

Monday Paper

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UCT's performance management system to be vamped up

HELEN THÉRON

Working with the Employees' Union, the Human Resources Department is introducing a programme of workshops and training sessions for staff, line managers, and executives to sharpen aspects of the university's existing Personal Performance System (PPS).

The PPS is the agreed performance management system for Professional, Administrative, Support and Services (PASS) staff from pay classes 5 to 12.

Broadly, the system aims to enhance employee performance through skills development, and by rewarding excellent performers. It also underpins the university's mission and vision and strategic goals.

The current PPS system was introduced at UCT in 2004, but with mixed results. Like many other higher education institutions, UCT has not found it easy to manage the "unique challenges of performance management in a university context".

According to human resources consultant and organisational psychologist Peter Morris, higher education institutions do not have an established track record in performance management systems.

"Comparative analysis of international performance management models has highlighted deep-seated flaws in conceptualisation, measurement criteria, and impacts of performance models within the higher education context."

In the aftermath of the UCT Employees' Union strike in 2007 and discussions on the implementation of the PPS, it was agreed that more capacity had to be built among PASS staff, line managers and academic managers.

Following a tender process last year, UCT has appointed Peter J Morris Human Resources Consulting to develop and roll out a capacity-building programme, based on workshops and training sessions. The two lead consultants for this project are Morris and Sarah Riordan, both trained organisational psychologists.

"We have studied UCT's existing process and do not propose any major changes to a well-thought-through and agreed process," Riordan said. "However, we believe we can add value by identifying common competencies in some ar-



reas, and we can help staff work with their managers to clarify their roles and objectives so that these align with UCT's strategic intent."

Monday Paper has compiled this Q & A, which we hope will provide simple answers about the programme and how it will be rolled out.

Is this programme a new system?

No. It is an initiative to sharpen the existing PPS tool, by providing better training and capacity-building among staff. The programme will build on existing competence among staff and on existing support material.

How will the changes be implemented?

There are three phases to the implementation of the programme. The first, the implementation of a change and communication plan, is already under way. On 9 April

the Vice-Chancellor, Dr Max Price, issued an email statement about this work. The second phase involves the design of the workshop and training programme. The third phase is the training programme roll-out.

What will happen and how long will it take?

The consultants will be on campus for 14 weeks and will work closely with project manager Joanne Uphill, former head of Staff Learning. Uphill was intimately involved in the initial design of the PPS. During the consultation phase, they will meet with individuals from a cross-section of the UCT community and will hold focus groups within occupational group categories.

What is being proposed and how will it affect me?

The approved proposal provides for a one-day intervention for all managers and a half-day intervention for all PASS staff. These will be

conducted during May and June, and staff will have a choice of dates to minimise workflow disruption. The half-day sessions will help PASS staff get to grips with PPS. They will be shown how to choose Key Performance Areas (or KPAs), how to set objectives, and how to participate in review sessions and personal development plans.

How will the deans and executive directors be trained?

They will be offered a 90-minute discussion with one of the lead consultants. Their focus will be on the strategic management of PPS within their faculty or unit.

Why do managers need a full day's training?

Managers are pivotal to the success of PPS. Their one-day sessions will cover seven PPS modules. Time will be devoted to skills practice and role-playing exercises. It's important to ensure consistency in the applica-

tion of PPS when it comes to setting goals and when reviewing the system. The plan is to train managers so that they're able to lead the process and introduce it to their staff.

Who's running the show at UCT?

The PPS Steering Committee is overseeing the programme. This is chaired by DVC Prof Thandabantu Nhlapo. Other members are Yasmin Fazel-Ellahi (Employees' Union), Judy Favish (Institutional Planning), Andrea Plos (Employees' Union), Joan Rapp (Libraries) Chris Tobler (Employees' Union), Joanne Uphill, Prof Michael Wormald (Accounting), Prof Nan Yeld (Centre for Higher Education Development), and project champion Khotso Raphoto (Human Resources).

What kind of staff consultation will take place?

Key stakeholders will be consulted and focus groups will be held. **MP**

Green IT on campus

Disposal of e-waste

Information & Communication Technology Services (ICTS) is often asked how 'green' we are. In particular, people want to know how we dispose of e-waste, especially old computer equipment. We work closely with an electronic recycling contractor. If you have aging computer equipment lying around, then after ensuring that you've removed any data and taken the item off the inventory list, log a call with the IT Helpdesk, asking to have the equipment collected. We will collect it, harvest any re-usable parts and then call in the recycling contractor to take away the remains. They collect excess and redundant equipment such as integrated circuits, PCs and peripheral devices like mice and keyboards, all forms of cabling, plugs and switches, and phones and phone exchanges. None of the electronic waste is burned or incinerated. Equipment is dismantled, shredded and pulverised so that any data that might remain on your equipment is certain to be destroyed. Precious and non-ferrous metals that result from



this process are collected and recycled.

Going green in our data centres

Around the globe, people are starting to point accusing fingers at data centres, citing them as huge power guzzlers. When ICTS designed the two new data centres we made some decisions back then about equipment that would save power and we are continuing to look into ways to

improve our power consumption. One method is to use virtualisation. To reduce the number of physical servers we use, and consequently the power consumed, we are replacing server hardware with virtual instances. Instead of running each system on a dedicated server, systems operate in a virtual software environment, sharing the same server hardware. For every system that used to sit on its own

server, we use that much less power, both for processing and cooling.

How can you contribute towards greening IT?

Disposal of equipment: Computers and other electronic equipment often contain dangerous heavy metals that shouldn't be thrown away with ordinary waste. Instead of throwing away old equipment, give us a call and we will collect and dispose of it safely.

Buy equipment that shows an energy rating: When purchasing new hardware, look out for signs that it is energy efficient. Vendors are becoming increasingly aware of the "green dollar" and are starting to design electronic equipment that is more energy efficient. New LCD monitors consume far less energy than their older CRT counterparts, and laptops are more energy efficient than desktop PCs.

Give your computer a 'power nap': Switch off your monitor before you go to a meeting, shut down before going home, and make changes to the PC's power settings so that you can save power when it is idle. Configure your

PC to go automatically into a low-power state called standby if it is left idle for a chosen period of time. After the elapsed time, Windows cuts off power to the monitor, hard disks and other peripherals. If you want to save even more power, you should enable hibernation. Hibernating your computer saves fractionally more power than standby by writing your computer's memory to disk and shutting down the computer.

Sensible Printing: Printing is another area where you can definitely make a difference. Use a shared network printer, rather than buying one exclusively for your own use. Imagine how much power could be saved if we did away with all those 'personal' desktop printers. Choose a printer that can print double-sided pages (duplex printing) as this will halve the amount of paper you use. Unless print quality is an issue, try using the draft or economy setting in the Print dialog. Reduce the margin size of your documents, as this will significantly reduce the number of printed pages in a large document. **MP**

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Dr Tricia Pickard, left, with dean Prof Marian Jacobs, was one of the big winners when the Faculty of Health Sciences made its 2008 undergraduate awards recently. Pickard picked up the Barnard Fuller Prize as the best MBChB graduate, the Mary Robertson Prize for Excellence, and the University Gold Medal in Medicine. Other multiple-award winners were Clare Surridge (four), including those for top student in ophthalmology and fifth-year anaesthesia; and Dr Jocelyn Hellig (five), including the SA Academy of Family Practice Prize and the Kathy Chubb Memorial for her work in paediatrics and surgery.

UCT was host to the third annual lesbian, gay, bisexual, transgender and intersex (LGBTI) Legotla from 3 to 7 April, which included the official launch of Kaleidoscope, a new national LGBTI youth-based network organisation merging groups from universities across the country. "Ultimately, we'd like to work ourselves into redundancy," says UCT student and event organiser Zayne Imam. "We aim to fight against all forms of discrimination, not just LGBTI concerns." UCT Vice-Chancellor Dr Max Price spoke at the Kaleidoscope launch.



