

PHAMBILI		DECEMBER 2011/JANUARY 2012	
<b>APPOINTMENTS DECEMBER 2011</b>		<b>PROMOTIONS DECEMBER 2011</b>	
Ms A Kotze	Manager: Property Administration	Mn WCH Platjies	Kleinmasjienbediener/Operator
Mr M Fundakubi	Building Inspector: Kleinmond KM	Mr S Ncanda	Supervisor/Driver SF
Ms M Botes	Senior Clerk: Operational GB	Mr J Van Lill	Trainee Fire Fighter GB
Ms S S Oncker	Trainee Law Enforcement Officer	Mr A Floris	Supervisor: Road Marking KM
Mr W R Benjamin	Trainee Law Enforcement Officer	E W Nutt	Kleinmasjienbediener/Operator
Ms M Breytenbach	Clerk: Electrotechnical Services GB		
Mr FM Malgas	Trainee Traffic Officer		
Mr S Nqigithane	General Assistant: Electrotechnical Services GB		
Mr P L Radyn	General Assistant: Electrotechnical Services GB Start 5 Dec	<b>APPOINTMENTS JANUARY 2012</b>	
Mr D Rooi	General Assistant: Operational SF	Mr B D'Oliveira	Accountant: Payroll 03 January 2012
Mr G Koyi	General Assistant: Operational SF Start 5 Dec	Mr D Louw	Deputy Director: Electrotechnical Services 03 January 2012
<b>TEMPORARY APPOINTMENTS DECEMBER 2011</b>		<b>TEMPORARY APPOINTMENTS JANUARY 2012</b>	
Mr G J Basson	Internship: Town Planning and Property Management till 31 Dec 2012	Ms Z Malamba	Intern till 31 March 2012
Ms E Maree	Internship: Town Planning and Property Management till 31 Dec 2012		
Ms M E Strydom	Accountant: Salaries till 30 March 2012		

## JANUARY BIRTHDAYS / VERJAARSDAE

NAME	DAY	DEPARTMENT	TOWN
Siko, Printshi	1	Operational Management	Hermanus
Siegels, Clive Christopher	1	Operational Management	Hermanus
Louw, Thabo Marena	1	Operational Management	Hermanus
Platjies, Dylan Mitchell	1	Operational Management	Hermanus
Potjieter, Johan Jacobus	1	Corporate Services	Hermanus
Krige, Fanie	1	Management Services	Hermanus
Booyesen, John	1	Operational Management	Gansbaai
Mosi, Mzwandile Albert	1	Operational Management	Gansbaai
Lindoor, Elton	1	Operational Management	Gansbaai
May, Darnon	1	Operational Management	Kleinmond
Matakala, Ntuzana	2	Operational Management	Hermanus
Kanyao, Zanelithini	2	Operational Management	Hermanus
Mxokozeli, Bonga	2	Operational Management	Hermanus
Mgoqi, Mzonzima Alfred	2	Operational Management	Kleinmond
Ngeengwana, Buntubanjani Yoto	2	Operational Management	Gansbaai
Booyesen, Filip	2	Operational Management	Gansbaai
Nofemele, Mzwamadoda	3	Operational Management	Hermanus
Jali, Kwayizweni	3	Operational Management	Hermanus
Vetyu, Zimisele	3	Operational Management	Hermanus
Dosi, Luyanda	3	Operational Management	Hermanus
Coetzee, Ered Fredrick	3	Area Management	Kleinmond
Van Der Merwe, Karin Annalee	3	Human Resources	Hermanus
Hansen, Ralmon Wayne	3	Protection Services	Hermanus
Shumane, Buyiselo Andries	4	Operational Management	Hermanus
Buchianeri (Nee Marais), Vella Olivia	4	Finance	Hermanus
Bango, Thandikhaya Patrick	5	Operational Management	Hermanus
Avenant, Cornelius	5	Area Management	Gansbaai
Minnaar, Piet	6	Operational Management	Hermanus
Tshelu (Mlindazwe), Nomie	6	Local Economic Development	Hermanus
Koyi, Goinuyise	6	Operational Management	Stanford
Makwaza, Siphiwo Homeboy	7	Operational Management	Hermanus
Lingano, Thandazilo Christopher	7	Operational Management	Hermanus
De Villiers, Celeste	7	Protection Services	Hermanus
Tshangani, Vuyisile Patrick	7	Electrical Services	Kleinmond
Jacobs, Hendrik	8	Operational Management	Hermanus
Abrahams, Jonathan Elroy	8	Operational Management	Kleinmond
Schmidt, Alinda	8	Finance	Kleinmond
Moss, Xolisani	8	Operational Management	Gansbaai
Greenewald, Louise	8	Manager Income	Gansbaai
Joorst, Charlton Peter	9	Operational Management	Hermanus
Swart, Susanna	9	Area Management	Gansbaai
Botha, Gideon Daniel Joubert	10	Finance	Hermanus
Siswana, Theminkosi	10	Operational Management	Gansbaai
David, Mervin	11	Operational Management	Hermanus
Gogwana, Moinqeleni	12	Operational Management	Hermanus
Mqobela, Malibongwe	12	Operational Management	Hermanus
Notshokovu, Elliot	12	Operational Management	Kleinmond
Phungphungu, Alfred Mhlopeki	12	Operational Management	Hermanus
Kwayimani, Patrick Sivuyile	12	Operational Management	Gansbaai
September, Stefanus Johannes	13	Operational Management	Hermanus
Thoresen, Marzanne	13	Community Services	Hermanus

