 Thompson

Marius Posthumus

Tel (011) 714-3026

Tel (011) 714-2462 / 2115

Tel (011) 714-4272 / 2370

Fax/Faks (011) 714-6500

4 ' TV-SENTRUM

5 TV CENTRE (TV FA CILITIES)

-u-rsvfmm', 1.. am

. ,2 n i.- -mahh

(TV-FASILITEITE)

Private Bag X1, Auckland Park 2006

Bestuurderz TV-sentrum (TV-1asiliteite)

Manager: TV Centre (TV Facilities)

1 Phillip O'Kally

Secretary / Sekretaresse: Malia du P/essis

0 Bestuurder: Produksie-atelieestasiliteite

Manager: Production Studios Facilities

Dunle lam:
 Studio Managers / Atelieebestuurders
 1 & 2: Son): van dar Mann
 3 a. 4: Heaardi Scheapm
 , 5 a 6: chku: Pretoria:
 .' Operations Manager/ Bedryfsbestuurder
 Harry Jnuherl
 Booking 011ice / Besprekingskantoor
 Tel (011) 714-3079 / 4941
 Fax / Faks (011)714-3000
 Room I Kamar 371 8
 TV Studio Block / TV Ateljeeblok
 Tel (011) 714-5628
 Tel (011)714-2350
 Fax / Faks (011) 714-5539
 Tel (011) 714-2431
 Fax / Faks (011) 714-5539
 Tel (011) 714-5911
 Fax I Faks (011) 714-5539
 Tel (011) 714-3093
 Fax / Faks (011) 714-5539
 Tel (011) 714-4573
 ; Bestuurder:Spesialisdienste
 Manager: Specialist Services
 Llonal (In 001:
 Tel (011) 714-2451
 Bestuurder: Nuustegnologie
 Manager: News Technology
 Gerard Vanlar
 Tel (011)714-6419
 1 Bestuurder:Uitsaaistelsels
 Managet: Transmission Systems
 Marlus Jan: van Rensburn
 1 , Network Control/Netwerkkontrolle
 Tel (011) 714-2404
 Tel (011) 714-3977
 1 Administratiewe Bestuurder: TV-sentrum
 , Administration Manager: TV Centre
) Dave van Hensburn
 Tel (011) 714-6570
 ' TV-BUITEUITSENDINGS & STREEKS-
 ' TV-FASILITEITE
 (TV OUTSIDE BROADCASTS &
 REGIONAL TV FACILITIES
 1 Private Bag / Privaatsak X1, Auckland Park 2006
 Bestuurdec TV-buiteuitsendings &
 Streekslasiliteite
 Manager TV Outside Broadcasts &
 Regional Facilities
 Neal Allan
 Secretary/Sekretaresse: Louise Velwey
 Tel (011) 714-4300 / 4301
 Fax / Faks (011)714-3905
 Room / Kamer 08 204
 OB Depot / BU-depot
 Bestuurder: TV-buiteuitsendingsvoertuie. JHB
 Manager: TV Outside Broadcast Vans, JHB
 1 Day: Tarblanche
 Tel (011) 714-3049
 Fax/Faks (011) 714-3905
 OB Depot / BU-depot
 Bestuurder: Spesialisfasiliteite & Spesialiste
 Manager. Specialist Facilities & Specialists
 Nil: Bnnlhuys
 Tel (011) 714-2282
 Fax / Faks (011) 714-3905
 08 Depot / BU-depot
 Bestuurder: Mikrogoltskakels
 Manager: Microwave Links
 Aner Nel
 Tel (011) 714-2449

Faxl Faks (011) 714-3517
08 Depot/ BU-depot
Bestuurder: Beplanning 8. Kobrdinasie
Manager: Planning & Co-ordination
Andra Vllluan
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Fax/Faks (011)714-3517
08 Depot / BU-depot
: BesluurderzAdministrasie
g; ManagenAdministration
#4 Fania Kolzc
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Finansifale Kobrdineerder
Financial Co-ordinator
Val Hopper
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0B Depot / BU-dep01
'1 IN THE REGIONS / IN DIE STREKE
Manager: TV Facilities: Natal
5?
Vi
Bestuurder: TV-tasiliteite: Natal
Jack Downie
Manager: TV Facilities: Eastern Cape
Bestuurder: W-tasiliteile: Oos-Kaap
Raymond Starck
Manager: TV Facilities: Western Cape
Bestuurder: TV-fasiliteile: Wes-Kaap
Tommy Thacher
Tel (031) 32-5252
Fax / Faks (031) 37-2955
Tel (041)391-1911
Fax / Faks (041) 33-7947
Tel (021) 551 -2560
Fax/Faks (021)551-5147