Justice Albie Sachs of the Constitutional Court was the guest speaker at the most recent lecture in the Faculty of Law's uBuntu Project Speakers Series, held on 15 April. Sachs spoke

broadly on uBuntu - the much-discussed African concept of human relations - and its relation to the law. The uBuntu Project, initiated by the Stellenbosch Institute for Advanced Studies, is led at UCT by Professor Drucilla Cornell of the Dept of Private Law.

The new Mining & Mineral Processing Resource Pack, developed by chemical engineering staff at UCT for Grade 11 science



teachers, has been launched. Former science teacher Rene Toerien worked with teachers, subject advisors, academic staff and industry to produce the resource pack. The material has been tested at schools and modified to ensure it meets the curriculum. The pack includes a teacher's guide, posters, research material for learners, four DVDs covering six lessons, and mining footage.

The Disability Service and the Students' Representative Council (SRC) have signed an agreement to work hand-in-hand on a slew of initiatives around disability. Among the projects they'll band together on is a Disability Sports Day on 7 May, and transformation events in August. The agreement pledges the support of both the sitting and future SRCs. "The idea is that the issue of disability is not forgotten, but remains a core responsibility of the SRC," says Nafisa Mayat, advocacy co-ordinator at the Disability Service.

Dr Lester Davids and Dr Robealo of the Dept of Human Biology were among those who took part in SciFest Africa 2009, which ran from 25 to 31 March in Grahamstown. The duo ran an exhibit called Loving the Skin You're In, which dealt with topics such as wrinkles, grey hair, zits and tattoos. They also informed learners about the depigmenting disorder of vitiligo and about skin cancer prevention, and dispelled myths about albinism.

UCT's African Gender Institute (AGI) co-hosted a panel discussion titled *Gender Justice: Do You Mean It?* on 7 April. The discussion, which attracted a cross-section of activists and academics, was an opportunity for political party representatives to air their party's policies on women's rights and gender justice. Panelists included representatives from the Independent Democrats, the Democratic Alliance, and the ANC.



The Institutional Planning Dept (IPD) has launched its 2008 Social Responsiveness Report. The report aims to stimulate ongoing debate within the university and more broadly on UCT's role in addressing development challenges in society. It features a number of case studies from around campus, including the work of the university in response to the 2008 xenophobia crisis and the development of new and effective TB vaccines. Top DVC Prof Jo Beall and the IPD's Sonwabo Ngcelwane and director Judy Favish were at the launch.

Thousands of high school learners poured into UCT

on 21 April to participate in the 32nd annual UCT Mathematics Competition. The 7 000 grade-8 to -12 budding mathematicians from 135 schools across the Western

Invigilators needed

UCT urgently requires master's and doctoral students across all disciplines to assist with invigilation duty for the June examinations.

Assistant invigilators:

- 1-3 hour session - R100
- 3-4 hour session - R120

Payment is determined by the actual time of the paper, even though the invigilator's duties begin before and end after that. Eg, for a three-hour paper the invigilator will be paid R100, but will be present for the three hours plus 30 minutes before the start, and will stay until all the papers are collected.

Applications must be submitted to the Careers Office, Hoerikwaggo Building, North Lane, Upper Campus. Applications must be in by 12h00 on Thursday, 30 April.

Cape were spread out across 50 lecture theatres and tutorial rooms to tackle maths problems. The competition, sponsored by Aurecon, aims to spark secondary-level development in maths, an invaluable skill in most areas of study, and to give learners an opportunity to enjoy the subject.



Rachel Muigai, civil engineering researcher at UCT's Faculty of Engineering and the Built Environment (EBE), has received a R300 000 scholarship from the Cement and Concrete Institute. The institute's Sustainable Concrete Research Fellowship for 2008 was awarded to Muigai for her PhD proposal on research into the contribution of recycled materials on the environmental performance of concrete. **MP**

The Centre for Conflict Resolution (CCR), Cape Town, South Africa, invites you and members of your organisation to the seminar

SOUTH AFRICA AFTER THE ELECTIONS

CHAIR and SPEAKER

Professor Adam Habib

Deputy Vice-Chancellor, University of Johannesburg, Johannesburg

SPEAKERS

Ms Raenette Taljaard

Director, Helen Suzman Foundation, Johannesburg

Ms Karima Brown

Political Editor, *Business Day*, Johannesburg

Date: Wednesday 29 April 2009 • Time: 17H30 to 19H00

Venue: The Centre for the Book, 62 Queen Victoria Street, Gardens, Cape Town

RSVP: Lavenia Benjamin • Email: lavenia@ccr.uct.ac.za • Tel: (021) 689-1005

Fax: (021) 689-1003 • Website: www.ccr.org.za

All are welcome and entry is free.



Surgeon dedicates award to team

HELEN THÉRON

Finding the genetic defect that causes colon cancer in two large South African families was enough to prompt Professor Raj Ramesar to consider terminating his sabbatical in Chicago in 1994.

"I knew how much the simple blood test that I subsequently designed would mean to those at risk."

Ramesar, of the Department of Clinical Laboratory Sciences, recently received the prestigious Alan Pifer Award, which recognises his breakthrough research on the disease and particularly how this work contributes to the welfare of South Africa's most disadvantaged communities in the

Northern and Western Cape Provinces.

The award is named after the former president of the Carnegie Corporation of New York.

Accepting the award, Ramesar said the honour belonged to the team of surgeons and nurses, now led by Professor Paul Goldberg of the Division of Gastroenterology, who had painstakingly furthered this pioneering work.

Singling out Sister Ursula Algar as an example, Ramesar said: "She seamlessly steps between surgical nursing and field operations in genetics, tracing families and ensuring that those identified, through our laboratory, to be at high risk, have access to

clinical surveillance."

He also dedicated the award to the families and communities affected by colon cancer, particularly those the team has worked with in rural areas.

"Over the years these individuals engaged with a new kind of medicine, which has the power to predict who will fall ill and who won't.

"It has taken a great number of years, continuity of contact, and a dedicated programme of being informative that has worked. And there is much more to be done, even in this community."

Ramesar said he remained concerned that the value of genetics as a tool to reduce morbidity and mortality – and its importance in fields such as

agriculture and biotechnology – could "pass the continent by".

He said UCT had been identified as a "peg in the ground" in order to link up with other countries and to grow research culture and enterprise in an "unprecedented way".

"It is important for this not to be left to a single researcher, but to be seen as an institutional imperative. It's important for UCT to jump at this challenge and opportunity or it will be taken up by colleagues down the road." **MP**

Collective care: Prof Raj Ramesar paid tribute to his team of surgeons and nurses when he accepted the Alan Pifer Award.



Grant underpins roll-out of health care guidelines for nurses

HELEN THÉRON

The Knowledge Translation Unit (KTU) in the UCT Lung Institute has received R8.9 million to roll out their successful diagnostic and treatment PALS PLUS Guidelines for primary health care workers in three more provinces: KwaZulu-Natal, the Eastern Cape, and Gauteng.

Adapted and tailored to local conditions and national protocols and policies by the KTU, the programme is based on the World Health Organisation's PAL strategy. This has been designed to improve the case detection rate of TB and the management of other common respiratory conditions.

The symptom-based guidelines use clinical algorithms and key messages to guide the practitioner to diagnose and

manage their clients appropriately. The first edition, PALS, was expanded to include HIV care and sexually transmitted infections, counselling and testing for HIV, routine care for HIV clients before and once on ART, prevention of TB and other opportunistic infections, and the prevention and treatment of sexually transmitted infections.

The PALS PLUS Guidelines have been available to nurses in the Western Cape and Free State provinces for some years. They've been highly effective in providing nurses with a symptom-based approach to respiratory diseases including TB, HIV/AIDS, and sexually transmitted infections.

