



## STYLE GUIDE

## LANGUAGE UNIT

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REINVENT YOURSELF.



UNIVERSITY  
OF  
JOHANNESBURG



# **ENGLISH STYLE GUIDE**

## **LANGUAGE UNIT**

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# English Style Guide

This style guide is intended mainly for administrative usage within the University of Johannesburg. It provides “house style” for the University’s documents. For general spelling and grammar rules, the following resources are recommended:

- ***The Concise Oxford Dictionary*** (for academic use)
- ***The Oxford Dictionary of English***
- ***The Oxford Advanced Learner’s Dictionary*** (for everyday use)
- ***Fowler’s Modern English Usage***

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## CANDIDATE FOR A PULLET SURPRISE

[Beware the Spelling and Grammar Checker!

OR

Why you still need an editor!]

I have a spelling checker,  
It came with my PC.  
It plane lee marks four my revue  
Miss steaks aye can knot sea.

Eye ran this poem threw it,  
Your sure reel glad two no.  
Its vary polished in it's weigh.  
My checker tolled me sew.

A checker is a bless sing,  
It freeze yew lodes of thyme.  
It helps me right awl stiles two reed,  
And aides me when eye rime.

Each frays come posed up on my screen  
Eye trussed too bee a joule.  
The checker pours o'er every word  
To cheque sum spelling rule.

Bee fore a veiling checker's  
Hour spelling mite decline,  
And if we're lacks oar have a laps,  
We wood bee maid too wine.

Butt now bee cause my spelling  
Is checked with such grate flare,  
Their are know fault's with in my cite,  
Of nun eye am a wear.

Now spelling does knot phase me,  
It does knot bring a tier.  
My pay purrs awl due glad den  
With wrapped word's fare as hear.

To rite with care is quite a feet  
Of witch won should bee proud,  
And wee mussed dew the best wee can,  
Sew flaw's are knot aloud.

Sow ewe can sea why aye dew prays  
Such soft wear four pea seas,  
And why eye brake in two averse  
Buy righting want too pleas.

Jerrold H. Zar

# 1. Spelling Rules

The University of Johannesburg, like the rest of South Africa, follows the United Kingdom's spelling system. Computers should be set to "English (UK)". Instances of such spelling include:

- the use of **-ise** instead of *-ize*, e.g. *realise*;
- the use of **-yse** instead of *-yze*, e.g. *analyse*;
- the use of the **double -l** and not the singular, e.g.  *travelling*, not  *traveling*; *enrol*, but *enrolling/enrolled*
- the use of **-mme** in *programme*. *Program*  is incorrect in relation to a *schedule* and is only used within the computer domain, e.g. the IT student wrote a new  *program*;
- the use of **-re** instead of *-er*, e.g. *centre*, *metre*, especially for measurements. However, when referring to an instrument, such as a *meter reader*, *-er* is used;
- the use of **towards**, instead of the American *toward*.

**Please note** that in IT programming language *-z-* is used instead of *-s-*, and it is therefore not advised to change it in the body text as it can lead to confusion and/or wrong programming.

## 2. Capital Letters

Please note that this entry (like many others in this guide) is not intended as a full treatment of a difficult topic.

Proper names and the first letters of sentences should take capitals. A special note on surnames consisting of separate parts: Where initials or first names are omitted, the first separate section starts with a capital, e.g. Vincent **v**an Gogh but **V**an Gogh; Dr Lesley **I**e Grange but Dr **L**e Grange; Ms E **d**u Preez but Ms **D**u Preez; Prof Nic **v**an der Walt but Prof **V**an der **W**alt (if surnames consist of three separate parts, the first and last part should start with a capital letter, unless an initial or first name precedes the surname).

However, it becomes more difficult to decide on upper case (capital letters) or lower case (small letters) when a common word functions in the place of a proper name. Authoritative sources recommend using an initial capital letter for specific reference but a small letter for general reference. It is sometimes difficult to be consistent, but in UJ documentation we should try keep to the guidelines below.

➤ Capitalise the following:

- All **short references** to the University of Johannesburg as *the University* (but not the word *institution*).
- All **titles** with specific reference (no matter at what organisational level): *Chancellor, Vice-Chancellor, Deputy Vice-Chancellor, Executive Dean, Professor of Geology, Senior Lecturer, Lecturer and Secretary*. (This also holds for references to titles of persons outside the University: *Mr Black, Corporate Development Director of Xyz, Mr Tshabalala, Special Adviser on Tourism to the Premier of Gauteng; In his capacity as Special Adviser, Mr Tshabalala has promoted the cause of tourism in the province.*)
- All **names of organisational units** and shorter forms referring to them: *the Council, the Senate, the Faculty of Science (or the Faculty), the Sports Bureau (or the Bureau)*, as well as the organisational units of other external bodies (*the letter from your Credit Department*).
- **Names of plans, committees, groups or teams**: *the Strategic Plan, the Audit and Corporate Governance Committee of Council, the Employment Equity Work Group, the Master Plan Task Team*. (Once a committee or work group has been named in a document, and if there are no other committees or work groups with which it can be confused, it can simply be referred to as *the Committee, or the Work Group or Group.*)



- **Words followed by a number** indicating a sequence: *Chapter 14, Figure 3.1, Form 6C, Grade 12, Post Level 49, Question 7, Regulation No.7, Room 4156, Rule 5.2, Section 2, Table 6.*
  - **Names of fields of study, subjects or disciplines:** *African Languages, Business Management, Geography, History.*
- Try to avoid capitalising words that have a clear general meaning: *several faculties, a faculty matter, a departmental issue, other universities, a number of committees and subcommittees of Senate, all the executive deans, a dean, heads of departments.*

The following rather long lists of examples may help illustrate “house usage”. Note how the indefinite article (*a* or *an*) or plural forms may help to indicate general reference and therefore the preference for lower case.

- *The Vice-Chancellor* (meaning UJ’s vice-chancellor) *attended the function, where he met the Vice-Chancellor of the University of Pretoria.* (It would seem discourteous to use capital letters for our Vice-Chancellor, but not for the University of Pretoria’s.)
- *The Ministry of Education invited all principals of higher education institutions. Several vice-chancellors attended the Ministry’s function.* (Specific reference to the Ministry, but general reference to vice-chancellors.)
- *The Vice-Chancellor paid a courtesy visit to the Faculty of Humanities. The Faculty’s staff welcomed the opportunity to speak to the Vice-Chancellor in person* (specific reference to a particular faculty).
- *The Vice-Chancellor paid courtesy visits to several faculties and administrative departments* (general reference).
- *Our guests, Gino Olivetti and Julia Padresca, are professors from overseas universities* (general reference).
- *Our guest, Professor Olivetti, from a university abroad...* (first a specific reference – a title with a name – and then a general reference).
- *Our guest, Professor Olivetti, from the University of Milan...* (specific references throughout).
- *The Executive Dean of the Faculty of Science...*
- *The Executive Dean* (after an earlier reference to a specific dean, e.g. of the Faculty of Science) *officiated at the graduation ceremony.*
- *All the executive deans were present at the ceremony* (general reference, as indicated by the plural forms).
- *An executive dean must chair the meeting* (general, for example in academic rules applicable to all faculties. Note that the word *chairs* functions as a verb here).  
*The Dean, as Chair of the meeting...* (specific, for example written by a faculty officer in a particular faculty).
- *The dean, as chair of the meeting...* (general, as in a set of rules, for example).
- *Prof Jones was appointed as Chair of the Audit Committee. The Chair of the Committee referred the matter to the Senate* (specific references throughout, since *Chair of the*

*Committee* here refers specifically to the *Chair of the Audit Committee*. The word *Senate* always takes a capital).

*The chairs of the audit committees of several higher education institutions attended a conference on...* (general reference).

- *We must elect a chair for the Audit Committee* (*Chair* with general reference, but *Audit Committee* with specific reference, which the name *Audit Committee* makes clear).
- *There were several faculty and departmental representatives who submitted reports to the Chair of the Audit Committee. The Chair complimented them on the quality of their work* (with general reference to the representatives, but with specific reference to the *Chair*).
- *We must elect a chair for the Committee* (meaning the *Audit Committee*, on the assumption that this *Committee* was referred to earlier in the text).
- *If we establish a new audit committee, we must find a chair for it* (general reference).
- *If we establish new committees, we must elect chairs for them* (general reference).
- *The Xyz Committee is a subcommittee of the Senate* (specific, general, specific).
- *The policy document for academic ethics* (general) but *the Academic Ethics Policy* (specific).

In most of the following cases, news media and other institutions, for example, are likely to use lower case for academic titles and subjects, but in UJ documents we use upper case:

- *Ms R. Msimang, a Lecturer in Business Economics . . . Dr A. Maslow, a Senior Lecturer in Psychology . . . As a Professor in Industrial Psychology, John Dubois is the ideal person to consult about this problem.* (All of these cases are admittedly anomalous, considering that a *lecturer* should take lower case. However, a *lecturer in Business Economics* would look peculiar to many – hence the upper case throughout.)
- *Ms S. Brown, Secretary of the Department of Labour Law . . . The Secretary of the Department has already sent out the guides to all students* (specific reference to the Department of Labour Law).
- *But: All departmental secretaries were invited to the presentation* (general reference).
- *Prof Markham, whose field is Civil Engineering, was involved in several of the city's civil engineering projects.* (*Civil Engineering* is first mentioned in the specific context of being an academic discipline and afterwards in a general sense.)
- *Ms Q. Zwane and Mr J. Paderewski, students in Jewellery Design and Manufacture, were both winners in the Jewellex competition* (specific reference to a field of study).
- From an advertisement for the press: **Requirements:** • *A master's degree in Banking or Monetary Economics* (specific subject names) *or any related master's degree with extensive and proven experience in the banking industry* (general reference).
- *She holds a BA degree in Business Science.*
- *She holds a BA in Business Science.*
- *She holds a bachelor's degree.*
- *She holds an honours degree.*
- *She holds an Honours degree in English.*
- *She holds a National Higher Diploma in Business Administration.*

- She holds a **higher certificate** or a **national diploma** or a **national higher diploma** or a **bachelor's degree** or an **honours degree** or a **master's degree** or a **doctoral degree** or a **doctorate**.
- What kind of support does your **Department** offer to students? (Here a “courtesy capital”, similar to the one that we would use in external correspondence: *Thank you for the letter from your **Credit Department**.*)

## 3. Punctuation

### 3.1 Ampersand (&)

Avoid using the “and sign” as shorthand for *and* in formal writing (e.g. ✘ *Art, Design & Architecture*). Restrict it to the names of companies (e.g. ✔ *Lox, Stox & Barrel*), tables in which space may be limited or references (e.g. ✔ *Blatherskite & Bletherskite, 1990: 81*).

### 3.2 And

In administrative writing, we do not use a comma before *and* in lists with three items or more: *peaches, bananas, pears and grapes*. In numbered or bulleted lists, we omit *and* before the last item:

- *peaches*
- *bananas*
- *pears*
- *grapes*

### 3.3 And/or

Use *and/or* only when it is essential to indicate three possibilities (*A or B or both*). In a sentence such as *All staff and/or students must produce their identity cards when entering the building*, the *or* is clearly unnecessary.