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Uitgawe/Issue 1/2012

DECEMBER 2011/JANUARY 2012

### EDITOR'S NOTE

#### GET READY FOR THE HOLIDAYS

The last month of the year is officially over! This is not the time to regret or judge yourself, but it is time to reward the memories, fast forward the drama, play the good times and pause the moments.

For some this has been a challenging year and for some Christmas came too early. To those who were not blessed with a good year, all I can tell you is God has not forgotten about you! Your time will come and it will be a right time. Be grateful, for God had kept you alive until thus far - He is the one who will never disappoint, nor forsake you.

Other families will not be celebrating Christmas Day with their loved ones, for a decision God has made. When God decides, it is not by mistake. He knows what he is doing! To those who have lost their loved ones, may they enjoy Christmas knowing that in spirit they are with their beloved ones.

Many public holidays we located perfectly over weekends, December starting with Friday, 16 December, which was the second but unofficial "Day of outdoor picnics and braais". This gave you a nice long weekend if you are not going to be on leave this month. You also have 27 December declared a public holiday. Isn't this lovely?

Desembervakansies is bekend vir tydlike skakings wanneer paartjies opbreek (ek verneis nie na jou nie). En gewoonlik maak hulle weer op in die Nuwejaar. Ons sal sien wie opgebreek het en weer volgende jaar moet regmaak. Gedra jousself dus asseblief gedurende die vakansietyd en verhoed sodoende om een van dié te wees wat in Januarie moet voortstaan om op te maak.

Desember beteken ook om jou "bonus wysik te bestee" - ek hoop jy het dit gedoen. Onthou asseblief dat die lewe nie in Desember eindig nie. Januarie sal wel aanbreek en dus sal skoolgeld betaal moet word, of jy daarvan hou of nie - spandeer dus verstandig.

Die matkies van 2011 sal hul vakansie deurbring met die hoop om ontsae te raak van die angstigheid rakende hul naderende uitlae. Ons wens hulle alles van die beste toe.

Oeps! Amper vergeet ek om te sê, lees asseblief die antwoord van die vakansie Imatu.

'n Gesêende Kersfees en gelukkige en voorspoedige 2012 vir almal!

Noluthando Zweni  
Redakteur/Editor



## Time for bowls and reading

When one chats with Adv. Werner Zybrands (67), one is struck with his wide knowledge of municipal affairs.

After all, this retiring municipal manager of the Overstrand had been appointed town clerk of Brakpan at the tender age of 30, while he resigned as town clerk of Roopepoort in 1987 to become a municipal consultant.

He was the head of the Centre of Metropolitan and Local Government at the then Rand Afrikaans University (RAU) and is one of few people who was honoured with the title of professor without first having obtained a doctorate. He also acted as visiting lecturer at universities in Sidney, Birmingham and Malawi, among others.

Zybrands was appointed municipal manager of the Overstrand in 2008, and his contract with the council stipulated that it would terminate six months after the municipal elections in 2011.

That would give the municipality enough time to appoint a successor, and when Zybrands finally leaves his office at 13:00 on 30 December he walks away with 44 years' experience.