The guidelines contain key messages that promote the diagnosis of these conditions, further assisting nurses to integrate the care of patients who

present with more than one condition, as is often the case with HIV/AIDS.

"In many primary health care centres there are no doctors. Nurses are seeing very sick patients with HIV and TB and are required to make some complex clinical decisions," said KTU head, Dr Lara Fairall.

With a paucity of doctors to service rural healthcare centres, primary health care in South Africa will become increasingly nurse-driven.

"Cape Town is an exceptional place as most primary care is delivered by doctors. But this is not the case in the rest of South Africa," said Fairall.

The KTU was formed in 2005 to put evidence into practice, and so improve the primary care management of priority diseases such as TB and HIV/AIDS.

Guideline developer Dr Ruth Cornick

keeps the information in step with policy changes.

The KTU is also looking to extend the PALS PLUS Guidelines to include chronic diseases such as hypertension and diabetes.

This new roll-out of PALS PLUS to other provinces has been funded by the Belgian Technical Corporation, working through the South African National Department of Health's TB Control and Management Cluster.

Dr Bev Draper, who is managing the project that extends the implementation of the guidelines, said that the KTU "uniquely" offers the training methodology required by the Department of Health in their tender for this project.

"The KTU breaks the mould of didactic 'in-the-class' training," she added. "Nurses are trained to use the guidelines

while on site, building on their existing knowledge.

"We don't take nurses out of the facilities for training," said Draper.

Theirs is not a knock-and-drop approach, either. The KTU wants the project to be sustainable from the beginning. Part of the plan is to develop master trainers in each province who will continue the project after the KTU withdraws.

In the Western Cape, 2 600 nurses and 94 trainers have already been taught how to use the Guidelines, and the team will train an additional 4 865 nurses and 521 facilitators in the three additional provinces over the next year.

"The KTU wishes to contribute to the quality of care being offered to patients," said Draper. "These evidence-based guidelines standardise and strengthen this quality of care."

Centre introduces high-tech to the poor

By hitting a few buttons on a cellphone, users can now find just about any information they need, thanks to the UCT's new Information Communication Technologies for Development (ICT4D) Centre.

Launched by the Department of Computer Science recently, the centre, which is supported by the Hasso Plattner Institute (HPI) in Germany, aims to serve people and regions that don't have full access to digital technology.

ICT4D looks at how information technologies can be used to tackle socio-economic problems in developing countries.

Much of the UCT centre's work focuses on the use of cellphones, instead of PCs, to assist poor com-



munities to access the internet, for example. That is because cellphones are so commonplace these days, even in disadvantaged communities.

"There are one billion people in the world with access to the internet, but there are 3.4 billion people who own cellphones," explains Associate Professor Gary Marsden, director of the centre.

The centre is involved in a score of projects. In one 'snap and grab' system, users take pictures with their cellphones, for example of a politician, send that image to the centre, and receive text or video information on the politician via bluetooth.

Other initiatives include a deaf-to-deaf remote communication system, the use of mobile phones for financial transactions, and a rural tele-health communication system.

These systems have been tried and tested on a training project in Khayelitsha, and on voter education in Kenya.

Marsden said the centre works closely with communities to create and evaluate technology that is best suited to their conditions. **MP**

Residences go green

The headline Go Green or Go Home on notices posted around Liesbeeck Gardens Residence summed it up.

Students at self-catering residences across UCT have recently been introduced to an integrated recycling system, taking heed of the three Rs – reduce, reuse and recycle – as part of the university drive to go green, save energy and be "sustainable".

The project, launched on 6 April, has the backing of the Properties and Services Department, waste removal company Wasteman, and cleaning staff and students, as well as wardens and sub-wardens.

The project is driven by Student

Housing & Resident Life in conjunction with the Green Campus Initiative (GCI), a 900-strong organisation comprising students and staff who aim to cut down on waste and reduce UCT's carbon footprint.

It involves recycling 'stations' consisting of two bins, one yellow-lidded for wet non-recyclables (such as leftovers) to be taken to landfills, and one green-lidded for dry recyclables (papers, bottles, etc) to be transported to Wasteman's material recovery facility.

The burden is now on students to sort their waste before placing it in the bins.

"We hope all students will support

this initiative by making those two minutes of extra effort," said GCI's Nicholas Wiid, an honours student in environmental management.

"A lot of time and money has gone into this project, and we are positive about its success," added Wiid.

John Critien, executive director of the Properties and Services Department, said recycling at residences is difficult because students mix up waste in their rooms, dumping banana peels with papers, for example.

"The encouraging part of this initiative is that there is impetus from students, and my sense is that it will carry much more weight." **MP**

Middle Campus Heritage Impact Assessment & Rustenburg Burial Ground Memorialisation. We would like to remind you that you can still forward your comments on the proposed developments to us. For your convenience the relevant information and maps are now available to view on our website, at www.nosipho.co.za. Just click on the notice (UCT PROJECT) on our homepage, and that will lead you to the maps and comment sheet. Deadline for comments is 4 May.

Flautist Raffaele Trevisani and pianist Paola Girardi will perform in the Baxter Concert Hall on Tuesday 28 April at 20h15. Trevisani has been praised consistently for his style and musicality. He has been one of the very few students of Sir James Galway for many years, and also received unanimous acclaim from the likes of Jean Pierre Rampal, Julius Baker and Maxence Lariou. Galway said about him: "Raffaele belongs to the best of the flautists of the day for his beautiful singing tone, perfect technique and dedication to the art of music." This tour is sponsored in part by the Italian Cultural Institute and Powell Flutes. Ticket prices are R45; UCT staff on presentation of staff card, R40; and UCT students free of charge on presentation of their student cards at the door (subject to availability). Trevisani will also conduct a masterclass on Wednesday 29 April from 18h00 in the Baxter Concert Hall. Entrance: R50. Contact Bridget Rennie-Salonen (021) 650 2626 for details.

Centre of Criminology
Faculty of Law



Environmental Security Seminar Series
presents

**COPENHAGEN:
A DEAL FOR THE POOR?**

with
Dr. Harald Winkler
UCT Energy Research Centre

Respondents
Ms Leonie Joubert and Ms Sarah Ward

Thursday 7th May 2009 at 18:00
LT3, Kramer Building, Middle Campus, UCT
(refreshments served from 17:30)

RSVP to louise.dutoit@uct.ac.za

Admissions policy to go under review

The first event in the Admissions Review Task Team's (ARTT) programme to consult the university community on the admissions policy, and especially the issue of race as a proxy for disadvantage, takes place next week.

The Great Debate, in Jameson Hall from 17h15 on Tuesday, April 28, kicks off a comprehensive programme hosted by the ARTT to get the entire campus talking about UCT's admissions policy.

It will include papers on the subject by UCT academics, the commissioning of a Vula website to receive written submissions from staff and students, and a series of constituency meetings in faculties, residences, administration departments and staff associations.

UCT's admissions policy acknowledges the university's obligation to address the legacy of racial discrimination. The policy recognises race as a broad indicator of past disadvantage, and all prospective students are asked to indicate their race. The most recent Admission Review in 2006 concluded that race is the best proxy for disadvantage but that the use of race as a proxy will become increasingly inappropriate



as South African society continues to normalise.

The current admissions policy will be used for admissions in 2010.

According to the task team chair,

Acting Deputy Vice-Chancellor Professor Crain Soudien, The Great Debate will draw together a diversity of intellectual positions on "how the university can provide redress for

disadvantaged South Africans", and "race as a proxy for disadvantage".

Speakers at the debate will include Professor Neville Alexander, Professor David Benatar,

Dr Zimitri Erasmus, Dr Tlhalo Raditlhalo, Dr Molapo Qhobela, and representatives from the South African Students' The Congress and the Democratic Alliance Students' Organisation, the Congress of the People and the Young Independent Democrats have not yet confirmed their participation.