### 3.4 Brackets and Full Stops

If bracketed matter forms an integral part of a sentence, place the full stop after the closing bracket. If a full sentence is bracketed, place the full stop inside the closing bracket. For example:

- *Use and/or only when it is imperative to indicate three possibilities (A or B or both).*
- *Note the single t in benefited and benefiting. (American spelling uses a double t.)*

### 3.5 Full Stops

- Use full stops at end of sentences and end of paragraphs. Otherwise use them as little as possible.
- Full stops are not used at the end of headings.
- After full stops, only make one space before the start of a new sentence.

- Do not use full stops in abbreviations for qualifications, e.g. BA, BCom, BEd, LLB, BAHons, BComHons, MA, MCom, DPhil, PhD. (Do not use capitals only when using qualification abbreviations in HEADINGS, e.g. BED should remain BEd.)
- No full stops (or spaces) after initials, e.g. Prof I Rensburg, JM Coetzee, Mrs A White.

### 3.6 Hyphenation

Because of variability in usage, all one can do is consult a recent dictionary to determine whether a compound word must be written as *life cycle*, *life-cycle* or *lifecycle*. (The first form is the one that the *Concise Oxford Dictionary (COD)* (2006) prefers.)

Although it is customary to omit hyphens after prefixes in modern English (e.g. **antenatal**, **antivivisectionism**, **bioethics**, **cooperation**, **counterirritant**, **hyperphysical**, **interracial**, **minicomputer**, **postgraduate**, **pseudopodium**, **subcommittee** **subheading**, **superinduce**, **ultracentrifuge**), it is impossible to lay down hard-and-fast rules. Consult a dictionary when in doubt.

A hyphen is sometimes essential to prevent misreading in phrases. There is a difference between *20 odd students* (20 students who appear strange) and *20-odd students* (approximately 20 students). Be on your guard when coming across compound constructions containing the words *high*, *low*, *long*, *short*, *well*, *best*, *little*, *half*, etc. Note the following patterns:

- *Long-term objectives*, but *objectives in the long term*.
- *A well-considered opinion*, but *an opinion that is well considered*.
- *First-year students*, but *students in their first year*.
- *Half-hour breaks*, but *phone me every half hour*.
- *A well-built site*, but *the site was well built*.

Other examples that follow this pattern are where **adjectival** use is often hyphenated and **noun** use is not:

- *The decision-making process involves decision making*.
- *The built-in cupboards*, but *the cupboards are built in*.
- *Entry-level requirement*, but *his job is at entry level*.
- *Problem-solving strategies lead to problem solving*.
- *A clear-cut decision*, but *the decision was clear cut*.

Another instance that follows this pattern is where **adjectival or noun** use is often hyphenated (or one word) and **verbal** use is not:

- *Top-up fuel*, but *they top up the fuel*.
- *Make a backup*, but *they back up the files*.

- *The setup was well done, but they set up the stage well.*

An adverb ending in *-ly* and preceding an adjective or participle is **never** hyphenated: a *superbly written study*; a *formal, carefully planned programme review*.

It can be difficult to decide where to insert a hyphen to indicate a word-break at the end of a line. The tendency these days is to follow American usage and to break according to syllables, e.g. *stu-dent*, *in-flu-ence*, *let-ter*, *co-op-er-ation*. The safest procedure is to consult a dictionary that indicates word-breaks. (The *COD* (2006) unfortunately does not, but the *Oxford Advanced Learner's Dictionary* (*OALD*) (2005) does.)

There is also something called the “suspensive hyphen” that is used as follows:

- *a five- to ten-minute break*;
- *full- and part-time staff*;
- *second- and third-year students*.

But note the form of *sportsmen and women* (no hyphen before *women*).

### 3.7 Quotations

A useful rule of thumb for positioning the full stop in quotations is to place the full stop *after* the closing quotation marks if the quoted matter is not a full sentence and *before* the closing quotation marks if the quoted matter is a full sentence. For example:

- *Edison (n.d.) defined genius as “one per cent inspiration and ninety-nine per cent perspiration”\_.*
- *Newton (n.d.) once wrote, “I do not know what I may appear to the world, but to myself I seem to have been only like a boy playing on the seashore, and diverting myself in now and then finding a smoother pebble or a prettier shell than ordinary, whilst the great ocean of truth lay all undiscovered before me\_.”*

For long quotations (more than 30 words, such as the preceding one), the following layout is better:

Out of the common activities in which groups participate, there develops the means of communication which we call language. The fundamental object is to enable men to apply themselves to a common purpose. Thus the basic notion here is agreement. Likewise, this might well be taken as the starting point of logic. It arises from the fact that in communicating, men eventually come to agree, even if they do no more than agree to differ. When such an impasse was reached our ancestors no doubt settled the matter by trial of strength. Once you dispatch your interlocutor he no longer contradicts you. The alternative sometimes adopted is to pursue the matter by discussion, if it

is pursued at all. This is the way of science and philosophy. The reader may judge for himself how far we have progressed in this since prehistoric times (Russell, 1989: 14).

Note the following:

- Quotation marks are omitted.
- The font size of the quoted material is reduced by one to two points (if this is possible).
- Double indentation is used (left and right) to differentiate the quotation from the body of the text.
- Spacing of one line is inserted before and after the quotation.

If the first lines of paragraphs are indented throughout the text as in most published books, the first line of text after the quotation begins flush left. (Also note, by the way, that a paragraph immediately following a heading, table, figure or list is never indented.)

## 4. Layout and Typography

Typography (i.e. “the style and appearance of printed matter” (COD, 2006)) is an essential device in making a text more accessible to the reader. As a guide to the eye, it becomes a guide to the mind, particularly in learning material.

PCs and word-processing packages have made the old typewriter practice of double spaces after full stops or colons superfluous. **Use only single spacing.**

### 4.1 Emphasis

The following may be used for emphasis or distinction in ordinary text:

**CAPITALS:**  AVOID CAPITALS FOR EMPHASIS. CAPITAL LETTERS STRAIN THE EYE IF THEY ARE USED TO EMPHASISE LONG LINES OR CHUNKS OF TEXT. (IN NOTICES, FOR EXAMPLE,  **rather use upper- and lower-case boldface.**) Remember, too, that capitals in an email can be regarded as impolite  SHOUTING if overused.

**Underlining:** Use underlining only if *italics* are unavailable, or if there is a special reason for doing so.

**Italics:** Ideal for emphasis in ordinary text. However, never use for large chunks of text because, like capitals, the eyes tire.

**Boldface:** Preferably to be retained for headings.

**Special effects:**  Never use any of these in ordinary official documentation.

- AVOID **using a MIXTURE of methods FOR emphasis**, unless you have a good reason for doing so. Emphasis should be functional and not merely decorative.
- Do not underline  CAPITALS, **boldface** or *italics* without good reason. This amounts to double emphasis. Triple emphasis occurs when bold capitals are underlined in subject headings of letters and memoranda, e.g. **SUBJECT:  POLICY PROPOSALS**. (Most typographers regard this as an outright error.)



## 4.2 Lists

It is important to maintain consistency in lists, with regard to structure, grammar and punctuation. Avoid mixing full sentences with phrases or single items in the same list.

Note the lack of consistency (“parallelism”) in the following:

- The successful applicant will have to:*
- *manage a large department;*
  - *He/she will be expected to possess outstanding interpersonal skills and get along with people.*
  - *to be able to give guidance to staff in the use of word-processing packages;*
  - *working under pressure.*

Improved:

- The successful applicant must:*
- *manage a large department;*
  - *have outstanding interpersonal skills;*
  - *guide staff in word-processing;*
  - *be able to work under pressure.*

An example of a list with single items (note the small letters and omission of any punctuation):

*A short list consists of:*

- *item*
- *item*
- *item*

An example of a list with partial sentences as items (note the small letters and punctuation):

*A list may also contain longer items that run on:*

- *from the introductory part of the sentence;*
- *from the introductory part of the sentence;*
- *from the introductory part of the sentence.*

**(In lists of this type, you may sometimes find that you are compelled to add a full-sentence comment after a particular item. Then use capital letters and full stops for all items as shown below.)**

An example of a list with full sentences (note the capital letters and punctuation):

*A list with full sentences is presented as follows:*

- ***T**his is a full sentence. And it is followed by another sentence.*
- ***T**his is a full sentence.*
- ***T**his is a full sentence.*

Note in particular that the word *and* is omitted at the end of the penultimate item in all of these examples.

Other guides may recommend other approaches, but for the sake of consistency we keep to the above examples in administrative writing at UJ. Faculties should use their own discretion.

## 5. Letter Writing

The following points are a summary of the simple rules for letter writing given in Dear *et al.* (1989: 182-3):

- Because a letter has a specific function, it should be written in a way appropriate to that function. (In other words, you would **not** use an informal/colloquial register when writing to the Vice-Chancellor or the Minister of Education.)
- Start a letter by indicating its main point and purpose. Explanation can be given in the body. End by indicating what you expect to happen next (“I look forward to seeing you next Wednesday”).
- The following paragraph from Dear *et al.* (1989: 182) is extremely important:

Letters, like all other forms of writing, should avoid jargon, repetition, stilted language and pomposity. Do not use long words where short ones would be just as good. Do not write over-long sentences. Say what you mean, simply and straight-forwardly but courteously. Letter writing has developed a curiously pompous language of its own, used particularly by professional people. “We beg to acknowledge receipt of your letter of the 7<sup>th</sup> inst.” for example, is an abomination which should be replaced by “Thank you for your letter of 7 June”. “I await the pleasure of a reply” is often unnecessary. If a letter needs a reply, it should be self-evident. But, if you want to end in this way, “I look forward to your reply” or “I look forward to hearing from you” is preferable.

- Check your letter for mistakes. Make sure that you have enclosed any accompanying documents and that the letter goes into the right envelope.

Suppose you have to write a reply to somebody who has declined a job offer at UJ but has praised the way in which his or her application and interview had been handled. Compare the following two replies:

1.

We herewith gratefully acknowledge receipt of your letter dated 14 November 2001.

It affords us great pleasure to take note of your satisfaction with your negotiations with UJ, and we profoundly regret your inability to accept the proffered position.

2.

Thank you for your letter of 14 November 2001.

We appreciate your kind remarks, and we are sorry that you were unable to accept the position at UJ.

Version 1 sounds pompous and stilted, whereas Version 2 has a far friendlier tone.