W' -
1cm)
RADIO FACILITIES / RADIOFASILITEITE
Private Bag / Privaatsak X1/ Auckland Park 2006
UITVOERENDE BESTUURDER:
RADIOFASILITEITE: USS
1 EXECUTIVE MANAGER:
' RADIO FACILITIES: 800
1 Francols Jordaan
) Secretary/ Sekretaresse: Michelle Loader
Tel (011) 714-3222 I 3502
Fax / Faks (011) 714-3338
Room / Kamer 1447 PMB / PMB
Bestuurder: Outomatisasie 8.
Hootkomroiebedryt (Radio)
7 Managec Automation &
- Main Control Operations (Radio)
1 Louis Jansa van Henshurg
Secretary / Sekretaresse: Ta/Iie Lessing
' Main Control I Hoofkontrole: Johan Du Plesls
i Spotter: Gary van Mazlch
Tel (011) 714-2075 I 2687
Fax / Faks (011)714-6248
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,7 (Radio)
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Facilities (Radio)
1 Polar McCarthy
. Bestuurden Radioproduksiediensle
. 1 Manager: Radio Production Services
1 Flip Swan
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Continuity 8. Packaging/
Kontinueite'n & Verpakking: Hugo Lampmhts
Music & Drama/
Musiek 81 Drama: Jan d: June
- Outside Productions/
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KOMMERSIELE DENS /

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GROEPBESTUURDER: KOMMERSIELE

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..... 23 Erasmus, Hom'al 10

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SPECIAL OPEN LETTER FROM THE

GROUP CHIEF EXECUTIVE

Dear Colleague

Recently the SABC and its staff have endured unprece-
dented levels of career uncertainty, doubt, and even tear.

One of the reasons has been that the SABC, as the
national broadcaster, is at the forefront of the whole
process of change in this country. The protracted process
and the intense public debate surrounding the appoint-
ment of the SABC Board are among the factors that have
fostered the mood of uncertainty in our organisation.
Personally, I empathise with you, as loyal. dutiful officers,
and I understand how these circumstances that were
beyond your control must have affected you - and are
still affecting you.

Now, after the Board meeting on 4 August and the strate-
gic planning session of the Board on 13 and 14 August, I
feel the need to talk to you about several of the crucial
issues that will affect your position and your future. Apart
from writing this letter. I shall arrange a studio and redittu-
sion talk with you shortly, in which the new Chairperson
will also take part.

Now, for the first time, the Board is representative of the
general population of South Africa; naturally this will have
an influence on the organisational culture of the SABC.
Decisions on what should be done and how it should be
done, and the setting of policy, will take place against this
background from now on. Soon, the actions of the Board,
and the co-operation and synergy that develops between
the Board and management, should begin having a posi-
tive effect on the image and credibility of the corporation.
The conclusive decision that was reached on the chair-
manship and vice-chairmanship, as well as on my position
as Group Chief Executive. should also go a long way
towards resolving much of the uncertainty of the recent
past. We shall now be able to plot the route that the
SABC as National Public Broadcaster will take from here.
I should like to express the hope that the Board and the
SABC will now be allowed to show what can be done. in
the interests of South Africa and all its people, in a time of
great political and social upheaval.

The Board has already completed the groundwork for a
new Vision, a new Mission and new values for the SABC.
In general. these amount to the SABC's being an impartial
public service broadcaster that will develop its indepen-
dence and autonomy continually. The SABC will always
respond to the needs oi the public to whom it is answer-
able. The Board will finalise this matter at its next meet-
mg.

In certain circles there is apparently a degree of uncertain-
ty about the SABC's approach to the issue of public ser-

vice / commercial broadcasting.

The Board feels strongly about the public service role of the SABC, which means that the electronic media should be utilised to fulfil the specific needs of the country and its peoples. It is however important that the SABC's financial

SPEZIALE OPE BRIEF VAN DIE GROEP

UITVOERENDE HOOF

Geagte Koliege,

Die SAUK en sy personeel het die afgelope tyd gebuk gegaan onder 'n ongekende vlak van beroepsonsekerheid, twyfel en selfs vrees. Dit was onder meer die gevolg van die feit dat die SAUK as Nasionale Uitsaaier in die voorste linie staan van die totale veranderingsproses wat hom in die land afspeel. Die uitgerekte proses en die intense openbare politieke debat rondom die aanstelling van die SAUK-raad is van die faktore wat hierdie gees van onsekerheid in ons organisasie gevoed het. Ek het persoonlik baie begrip en ook empatie met u as lojale en diensgerigte amptenare oor hoe hierdie omstandighede buite u beheer u moes beïnvloed het - en nog steeds beïnvloed.