Each speaker at the debate will be given 10 minutes to put forward their position on the issue before it is thrown open to the floor.

Soudien says the ARTT may also host a second event for student political formations represented on campus to present their positions on the issue of race as a proxy for disadvantage.

Notices on the university-wide consultative programme will be issued as the schedule of meetings is finalised.

The ARTT will also allocate time for individuals who may not be part of a formal constituency, and so may not have an opportunity to participate in the consultative programme, to make verbal submissions.

Position papers on the issues by UCT academics will shortly be available for downloading from the Vula 'Admissions Policy' website. ^{MP}

COUNCIL NOTES

Council's Exco and the Senate Executive Committee (SEC) both met in the first week of April; both meetings were long, each lasting for four hours.

The Exco meeting was dominated by finance and property matters: the management accounts for 2008 that showed a small surplus against a budgeted small deficit; an additional capital appropriation for new accommodation for the School of Economics and ICT Services (most of both will move off the upper campus) and student services (which will free up space for academic use in the Kramer building when these services move to the new building); and the capital contributions of up to R200 million that the state proposes to make available to UCT in 2010-2012, if UCT can find the balance of R235 million needed to meet the notional costs of the proposed projects and the additional capital that would be required for their actual costs. A key debate in Exco was about details of the proposed new Williams Street student housing project that is to house 800 or more students, and which Exco hopes can be ready for 2011.

Exco debated and considered proposals for the way in which the elections for a Chancellor will be held and when. Chancellor Graca Machel's first 10-year term will expire at the end of 2009, and the Registrar will soon issue a call for nominations for the office. The Chancellor has indicated that she is willing to stand for election for a further term. If there are other nominations, elections will take place to constitute an

Electoral College as required by the Statute, and the Electoral College will, in turn, elect the Chancellor.

Exco reviewed interim reports on the code of conduct for contractors who supply services that UCT has outsourced, and emphasised that the provisions of this code, which aim to ensure that contractors treat their employees fairly and pay them not less than a basic wage, apply to a contractor's contract staff as well as the contractor's permanent staff. In a related debate, Exco noted that progress had been made in converting T3 (longer-term fixed-term) contract staff to permanent staff conditions, but that the policy framework for this had yet to be completed; and Exco has asked for this to happen.

Dates for the June and December graduation ceremonies have been set, and the introduction of four new qualifications (Diploma in Fine Art, Postgraduate Diploma in Psychotherapy, Postgraduate Diploma in Pesticide Risk Management, and Postgraduate Diploma in Public Mental Health) has been supported. Several key questions have been held over for consideration by full Council in May: these include the proposal about links with China which, if approved, would pave the way for proposals for the establishment of a Chinese Hanban- Institute-funded Confucius Institute at UCT.

The University Building and Development Committee reported to Exco on: the completion of the Menzies levels 6 and 7 project (an R11-million project to provide additional space for engineering); the building alterations and renovations to be made to Glenara, the Vice-Chancellor's official residence; and the Kopano oval artificial-surface soccer field, due to be ready for use in mid-April 2009.

Senate's Executive Committee (SEC) had a lengthy agenda. Among the more important matters before it were:

- a report by the task team reviewing the RFJ (rate for the job) remuneration structure for academic staff, which the SEC debated and accepted as the basis for the next stages of the task team's work and for consultation;
- a report by the Examinations and Assessment Committee drawing attention to the need to give more attention to standards of invigilation at formal examinations;
- draft guidelines for part-dissertations for master's degrees, which the SEC supported and which will be put to Senate for approval; and
- improvement plans and progress reports arising from four departmental reviews conducted as part of the quality assurance programme.

The Executive Director: Properties and Services, John Critien, made a presentation to the SEC on health and safety, with an emphasis on the role of people who are appointed by the Vice-Chancellor to ensure a safe environment for staff and students, and answered questions by members of the SEC.

The SEC interviewed the Chair of Senate's Ethics in Research Committee (which deals with ethical questions and policies relating to people who are the subject of research, and acts in parallel with the Senate Animal Ethics Committee) on his committee's annual report for 2008, and how it has worked to ensure ethical standards in research and to protect human subjects in social and scientific research.

- Provided by the Registrar, Hugh Amoore

We remember

Professor Claus von Holt, the head of biochemistry at UCT from 1968 to 1991, has died in Valdivia, Chile. A firm believer in integrated team work, Von Holt and his group, the Molecular Biology Research Unit, became internationally renowned for their structural studies of histone proteins in the cell nucleus. In his teaching, Von Holt emphasised the understanding of fundamental principles, a philosophy that generated a number



of Science Jack de Wet convinced Reinhard Arndt of the Foundation for Research Development (now the National Research Foundation) to introduce a rating system and long-term support for established researchers. This piece of science policy propelled UCT to the forefront of research productivity in South Africa. Von Holt's towering output on histone structures was based on methodology developed by his first PhD student, Wolf Brandt, now a professor in the Department of

Molecular and Cellular Biology. The department extends its condolences Von Holt's wife, Margot. Von Holt was 83.

Philanthropist Ernest Stempel was a director of the Starr Foundation since its inception in 1955, and was the founder and benefactor of the Ernest E Stempel Foundation and the Brendalyn and Ernest E Stempel Foundation. These foundations supported a raft of education, health and cultural causes. Through the two foundations, Stempel and wife Brendalyn, a UCT alumna, have donated millions to



UCT coffers, including awards to UCT's Upper Campus Project, the CV Starr Scholarship Fund (the couple made a point of visiting with UCT

for the young bursars of what can be achieved in life through hard work and perseverance." Stempel was 82.

student beneficiaries every year) and the Students' Health and Welfare Centres Organisation. "We were all continually impressed by the personal passion that Ernie and Brendalyn brought to the celebrations," said Dr Jim McNamara, executive director of the Development and Alumni Department of the Stempels' annual meeting with students. "They inspired the students always to do their very best, and they were shining examples

Capturing unexpected beauty at UCT Sasol labs

The Sasol Advanced Fuels Laboratory is oiling the wheels of research into new fuel technologies, and staff and students alike are coming up with some groundbreaking findings

LYNNE SMIT

The Sasol Advanced Fuels Laboratory (SAFL) is not a place where one would expect to find breathtaking beauty, but the researchers and students who work there are discovering "the prettiest stuff you can imagine", hidden deep in the heart of the average diesel engine.

In a rather nondescript building on the UCT campus, researchers are using and developing the most advanced technologies to find out exactly what makes Sasol fuel so special.

"We know Sasol fuels are different, but we want to know exactly why," explains Professor Andy Yates, head of the SAFL. "We are also developing the fuels of the future. Clean-burning, synthetic fuels are the obvious next step as crude runs out."