Keep these points in mind:

- If you do not know the recipient's name, use one of the following forms of address: *Dear Sir, Dear Madam, Dear Sir or Madam*. Close with *Yours faithfully*.
- If you know the recipient's name, use *Dear Mr Black, Dear Mrs Green, Dear Miss White* or *Dear Ms White*, and close with *Yours sincerely*.
- Titles in English always take capital letters: *Prof, Dr, Mr, Mrs, Miss, Ms* (note the omission of the full stop).
- If a letter addressed to a company or an institution has been marked for somebody's attention (FOR ATTENTION: MR J. JOHNSON), the salutation should be  *Dear Sir or Madam*, not  *Dear Mr Johnson*.
- In English addresses, the number comes before the name of the street: *473 Jenkins Road*. Note the plural form of *streets* in *cnr Protea and Disa streets*, as well as the fact that the word *streets* then takes a lowercase -s – whereas *street* takes a capital letter in *Protea Street*. (Incidentally, also note that *cnr* stands for “corner” and *c/o* for “care of”.) The words *street, avenue* and *boulevard* can be abbreviated, but only when preceded by a street name and number, e.g.  *52 Maple St*  *The office is located in Maple St*.
- Postal codes must precede place names if typed on the same line:  
  
0001 PRETORIA  
2000 JOHANNESBURG
- Never use *Re:* (“regarding, with regard to”) in a heading to a letter, e.g.  *Re: Postponement of meeting*. A centred heading is sufficient by itself. (Never use “re” for “regarding” in the body of the letter.)
- Try to avoid the hackneyed phrase *attached please find*. Simply say *I am attaching* or *I enclose*. In a covering letter for a fax, it is perhaps best to say something like *The document follows on this page* – if this should be considered necessary.

**Please note:**

If you have access to the Internet, go to <http://www.plainenglish.co.uk>. Under the “Free guides” section, you will find “How to write letters in plain English”. This is an excellent, easy guide that you can download.

## 6. Number Style

### 6.1 Numbers and Figures

It is often not possible to maintain consistency in number style. Note the following, however:

- In ordinary writing (i.e. non-technical texts), spell out numbers from one to nine: *Of the seven lecturers who applied for the position, only two were suitable.*
- Use figures for numbers above 10: *Of the 15 students who enrolled, 11 passed.*
- If there is a clash between related numbers in the same sentence, try to follow the example given by Kahn (ed.) in *The Right Word at the Right Time* (1985: 395):

Put all the related numbers in figures: *We need only 8 to 13 volunteers to keep the three day-care centres operating during the summer months.* The number 8 is in figures, since it is paired with 13, but *three* remains spelt out, since it is not related to the number of volunteers.

- Do not forget that numbers between *twenty-one* and *ninety-nine* take hyphens when they are written out.
- Use figures in the following cases:
  - *Chapter 6*
  - *Question 2.1*
  - *Table 8*
  - *Figure 4*
  - *Post Level 6*
  - *9%*
  - *a ratio of 10:3*
  - *3 × 7 m*
  - *2 km*
  - *3 °C*
- Note the spaces and commas in the following: *3 000* (or *3000*); *3 500*; *2 354 701*; *R5,87*. The so-called Continental System (also used in South Africa) requires that the decimal point be replaced by a comma. However, it is not always possible to do this, since many computer programs require a decimal point for calculations.
- Write  *R5 million to R10 million*, not  *R5 to R10 million* or  *R5 – R10 million* or  *R5 million – R10 million*.

- Write telephone numbers in the following way: 011 489 5555 (without brackets or hyphens).

Bear in mind that the above points are guidelines *for administrative writing*: faculties, for example, may have their own preferences and rules in academic writing (learning guides, conference papers, etc.).

Amounts are sometimes spelled out in very formal financial or legal documents to ensure that no errors or misunderstandings can arise, e.g. R365 512 (*three hundred and sixty-five thousand five hundred and twelve rands*). Note that the amount in figures comes *before* the spelled-out form. This approach is not necessary in ordinary documents: writing *Three (3) ❌ deans were present at the meeting* is an insult to any reader.

### 6.1.1 Dates

When writing dates in numbers in internal correspondence, use the international dating system sequence as determined by the International Standards Organisation directive ISO 8 601 (2004), which was accepted by South Africa some years ago:

*year, month, day*

(e.g. 2012-03-02: 2 March 2012).

Because confusion can easily arise between month and day in the number style, we must write out dates in full in external correspondence.

We write a date as  2 March 2012, not  the 2<sup>nd</sup> of March 2012, but we say *the second of March 2012* when reading it aloud.

In modern style, it is acceptable to omit a comma after the names of days before dates – *Saturday 2 March 2012*. However, if a comma is inserted after the day, a comma must also follow the year in a sentence such as *It was on Saturday, 2 March 2012, that it dawned on me that the following day would be Sunday, 3 March 2012.*

### 6.1.2 Fractions

Use a singular verb with fractions if the noun is singular (e.g. *Two thirds of the **crop was** destroyed by hail*) and a plural verb if the noun is plural (e.g. *Two thirds of the **apples were** rotten*).

Fractions used to be written with hyphens (see the *Grammar of Contemporary English (GCE)* (1980) by Quirk *et al.* and the editions of the *COD* until the tenth), but the hyphens in the most recent edition of the *COD* (2006) have been dropped: *three quarters, two fifths*.

### 6.1.3 Time

According to the International Standards Organisation's directive ISO 8 601 (2004), which was accepted by South Africa some years ago, time must be represented numerically as follows:

- 09:00 (nine hours)
  
- 13:30 (thirteen hours thirty)

Note that the earlier form of  09h00 is no longer used. In terms of the 24-hour clock, it is a mistake to write  09:00 *a.m.* or  13:30 *p.m.* (the *a.m.* and *p.m.* are superfluous). Further note that any time earlier than 10:00 should have a 0- preceding the number, e.g. 02:45, 07:39, 09:00, 09:59.

### 6.1.4 Percentages

In administrative documents, we write percentages in figures, e.g. 4%, with no space between the figure and the percentage sign. Also write  9% – 16% and not  9 – 16%.

If it should be necessary to write a percentage out, such as at the beginning of a sentence in non-technical writing, *per cent* must be written as two words: *Four per cent of the company's income is spent on advertising* (American usage has *percent*).

Use a singular verb with percentages when the noun is singular (as in the previous sentence: *Four per cent of the company's income ... is ...*) and a plural verb when the noun is plural (e.g. *Four per cent of the students were absent*).

## 7. Frequently Confused Words

Definitions of words come from or are paraphrased from the *Oxford Dictionary of English* (2005) or the *COD* (2006).

A	
<b>accept, except</b>	These words are often confused. <i>Accept</i> means “to agree to receive something that is offered”, whereas <i>except</i> usually occurs in the sense of “not including”: <b>Except</b> for Peter, everybody <b>accepted</b> the invitation.
<b>access, assess</b>	<i>Access</i> means “a way of approaching or reaching or entering”. <i>Assess</i> means to “estimate the size or quality of”.
<b>accessary, accessory</b>	<i>Accessary</i> is used in criminal law and describes someone who helps another person commit a crime.  <i>Accessory</i> describes something that can be added to a machine or to clothing, which has a useful or decorative purpose.
<b>advice, advise</b>	<i>Advice</i> is a noun: <i>I asked the committee for advice.</i> <i>Advise</i> is a verb: <i>The committee advised me to reapply next year.</i>  Avoid using the commercialese <i>advise</i> in the sense of “notify, inform”: Please <input checked="" type="checkbox"/> <i>notify</i> or <input checked="" type="checkbox"/> <i>inform</i> (not <input type="checkbox"/> <i>advise</i> ) <i>us of any change in your address.</i>  Also avoid the stilted phrase <input type="checkbox"/> <i>Please be advised that...</i> Preferable: <input checked="" type="checkbox"/> <i>Please note that...</i>
<b>affect, effect</b>	<i>Affect</i> , a verb, means “cause a change in, has an influence on”: <i>Some plants are easily affected by cold.</i> More often than not, <i>effect</i> occurs as a noun, meaning “result, outcome”: <i>the disastrous effect of acid rain on the environment.</i>  In formal English, <i>effect</i> can also be used as a verb meaning “to bring about” or “to accomplish”: <i>The new monetary policy has effected great improvements in the economy.</i>  Beware of using <i>affect</i> loosely: <input type="checkbox"/> <i>The new subsidy formula has affected the university’s finances.</i> Is this for the better or the worse?



<p><b>a lot, allot</b></p>	<p>A <i>lot</i>, meaning a large amount or number of people or things, can be used to modify a noun (e.g. <i>I need <b>a lot</b> of time to develop this website</i>).</p> <p>Used as an adverb, it means very much or very often (e.g. <i>I look <b>a lot</b> like my sister</i>).</p> <p><i>Allot</i> is a verb, which means to give, especially a share of something for a particular purpose (e.g. <i>We were allotted a desk each</i>).</p>
<p><b>all ready, already</b></p>	<p><i>All ready</i> means completely ready (e.g. <i>Are you all ready for the test?</i>).</p> <p><i>Already</i> is an adverb that means before the present time or earlier than the time expected (e.g. <i>Are you buying Christmas cards already? It's only September!</i>).</p>
<p><b>allude, elude</b></p>	<p><i>To allude to something</i> (verb) means to refer to something indirectly.</p> <p><i>To elude something</i> (verb) means to escape or evade capture in a clever way, or one can use it to express a lack of understanding of something (e.g. <i>He eluded the police for 25 years</i> or <i>The rules of English spelling continually elude me</i>).</p>
<p><b>alternate, alternative</b></p>	<p>As an adjective, <i>alternate</i> (pronounced <i>all-tĕr-nĕt</i>) should be used in the following senses: “every other (<i>comes on alternate days</i>); (of things of two kinds) each following and succeeded by one of the other kind (<i>alternate joy and misery</i>)”.</p> <p><i>Alternative</i> means “(of one or more things) available or usable instead of another (<i>an alternative route</i>)”.</p>
<p><b>altogether, all together</b></p>	<p><i>All together</i> (adverb) means "together in a single group" (e.g. <i>The waiter asked if we were <b>all together</b></i>).</p> <p><i>Altogether</i> (adverb) means "completely" or "in total" (e.g. <i>She wrote less and less often and eventually she stopped <b>altogether</b></i>).</p>
<p><b>anticipate, expect</b></p>	<p>Avoid using <i>anticipate</i> as a synonym for <i>expect</i>. If you anticipate something, you notice or expect that it is going to happen and you do something to forestall it or to prepare for it: <i>The Department should have anticipated the increase in enrolments for the programme by appointing more lecturing staff</i>.</p>

<b>any one, anyone</b>	<p><i>Any one</i> means any single person or thing out of a group of people or things (e.g. <i>I can recommend any one of the books on this site</i>).</p> <p><i>Anyone</i> means any person. It is always written as one word, (e.g. <i>Did anyone see that UFO?</i>).</p>
<b>apart, a part</b>	<p><i>Apart</i> (adverb) separated by distance or time (e.g. <i>I always feel lonely when we are apart</i>).</p> <p><i>A part</i> (noun) means a piece of something that forms the whole of something (e.g. <i>They made me feel like I was a part of the group</i>).</p>
<b>appraise, apprise</b>	<p>Remember that <i>appraise</i> means to “estimate the value or quality of (<i>appraised her skills</i>).”</p> <p><i>Apprise</i> is a very formal word meaning to “inform” (<i>The Council was apprised of the new policy</i>).</p>
<b>B</b>	
<b>bald, bold</b>	<p><i>Bald</i> (adjective) is used to describe someone with no hair on their head.</p> <p><i>Bold</i> (adjective) is used to describe someone who is fearless and courageous.</p>
<b>beside, besides</b>	<p><i>Beside</i> is a preposition of place that means at the side of or next to (e.g. <i>The house was beside the Jukskei River</i>).</p> <p><i>Besides</i> (an adverb or preposition) means in addition to or also (e.g. <i>I have no other family besides my parents</i>).</p>
<b>borrow, lend</b>	<p>You <i>borrow</i> something <i>from</i> somebody. Somebody <i>lends</i> you something.</p> <p><i>“May I borrow your book, please?”</i>  <i>“Sorry, but I don’t lend my books out.”</i></p>
<b>bored, boring</b>	<p><i>Bored</i> (adjective) means “feeling weary and impatient because one is unoccupied or lacks interest in one’s current activity (e.g. <i>She got bored with staring out of the window</i>).</p> <p>The normal construction for <i>bored</i> is <i>bored <b>by</b></i> or <i>bored <b>with</b></i>.</p> <p><i>Boring</i> (adjective) means something or someone is not interesting or exciting (e.g. <i>The meeting was so boring that I fell asleep</i>).</p>