Na die Raadsvergadering van 4 Augustus en die strategiese beplanningssessie van die Raad op 13 en 14

Augustus is dit vir my 'n behoefte om met u oor enkele van die kritieke sake wat u posisie en toekoms raak, te gesels. Ek doen dit per brief en sal binnekort 'n ateljee- en redifusiegesprek met u reel waarby ook die nuwe Voorsitter betrokke sal wees.

Die Raad verteenwoordig nou die eerste keer die breetbevolking van Suid-Afrika en dit sal uiteraard op die organisasie-kultuur van die SAUK retiekteer. Besluite oor wat gedoen behoort to word. die wyse waarop dit gedoen word en beleidsbepalings sal dus voortaan teen hierdie agtergrond geskied. Die optrede van die Raad en die samewerking en sinergie wat tussen Raad en Bestuur ontwikkel word, behoort in die nabye toekoms 'n positiewe uitwerking te begin toon op die beeld en geloofwaardigheid van die Korporasie. Die finaliteit wat bereik is oor die Voorsitter- en die Ondervoorsitterskap, asook oor my eie posisie as Groep Uitvoerende Hoof, behoort eweneens vele van die onsekerhede van die onlange veriedebly te Is an rigting sal nou gegee kan word aan die pad wat die SAUK as Nasionale openbare uitsaaier voortaan sal loop. Ek wil die vertroude uitspraak dat die Raad en die SAUK nou toegelaat sal word om te wys wat in belang van Suid-Afrika en al sy mense gedoen kan word in 'n tydperk van groot politieke en sosiale onstuimigheid.

Die Raad het reeds die grondwerk vir 'n nuwe Visie, Missie en Waardes vir die SAUK voltooi, wat oorkoepelend daarop neerkom dat die SAUK in onpartydige openbare diensuitsaaier is wat sy onafhanklikheid en outonomie deuriopend sal ontwikkel. Die SAUK sal deurentyd reageer op die behoeftes van die publiek teenoor wie hy aanspreeklik is. Die FIAad sal hierdie saak by sy volgende vergadering finaliseer.

Beer is klaarblyklik nou in sekere kringe onsekerheid oor die Openbare diens/kommersiele benadening in die SAUK. Die Raad plaas groot klem op die SAUK se openbare diensrol. wat daarop neerkom dat die elektroniese media benut moet word om die besondere behoeftes van ons land en sy mense aan te spreek. Die finansiering van die

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structure should remain fundamentally sound and in order to achieve this, no deviation from the financially successful concept of business units is planned. Surpluses generated by the more commercialised services would still have to be optimised to subsidise non-profitable services the SABC has to provide.

On staff matters, the Board has taken decisions that should certainly have a settling effect and could clear away uncertainty and fears to a large degree. Naturally, the Board has strong views on equal rights, and on the proactive, planned development of the SABC's staff -against the background of its Mission to redress the current imbalance in the racial and gender composition of the staff. Top management and I agree fully with this, and we have made a great deal of progress in this direction already. However, the Board has made it clear that in the process of redressing the imbalances, recognition will be given to the need to uphold merit, and to the need to assure present incumbents of posts that there will be no general arbitrary replacement of staff. The 'Employment Equity' programme, with all its various facets, including the inter cultural sessions which already commenced some time ago, is definitely a challenge to the management of the SABC and to every member of staff.

As a highly sophisticated organisation with the greatest variety of people and occupations to be found in any organisation, the SABC is in an ideal position to set an example of how people can work together and complement each other professionally. I should like to see this as an ideal that could be set for the whole staff.

At its strategic planning session, the Board addressed various other matters of policy. For your information, I shall highlight a few of them:

0 The SABC's current Editorial Code will be revised to ensure that it meets the demands of the South African society in its diversity; the prevailing circumstances in the country; and taking into account the SABC's healing role in society. Our journalistic ethos will have to be developed to reflect this approach.

0 Management will organise a series of workshops after approval of the Code to orientate staff and to prevent misunderstanding of the interpretation of the Code.

0 The office of an Ombudsman will be created shortly to deal with complaints about news and other programmes, thus establishing an internal monitoring mechanism. One of the functions of this office will be to act as a buffer between staff and the SABC's critics. Mistakes made will have to be rectified, but on the other hand it will eliminate untested criticism and accusations against the SABC. It should therefore be welcomed seeing that our news staff in particular will be subjected to unprecedented pressure during the coming months.