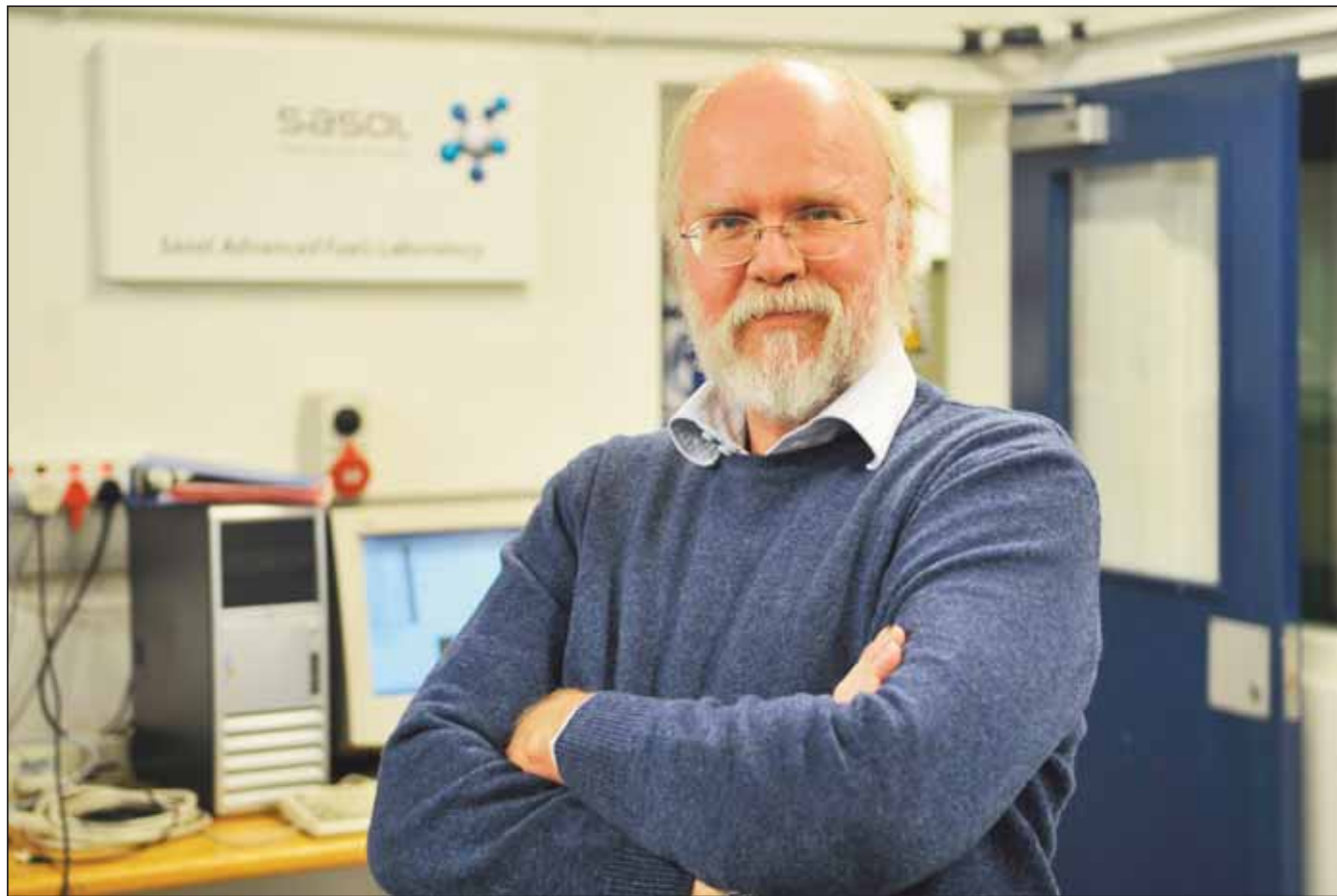
In 2002, Sasol approached UCT to move its future-focused research group onto the UCT campus. The company bears the entire cost of the lab. The marriage has been a success, with UCT's engineering department enriched by the lecturers and researchers in the lab, while lab staff benefit from being able to publish their findings in mainstream academic journals.



Gavin Evezard with his rapid compression machine.

"There are standard international test procedures laid down," Yates explains, "but we need to go further than that. We are designing and running unique fuel performance tests in our laboratory."

In one of the laboratories, a large



Under the watch of Prof Andy Yates, researchers are breaking new ground at the Sasol Advanced Fuels Laboratory.

diesel engine has been set up to test emissions, fuel consumption, power, temperature and pressure. Road load conditions are simulated, but in the lab the engine converts all its power into heating water in a dynamometer, while up to 17 computers running simultaneously record and analyse the data produced.

An afternoon's testing can lead to three weeks' analysis in order for the researchers to interpret and understand what they have seen.

In another lab, a sapphire window with a diameter of 10cm plays a vital part in the combustion bomb, a piece of apparatus designed to measure soot, temperature and composition of fuels in the instant when the fuel combusts.

"Sapphire has special optical properties," Yates says, adding that the window itself has been the subject of intense contemplation by students

with more than just their studies on their minds.

The work of SAFL is not only of interest to Sasol in its national and international operations.

"We can't do this kind of work in isolation," Yates explains. "We work in partnership with engine manufacturers such as Daimler for the truck and car engines, as well as Rolls Royce, General Electric, Pratt and Whitney and Honeywell for the jet engines we are using to test the Sasol jet fuel."

"The jet engine manufacturers are under huge pressure to clean up their emissions, and they are really excited about the potential offered by Sasol's synthetic jet fuel. It will allow them to maintain their safety and reliability and there'll be no need for a change in engine design."

According to Yates, the real heroes at SAFL are the students whose

cutting-edge research is helping to establish the lab as a world leader in its field.

One such student is Gavin Evezard, who single-handedly built the world's fastest rapid compression machine. He first explored the concept in his final undergraduate year, built a prototype for his MSc, and completed



Nigel Bester tinkers with a helicopter engine.

the real thing for his PhD.

The machine investigates what happens when an air/fuel mixture is squeezed very suddenly.

"It reveals a lot about the fuel," Yates explains. "What happens is that it 'thinks' about burning for a moment, starts to burn, stops burning and then explodes. These timescales are crucial to extracting the optimal combustion performance out of fuels."

The machine Evezard built stops a piston which is moving at up to 40km/hr in one half of a thousandth of a second. That's twenty times faster than a blink of an eye. The best rapid compression machines elsewhere in the world are slow in comparison, stopping the piston at over two thousandths of a second.

The machine was also responsible for

another moment of supreme beauty. In the fraction of a second before the fuel begins to burn in earnest, it emits what Yates describes as a "mysterious blue" cool flame. And, proving that even fuel can be romantic, the colour is so incredibly beautiful that it inspired him to reproduce it in an opal pendant that he designed for his wife.

Another of the SAFL heroes is MSc student Nigel Bester, who set up a helicopter engine and proved that synthetic jet fuel provides an intrinsic efficiency advantage over conventional jet fuel.

"We are working on projects that have a big impact on the market," Yates says. "The implications of our research are huge, so it must be credible and correct. It is excellent work like this that helps to establish the Sasol Labs as a world leader in fuels research." **MP**

Blue crane survival down to the wire



Saving an icon: Jessica Shaw's master's thesis focuses on the threat of power lines to blue cranes.

The South African national bird, the blue crane (*anthropoides paradiseus*), is under threat from the most unlikely of perils. Every year, hundreds of blue cranes, as well as other birds, are killed by flying into unmarked power lines. The problem is affecting the population numbers of this bird, which is currently on the International Union for Conservation of Nature's Red List of Threatened Species.

This was the focus of ornithologist Jessica Shaw's master's thesis and her presentation at this year's Percy Fitzpatrick AGM Seminars. Shaw spent five months surveying the power lines in the Caledon and Bredasdorp areas of the Western Cape's Overberg, which is home to over half the global blue crane

population.

The survey found that 54% of all birds killed by power line collisions were blue cranes. This amounted to a casualty rate of 10% of the total blue crane population in the area every year.

Surprisingly, the birds aren't killed by electrocution, but rather by the impact with the lines.

"The cranes are especially susceptible to collisions because they are heavy birds, so they can't avoid unexpected obstacles at the last minute," explains Shaw. "They also tend to fly at dusk when the light is bad, and they fly in flocks. This means they might be flying behind other birds and either do not see the line, or lack the space to move out of the way."

As well as blue cranes, Shaw also found the carcasses of at least 19 other bird species, five of which are of concern to conservationists.

"The number of power lines is increasing all the time," says Shaw, "and if something isn't done the problem is only going to get worse."

But what solutions are available?

Power lines could be buried underground, or routed away from high-collision areas, but the most feasible option is to mark the lines to make their presence more obvious to the birds, says Shaw.