<b>C</b>	
<b>captivate, capture</b>	<p><i>Captivate</i> (verb) means to attract and hold the interest and attention of (e.g. <i>He was captivated by her smile</i>).</p> <p><i>Capture</i> (verb) describes the action of taking by force or stratagem, to take control of or to record in a lasting form (e.g. <i>The photograph captured the joy of the graduates</i>).</p>
<b>complement, compliment</b>	<p><i>Complement</i> means “something that completes or makes perfect” (e.g. <i>The architectural grace of the building was complemented by a well-designed garden</i>).</p> <p>The <i>full complement</i> is the full number of persons required to carry out a task.</p> <p><i>Complementary medicine</i> is “a wide range of treatments for medical conditions and mental problems which people use as an alternative to ordinary medicine. <i>Acupuncture, reflexology and homoeopathy are all forms of complementary medicine</i> (Cambridge International Dictionary of English (<i>CIDE</i>), 1996).”</p> <p><i>Compliment</i> means “to praise” (e.g. <i>The Dean complimented the students on their designs</i>).</p> <p><i>Complimentary</i> copies of books or <i>complimentary</i> tickets are given away free.</p>
<b>continual, continuous</b>	<p>Broadly, <i>continual</i> means “going on at regular intervals”, and <i>continuously</i> means “going on without a pause or break”. For example, a telephone that rings <i>continually</i>, rings now and then over an extended time. A telephone that rings <i>continuously</i>, rings uninterruptedly.</p> <p><i>Continuous education</i> is idiomatically correct.</p>
<b>council, counsel</b>	<p>A <i>council</i> is “an advisory, deliberative, or administrative body of people”, such as UJ’s Council. The members of a council are called <i>councillors</i> or <i>council members</i> (as we call them at UJ, but avoid the American spelling ☒ <i>councilmembers</i>).</p> <p>At UJ we also have <i>counsellors</i> who offer <i>counsel</i> (advice and guidance) to students.</p>
<b>D</b>	
<b>dependant, dependent</b>	<p>A <i>dependant</i> is “a person who relies on another especially for financial support”; e. g. <i>I have no dependants</i>. Yet note: <i>I am dependent on my parents for financial support; I am a dependent child</i>.</p>

<b>decent, descent</b>	<p><i>Decent</i> (adjective) means socially acceptable or good (e.g. <i>Everyone should be entitled to a decent standard of living</i>).</p> <p><i>Descent</i> (noun) means a movement downwards, or your ancestry (e.g. <i>The plane began its final descent prior to landing. / She found out that she was of French descent</i>).</p>
<b>desperate, disparate</b>	<p><i>Desperate</i> (adjective) means “a sense of hopelessness that something is very bad or impossible”, or “having a great need for” (e.g. <i>The survivors were desperate for food</i>).</p> <p><i>Disparate</i> (adjective) means different in every way (e.g. <i>They came from two disparate cultures</i>).</p>
<b>discreet, discrete</b>	<p><i>Discreet</i> means to be careful or modest, not to cause embarrassment or attract too much attention, especially by keeping something secret (e.g. <i>We made some discreet enquiries</i>).</p> <p><i>Discrete</i> (adjective) means something is distinct and separate or has a clear independent shape or form (e.g. <i>Speech sounds are produced as a continuous sound signal rather than discrete units</i>).</p>
<b>E</b>	
<b>e.g., i.e.</b>	<p><i>e.g.</i> stands for <i>exempli gratia</i> = for example (e.g. <i>I like fast cars, e.g. Ferrari and Porsche</i>). In the sentence one gives an example of the kinds of cars one likes – Ferraris and Porsches.</p> <p><i>i.e.</i> stands for <i>id est</i> = that is (in explanation) (e.g. <i>I like fast cars, i.e. any car that can go over 150km/h</i>). In this sentence one gives an explanation of what one considers to be fast.</p>
<b>enquiry, inquiry, query</b>	<p>An <i>enquiry</i> is a request for information (e.g. <i>She enquired about the degrees that technicians offer</i>).</p> <p>An <i>inquiry</i> is an investigation into something (e.g. <i>The Dean ordered an inquiry into the causes of the accident</i>).</p> <p>A <i>query</i> is a questioning of something or an expression of doubt about it (e.g. <i>She queried the validity of the statement</i>).</p>
<b>every day, everyday</b>	<p><i>Every day</i> means each day without exception (e.g. <i>You have been late for class every day this week</i>).</p> <p><i>Everyday</i> (adjective) means ordinary, unremarkable (e.g. <i>everyday chores like shopping and housework</i>).</p>

<p><b>expand, expend</b></p>	<p><i>Expand</i> (verb) means to increase in size, number or importance, or to make something increase (e.g. <i>Their business expanded into other hotels</i>).</p> <p><i>Expend</i> (verb) means to spend or use up something, especially time, effort or money (e.g. <i>She expends a lot of effort to help her students</i>).</p>
<p><b>H</b></p>	
<p><b>heroin, heroine</b></p>	<p><i>Heroin</i> (noun) is a powerful illegal drug, obtained from morphine and is extremely addictive.</p> <p><i>Heroine</i> is a female person who is admired for having done something very brave or having achieved something great. The male equivalent is hero.</p>
<p><b>I</b></p>	
<p><b>I, me</b></p>	<p>People often make mistakes with these two pronouns. <i>I/me</i> is difficult when it is coupled with another pronoun or with a noun. It is then necessary to consider the subject/object in a sentence.</p> <p><i>“I”</i> is used as the subject of the sentence (e.g. <i>I did the homework</i> and <i>It was I who did the homework</i>), but the object of the sentence is <i>“me”</i> (e.g. <i>He gave me the book</i>).</p> <p>The teacher gave the homework <b>to my friend and me</b>. (Not <i>“I”</i>). It becomes easier if one deals with the two people separately: <i>The lecturer gave the homework to my friend + The lecturer gave the homework to me = The lecturer gave the homework to my friend and me</i>.</p> <p>A further way of testing is to replace ‘My friend and I/me’ with <b>we</b> or <b>us</b> (e.g. <i>My friend and I (we) will study</i>; <i>He gave the book to my friend and me (us)</i>).</p>
<p><b>incidence, incidents</b></p>	<p>Because these words sound similar if pronounced fast and carelessly, they are sometimes confused in writing.</p> <p><i>Incidence</i> means “the fact, manner, or rate, of occurrence or action”: <i>A high incidence of asbestosis was found among workers in the mine</i>.</p> <p><i>Incidents</i> is the plural form of <i>incident</i>, which means “an event or occurrence”: <i>Several people died in shooting incidents during the year</i>.</p>

L	
<b>later, latter</b>	<p><i>Later</i> (adverb) is used to express time in the near future, soon or afterwards (e.g. <i>I'll see you later</i>).</p> <p><i>Latter</i> (adjective) means near or towards the end of something (e.g. <i>I got tired during the latter part of the walk</i>). <i>Latter</i> can also describe the second thing of two things mentioned (e.g. <i>He could either study or go to the movies; he chose the latter</i>).</p>
<b>lay, lie / lay down, lie down</b>	<p><i>Lay</i> (irregular transitive verb – lay / laid / laying) needs a direct object. It means to put something or someone down (e.g. <i>Lay your head on the pillow</i>).</p> <p><i>Lie</i> (irregular intransitive verb – lie / lay / lain – lying) does not take a direct object. It means to rest in a horizontal position or to be located somewhere (e.g. <i>If you are tired lie here and have a rest</i> OR <i>Durban lies towards the east</i>).</p>
<b>licence, license</b>	<p><i>Licence</i> is a noun (e.g. <i>a driving licence, a dog licence or poetic licence, artistic licence</i>) and <i>license</i> a verb (e.g. <i>to license a vehicle</i>). Note also <i>a licensed restaurant</i> and <i>licensing laws</i>.</p>
M	
<b>moral, morale</b>	<p><i>Moral</i> (noun or adjective) is used to describe standards of good or bad character and behaviour (e.g. <i>They have a moral obligation to pay the money back</i>).</p> <p><i>Morale</i> (noun) describes the amount of confidence felt by a person or group of people; especially when in a dangerous or difficult situation (e.g. <i>The morale of the UJ rugby team was high</i>).</p>
P	
<b>personal, personnel</b>	<p><i>Personal</i> (adjective) means relating to or belonging to someone (e.g. <i>Your personal belongings are the things that belong to you</i>) or designed for or used by one person (e.g. <i>personal computer or stereo</i>).</p> <p><i>Personnel</i> (noun) means the people who work for an organisation, i.e. the staff.</p>
<b>practise, practice</b>	<p><i>Practise</i> is a verb; <i>practice</i> a noun. <i>James <b>practises</b> law. His <b>practice</b> is in Cape Town</i>. Or, adjectivally: <i>James, who lives in Cape Town, is a <b>practising</b> lawyer</i>. Also note:</p> <ul style="list-style-type: none"> <li>➤ James has had a great deal of <i>practice</i> in law (experience).</li> </ul>

	<ul style="list-style-type: none"> <li>➤ The cabaret group has four <i>practices</i> a week (repeated exercises).</li> <li>➤ The team had a <i>practice</i> match yesterday.</li> <li>➤ John is a well-<i>practised</i> guitar player.</li> <li>➤ You must <i>practise</i> care when handling acid.</li> </ul> <p>Note: <i>Good management practice</i> (singular).</p>
<b>precede, proceed</b>	<p><i>Precede</i> means to be or to go before something or someone in time or space (e.g. <i>The chemist should take the time to read the chapters that precede the experiments</i>).</p> <p><i>Proceed</i> means to continue as planned (e.g. <i>The government has decided not to proceed with the legislation</i>).</p>
<b>Q</b>	
<b>quiet, quite</b>	<p><i>Quiet</i> (adjective) is used to describe something or someone that makes very little noise (e.g. <i>During the examination the classroom was very quiet</i>).</p> <p><i>Quite</i> (adverb) is used to describe when something is a little or a lot but not completely (e.g. <i>It is quite warm outside</i>).</p>
<b>R</b>	
<b>rise, raise</b>	<p>When used as a verb they both have the same general meaning of "to move upwards", the main difference is that <i>rise</i> is an intransitive verb (it does not take an object), while <i>raise</i> is a transitive verb (it requires an object):</p> <p><i>Rise</i> (verb – rose/risen) means something rises by itself (e.g. <i>The sun rises in the east; I rise early to walk the dog</i>).</p> <p><i>Raise</i> (verb) means something else is needed to raise something (e.g. <i>Lynne raised her hand</i>).</p> <p><i>Rise</i> (noun) describes an upward movement (e.g. <i>There was a steep rise in drug-related crimes</i>).</p> <p><i>Raise</i> (noun) describes an increase in salary (e.g. <i>The staff demanded a 20% raise</i>).</p>

<b>S</b>	
<b>some time, sometime, sometimes</b>	<p><i>Some time</i> means a period of time (e.g. <i>It took me some time to notice the mistake</i>).</p> <p><i>Sometime</i> indicates a time in the future or the past which is not known or not stated (e.g. <i>They will meet up sometime</i>).</p> <p><i>Sometimes</i> means on some occasions but not always or often (e.g. <i>Sometimes she phones too early</i>).</p>
<b>W</b>	
<b>what, which</b>	<p><i>What</i> is used to ask a question when there are an unknown number or infinite possibilities for an answer (e.g. <i>What is your name?</i>).</p> <p><i>Which</i> is used when choosing between two or more items, already defined (e.g. <i>Which one of the following is the correct answer?</i>).</p>



## 8. Terminology and Spelling within the University

Unless otherwise specified, definitions of words come from, or are paraphrased from, the *Oxford Dictionary of English* (2005) and the *COD* (2006).