0 At its next meeting, the Board will consider a broadcasting strategy for the coming election and a programme of voter education. Management is already in the advanced stages of preparing to co-operate with the Board's Subcommittee in its planning of election coverage.

0 The Board has appointed a Language Subcommittee to address the educational and information needs of the various language groups in South Africa, within the framework of an equitable allocation of resources and services in order to address these needs impartially. Management will make recommendations to the Board on how the matter could be dealt with in the spirit of the new Mission and Vision.

SAUK moet egter steeds kerngesond wees om dit te kan ven'nag en ons beplan dus nie in alwyking van die iinansieel-suksevolle konsep van Sake-eenhede nie. Surplusse van die meer gekommersialiseerde dienste

sal nog steeds, soos nou, gemaksimeer moet word om die nie-winsgewende dienste wat die SAUK voorsien, te finansier.

Wat personeelsake betref, het die Raad besluite geneem wat gewis groter rustigheid behoort te bring an we! onsekerhede en vrese grotendeels uit die weg kan ruim. Die Raad het uiteraard 'n baie sterk siening oor gelykberegting en die pro-aktiewe en beplande ontwikkeling van die SAUK se personeelkorps teen die agtergrond van sy Missie dat die huidige wanbalans in die rasse- en geslagsamestelling van die personeel reggestel moet word. Hiermee stem ek en Topbestuur volledig saam en daar is inderdaad in 'n groot mate reeds op hierdie pad gevorder. Die Raad het dit egter duidelik gestel dat daar in die regstellingsaksie erkenning gegee sal word aan die noodsaaklikheid om meriete te handhaaf en aan die noodsaaklikheid om huidige bekleers van poste te verseker dat daar geen algemene arbitrere vervanging van personeel sal wees nie.

Die program van "Employment Equity" met al sy verskillende tasette, insluitend die interkulturele sessies wat reeds 'n tyd gelede ingestel is, is gewis 'n uitdaging vir die SAUK se Bestuur en elke personeelid. As hoogsgesofistikeerde organisasie is die SAUK met die grootste verskeidenheid van mense en beroepe van enige organisasie, in 'n ideale posisie om 'n voorbeeld aan die land te stel oor hoe mense mekaar kan vind, kan saamwerk en mekaar professioneel kan aanvul. Ek sou graag wou sien dat dit as ideaal gestel kan word vir die hele personeelkorps.

Die Raad het op sy strategiese sessie aan verskeie ander beleidsake aandag gegee. Vir u inligting stip ek enkeles hier aan :

0 Die huidige Redaksionele Kode van die SAUK sal hersien word om te verseker dat dit voldoen aan die vereistes van die Suid-Afrikaanse gemeenskap in sy verskeidenheid; die landsomstandighede en met inagneming van die SAUK se helende rol in die gemeenskap. Ons joernalistieke etos sal ontwikkel moet word om so 'n benadering te reflekteer.

0 Bestuur sal in reeks werkswinkels (na goedkeuring van die Kode) reel om personeel te oriënteer en onsekerhede oor vertolking van die Kode, so ver moontlik uit te skakel.

0 in Kantoor vir 'n Ombudsman om nuus- en ander 4 programklagtes te hanteer en so 'n moniteringsmeganisme daar te stel. sal binnekort geskep word. Dit kan onder meer 'n belangrike rol speel as weerligafleier tussen personeel en die SAUK se kritici - d.w.s.: Waar ons foute maak, moet dit reggestel word, maar aan die ander kant sal dit onbeproefde kritiek en aanklagte kan uitskakel. Dit behoort dus verwelkom te word omdat veral ons nuuspersoneel oor die volgende maande onder die uiterste druk geplaas gaan word.

0 Die Raad sal op sy volgende vergadering oorweging skenk aan in Uitsaaistrategie vir die komende verkiesing, asook aan 'n program vir kiesersgeletterdheid. Bestuur is reeds in 'n gevorderde stadium van voorbereiding om met die Flaad se sub-komitee saam te werk in sy beplanning van die verkiesingsdekking.

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0 The Language Committee has also been assigned specifically to investigate the whole question of programme dubbing and to make recommendations to the Board on this matter.

0 Management has been asked to develop a new product policy for the Board's consideration. This implies that the mandates of the SABC's various programme services will have to be reconsidered.

0 Management and the Financial Subcommittee of the Board will submit proposals to the Board on ways of protecting and expanding the SABC's sources of income.

