



Administrative Offices
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REGISTERED MAIL
PRIVATE AND CONFIDENTIAL

4 May 2007

Mr M Le Cheko
Department of Environmental and Geographical Science

Dear Mr Le Cheko

OFFER OF APPOINTMENT AS A RESEARCHER IN THE DEPARTMENT OF ENVIRONMENTAL AND GEOGRAPHICAL SCIENCE

I have pleasure in offering you a fixed-term contract appointment as a Researcher in the Department of Environmental and Geographical Science for the period 1 March 2007 to 31 December 2007 on the following terms and conditions.

1. This letter will constitute the contract, and will be the sole and complete basis of the contract notwithstanding any prior written or oral communications, discussions or agreements, and notwithstanding any other representations that may have been made.
2. The requirements of this job and your hours of work will be given to you by your Head of Department.
3. This is a fixed-term appointment. Within this period the contract may be terminated by either party by one month's written notice.
4. Your cost of employment is , 00 per month. This appointment offers no benefits nor does it include a bonus. You are expected to make your own arrangements for medical aid and retirement funding.

increases in your cost of employment are subject to your performance and the availability of funding.

5. You will be entitled to 1,25 days leave for each completed month you work and this should be taken during the calendar year in which it accrues. Leave not taken in the appropriate time must be taken within six months of the following year. If not taken, the entitlement falls away (none of this leave accumulates). Leave due but not taken by the end of the contract will be paid out.
6. Should you require sick leave during this appointment, the first 10 days sick leave will be on full pay. Sick leave taken beyond this number of days will be without pay. If you take sick leave for more than two consecutive days you must produce a medical certificate.
7. Queries
 - a) Your head of department can be contacted if you have any queries relating to the job.
 - b) Ms Candice Marcus from the Appointments Office in the Human Resources Department, telephone X2113, fax 6502850 or email Candice.Marcus@uct.ac.za is available to answer any queries about this offer.

Please note that if you start work, this will constitute acceptance by you of this offer.

Yours sincerely

Mrs Kirsty Hunt
Head: Appointments Office
HUMAN RESOURCES DEPARTMENT

Internal circulation:
Head/Director – Environmental and Geographical Science
Personal file

5. VACANCIES


5.1 Advert for postgraduate students for WRC Project No. K5/1654:

Sustainable options for community-level management of greywater in settlements without on-site waterborne sanitation

The Integrated Urban Water Management research group at the University of Cape Town have been appointed by the Water Research Commission of South Africa to conduct a three-year study into sustainable options for community-level management of greywater in settlements without on-site waterborne sanitation. This is a highly relevant inter-disciplinary project that could ultimately make a major difference to the poorer communities in South Africa. We are seeking one or two people with a good, appropriate Honours or Masters degree in either Social Anthropology/Sociology or Environmental Science to be involved in the research from January 2007 (or before) until the end of the project (March 2009). The research will focus on the interface between social / environmental impacts and technology options at community level, and will include:

- Conducting in-depth surveys in selected settlements in the Western Cape through the use of participatory action research
 - Identification of social challenges and environmental impacts related to greywater management practices, and assessment of management options
 - Trial and evaluation of social / environmental / technological interventions
 - Development of best practices and guidelines for greywater management
- Successful candidates will be expected to deal with some or all of the above tasks. The work will serve as the basis for a Masters or PhD thesis. Remuneration would be by way of a bursary payment in accordance with University policy and would depend on the type of application. Applicants should ideally be fluent in Xhosa and have good communication, technical writing and analytical skills.

Interested persons should contact Professor Neil Armitage at armitage@ebe.uct.ac.za or (021) 650 2589 before **3 November 2006**.





Department of Civil Engineering

University of Cape Town - Rondebosch 7701
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Fax No: (021) 689-7471
E-mail: civil@eng.uct.ac.za

23 May 2007

Attention: Mr Anton Liebenberg
Town Manager
Grabouw

Dear Sir

Water Research Commission Project K5/1654: Sustainable options for community level management of greywater in settlements without on-site waterborne sanitation

Proposed research work in Waterworks Informal Settlement, Grabouw

We refer to our meeting on 3 April 2007 in your offices. As promised, we have included a description of the project including the objectives and the proposed programme.

1. Objectives

A recently completed research project, WRC Project K5/1524 "Understanding the use and disposal of greywater in the non-sewered areas in South Africa" identified the need for a longer-term study in settlements without on-site waterborne sanitation (typically informal settlements), with particular reference to the use and disposal of greywater in order that more sustainable management techniques may be identified. This new project affords an opportunity to work with the inhabitants within typical non-sewered settlements in the hopes of achieving the following objectives:

- Identify the social challenges to effective greywater management in non-sewered areas and the reasons why previous initiatives to implement management systems have not been sustainable in the long term.
- Identify specific environmental impacts resulting from greywater management practices in non-sewered areas.
- Establish the specific links between greywater quality (particularly in respect of the detergents used) and the potential for its reuse.
- Identify ways of overcoming social and related obstacles in order to create sustainable management options relevant to the local communities and in particular identify solutions to the inability by communities to continue with existing management systems or implement new systems.
- Identify ways of mitigating environmental impacts.
- Trial the social and environmental interventions in selected communities in the Western Cape Province.

- Develop best practices (scientific and sociological) and guidelines for greywater management.
- Prepare education material for community-level training concerning greywater management options and techniques.

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educating for life and addressing the challenges facing our society

- 2 -

2. Programme

The proposed programme is as follows:

- On agreement concerning the proposed study sites, an in-depth study of the existing situation in these sites will be carried out over the period from now until about July 2007. Students from the Departments of Environmental & Geographical Science and Social Anthropology will be used extensively for the gathering of data.
- From August until about September 2007, the Team will identify various interventions (predominantly social) at both the Settlement and Local Authority level required to improve greywater management in the settlement.
- The proposed interventions will be implemented between October 2007 and January 2008 with the assistance of the Local Authority. Once again students will be involved wherever possible.
- The effectiveness of the interventions will be observed between February and March 2008 by way of workshops, focus group discussions etc. If necessary, they will be adjusted.
- The success of the adjusted greywater management initiatives (if any) will be observed and evaluated between April and June 2008.
- The writing of the report/s will be completed by the end of March 2009.

3. Requirements of the Local Authority

It need hardly be said that without the co-operation of your Local Authority, we will not be able to work in the proposed settlement. Furthermore, we may very well need the assistance of the Local Authority to construct some minor capital works, from the Local Authority budget, in a bid to improve the greywater management in the settlement. Clearly, the costs of any capital works will be restricted as much as possible; it is a specific aim of the project to identify affordable solutions. In any case, the Local Authority will be included in the decision-making process and any capital works that might be proposed would have to meet with your approval.

4. Conclusion

Thank you for your support for this project thus far. Please confirm that the project description is acceptable to you. It is our hope that the project will ultimately be to the mutual benefit of your Local Authority as well as other informal settlements and their associated Local Authorities country wide. We are looking forward to working with you.

Yours truly,

Neil Armitage, PrEng, PhD (Prof)
Project Leader