A	
<b>a, an</b>	<p>Whether to use <i>a</i> or <i>an</i> before a word depends on pronunciation.</p> <ul style="list-style-type: none"> <li>➤ <b>A</b> is used before consonant sounds (speech sounds made with obstruction) such as <i>b, d, t</i>.</li> <li>➤ <b>An</b> is used before vowel sounds (speech sounds made without obstruction) such as <i>a, e, i</i>.</li> </ul> <p>Because we pronounce <i>MA</i> as “em ay”, we say and write <b>an</b> <i>MA degree</i>. Because we pronounce the <i>m</i> in <i>master’s</i> as “mm”, we say and write <b>a</b> <i>master’s degree</i>.</p> <p>The <i>h</i> is silent in <i>honorarium</i>, and therefore we write <b>an</b> <i>honorarium</i>. In words such as <i>university</i> and <i>union</i>, the <i>u</i> is a consonant sound (“yoo”) and we write <b>a</b> <i>university</i> or <i>union</i>. The same goes for the abbreviation “UJ”: <b>a</b> <i>UJ student</i>.</p> <p>In words such as <i>hotel</i> and <i>historic</i>, the <i>h</i> occurs in an unstressed first syllable but it is not entirely silent: we therefore say and write <b>a</b> <i>hotel</i> and <b>a</b> <i>historic event</i>. (In the distant past, <i>an</i> was used in such cases.)</p>
<b>act, bill</b>	A <i>bill</i> is a draft that has to be approved before it becomes an <i>act</i> (and thus the law).
<b>accommodation</b>	Note the spelling.
<b>ad hoc</b>	Written with neither a hyphen nor italics.
<b>adviser</b>	Not <input checked="" type="checkbox"/> <i>advisor</i> . However, note the adjective <input checked="" type="checkbox"/> <i>advisory</i> .
<b>aids</b>	Written with small letters in phrases such as <i>educational aids</i> . The acronym for <i>acquired immune deficiency syndrome</i> (AIDS) takes capitals.
<b>affidavit</b>	Note the spelling.

<b>amongst</b>	Amongst is old-fashioned; prefer among.
<b>apparatus</b>	Plural form is <i>apparatus</i> or <i>apparatuses</i> . The Oxford Style Manual (OSM) (2003) prefers the latter and recommends using <i>appliances</i> where possible.
<b>appendix</b>	Plural is <i>appendices</i> for matter added to books or documents.
<b>artefact</b>	Note the spelling.
<b>award</b>	<p>The Higher Education Act (No. 101 of 1997) states: “A public higher education institution may, subject to its institutional statute and this Act, <b>award</b> <i>diplomas and certificates</i> and <b>confer</b> <i>degrees</i>” [emphasis added]. It is a distinction that we could try to adhere to at UJ.</p> <p>However, assessors (examiners) consider <i>awarding</i> a degree to a candidate, which is <i>conferred</i> at a graduation ceremony.</p>
<b>B</b>	
<b>bachelor’s degree</b>	Remember the apostrophe -s, even if <i>degree</i> is left off e.g. <i>She obtained her bachelor’s from UJ</i> . Abbreviated as BA, BEd, BCom, BSc, etc.
<b>bacteria</b>	This is the plural of <i>bacterium</i> and therefore takes the plural form e.g. <i>The bacteria are...</i>
<b>basis</b>	Cut this tag from sentences. <i>The course is offered on a part-time basis</i> becomes <i>The course is offered part-time</i> .
<b>biannually, biennially; bimonthly, biweekly</b>	<p><i>Biannually</i> means “occurring or appearing twice a year”, whereas <i>biennially</i> means “lasting two years” or “recurring or taking place every two years”.</p> <p>Since students can easily be confused by these two words, use “twice a year”, “twice-yearly” or “every six months” for <i>biannually</i>, or “every two years” for <i>biennially</i> in administrative documents.</p> <p>Because <i>bimonthly</i> can be taken to mean either “occurring twice a month” or “occurring every two months”, it is safer to use “twice-monthly, twice a month” or “two-monthly, every two months”..</p> <p><i>Biweekly</i> poses the same problem; rather use “twice-weekly, twice a week” or “two-weekly, every two weeks”.</p> <p><i>Fortnightly</i> is also a useful word for “every two weeks”.</p>

<b>billion</b>	In both the US and the UK, <i>billion</i> now means “a thousand million” (10 <sup>9</sup> ). A <i>trillion</i> means “a million million” (10 <sup>12</sup> ) (OSM: 170).
<b>C</b>	
<b>calendar</b>	Note the spelling.
<b>campus</b>	Plural form is <i>campuses</i> .
<b>cellphone</b>	Use this form instead of longer variants. Written as one word.
<b>chairperson, chair</b>	<input checked="" type="checkbox"/> <i>Chairman</i> has been replaced by <input checked="" type="checkbox"/> <i>chairperson</i> , or simply <input checked="" type="checkbox"/> <i>chair</i> , to avoid gender bias.
<b>Christian name</b>	Rather use <input checked="" type="checkbox"/> <i>first name</i> or <input checked="" type="checkbox"/> <i>forename</i> to avoid religious implications.
<b>clawback</b>	No hyphen.
<b>commence</b>	Restrict this word to very formal contexts. Most often <i>begin</i> or <i>start</i> is fine.
<b>committee</b>	Note the spelling.
<b>compare/comparison with</b>	Always <i>compare/in comparison</i> <input checked="" type="checkbox"/> <i>with</i> (similarities and differences), e.g. <i>Compared with last year, more learners have visited UJ’s mini Open Days ...</i> <i>Compare to = to liken to</i> , e.g. <i>Ostriches are descendants of dinosaurs, and the researchers compare (liken) ostrich movements to those of bipedal dinosaurs.</i>
<b>consist of/comprise</b>	<input checked="" type="checkbox"/> <i>The committee <b>comprises</b> three sections.</i> Not <input checked="" type="checkbox"/> <i>comprises of</i> . OR <i>The committee <b>consists of</b> three sections.</i>
<b>consensus</b>	The <i>South African Labour Glossary</i> (1996) defines the word as “a general agreement on a matter” (a meaning that the <i>COD</i> (2006) underscores: “general agreement”). Be careful not to use the word in the sense of unanimous agreement.
<b>convener</b>	Preferable to <i>convenor</i> . See <i>COD</i> (2006).
<b>Council, the</b>	In internal correspondence it is quite appropriate to write <i>Council</i> without <i>the</i> when referring to the UJ Council – we have “our” Council in mind.  In external correspondence, however, it is preferable to use <i>the Council of the University of Johannesburg</i> when it is first mentioned and <i>the Council, the University Council</i> or <i>the UJ Council</i> after that. The same principle applies to <i>Senate</i> (with or without <i>the</i> ).
<b>course-goers</b>	Often preferable to <i>participants</i> or <i>attendees</i> .
<b>coursework</b>	One word.
<b>creditors’ clerk</b>	Note the position of the apostrophe.

<b>criteria</b>	<i>Criteria</i> is the plural form ( <i>the criteria are...</i> ). The singular form is <i>criterion</i> .
<b>curriculum</b>	Plural form is <i>curricula</i> .
<b>D</b>	
<b>data</b>	<p>Strictly speaking, the word <i>datum</i> is a singular noun that takes a singular verb (<b>this datum is</b>) and <i>data</i> is a plural noun taking a plural verb (<b>these data are</b>).</p> <p>However, in computing it has become standard to treat <i>data</i> as singular: <i>the data is transferred across the network...</i> This is quite acceptable in administrative documentation at UJ, but we must bear in mind that many technical style guides or professional journals insist on treating <i>data</i> as a plural form (<i>The experimental data were unreliable</i>). So, if you are writing for any academic publication, use the plural form.</p>
<b>Department</b>	Note that <i>Department</i> must take <i>of</i> in <input checked="" type="checkbox"/> <i>the Department of Chemistry</i> (not <input type="checkbox"/> <i>the Department Chemistry</i> ). Although less formal <input checked="" type="checkbox"/> <i>the Chemistry Department</i> is also acceptable.
<b>diagram</b>	<i>Diagram</i> does not take an extra <i>-me</i> , but the <i>m</i> is doubled in <i>diagrammed</i> , <i>diagramming</i> and <i>diagrammatic</i> .
<b>different</b>	Always <input checked="" type="checkbox"/> <i>different from</i> ; never <input type="checkbox"/> <i>different to</i> .
<b>diplomate, diploma candidate</b>	Students who have passed their final diploma examinations and are about to receive their diplomas, are called <i>diploma candidates</i> . After receiving their diplomas at a diploma or graduation ceremony, they become <i>diplomates</i> (not <input type="checkbox"/> <i>diplomats</i> ).

