

IN LIGTE LUIM



Alderman Peter Scholtz and Councillor Rudolph Smith

Die 2012/13-begroting is amper ou nuus, maar soos almal weet was besparingspogings aan die orde van die dag. Raadslede het ook nie agterweë gebly met hul insette nie. Raadslid Rudolph Smith en raadsheer Pieter Scholtz het dit oorweeg om as deel van 'n besparingsaksie 'n vervoermiddel te deel. Hulle moes afsien van die plan omdat raadslid Smith soggens reeds om eenuur vanaf Fisherhaven sou moes vertrek om raadsheer Scholtz in Gansbaai te gaan haal om betyds vir werk in Hermanus te wees!

PUSH "ISIKOROKORO"

Who would have thought 'certain people' would ever get a ride in a SIKOROKORO, let alone get the opportunity to push one! (Isikorokoro is the township word for a vehicle which is not roadworthy!) Colleagues Director Stephen Müller, Senior Town Planner: Hanneen van der Stoep, Deputy Mayor Pieter Scholtz, Town Planning Services Manager Riaan Kuchar, Director Neville Michaels and Law Enforcement Officer Johan du Toit were on their way to a meeting in Kleinmond and the municipal taxi did not want to start - there was no mercy other than the SIKOROKORO experience to get them going! Whether our colleagues arrived at their meeting in Kleinmond on time after their unexpected delay to the start of their journey we will never know, but they did arrive safe and sound!



AANSTELLINGS EN BEVORDERINGS

AANSTELLINGS JULIE 2012

Mr. L D Wallace	Legal Advisor
Mnr. F Smallbones	Telefonie-ondersteuningsadministrateur
Mnr. A M Cornelius	Veldwagter
Mr. V Mzim	General Assistant: Street & Stormwater
Mnr. M M Mitchell	Algemene Assistent: Strate & Stormwater

BEVORDERINGS JULIE 2012

Mnr. A T Minnie	Assistent Superintendent
Mnr. Y R Smith	Assistent Superintendent
Mnr. D H Reichert	Assistent Superintendent

KONTRAK AANSTELLINGS JULIE 2012

Mnr. G Steyn	Projek Bestuurder
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Let's fill a tin for Cansa

The Cansa Relay 4 Life is over for this year, but let us all continue to support them in their fund raising efforts. A small gesture, as suggested by our Clr Moira Opperman, is to have a tin in every department or section where the change (10c, 20c, R5 pieces), that clutter your purse can be put into. Let's make it an Overstrand effort in supporting Cansa. Let's see what amount can be collected in this way to be paid in at the Relay 4 Life 2013. Our tin is waiting, and yours???

BIRTHDAYS IN JULY / VERJAARSDAE IN JULIE

NAME	DAY	DEPARTMENT	TOWN
Dodana, Thenbinkosi	1	Operational Management	Hermanus
Maasdorp, Johan	1	Operational Management	Hermanus
Hansen, Rudolph	1	Electrical Services	Hermanus
May, Wilma	1	Management Services	Hermanus
Potgieter, George	2	Area Management	Hermanus
Mado, Sia-Seth	3	Operational Management	Kleinmond
Miggel, Deon Hendry	3	Operational Management	Kleinmond
Nojbalala, Nobetwana	4	Operational Management	Hermanus
Solomons, Merle Louise	4	Human Resources	Kleinmond
Prins, Abraham	4	Mayor	Hermanus
Makonza, Vusumzi	5	Operational Management	Hermanus
Goosen, Daniel Susan	5	Area Management	Gansbaai
Barends, Wilfred	5	Operational Management	Stanford
Maritz, Winston	6	Operational Management	Kleinmond
Kleynhans, Jaco	6	Electrical Services	Gansbaai
Dyonkile, Solomzi	6	Operational Management	Kleinmond
Mqini, Litha	7	Operational Management	Hermanus
Joemat, Jakobus	7	Operational Management	Gansbaai
Hess, Elize-Elaine	8	Infrastructure & Planning	Hermanus
Bangeni, Zanebhunga	8	Operational Management	Kleinmond
Reyneke-Naude, Santie	8	Finance	Hermanus
Memanie, Samuel	8	Operational Management	Gansbaai
Brikkels, Johannes	9	Operational Management	Hermanus
Potgieter, Morne	9	Supply Chain Management	Hermanus
Plaatjies, Wilhelm	9	Operational Management	Hermanus
Appelgrein, Philippus	9	Councillor	Hermanus
Pharo, Elroy	10	Operational Management	Hermanus
Charles, John	10	Operational Management	Hermanus
Nqozo, Xolisile	10	Electrical Services	Gansbaai
Rooi, Daniel	10	Operational Management	Stanford
Bucchianeri, Lucinda	11	Management Services	Hermanus
August, Sophia	11	Area Management	Kleinmond
Gardiner, Dean	12	Environmental Services	Hermanus
Botma, Lorraine	12	Finance	Hermanus
Jongilanga, Xolani	12	Operational Management	Gansbaai
Ngova, Bruce	13	Operational Management	Hermanus
Valentine, Heinrich	13	Operational Management	Gansbaai
Booyesen, Frederick	13	Operational Management	Stanford
April, Jacobus	14	Operational Management	Hermanus
Engelbrecht, Carloww	14	Information Technology	Hermanus
White, James	15	Operational Management	Kleinmond