"Segments of line are only marked when they are shown to be a threat. We need to approach the problem more proactively and mark bigger sections of lines *before* mortality rates prove them to be dangerous." **MP**

A DAY IN THE LIFE *of the Staff Recruitment Office*

Often called the window of UCT because the office is the first point of contact for prospective employees, the SRO team is managed



by Yvonne Macdonald and staffed by recruitment advisors Mary Daniels, Marilyn Hallett, Naline Maharaj, and Sandy Williamson, who service selection committees and advise on recruitment policies, procedures, and best practice. They are assisted by administrators Tracy Moore, Roslyn Daniels, Fiki Nhliziyo, as well as Edith Graham and Themba Mabambi (both temps). In addition, Rodney Martin works as a recruitment advertising co-ordinator, placing all UCT's recruitment adverts in the media and on websites, ensuring that UCT's house style is displayed appropriately.

What does the office do on a day-to-day basis?

Days vary. Sometimes there are wall-to-wall meetings for days in a

row, resulting in many reports and recommendations for appointments. The Advisors also co-ordinate the travel arrangements for candidates when coming to UCT for interviews. Administrators process job applications (the record is 500 applications for one post) and are responsible for ensuring that all meeting documentation is sent out timeously. They also schedule the selection committee meetings, which is quite a task when trying to get busy academics and PASS committee members together at the same time on the same day!

What are the challenges facing the office?

Selection committee meetings start as early as 07h00 and can finish late in the evening. Volumes are ever-increasing, and ensuring that the

recruitment process is smooth can be difficult.

What are the best and worst moments of the job?

"It is satisfying to have been part of a process where an excellent appointment has been made and the candidate accepts the offer gladly," explains Macdonald. The worst moments are advising candidates that their applications have been unsuccessful. For Martin, the worst aspect of his job is having to chase up people for final approval of adverts in order to meet the media deadlines.

What is a weirdest thing they have encountered?

The staff sometimes get requests from job applicants to join them on dating networks.

Exceptional guards honoured

UCT has rewarded officers of Campus Protection Services (CPS)



Honoured: John Critien with Campus Protection Service members, back, Anthony Smith, Eric Mbiza, Xolisa Kula, Gary Dyssel and Ruaan Venter; and, front, Deon Mgxaji, Soyiso Nyembesi and Morney Speelman at a thanksgiving ceremony.

for going the extra mile to keep staff and students safe, contributing to the drop in criminal activities on campus over the past five years. "It is heart-warming to tell parents that students, who are our most important clients, are safe," said John Critien, executive director of Properties and Services. At a thanksgiving ceremony on 8 April, CPS officers were presented with cash and vouchers as tokens of appreciation. The recipients were crime prevention officer Xolisa Kula and section leaders Nicholas Ndzotho and Anthony Smith for excellent arrests, as well as officers Soyiso Nyembesi, Deon Mgxaji, Morney Speelman and Eric Mbiza for their quick response to a fire at Woosack residence. **MP**

Appointments



Charlene Jacobs has joined Research and Innovation in Research Contracts and Intellectual Property Services as an administration assistant. She was previously with Student Wellness Services, Student Affairs. Jacobs likes people, satisfied clients and clear communication, and dislikes surprises.

Book store for your needs



distributor of UCT apparel and gifts, who also brought the university brand to the heart of Rondebosch. The store has also display cabinets at the International Academic Programmes Office and the Faculty of

Health Sciences. UCT staff and students, as well as alumni and visitors can easily access a range of textbooks, stationery and official university apparel and gifts under one roof – thanks to the UCT Campus Store.

The official on-campus retail haven, the store also offers miscellaneous products and is modelled on the ivy-league campus store concept.

The store is operated by the Atlas Group of companies, an official

distributor of UCT apparel and gifts, who also brought the university brand to the heart of Rondebosch.

It has three divisions: apparel and gifts (info@uctstore.co.za), textbooks (books@atlas-group.co.za) and stationery (info@atlasbooks.co.za).

The store, which is open from 08h00 to 17h00 on Mondays to Fridays, and from 09h00 to 13h00 on Saturdays, also launched a website - www.atlas-group.co.za - to allow clients to shop online. Orders can also be made via email. **MP**

Hobnobbing at Glenara

Vice-Chancellor Dr Max Price toasted a number of UCT faculty and PASS staffers at a get-together at his official residence, Glenara, last week. The guests were mostly picked straight from the pages of *Monday Paper*, where their recent achievements have been chronicled. Here are some snapshots from the occasion.



Prof Thandabantu Nhlapo (right) reads out the citation for Prof Evance Kalula, director of the institute of Development and Labour Law, who had been appointed to a commission of inquiry to investigate complaints of non-observance of freedom of association by Zimbabwe.



DVC Dr Crain Soudien (right) with Claudia Kalil and Terri Grant, who had won an award for innovative collaborative educational practice.



Opera students Musawenkosi Ngqungwana, Mlami Lalapantsi and Sunnyboy Dladla, winners in the International Turandot Competition, with DVC Prof Thandabantu Nhlapo.



PhD student Emily Davids is saluted by DVC Prof Danie Visser. Davids won the international Roche Young Researcher Award. **MP**



Professor Jo Beall has taken the post of Deputy Vice-Chancellor. Beall is a world-renowned social scientist previously based at the London School of Economics. Beall says she is very committed to the university's open governance and ongoing transformation process.

Please send an email to Morgan Morris at megan.morris@uct.ac.za to notify us of any new appointments in your departments or sections.

The Centre for Conflict Resolution (CCR), Cape Town, South Africa, invites you and members of your organisation to the public dialogue seminar "Understanding Africa's Security and Governance Challenges" to celebrate CCR's 40th anniversary. Ten, mostly CCR book volumes, will be launched at the meeting.

1. Africa's Human Rights Architecture 2. Gulliver's Troubles: Nigeria's Foreign Policy After The Cold War 3. Crouching Tiger, Hidden Dragon? Africa and China in a New Century 4. The African Union and its Institutions 5. South Africa in Africa: The Post-Apartheid Era 6. HIV/AIDS and Society in South Africa 7. A Dialogue of the Deaf: Essays on Africa and the United Nations 8. From Global Apartheid to Global Village: Africa and the United Nations 9. Peace versus Justice? The Dilemmas of Transitional Justice in Africa 10. Identity, Diversity and Constitutionalism in Africa

CHAIR – Dr Adekeye Adebajo
Executive Director, Centre for Conflict Resolution, Cape Town

SPEAKERS

Ms Yasmin Sooka
Executive Director,
Foundation for Human Rights, Tshwane

Ms Razaan Bailey
Project Officer,
Centre for Conflict Resolution, Cape Town

Dr Khabele Matlosa
Research Director, Electoral Institute of Southern Africa, Johannesburg, South Africa

Dr Chris Landsberg
Professor in the Department of Politics, University of Johannesburg, South Africa

Dr Francis M. Deng
Special Representative to the U.N. Secretary-General on Genocide, New York, United States

Dr Mary Chinery-Hesse
Vice-Chairman,
National Planning Commission, Ghana

Ambassador James Jonah
Former UN Undersecretary-General for Political Affairs, and Senior Fellow, Ralph Bunche Institute for International Studies, New York, United States

Dr Mireille Affa'a Mindzie
Senior Project Officer,
Centre for Conflict Resolution, Cape Town

Date: Thursday 7 May 2009 • Time: 17H30 to 19H30 • Venue: The Centre for the Book, 62 Queen Victoria Street, Gardens, Cape Town • RSVP: Lavenia Benjamin • Email: lavenia@ccr.uct.ac.za Tel: (021) 689-1005 • Fax: (021) 689-1003 • Website: www.ccr.org.za

The books will be on sale at the event. All are welcome and entry is free.