<b>disc, disk</b>	<p>A troublesome spelling like <i>program/programme</i> because of the influence of computer language.</p> <p><i>Disc</i> is the normal spelling for “a flat thin circular object” – <i>the sun disc symbol in Egyptian art</i> – or “a layer of cartilage between vertebrae” – <i>he injured a disc</i>.</p> <p>In computer context the spelling is very often <i>disk</i> – <i>magnetic disk</i>. Although the Oxford English Dictionary Online (2006) notes that “<i>disk</i> is commoner [in computing] as a result of US influence”, it uses the <i>disc</i> spelling in all of its examples: <i>compact disc, floppy disc, hard disc, optical disc, etc.</i></p> <p>It seems best to disregard the <i>disk</i> spelling and to use <input checked="" type="checkbox"/> <i>disc</i> for all occurrences of the word in whatever context.</p>
<b>doctoral degree, doctorate</b>	<p>Note that either a <input checked="" type="checkbox"/> <i>doctorate</i> or a <input checked="" type="checkbox"/> <i>doctoral degree</i> is used, but not a <input checked="" type="checkbox"/> <i>doctorate degree</i>.</p> <p>Abbreviated as DLit et Phil, PhD, DEd, LLD, etc.</p>
<b>E</b>	
<b>“e-” words (like e-commerce, e-business)</b>	<p>Hyphenated; the “E-” is capitalised when necessary, not the letter after the hyphen, i.e. <input checked="" type="checkbox"/> E-commerce but not <input checked="" type="checkbox"/> e-Commerce.</p>
<b>economic, economical</b>	<p><i>Economic</i> has to do with the “wealth and resources of a community”, e.g. the “government’s economic policy”. <i>Economical</i> has to do with “avoiding waste, using resources sparingly”, e.g. <i>An economical recipe uses inexpensive ingredients</i>, or it has to do with “giving good value or return on money spent”.</p>
<b>education, educational</b>	<p>Drop the “-al” affix when the word <i>higher</i> appears in an adjectival phrase:</p> <ul style="list-style-type: none"> <li>➤ <i>higher education institutions;</i></li> <li>➤ <i>national higher education plan;</i></li> <li>➤ <i>higher education campuses.</i></li> </ul> <p>In other cases, use <b>educational</b>:</p> <ul style="list-style-type: none"> <li>➤ <i>educational institutions;</i></li> <li>➤ <i>educational plans;</i></li> <li>➤ <i>educational standards.</i></li> </ul>
<b>educator</b>	Rather than <i>educationalist</i> or <i>educationist</i> .
<b>Ellen Kuzwayo (Council, Awards)</b>	Not Khuzwayo.

<b>etc.)</b>	
<b>email</b>	Written as one word and only takes a capital if used at the beginning of a sentence.
<b>England</b>	<i>England</i> should not be used to refer to the <i>United Kingdom</i> (UK) as a whole, since England forms only one part of the UK. The other parts are Scotland, Wales, Northern Ireland, and the Orkney and Shetland Islands. <i>Britain</i> or <i>Great Britain</i> does not include Northern Ireland.
<b>Enrol/enrolment</b>	A singular – <i>l</i> , but <i>enrolled</i> and <i>enrolling</i>
<b>exam</b>	This “clipped” form should be written out – <i>examination</i> – in formal contexts.
<b>exemption</b>	<i>Exemption</i> is followed by ✓ <i>from</i> , not ✗ <i>for</i> . <i>The student was granted exemption from several subjects.</i>
<b>extension</b>	Often misspelled as ✗ <i>extention</i> .
<b>F</b>	
<b>few, a few</b>	As a statement about number, <i>Few members of staff are able to give first aid</i> has a negative feel about it (the implication is that there should be more of them). <i>A few members of staff can give first aid</i> is a more neutral statement (the implication is that there are enough of them, although there should be more).
<b>First year/second year/third year etc.</b>	<i>He is in his first year (or second year/third year, etc.) of studies.</i> (two words) However, when first year takes on an adjectival position, it is hyphenated, e.g. <i>First-year (second-year/third-year) students must report ...</i> ✗ 1 <sup>st</sup> -year/2 <sup>nd</sup> -year/3 <sup>rd</sup> -year students, following the rule of writing out numerals from one to nine.
<b>First Year Experience (FYE)</b>	Universities all over the world use this programme. Some hyphenate it and others not. At UJ this term is not hyphenated.
<b>focus</b>	Note the single <i>s</i> in <i>focuses</i> , <i>focused</i> and <i>focusing</i> . (American spelling prefers a double -s.)
<b>foreign plurals</b>	“Foreign plurals” refer to plural forms of words from languages such as Latin, Greek and French. For instance, must we use <i>memoranda</i> or <i>memorandums</i> ? Such plurals are problematic, as the <i>GCE</i> (1980: 181) points out, suggesting that a dictionary must be consulted for plural formation. “One rule of thumb,” it remarks, “is that foreign plurals often occur in technical usage, whereas the -s plural is the most natural in everyday language; cf.: <i>formulas</i> (general) — <i>formulae</i> (in mathematics), <i>antennas</i> (general and in electronics) — <i>antennae</i> (in biology).”

	<p>The following forms are recommended (only or preferable form as given by the <i>COD</i> (2006)):</p> <ul style="list-style-type: none"> <li>➤ <i>addenda, memoranda, curricula, symposia, alumni, atria;</i></li> <li>➤ <i>but campuses, prospectuses, forums, stadiums, arenas.</i></li> </ul> <p>Although the <i>COD</i> (2006) gives <i>syllabuses</i> as a first choice, we must use <i>syllabi</i>. (It is highly likely that <i>curricula</i> and <i>syllabi</i> will occur together in the same context, and <i>curricula</i> in close proximity to <i>syllabuses</i> would look odd.)</p>
<b>foreword, preface</b>	A <i>foreword</i> to a book is an introduction written by a person other than the author. A <i>preface</i> is an introduction written by the author.
<b>fulfil</b>	Ends on a singular <i>–l</i> , but <i>fulfilled and fulfilling</i> .
<b>full-time, part-time</b>	Note the use of the hyphen.
<b>fund-raising</b>	Hyphenated.
<b>G</b>	
<b>gas</b>	The <i>-s</i> is not doubled in the plural <i>gases</i> . The <i>-s</i> also remains single in <i>gasify, gasification</i> and <i>gaseous</i> , but <i>gassy</i> takes a double <i>-s</i> .
<b>government</b>	Use a capital letter for <i>Government</i> when referring to the South African Government.
<b>graduand, graduate</b>	Whereas a <i>graduand</i> is “a person about to receive an academic degree”, a <i>graduate</i> is “a person upon whom an academic degree has been conferred”.
<b>H</b>	
<b>handbook, textbook</b>	A <i>handbook</i> is “a short manual or guidebook”, and a <i>textbook</i> is “a book for use in studying, esp[ecially] a standard account of a subject”. In other words, a handbook is less comprehensive than a textbook.
<b>hard copy</b>	Two words.
<b>he/she</b>	<p>It can be difficult to avoid <i>he/him/his</i> as pronouns of common gender (in other words, when referring both to males and to females). The following solutions can be considered:</p> <ul style="list-style-type: none"> <li>➤ Use <i>he/she, him/her, etc.</i> (<i>The candidate must prepare himself/herself for a selection test, after which he/she will be interviewed. He/she must remember to bring his/her own drawing</i></li> </ul>

	<p><i>instruments along.)</i></p> <ul style="list-style-type: none"> <li>➤ Use <i>you/your/yours</i> (<i>You must prepare yourself for...</i>).</li> <li>➤ Use plural forms throughout (<i>Candidates must prepare themselves...</i>).</li> <li>➤ Rewrite the text to avoid pronouns (<i>Preparation for a selection test is necessary, after which an interview will follow...</i>).</li> </ul> <p>The first option is awkward in even a short paragraph. The second may be too informal in some contexts. The third and fourth options are the most practical.</p> <p>In formal, older English, pronouns such as <i>someone, somebody, no one, nobody</i>, etc., were considered strictly singular and were usually followed by “male” pronouns: <i>Someone <b>has</b> left <b>his</b> bag behind.</i> However, note the following from the <i>OALD</i> (2005): <i>Someone's [someone <b>has</b>] left <b>their</b> bag behind.</i> The <i>OALD</i> (2005) also defines “charlatan” as follows: <b>A person who <i>claims</i> to have knowledge or skills that <i>they do not</i> really have.</b> The <i>CIDE</i> (1996) follows the same approach: <b>charlatan: .... a person who <i>pretends</i> to have skills or knowledge that <i>they do not</i> have...</b></p> <p>The <i>OSM</i> (2003: 105) remarks that this usage is common in speech, but still considers it substandard in formal writing.</p>
<b>Holland</b>	<i>Holland</i> is only part of <i>the Netherlands</i> , which must be used for referring to the country.
<b>home page</b>	Two words.
<b>homoeopathy</b>	<p>Earlier editions of the <i>COD</i> marked <i>homeopathy</i> as American English, but the most recent <i>COD</i> (2006) gives this form as first choice and <i>homoeopathy</i> as an alternative spelling.</p> <p>At UJ we should retain the <b>-oeo-</b> spelling, as it is the one used by the Homoeopathic Association of South Africa.</p>



<b>honours degree</b>	<p><i>Honours</i> with a capital is for the actual name of a degree, e.g. <i>Honours degree in Mathematics</i>. It is used with no capital when referring to the type of degree or students in general, e.g. <i>UJ has a number of honours students</i>.</p> <p>Abbreviated as BAHons, BScHons, BComHons, etc.</p>
<b>human resource/resources</b>	At UJ, we refer to <i>Human Resource Management</i> for the course offered, but our Department is called the <i>Human Resources Division</i> (no apostrophe) or simply <i>Human Resources</i> .
<b>I</b>	
<b>institution</b>	Be careful of overusing this word when referring to UJ ( <i>This or the institution...</i> ). Our intention may be to create a formal impression, but we may be considered pompous if we seem unwilling to call to the UJ by its name, whether in full or abbreviated form. We can also use <i>University</i> (note the capital letter if we mean “our” University) – the form that is officially preferred in policy documents.
<b>Internet</b>	The word is capitalised.
<b>L</b>	
<b>led</b>	<i>Led</i> , the past and past perfect form of the verb “to lead” (e.g. <i>He was <input checked="" type="checkbox"/> led by the nose</i> ), is often misspelled as <input checked="" type="checkbox"/> <i>lead</i> because the name of the metal sounds the same.
<b>loan</b>	An NSFAS <i>loan</i> is an amount <input checked="" type="checkbox"/> <i>lent</i> (not <input checked="" type="checkbox"/> <i>loaned</i> ) to a student.
<b>lot, lots of</b>	Preferably to be avoided in formal style. Use a <i>great</i> or <i>good deal of</i> , <i>many</i> or <i>much</i> .
<b>M</b>	
<b>maintenance</b>	Often misspelled as <input checked="" type="checkbox"/> <i>maintainance</i> .
<b>master’s</b>	<i>Master’s</i> with a capital is for the actual name of a degree, e.g. <i>Master’s degree in Philosophy</i> . It is used with no capital when referring to the type of degree or students in general, e.g. <i>UJ has too few master’s students</i> . It always has an apostrophe.
<b>media</b>	<i>Media</i> is the plural form of <i>medium</i> and must take a plural verb: <i>The media were present at the event</i> . Accordingly, the singular noun <i>medium</i> must agree with the singular verb <i>is</i> : <i>Television is a powerful communication <input checked="" type="checkbox"/> medium</i> (not <input checked="" type="checkbox"/> <i>media</i> ).
<b>Miss, Ms</b>	The form of address <i>Ms</i> (pronounced <i>miz</i> ) is used to refer to a woman irrespective of her marital status: in other words, whether she is married or not. Although