0 Management is naturally closely involved with the Subcommittees of the Board.

These, then, are some of the many matters of policy that the Board has addressed in order to give the SABC direction and stability. Once again, I should like to express my gratitude to everyone who has kept the SABC's product and support services going, especially in the past few months. I assure you that it has not been an easy time for management either, particularly since we had to withhold certain decisions and recommendations on crucial issues. Now we can go ahead with them.

My term of office would have expired on 30 September this year. Although circumstances probably also allowed for other options to pursue, I have agreed to serve for another year at the request of the Board. The post will then be reconsidered also with a view to the general circumstances prevailing in the country at that point in time. For the time being, though, I am very pleased to remain in the service of our organisation and its people, and I look forward to the task and challenges that lie ahead. Thank you for your support and dedication. I know that the SABC will be able to continue to count on you in the coming year.

With kind regards

MW-v-W

W J J HARMSE

GROUP CHIEF EXECUTIVE

ISWB/JC/WJJH/jp87

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0 Die Raad het 'n Taal-Subkomitee aangewys om die opvoedings- en inligtingsbehoefte van die verskillende taalgroepe in Suid-Alrika aan te spreek binne die raamwerk van gelykberegtiging van bronne en dienste ten einde al die behoeftes onpartydig aan te spreek. Bestuur sal aanbevelings aan die Raad doen oor hoe die kwessie binne die gees van die nuwe Missie en Visie gehanteer kan word.

0 Die Taalkomitee het ook spesifiek opdrag om die hele kwessie van programoorklanking te ondersoek en voorstelle aan die Ftaad daarvoor te doen.

0 Bestuur is versoek om 'n nuwe Produkbeleid te ontwikkel vir die Raad se oorweging en dit impliseer dat die mandate van die SAUK se verskillende program-dienste heroowveeg sal moet word; en

0 Bestuur en die Raad se Finansiële Subkomitee sal voorstelle aan die Ftaad doen oor metodes om die SAUK se inkomstebronne te beskerm en uit te brei.

0 Bestuur is uiteraard intiem by alle sub-komitees van die Fiaad betrokke.

Dit is dan enkele van die wye reeks beleidsake wat reeds deur die Raad aangespreek is ten einde koers, rigting en stabiliteit vir die SAUK te bring. Ek wil weer eens my dank uitspreek teenoor elkeen wat die SAUK se produk- en ondersteunende dienste, veral gedurende die atgelope paar maande, aan die gang gehou het. Ek kan u verseker dat dit ook vir Bestuur nie 'n maklike tyd was nie. aangesien ons ook sekere besluite en aanbevelings

oor kritieke sake en sleutelkwessies moes terughou.
Daar kan nou hiennee voortgegaan word.
My eie ampsterryn sou op 30 September vanjaar ver-
stryk het, en hoewel omstandighede waarskynlik ook
ander opsies vir my gelaat het, het ek op versoek van die
Raad tn ooreenkoms vir nog ln jaar aangegaan. Die pos
sal daama heroorweeg word, ook met inagneming van
ontwikkelinge in die land in die algemeen op daardie tyd-
stip. Intussen is ek baie bly om nog steeds in die diens
van ons organisasie en sy mense te staan en sien ek uit
na die taak en die uitdagings wat voorle. Baie dankie vir
u ondersteuning en toewyding - ek weet dat die SAUK
ook in die jaar wat voone daarop sal kan bly reken.
Vriendelike groete.

Mibwm

W J J HARMSE

GROEP UITVOERENDE HOOF

lSWB/JCNVJJH/in0

20/8/93

PRELIMINARY NOTES ON Aevzsoev BOARD CRITERIA AND FRAMES or

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The Advisory Board criteria should be seen on two levels. First, the individual qualities desired in a Board member and, secondly, the function of the Board itself.

In terms of the individual, the following qualities are deemed to be important:

1. The individual appointed should have an active interest in, and understanding of, the medium.

2. It is not desirable that people with a high political profile should be appointed. Obviously all people hold political views but these should not be a consideration in making appointments.

3; Instead of representation by political party, function or political standpoint, the appointments should reflect the range and variety of cultural (in the broadest sense) values held in the country.-

4. At least 50% of the appointees should be involved in the media with direct practical experience.

Frames of Reference

To encourage and develop the socio-cultural expression of the peoples of South Africa.

Although there must be a predominance of one language in a specific channel this should not exclude the use of other languages spoken by South Africans.

To ensure that the radio reflects the concerns and values of South Africans with integrity.

Objectivity in reporting on or reacting to the South African social scene should be maintained.

To ensure that radio becomes a vital form of communication to promote understanding between South Africans.