Some of the highlights of his time as municipal manager here were the regular unqualified audits, the series of awards the municipality won the last couple of years, the improved relationship with the public and the completion of projects like the development of the station site, the bypass road and the development of the Kleinmond harbour.

"I thoroughly enjoy my work. Every day I come to work with a song in my heart, and I end the day with a heavy heart," he says. At his last council meeting he said that he



Adv. Werner Zybrands

had experienced loyalty and dedication and that the municipal team is on par with any team in South Africa.

"We don't always have a thankful public, but I believe the vast majority of ratepayers appreciate what we do."

He has peace of mind in giving over the reins to Coenie Groenewald, who has been appointed as the new municipal manager. "I firmly believe we are achieving our goal of being a centre of excellence," Zybrands plans to continue with consultation work, preferably within the borders of the Western Cape, so that he does not have to travel too far from home.

Meanwhile he will keep himself busy with many other things. He has already joined the Cliff Path Management Group (CPMG) because he loves the coastal walks. "I believe it is one of our biggest assets," he says. He was re-elected to the management of Overstrand Arts/Kunste and plans to join a bridge club and learn how to play bowls. And then he wants to read. "I have a library of books which I acquired over the years, but never had the time to read."

Among others, he plans to read a book or two about Jan Smuts - a man he

regards as a tragic hero. Zybrands has a tremendous admiration for people who have achieved remarkable feats - known or unknown. He names the like of heart pioneer Chris Barnard, the road engineer Thomas Bain, the golfer Gary Player, the writer CJ Langenhoven and Prof. MC Botha, the immunologist in Barnard's heart transplant team. His hero is Leonardo da Vinci and he has in his collection two "wonderful books" about this man whom he describes as incredibly brilliant and balanced.

Zybrands has a long history with Hermanus and was here on holiday for the first time in 1961. "It was the most fantastic holiday of all times!"

After that he regularly visited and bought property in the 1990s.

"Many people ask if I am going to remain in Hermanus. But why would I move? It is the most wonderful place on earth. I feel intense gratitude towards the place and its people."

Zybrands and his wife Bibette have six children - three sons and three daughters - and nine grandchildren, with a tenth on its way. They will all spend Christmas here. Rather than a farewell gift, Zybrands asked that the financial contribution should rather be used to start the Hope/Hoop fund. He also added a personal contribution. This money will be used to assist municipal employees who are in financial need through no fault of their own. Whether an official may borrow money will be decided on merit, and lenders will be expected to pay back the money when they are in a position to do so.

## Team behind R3.5m for the Greenest Town



Holding awards and a dummy cheque of R3.5m are Dr. Roderick Williams, Municipal Manager Werner Zybrands, Mayor Nicolette Guttridge-Botha, Dr. Stephen Muller, Dep. Dir. Mike Barmann and Manager Waste Management: Johan Van Taak.

"It has become a custom to hand over awards at Council meetings. This is neither the first nor the last award we will be handing over." Those were the words of the Speaker, Ald Anton Coetzee, at a Council meeting on 22 November 2011, before he gave a chance to the Mayor and Municipal Manager to receive the honour from the team that played a big role in winning the national 2011 Greenest Town Award for the Overstrand Municipality.

Winning this award was an effort of different Directorates and the departments. There are many people involved with their respective expertise that led

to the Overstrand Municipality making it to the top. Director Roderick Williams stated: "It is wonderful to let you know that the people on the ground also played an important role. They are the people who do physical work such as cleaning of the parks, taking rubbish bins from house to house. Water purification, electrical distribution etc. also played a part - we must not forget how many people played a role," he said.

Some of the Directorates that played a vital role are Community Services, Infrastructure & Planning and the departments under them. Dr. Roderick Williams said.

AE1



# 2011 ABET MATRICULANTS

If you make a point of doing the most important or productive thing every moment of your life your future will take care of itself!

This has been proven by the 15 ABET students who received their certificates in the auditorium on Tuesday 29 November 2011.

Developing this one habit has the effect of propelling you forward, thrusting you well on your way to success. You and those around you will be awed by your amazing progress. It is only those who adopt this habit who will positively be affected in every aspect of their lives. What are you waiting for?