	we use <i>Ms</i> at UJ, we must remain sensitive to the fact that some women prefer <i>Mrs</i> or <i>Miss</i> .
<b>N</b>	
<b>National Plan</b>	Not the <i>National Plan</i> <input type="checkbox"/> <i>on Higher Education</i> but the <i>National Plan</i> <input checked="" type="checkbox"/> <i>for Higher Education</i> (NPHE).
<b>nature</b>	This word is often unnecessary. <i>Problems of a serious nature</i> are simply <i>serious problems</i> .
<b>O</b>	
<b>online</b>	One word, no hyphen.
<b>orientated, oriented</b>	Both forms are correct, but <i>oriented</i> is preferable ( <i>career-oriented education</i> ).
<b>outcomes-based education</b>	Note the -s in <i>outcomes</i> .
<b>P</b>	
<b>Pan-African/pan-African</b>	Always hyphenated and capital A for African. Pan can be either upper case (Pan-) or lower case (pan-) – however, choose one and be consistent.
<b>population groups</b>	Statistics sometimes require that population (not <input checked="" type="checkbox"/> <i>racial</i> ) groups be specified. Statistics South Africa (Stats SA) use the following: <ul style="list-style-type: none"> <li>➤ African</li> <li>➤ Coloured</li> <li>➤ Indian</li> <li>➤ white</li> </ul> <p>If it is essential to use <i>black</i> and <i>white</i> in relation to population groups, do not use capital letters.</p>
<b>postdoctoral</b>	One word, not hyphenated.
<b>postgraduate</b>	One word, not hyphenated.
<b>professor</b>	Note the spelling.
<b>Pro Vice-Chancellor</b>	Note the use of only one hyphen.
<b>provinces</b>	South Africa's provinces are: <ul style="list-style-type: none"> <li>➤ Western Cape</li> <li>➤ Eastern Cape</li> <li>➤ Northern Cape</li> <li>➤ KwaZulu-Natal (note the spelling)</li> <li>➤ Free State</li> <li>➤ North West</li> <li>➤ Gauteng</li> <li>➤ Mpumalanga</li> <li>➤ Limpopo (formerly Northern Province)</li> </ul>
<b>Q</b>	
<b>qualitative</b>	Note the spelling.
<b>quantitative</b>	Note the spelling.

questionnaire	Note the spelling.
<b>R</b>	
remuneration	The letters are often transposed and the word is misspelled as <input checked="" type="checkbox"/> <i>renumeration</i> .
<b>S</b>	
staff, personnel	At UJ, we have been using <i>staff</i> in general correspondence because of the more personal touch. We have also used it with a plural pronoun (“they”), a plural possessive (“their”) and a plural verb (e.g. “are”). For example: <i>Staff <b>are</b> satisfied with <b>their</b> new offices, which <b>they</b> find a great improvement on the previous ones</i> . The reason for using plural forms is that careless writers may start off with “staff”/“it”, but invariably slip into using “they”/“their” after a sentence or two. Note the spelling of <i>personnel</i> .
Student Representative Council	Not <input checked="" type="checkbox"/> <i>Students’ Representative Council</i> .
study guide	Use <i>learning guide</i> .
study leader	Rather use <i>supervisor</i> .
<b>T</b>	
tertiary institutions	In the past, this term served as a kind of shorthand for <i>tertiary educational institutions</i> . However, the current term is <i>higher education institutions</i> – abbreviated as HEIs. Note that no apostrophe is used in the <i>plural form</i> of the abbreviation.
thesis	Plural form is <i>theses</i> .
timetable	One word.
<b>U</b>	
undergraduate	One word.
University	Always use a capital letter when the word <i>university</i> refers to the University of Johannesburg.
<b>V</b>	
Vice-Chancellor	Note the hyphen.
<b>W</b>	
whilst	<i>Whilst</i> is old-fashioned; prefer <i>while</i> .
web page	Two words and not capitalised in a sentence.
website	One word and not capitalised in a sentence.
Word	Capitalised when it refers to Microsoft Word.
World Wide Web	The Web is capitalised in a sentence in the sense of the World Wide Web.
Windows	Only capitalised when referring to the operating system.
Western	Capitalised when referring to “Western countries” or “Western culture”; not capitalised when referring to the geographical direction.

## 9. Abbreviations, Acronyms and Initialisms

Initialisms and acronyms are special kinds of abbreviations:

- An initialism (or alphabetism) is an abbreviation put together from the first letters of words and these letters are pronounced separately, e.g. “S-A-B-C” or “R-S-A”.
- An acronym is also put together from the first letters of words, but these letters are pronounced as a word, e.g. *laser* (*light amplification by stimulated emission of radiation*) or *Cosatu* (*Congress of South African Trade Unions*). These acronyms can be written using solely capital letters (*UNISA*) or using a capital letter only for the first letter of the acronym (*Unisa*).

### **Full stops and spaces**

Do not use full stops if the abbreviation ends on the same letter with which the word ends e.g. *Mister* ends on an *-r* and *Mr* ends on an *-r*, so no full stop is used. *Monday* ends on a *-y* and *Mon.* does not, so it takes a full stop.

Use full stops in ordinary small-letter abbreviations such as *e.g.*, *i.e.*, *etc.*, *et al.*, *p.* and *p.a.* as recommended by the *OSM* (2003).

Do not use full stops or spaces between letters in acronyms and initialisms such as *NATO* and *RSA*.

Abbreviations of weights and measures are an exception, since they never take full stops: *kg*, *g* (gram), *km*, *m* (metre). Also note the use of spaces: *36 kg*, *50 km*. Do not use the plural –s as in  *kgs* or  *kms*.

If we use *m* as an abbreviation for *million* in financial amounts, we must omit the space: *R5m*. Because this may be confusing in general correspondence, we should preferably write *R5 million*.

Omit full stops and spaces in abbreviations for diplomas and degrees: *NDip*, *NHDip*, *BTech*, *MTech*, *HDipEd*, *BEd*, *BAHons*, *BScHons*, *BComHons*, *MA*, *MSc*, *MCom*, *MEd*, *PhD*, but note the spaces in *DLit et Phil*, *MB ChB*. (Also note the use of capitals).

### **Campus abbreviations**

We use the following abbreviations for the names of UJ's campuses:

- Auckland Park Kingsway Campus – APK
- Auckland Park Bunting Road Campus – APB
- Doornfontein Campus – DFC
- Soweto Campus – SWC

Please restrict campus abbreviations to *internal* correspondence, because people outside the University may find these “shorthand” forms confusing.

### **Full form first, then abbreviation**

It is not necessary to write out the full form of a common abbreviation such as *USA* or *UK* when it occurs the first time. However, less familiar abbreviations must be preceded by the full form on first appearance in a text: *South African Society for Cooperative Education (SASCE)*. After that, the abbreviation only is sufficient.

Avoid putting the abbreviation first and the full form second (unless you have good reason for doing so):

- SASCE (South African Society for Cooperative Education)*
- South African Society for Cooperative Education (SASCE)*

Try not to drown the reader in “alphabet soup” as in this tongue-in-cheek example by Breier (1994: 7):

If more people receive FECs and GCEs drawn up by the NICD, they could boost GNP. However, the RDP should channel more funds to NGOs. The role of the IDT is less certain...

It is, for example, all too easy to overload a document with *HEIs* and *HE*. *HEIs* as an abbreviation for *higher education institutions* is very useful, but it is better to write out *HE* as *higher education*.

### **Plural forms**

Plural forms of capital-letter abbreviations (or years, for that matter) must **not** be written with an “apostrophe -s” (-’s):

- NGO’s, 1990’s;*
- NGOs, 1990s.*

Only use the –’s to avoid confusion, e.g. *Mind your p’s and q’s and cross your t’s and dot your i’s.*

### Avoiding tautology

We may easily fall into the trap of adding an unnecessary word to an abbreviation that already contains the word in question:

- *ATM* ☒ *machine* (ATM = automated teller *machine*);
- *CD-ROM* ☒ *disc* (CD-ROM = compact *disc* read-only memory);
- *HIV* ☒ *virus* (HIV = human immunodeficiency *virus*);
- *ISBN* ☒ *number* (ISBN = international standard book *number*);
- *PIN* ☒ *number* (PIN = personal identification *number*).

## 9.1 Commonly Used Acronyms and Initialisms

A	
AA	Affirmative Action
AAT	Association of Accounting Technicians
ABE(T)	Adult Basic Education (and Training)
ACE	Advanced Certificate in Education
ADC	Academic Development Centre (UJ)
ADS	Academic Development and Support (UJ)
AFIM	African Facility for Inclusive Markets
AGM	annual general meeting
AHI	Afrikaanse Handelsinstituut
AIDS	Acquired Immune Deficiency Syndrome
AMSCO	African Management Services Company
ANC	African National Congress
ANCYL	African National Congress Youth League
APB	Auckland Park Bunting Road Campus (UJ)
APK	Auckland Park Kingsway Campus (UJ)
APQC	Academic Planning Committee (UJ)
APS	Admission Point Score (formerly <i>M-score</i> )
ASD	academic staff development
AUT	Advisory Council for Universities and Technikons
B	
BBBEE	broad-based black economic empowerment
BCEA	Basic Conditions of Employment Act (No. 75 of 1997)
BEE	black economic empowerment
BISCOM	Business Information Systems Committee (UJ)
BMF	Black Management Forum
BMO	Business Membership Organisations
BSA	Business South Africa
C	
Camprosa	Campus Protection Society of South Africa
CASS	continuous assessment
CAT	common assessment task

CBE	computer-based education
CBOs	community-based organisations
CCMA	Commission for Conciliation, Mediation and Arbitration
CEEQ	Centre for Evaluation of Education Qualifications
CenTAL	Centre for Technology-Assisted Learning (UJ)
CEPR	Centre for Education Practice Research
CESM	Classification of Educational Subject Matter
CFA	commercial and financial accountant
CFA-SA	Institute of Commercial and Financial Accountants of Southern Africa
CHE	Council on Higher Education
CIMA	Chartered Institute of Management Accountants
CIOB	Chartered Institute of Building
CIPS	Chartered Institute of Purchasing and Supply
CITP	Chartered Information Technology Professional
CODESA	Convention for a Democratic South Africa
COID	Compensation for Occupational Injuries and Diseases
COJ	City of Johannesburg
COREs	Centres of Research Excellence
COSATU	Congress of South African Trade Unions
CPPP	Community Public Private Partnership Programme
CPSF	Consultation and Problem-Solving Forum (UJ)
CPU	Cooperative Education and Placement Unit (UJ)
CREST	Centre for Research on Science and Technology
CSBD	Centre for Small Business Development
CSD	Centre for Science Development
CSDA	Centre for Social Development in Africa (UJ)
CSi	chartered scientist
CSI	corporate social investment
CSIR	Council for Scientific and Industrial Research
CSMED	Centre for Small and Medium Enterprise Development (UJ)
CSR	Centre for Sociological Research (UJ)
CSS	Central Statistical Services (now Stats SA)
CTA	Certificate in the Theory of Accountancy
CTP	Committee of Technikon Principals
CUP	Committee of University Principals (later SAUVCA)
CUT	Central University of Technology
<b>D</b>	
DAC	Department of Arts and Culture
DFC	Doornfontein Campus (UJ)
DHET	Department: Higher Education and Training
DMS	data management system
DoE	(National) Department of Education
DoH	(National) Department of Health