EVENTS

Department of Medicine

Thursday 4PM Meetings
30 April 2009 Prof R Van Zyl-Smit – “Current Concepts Linking Cholesterol, Amyloid and Acute Phase Proteins”
7 May 2009 Dr C Kenyon – “Cost-Effectiveness in Health Care

Public Seminar at All Africa House, Middle Campus, on 12 May 2009 at 18.00
“The Fight Against Global Crime and Corruption: What Now?” by Advocate Billy Downer Please RSVP chuma.himonga@uct.ac.za by 11 May 2009 for venue logistics.

ICTS Training for May 2009

• 04-05 (09:00-12:00) GroupWise Basic • 08-08 (09:00-12:00) GroupWise Inte.
• 04-06 (13:30-16:30) Word 2007 Level 1 • 11-15 (09:00-12:00) Access 2003 Level 1
• 11-13 (13:30-16:30) Web Design • 8-21 (13:30-16:30) Excel 2003 Level 1 • 25-27 (09:00-12:00) PowerPoint 2003 Level • 29-29 (09:00-12:00) PowerPoint 2007 New features

The Vice-Chancellor Dr. Max Price

has pleasure in inviting you to the Inaugural Lecture of Professor Julian Kinderlerer. Department of Private Law, Faculty of Law on “ Globalisation, intellectual Property and Biotechnology” Wednesday 13 May 2009 at 17h30, Lecture Theatre 2, Kramer Building, Stanley Road, Middle Campus, UCT. Guest to be seated by 17h15. Refreshments will be served after the lecture. Please RSVP to: Centre for Extra-Mural Studies. Tel 0216502888 or Fax: 0216502893 or Email: ems@uct.ac.za

VACANT POSTS

EXECUTIVE AND ACADEMIC POSTS:**Glaxo Wellcome Chair of Primary Health Care,**

Primary Health Care Directorate, UCT & the Department of Health, of the Provincial Government of the Western Cape, Closing date: 30 April 2009, Tel: 021 650 2220, e-mail: Roslyn.Daniels@uct.ac.za

Professor/Associate

Professor/Senior Lecturer, Division of Geomatics, Closing date: 15 May 2009, Tel: 021 650 2192, email: tracy.moore@uct.ac.za

Senior Lecturer/Lecturer:

Child Nursing, School of Child & Adolescent Health, Closing date: 22 May 2009, Tel: 021 650 2220, email: Roslyn.daniels@uct.ac.za

Dean & Professor, Faculty of Commerce, Closing date: 29 May 2009, Tel: 021 650 2192, email: tracy.moore@uct.ac.za

RESEARCH, PROFESSIONAL, ADMINISTRATIVE AND SUPPORT POSTS (PASS)

Finance Officers x 4, IIDMM, Faculty of Health Sciences, Closing date: 30 April 2009, Tel: 021 650 7632, email: Sheina.Josias@uct.ac.za

Head: Circulation & Short Loan Services, UCT Libraries, Closing date: 4 May 2009, Tel: 021 650 2192, email: tracy.moore@uct.ac.za

Director: Baxter Theatre Centre, Closing date: 11 May 2009, Tel: 021 650 5405, email: Rodney.martin@uct.ac.za

POSTS FOR UCT STAFF ONLY:

The vacancies can be viewed at: <http://www.uct.ac.za>, Click on “Vacancies”.

PROPERTY

Little Mowbray: A garden flat, fully furnished, with a lounge and 1 bedroom available. Garage with electronic door. Electricity, water, broadband and weekly cleaning service included in rent. R3600 pm. Contact: 0216864067.

Newlands Village: Medium term from 1 to 8 months Fully equipped, 2 Bedroom Villa both en-suite or attractive garden cottage. See: www.capestay.co.za/kings and phone 0824522878.

Observatory: Newly renovated spacious 2 bedroomed victorian to rent from 1st of May. Open flow from lounge to brand new kitchen, pantry and bathroom. Call David: 0836282533.

Rondebosch: Sunny, furnished Bachelor Flat, security complex above Main Road. Available immediately. Rent R2900 pm. Non-smoker. Contact: Rose 0722911098 or email bettws@mweb.co.za

“Rondebosch: Flat for rent, R6000 - 2 bed with secure parking walking distance from UCT, Cavendish, Dean Street

and Rondebosch shops. Available from May 2009. Contact: 0828432765.”

Accommodation Wanted: Professional couple plus well behaved cat are looking for a furnished, one bed flat/garden cottage for rental for June and July. Contact: 0726111221.

Accommodation Wanted: Retired lady coming to Cape Town from end May to end Sept looking for secure furnished house/garden flat. To rent or house sit. Atlantic Seaboard or City Bowl. Please email dc44@mweb.co.za or 044 8770259 or x5561.

“Rondebosch: Old Cape Farmhouse with self-contained, furnished apartments available, DSTV & broadband, fireplace, beauty salon, UCT Shuttle on doorstep. Wkly & monthly rates. Tel 0216851747 or www.ivydene.homestead.com”

Kenilworth: Self-catering studio. Separate kitchen/bathroom. Fully equipped. Serviced. Secure parking. Alarmed. Near station. Visiting academics, postgraduates. Non smoker. R4200 pm. Contact: 0721489760 or 0216505312.

Kenilworth: Self-catering one bedroom flat. Fully equipped. Serviced weekly. Secure parking. Alarmed. Internet access. Visiting Academics, postgraduates. Non Smoker. R6500. pm. Contact: 0721489760 or 0216505312.

Wynberg: Fully furnished studio flat in Grand Central. R2500 pm. Contact Widaad: 0829461070. Available immediately.

“SeaPoint/Three Anchor Bay: 2 bedroom apartment, renovated, restored parquet floors, wooden blinds, Modern open-plan kitchen. Situated in a small, well maintained and secure block. Contact: 0835061094.”

FOR SALE

“For Sale: 2 pine bedside pedestals, lime washed legs, with clear wooden top at R650 each. Contact Rose: 0217157846.”

“For Sale: VW Citi Golf 1.4 1997. Only 105,000 kms. Very good condition. Full service record. R18,500. Contact: Prof. Nigel Worden email: nigel.worden@uct.ac.za or 0216502951.”

For Sale: Mazda Sting 1996, 200,000 mileages. Engine and wheels in good condition. License, roadworthy and steering lock. In daily use. R24,500 neg. Contact: 0844949104.

“For Sale: Mazda Etude 1.6, Gold, 2000 model, power steering, air -conditioning, alarm, Mags, Excellent condition, Pioneer sound system, tracker. 182 000 km. R46 500 neg. Contact: 0216505816 or 0733813879 or sms.”

“For Sale: Title: Land Marked. Land Claims & Land Restitution in South Africa. Author: Cheryl Walker. Price: R150 new unwanted gift still wrapped. Contact: ext.4739 or 0716775061”

For Sale: Oregon slatted headboard, d/bed at R1200. Contact Rose: 0217157846.

“For Sale: 8 seater oregon tables made to order for only R2900. normal selling price is R4000. Contact Rose: 0217157846.”

For Sale: Single bed, solid wood, with Rest Assured Supapaedic Supreme mattress, and head board. Clean condition. R500. Phone Richard X2786 or 0834556297.

For Sale: Mecer laptop, P4, 3.0GHz, 480MB RAM, 60GB HD, CD/DVD reader-writer, original leather bag with all software. Battery and USB ports should be fixed. R4000 neg. 0848300113.

For Sale: Samsung D900 mobile (with original charger), used for 6 months. Good condition. No scratches. Camera, Mp3, bluetooth, slide-open. R980 neg. Student leaving for overseas. Contact: 0848300113.

For Sale: Ladies Road bike, Raleigh RC3000, 1 year old, just completed Ironman, excellent condition. R5400. Option to by tri bars, bike computer. Email keryn@vodamail.co.za

“For Sale: Brand new Baby City Cot, white, wooden, with lower drawer, unused mattress and sheet R1000 ono. Wooden baby high chair: R 750. Contact: 0835061094.”