The ABET class of 2011 from the Overstrand Municipality showed us that if you want something in your life you have to work hard and finally you achieve it. All must follow their dreams. We all have dreams - some just get discouraged and forget their dreams before they even achieve them. The achievement of these students was also celebrated by Mr Spencer Tonkin who is an ABET specialist.



Angelo Arthur - Artisan Assistant - Kleinmond (Best Student 2011), Elgavin August - General Assistant - Kleinmond, Theresa Arendse - Cleaner - Kleinmond, Genene Olivier - Cleaner - Kleinmond, Peter Galant - Artisan Bricklayer - Kleinmond, Mvuyisi Mape - General Assistant - Kleinmond, Olive Siepels - Plant Operator - Hermanus, Cornelius Williams - Snr. Supervisor - Hermanus (passed his matric within 3 months), Best Progress 2011, Saul Joost - Supervisor - Hermanus, Lesbury Smith - Controller TCS - Hermanus (2 extra subjects for matric) and 100% attendance, Lorenzo Hendricks - Supervisor Driver - Hermanus.

and Connell Balie - an IMO - both from the Department of Education. Mr Spencer expressed his gratitude by saying: "This group makes us proud of the department. Most

adults, when they reach a certain age, don't want to go back to school because they think school is for young people, but this group of students were exceptional and the

eagerness showed in their faces." Mayor Nicolette Guthrie-Botha encouraged the group by saying: "It is such a wonderful thing to achieve something in life. When that happens one needs to give yourself a pat on the shoulder and say, well done. You have studied hard to make sure today you are amongst those who are to receive a certificate. I acknowledge there is a teacher behind this, but you took it upon yourselves to take your studies further. Congratulations to all of you, you have made not only yourselves and Overstrand Municipality proud, but your families and all your friends - from today on you must walk tall and reach for the stars. I wish you all the best in your endeavours." Those were words of wisdom from the Mayor.

After all the encouraging speeches, the handing over of certificates took place. Two awards went to the best students in the class: Angelo Arthur, an Artisan Assistant, and Cornelius Williams, Snr. Supervisor, while 100% attendance went to Lesbury Smith.

## WORDS OF ENCOURAGEMENT BY THE MAYOR AND MM

The Directorate: Protection Services gathered in the auditorium on Tuesday, 20 December to listen to the Mayor and Municipal Manager encouraging employees in this hectic time.

About 80 people, including reservists, attended the gathering.

Municipal Manager Mr. Werner Zybrands shared a word of wisdom with the group. He emphasized the importance of a Law Enforcer's conduct in public.

"I must start by saying that you are probably seeing me for the last time as my contract ends at the end of the month. This is the last time I will be engaging with you as a Municipal Manager. For your Directorate this is a crucial time, especially on the roads.

"There will be a lot of accidents, even drownings, bush fires etc. It is such an honour to have people like you to make us proud as a municipality. Communities trust your services



for their safety. I am glad to tell you that so far you are doing your task very well - you are vigilant and visible in uniform on the roads, which is what the community wants to see.

"You need to work as a team to achieve our goal of being a Centre of Excellence.

"I must acknowledge the fact that

some of you are not going to enjoy your holidays and Christmas Day with your families since you will be taking care of people who will be breaking the law. Lastly I would like to thank all of you for the time you are dedicating in assisting to fight crime and to make sure that our beaches are safe," Werner said. Mayor Nicolette Guthrie-Botha echoed his words:

"I would like to thank all officials in blue collars and white collars. It is such a great honour to stand in front of you and share some words with you. I have received numerous calls and reports for an excellent job you are doing. I must say it all starts with your attitude - a positive attitude will give positive results.

"I acknowledge that it is not an easy time for you; however, this time requires one to be positive all the time. You will come across arrogant and rude people. It is up to you to change that person's perception of a man with a blue collar. With these words I wish you all a Merry Christmas. May you have wonderful achievable goals, and a prosperous 2012," said Nicolette.

Director Neville Michaels closed by thanking all his staff members for the hard work and encouraged them to do even more, to be strong and to know that their work is not only for the department, but for the municipality's image.