DoL	(National) Department of Labour
DPE	(National) Department of Public Enterprise
DST	(National) Department of Science and Technology
DTI	(National) Department of Trade and Industry
<b>E</b>	
ECSA	Engineering Council of South Africa
EDD	Economic Development Department
EDTP-SETA	Education, Training and Development Practices Sector Education and Training Authority
EEA	Employment Equity Act (No. 55 of 1998)
ELG	Executive Leadership Group (UJ)
ELRA	Education Labour Relations Act (No. 146 of 1993)
ELRC	Education Labour Relations Council
EMC	emergency medical care
EMS	Economic and Management Sciences
ERC	East Rand Campus (UJ)
Eskom	Electricity Supply Commission
ETB	Education and Training Board
ETD(P)	education, training and development (practices)
EU	European Union
Exco	Executive Committee
<b>F</b>	
FADA	Faculty of Art, Design and Architecture (UJ)
FASSET	Financial and Accounting Services Sector Education and Training Authority (or SETA for Finance, Accounting, Management Consulting and other Financial Services)
FEBE	Faculty of Engineering and the Built Environment (UJ)
FEFS	Faculty of Economic and Financial Sciences
FET(C)	Further Education and Training (Certificate)
FOTIM	Foundation of Tertiary Institutions of the Northern Metropolis
FRD	Foundation for Research Development
FTE	full-time equivalent
FYE	First-Year Experience (UJ)
<b>G</b>	
GAAP	generally accepted accounting practice
GCIS	Government Communication and Information System
GDE	Gauteng Department of Education
GDP	gross domestic product
GEP	Gauteng Economic Propeller
GES	Grade Eleven Score
GET(C)	general education and training (certificate)
GNP	gross national product



H	
HE	higher education
HEAIDS	higher education sector's HIV and AIDS programme
HEDA	Higher Education Data Analyser
HEI	higher education institution
HEMIS	Higher Education Management Information System
HEQC	Higher Education Quality Committee
HEQF	Higher Education Qualifications Framework
HIV	Human Immunodeficiency Virus
HOD	Head of Department; Plural HODs
HPCSA	Health Professions Council of South Africa
HR	human resources
HSS	humanities and social sciences
I	
IAAF	International Association of Athletics Federations
ICAS	Independent Counselling and Advisory Services
ICS	Information and Communication Systems (UJ)
ICT	Information and Communications Technology
IDC	Industrial Development Corporation of South Africa
IDRC	International Development Research Centre
IEB	Independent Examinations Board
IEEE	Institute of Electrical and Electronics Engineers
IF	Institutional Forum
IKS	indigenous knowledge systems
IOHA	Institutional Office for HIV and AIDS (UJ)
IP	intellectual property
IPAP	Industrial Policy Action Plan
ISASA	Independent Schools' Association of South Africa
ISC	Independent Schools' Council
IT	information technology
J	
JMPD	Johannesburg Metropolitan Police Department
JSE	Johannesburg Stock Exchange
K	
KPA	key performance area
KPI	key performance indicator
KRD	key results document
L	
LAC	Learning Area Committee
LANGTAG	Language Plan Task Group
LIC	Library and Information Centre (UJ)
LLC	language, literacy and communication
LoA	letter of agreement

<b>M</b>	
MAPS	mastering academic and professional skills
MB	Matriculation Board
MBA	Master of Business Administration
MCBG	Molecular and Cell Biology Group (at various HEIs)
MEC	Management Executive Committee (UJ)/ Member of the Executive Council
MECA	Management Executive Committee: Academic (UJ)
MECO	Management Executive Committee: Operations (UJ)
MerSETA	Manufacturing, Engineering and Related Services Sector Education and Training Authority
MIS	Management Information System
MOA	memorandum of agreement
MOU	memorandum of understanding
MRC	Medical Research Council
<b>N</b>	
NAMAC	National Manufacturing Advisory Centre
NBFET	National Board for Further Education and Training
NCA	National Credit Advisor
NCDC	National Curriculum Development Committee
NCHE	National Commission on Higher Education
NCPS	National Crime Prevention Strategy
NCS	National Curriculum Statement
NEHAWU	National Education, Health and Allied Workers' Union
NGO	non-governmental organisation
NGP	New Growth Path
NGSP	Next Generation Scholars Programme (UJ)
NICD	National Institute for Curriculum Development/ National Institute for Communicable Diseases
NMMU	Nelson Mandela Metropolitan University
NPHE	National Plan for Higher Education
NQF	National Qualifications Framework
NRF	National Research Foundation
NSC	National Senior Certificate
NSFAS	National Student Financial Aid Scheme
NTEU	National Tertiary Education Union
NWU	North-West University (hyphenated)
<b>O</b>	
OBE(T)	outcomes-based education (and training)
OHS	Occupational Health and Safety
OHSA	Occupational Health and Safety Act (No. 85 of 1993)

P	
PAB	Professional Accreditation Body
PanSALB	Pan South African Language Board
PASA	Publishers' Association of South Africa
PAYE	pay as you earn (a form of tax)
PEG	Professional Editors' Group
PGCE	Postgraduate Certificate in Education
PQM	programme qualification mix
PRISA	Public Relations Institute of Southern Africa
PRISEC	Private Sector Educational Council
PSSA	Pharmaceutical Society of South Africa
PsyCaD	Centre for Psychological Services and Career Development (UJ)
PsySSA	Psychological Society of South Africa
PTEEP	Placement Test in English for Educational Purposes
Purco	Purchasing Consortium of Southern African
PwC	PricewaterhouseCoopers (Note that it is one word.)
PWD	People with Disabilities (UJ)
Q	
QA	quality assurance
QC	Qualifications Council
QE	Qualifying Examination (SAICA)
QMS	quality management system
QVS	Qualification Verification System
R	
R&D	research and development (Note that the abbreviation has no spaces between the letters and the ampersand (&).)
RAU	Rand Afrikaans University
RCL	Representative Council for Learners
RDP	Reconstruction and Development Programme
RGD	Research Grants Division
RIMS	Research Information Management System
RNA	research niche area
RNCS	Revised National Curriculum Statement
S	
S&T	science and technology (Note that the abbreviation has no spaces between the letters and the ampersand (&).)
S•DIAT	Sport in Development Impact Assessment Tool (UJ)
SAAA	South African Association for Accountants
SAACE	South African Association of Consulting Engineers
SAAE	South African Association of Engineers
SAAFECs	South African Association for Family Ecology and Consumer Sciences
SAAFoST	South African Association for Food Science and Technology
SAAIR	Southern African Association for Institutional Research
SAARDHE	South African Association for Research and Development in Higher

	Education
SAARET	South African Association of Registrable Engineering Technologists
SAARF	South African Advertising Research Foundation
SAAS	Statements of Accepted Auditing Standards/ (Statements of) South African Auditing Standards
SABC	South African Broadcasting Corporation
SABS	South African Bureau of Standards
SABINET	South African Bibliographic and Information Network
SACOB	South African Chamber of Business
SACPCMP	South African Council for Project and Construction Management Professions
SADC	Southern African Development Communities
SADTU	South African Democratic Teachers' Union
SAELA	South African Education Law Association
SAFCEC	South African Federation of Civil Engineering Contractors
SAHRC	South African Human Rights Commission
SAICA	South African Institute of Chartered Accountants
SAICE	South African Institution of Civil Engineering
SAICET	South African Institute of Civil Engineering Technicians and Technologists
SAIChE	South African Institution of Chemical Engineers
SAIEE	South African Institute of Electrical and Electronic Engineers
SAIFAC	South African Institute for Advanced Constitutional, Public, Human Rights and International Law
SAIIE	Southern African Institute for Industrial Engineering
SAIMechE	South African Institution of Mechanical Engineering
SAIMM	South African Institute of Mining and Metallurgy
SAMAF	South African Micro-Finance Apex Fund
SANC	South African Nursing Council
SANPAD	South Africa-Netherlands Research Programme on Alternatives in Development
SANTED	South Africa-Norway Tertiary Education Development
SAPC	South African Pharmacy Council
SAPS	South African Police Services
SAPTU	South African Parastatal and Tertiary Institutions Union
SAPU	South African Police Union
SAQA	South African Qualifications Authority
SARS	South African Revenue Service/ Severe Acute Respiratory Syndrome
SASA	Sociology Association of South Africa/ South African Schools Act (No. 84 of 1996)
SASCO	South African Students' Congress
SASP	South African Society of Physiotherapy
SASSU	South African Student Sports Union
SAT	Standardised Assessment Task

SATI	South African Tourism Institute OR South African Translators' Institute
SATs	scholastic aptitude tests
SAUVCA	South African Universities' Vice-Chancellors' Association
SCAE	Senate Committee for Academic/Research Ethics
SCAG	Student Chiropractic Association of Gauteng
SDA	Skills Development Act (No. 97 of 1998)
SDI	Spatial Development Initiatives
SEDA	Small Enterprise Development Agency
SEFA	Small Enterprise Finance Agency
Senex	Senate Executive Committee (UJ)
SET	Science, Engineering and Technology
SETA	Sector Education and Training Authority
SIS	Standard Institutional Statute
SITE	standard income tax on employees
SME	Small Medium Enterprise
SMMEs	small, medium and micro enterprises
SOEs	state-owned enterprises (or national public entities as defined in the Public Finance Management Act No. 1 of 1999)
SRC	Student Representative Council
SSHL	Social Sciences, Humanities and Law
Statkon	Statistical Consultation Services (UJ)
Stats SA	Statistics South Africa (formerly Central Statistical Services)
STH	School of Tourism and Hospitality (UJ)
STI	sexually transmitted infection
SUN	Stellenbosch University
SWC	Soweto Campus (UJ)
SWOT	strengths, weaknesses, opportunities and threats (analysis)
<b>T</b>	
TEFL	Teaching English as a Foreign Language
TETA	Transport Education and Training Authority
THETA	Tourism, Hospitality and Sport Education and Training Authority
TOEFL	Test of English as a Foreign Language
TUT	Tshwane University of Technology
TWR	Technikon Witwatersrand
<b>U</b>	
UCT	University of Cape Town
UFH	University of Fort Hare
UFS	University of the Free State
UIF	Unemployment Insurance Fund
UJ	University of Johannesburg
UJICE	University of Johannesburg Institute for Childhood Education
UK	United Kingdom – no full stops
UKZN	University of KwaZulu-Natal
UL	University of Limpopo

ULP	unfair labour practice
Umalusi	Council for Quality Assurance in General and Further Education and Training (“derived from the Nguni ‘uMalusi’ meaning ‘shepherd’ or, in the African context, ‘guardian of the family assets’” (Umalusi, 2000))
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organisation
UNICEF	United Nations Children’s Fund
UNISA	University of South Africa
UP	University of Pretoria
URC	University Research Committee (UJ)
URDP	University Research Development Programme
USA	United States of America (the country)
US	United States (often used in an adjectival position)
USSA	University Sport South Africa
<b>W</b>	
WBL	web-based learning
WebCT	Web Course Tools (UJ)
WHO	World Health Organisation
WHOCCUH	World Health Organisation Collaborating Centre for Urban Health
WIL	work-integrated learning
WiR	women in research
Wits	University of the Witwatersrand
WTO	World Trade Organisation

## 10. Sources

**Please note: At UJ, many referencing methods are used – some being department-specific. A very good guide to the commonly used Harvard and APA methods can be found on the UJ Library portal on the UJ website ([www.uj.ac.za](http://www.uj.ac.za)).**

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