GENERAL

Highly recommended CHAR with impeccable references

requires house-keeping job. Available on weekends only. Contact Violet: 0746942854 or Email mngmur002@uct.ac.za (078 964 6618 for reference)”

“Domestic Worker has Mondays free. Very highly recommended. Outstanding references. Contact: Penny 0825139897.”

French Exchange student wanting to improve her English in an English speaking family during July/August 2009. Will reciprocate exchange. Email pascalbecel@free.fr

Excellent char seeks work for one/two days a week, Mondays and Thursdays. Experienced and reliable, highly recommended. Phone Nomawabo at 0843793441; or Mastin at x3821 for refs.

Elegant Editors: Finishing off your thesis? We will perfect your language and expression. Tel Sally 0216503340 or 0217063288, or Jenny 0726876723. Email jenny@ingelozzi.com

Pro-Files Professional Services Professional thesis typing and proof-reading Additional thesis editing service available on request. Professional CVs compiled by recruitment specialists. Call Lorna Beaumont or Nadia Lurie on 021 671-3206

My gardener Stanley is looking for more work. He's a 30-year-old Malawian who is enthusiastic, knowledgeable and incredibly efficient. Contact: christine.swart@uct.ac.za or 3201 for his number.

“Editor/proofreader available for postgraduate theses, journal articles etc. Experience in academic publishing. CV/references on request. Contact Dave: 0828990452 or david.buchanan@telkomsa.net”

“Want to be a model but don't know how: Grace Model Agency School will teach and give you the needed advantage to be able to compete in the modeling world. Contact us: www.gracemodels.co.za or 0878089651.”

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Okreglicki first South African home in Sahara marathon

Almost cancelled because of poor conditions, the gruelling 24th Marathons des Sables went ahead, shortened from 243km to 202km over five days. UCT cardiologist Prof 'AO' Okreglicki was among the 807 runners. He came in 81st and 26th in his age category, the first South African home. This is his report.



Ready, steady: 807 runners set out, carrying their food, clothing and gear, all but water and shelter, during the Marathon des Sables.

It is reputed to be the toughest foot-race in the world, tough because of the terrain, the sand, the heat, and additionally gruelling because one has to be self-sufficient.

Despite this the marathon is oversubscribed, with waiting lists for the

next three years.

In a bitingly cold wind, we set off on the Day 1 stage of 33km, and within 3km we were in the towering Saharan dunes. The night was cold and windy with no protection from the Berber tents.

Day 2, a 36km circular route, did not cross mountainous dunes, but even tougher terrain: vast stretches of rolling sand dunes and apparently flat plains of gravel that turned out to be like dry meringue with each foot crushing through the crust. This sand

and soft running was enormously energy-sapping.

Day 3 and 4, the long stage to make up for the shortened event, was made the longest single stage in the history of the MdS, with a distance of 91km. A generous cut-off allowed the slower participants to stretch this stage into Day 4, which was a rest day for the faster competitors. This leg had much variation in terrain: dunes, plains, mud and hills, but also a strong, dehydrating headwind for 50km, with heat and dust-storms.

The next 40km was my favourite section: a climb up a gorge with magnificent vistas just before sunset, and then dunes and the vast Saharan plains strewn with rocks, all made magical by moonlight, and a course marked by luminescent sticks. I had a good day, finishing in 13.5 hrs and improving my daily position to 77th.

The final stage, Day 5, was a classic standard marathon but with more hills, mountains and even a river crossing. From the last flat-topped mountain, the finishing line could be seen 4km away. The finish brought jubilation and the intense satisfaction



Cardiologist Prof 'AO' Okreglicki, one of 770 runners who completed the five-day, 202-km Marathon des Sables in the Sahara desert.

of achievement.

This MdS is much more than just the run. It is a rite of passage, a test of one's preparation, mind and endurance, all with the magic and 'romance' of the Sahara.

The event was won, for the second time, by Moroccan Mohamad Ahansal, in 16hrs 27min.

For me this was a 'life's book-marking' experience, fulfilling my goal plus achieving awareness for the Prevent Arrhythmic Cardiac Events organisation for which I ran.

Would I do it again? I would love to. **MP**

Sport participation and performance must go together



Grass under his feet: Prof Mike Meadows has been named the new chairperson of the UCT Sports Council.

Mention sport and Professor Mike Meadows glows.

The head of the Department of Environmental and Geographical Science at UCT has abundant expertise in sport, having participated in soccer, rugby, rowing and athletics (he runs in UCT colours), and with a passion for cricket and golf.

Now he has to share that love for sport with the university community following his appointment as the chair of the UCT Sports Council, replacing Professor John Simpson who stepped down at the end of 2008.

"I'm crazy about sport, that is why I jumped when the opportunity arose to make a contribution at UCT," he explains.

Talking from experience, Meadows believes sport plays a big role in

the life of students inform of contact, entertainment, releasing academic stress, of course developing and maintaining fitness.

"Healthy body and a healthy mind belong together," he says.

Among his tasks is a need to bring synergy between mass participation and high performance to get sporting codes, not only rugby, to operate at the highest level.

There may be tension rather than correlation between the two, Meadows says.

"We need to develop sport in such a way that there are more people interested in participating, and balance that with high levels of performance to attract even more people. That can be tricky, but it can be done".

A case in point is the success of rugby's FNB Varsity Cup, which has had positive spin-offs, attracting more students to the sport and marketing the university, with several games televised live from UCT during the last two seasons.

"I would like to see some of this happening in other codes, like soccer, hockey and cricket."

But that is a major challenge, considering the lack of resources.

Meadows revealed that policies around sport have not been critically reviewed for some time, and that the Sports Council will hold a workshop shortly to attempt to reaffirm its purpose and direction. **MP**

Watson takes the crown



Michael Watson of the UCT Rowing club was the overall winner of the 35th SA slalom Championships, which took place on the Ash River between Bethlehem and Clarens in the Free State on 5 April. Watson posted an extremely quick and penalty-free semi-final run of 107.41 seconds, the fastest run of the day. He followed up with an almost identical final run, but with one two-second penalty touch to give a race total of 217.13 seconds.

SPORTS wrap

HOCKEY

There were mixed fortunes for UCT on the opening days of their 2009 Western Province Grand Challenge season. The men's and women's A-sides, who played their fixtures on Friday, 17 April, got the weekend off to a bright enough start, both pitted against the B sides from the Western Province Cricket Club. The men thrashed their rivals 4-0, while the women eked out a 2-1 win. UCT's second sides didn't fare nearly as well in their Saturday, 18 April, matches. The men lost 0-3 to Durbanville, while the women suffered a 0-5 defeat against Victorians.

RUGBY

The FNB UCT First XV got their Western Province Super League season off on just the right note on Saturday, 18 April – a 29-8 drubbing of Durbanville-Bellville, away in Durbanville. The match was marked by solid tackling from UCT, a couple of close referee's calls that could've earned UCT a few more tries, and



a stunning solo try by substitute Therlow Petersen. Petersen, top try-scorer in the recent Varsity Cup, touched down twice, with Marvin Christians and Timothy Whitehead chalking up a try apiece as well. The game also signalled the return of a number of UCT 'old boys', including crowd favourites Vakai 'Fish' Hove, Craig Kleu and Herbert Mayosi. UCT next plays Victorians on the evening of Wednesday, 22 April.

LIFESAVING

Three UCT students represented South Africa in the gruelling Four Nations Surf Lifesaving Championship in Durban recently. Kerri Anderson and Ryle De Morny, both third-year business science students, as well as Lyle Maasdorp, a third-



year BCom student, helped South Africa to second spot – Australia won – getting the better of the UK and the US. Anderson and Maasdorp were selected for the South African under-23 team, with Anderson as captain of the girls' team. They are both craft/sea specialists. De Morny, a beach specialist, won many of his events on the first day. Unfortunately, he pulled his hamstring during the beach sprints on the second day, and had to withdraw from the competition. **MP**