## START SAVING NOW!

With the recent price hikes that hit South Africa, there's no doubt that everybody will be looking to save a little. Here are some tips as to how you can do so:

### Bank accounts:

- Check your service fee package (certain banks have fixed monthly service fee packages covering electronic transactions)
- Try to draw at your own bank's ATMs (Swastich fees are pricey)
- Arrange to reduce your overdraft facility by monthly deductions
- Credit cards are useful in saving on monthly interest, most banks have a 55 days interest-free period

- Shop around for cheaper debit interest bearing accounts

### Managing debt:

- Increase cash flow and consolidate your smaller debt, having one account to pay every month
- Seek assistance if you are not managing your monthly debt commitments
- Do not enter into more short-term debt agreements without getting professional advice first

### Insurance:

- Re-evaluate by obtaining quotes for your vehicle insurance, household insurance, medical aid and homeowners cover
- Have your financial portfolio re-assessed on an annual basis
- If you have entered into a joint

credit agreement such as a mortgage bond, make sure that you have sufficient cover for both parties

### Other:

- When choosing a medical aid make sure you choose an option that is best suited to you - make sure you are not paying for something you are not using
- Plan your budget and stick to it - it might take some time to work it out to the last cent but it'll give you a good idea of where your finances are and whether you need to consult an expert
- Do not drive when you can take a walk, not only will it be great for your car but also your hips

## FIRST AID LEVEL 1

This training was presented to our colleagues by Mr Peet Mofert from the Hermanus Ambulance Station on 15 November 2011. We hope they are



D C V Niekerk, A Choma, J Kies, D Erasmus, M Erasmus, D Lamont, W H De Behrm, C S. Gillion, R De Swardt, D A Stewart, P W Ponoane, M A Maki, M Mganisi, R W Hansen, X Nqozo, J A Victor, C J Temmers, J Kriel, V A Valentine, L A Pedro

going to use it successfully and will carry the message to fellow colleagues. On the picture concentrating are the following:

## LIEF & LEED · JOY & SORROW

# YEAR END FUNCTIONS

## INFRASTRUKTUUR EN BEPLANNING



Dit was weer gehou by Onrus Karavaanpark, die middag van die 2de Desember 2011. Alhoewel ons bietjie bekommerd was oor die weer, het die Liewe Vader gesorg vir 'n mooi dag - sonder reen en wind.

Ons het so lekker gekuier. Die wat dit nie bygewoon het nie, het voorwaar 'n baie lekker kuier misgeloop.

- Elmarie Sales

## MANAGEMENT SERVICES



Management Services and the Office of the Municipal Manager celebrated their year end function at Onrus Caravan Park. The day was

lovely, food prepared by guys this time was to die for. The team would like to thank everyone who took the trouble in preparing for the day.

## PROTECTION SERVICES



The year end function was held at the Houw Hoek Inn near Grabouw on Friday 9 December 2011. The councillor for Protection Services, Mrs. Moira Opperman joined in the fun. Director Michaels handed out certificates as a token of appreciation for work

well done. He thanked everyone for the support and excellent work the past year. We all enjoyed the day and look forward to the new year with it's challenges, good and bad.

- Ynanda Lemmer



Library staff members looking stunning on the new uniform on the picture are from left: Borello Martie, Alette Kotze, Alethea Johnson, Juwene Spandiel and Theresa Gillion.

## GANSBAAI ADMIN



## AREA MANAGEMENT: HERMANUS



Area Management staff celebrated their year-end at the Casino Spa. These six ladies had lovely time and obviously came back to work relaxed the following day.

## LOCAL ECONOMIC DEVELOPMENT



LED decided to make it an indoor party. It was held at beach club all staff members attended on the picture are: Adinda Janjies, Pam Pato, Shantell Maree, Zoliswa Poyo, Miliswa Mantyi and Jolanda Hendricks.

## IMATU RESPONSE

My response is to the Editor's note on the front page of the November 2011 issue.

Imatu was not consulted regarding Task for this issue (November 2011) and would like to state that we are active in assisting our members with their queries and concerns.

Our members, who have requested assistance, have been informed throughout and kept up to date with all correspondence and progress.

At the time you consulted with me, the Task process was not complete, hence the reluctance to comment.

The discussion between the two of us was relayed to Carl Muller, Imatu chairman, who was in agreement with me.

Currently we are in a process of consultation and our members will be updated in due course.

Surely it would be in extreme bad taste towards our employer to enter into any form of public display while still in consultation.

Imatu kindly requests that this response be part of your feedback in your next issue.

- Ulita Swart  
IMATU OVERSTRAND