NAAM	DAG	DEPARTMENT	DORP
Ndoko, Esewu	15	Operational Management	Hermanus
Erasmus, Madelein	16	Town Planning	Hermanus
Carolissen, Lisl	17	Protection Services	Hermanus
Olivier, Theo	17	Area Management	Hermanus
Ramosala, Khethana	17	Operational Management	Kleinmond
Forry, Samuel	17	Operational Management	Gansbaai
Arries, Oerson	17	Operational Management	Stanford
Bruwer, Francois	18	Electrical Services	Kleinmond
Van Der Stoep, Hanneen	18	Town Planning	Hermanus
Allen, Veronica	18	Finance	Hermanus
Faltyn, Mzoli	19	Operational Management	Hermanus
Sitemela, Eric	19	Operational Management	Hermanus
Arrison, Desiree	19	Municipal Management	Hermanus
Aploon, Josef	20	Operational Management	Kleinmond
Abrahams, Jabes Emile	20	Operational Management	Kleinmond
Majavu, Lesley Mxolisi	21	Housing Services	Hermanus
Mantyi, Headman	21	Operational Management	Hermanus
Arthur, Angelo	21	Operational Management	Kleinmond
Coetzee, Dudley	21	Councillor	Hermanus
September, Donovan	22	Operational Management	Kleinmond
Griffiths, Samuel	22	Operational Management	Kleinmond
Adams, Alcom	23	Operational Management	Hermanus
Bala, Sophie	23	Finance	Hermanus
Makeleni, Sicelo	24	Electrical Services	Hermanus
Dyonta, Andile	25	Operational Management	Hermanus
Windvogel, Matthews	25	Area Management	Kleinmond
Ngqisha, Thozama	25	Operational Management	Hermanus
Muller, Ernest	25	Management Services	Hermanus
Knoetze, Alida	25	Town Planning	Gansbaai
Roelofse, Johann	25	Operational Management	Gansbaai
Hendricks, Charlton	25	Operational Management	Kleinmond
Ferreira, Petronella	25	Area Management	Stanford
Martin, Douglas	26	Operational Management	Hermanus
Hansen, Godfrey	26	Operational Management	Hermanus
Stevens, Moneen	26	Operational Management	Hermanus
Phillips, Graeme	26	Operational Management	Gansbaai
Pieterse, Franklin	27	Operational Management	Gansbaai
Michaels, Neville	29	Municipal Management	Hermanus
Opperman, James	29	Operational Management	Gansbaai
Reichert, Dieter	31	Protection Services	Hermanus

TAGTIG JAAR DIENS TUSSEN VIER

Vier Gansbaai munisipale amptenare het onlangs by 'n wykskomiteevergadering langdienssertifikate ontvang. Hulle het gesamentlik 80 jaar diens agter die rug.

Die "groot kanon" onder hulle, Riaan Jacobs, spog met 30 diensjare. Riaan is Hoof: Brandweerdienste en Rampbestuur en het etlike samesmeltings tussen plaaslike owerhede gedurende die afgelope klompie jare beleef "en oorleef!", aldus mnr Kat Myburgh, senior bestuurder van die Gansbaai-administrasie. (Kyk die profiel van Riaan elders in dié uitgawe.)

Tweede ná Riaan is Gladman Nda-bambi met 20 diensjare. Gladman het

in 1992 as algemene arbeider by Gansbaai Munisipaliteit begin werk. Op 1 Maart 2009 word hy vragmotorbestuurder vir Reinigingsdienste. Intussen het Gladman ook kursusse in aktiewe toesighouding en beroepsveiligheid suksesvol deurloop.

Dan is daar twee amptenare met 15 diensjare elk: Dinah Hope en Benjamin Kondokter. Dinah het in 1997 aanvanklik by Gansbaai Kliniek begin werk, maar is later na die afdeling Finansies oorgeplaas. Benjamin het as 'n algemene arbeider begin, maar homself na Operateur Gr 2 opgewerk en is tans die drywer van die vulliskompakteerder.

Foto en berig: Hardus Botha, Gansbaai Courant



Van links voor, Riaan Jacobs (30 jr) en Gladman Nda-bambi (20 jr) en agter, Kat Myburgh, Dinah Hope (15 jr), rdl Moira Opperman en Benjamin Kondokter (15 jr)

RIAAN SE DIEP SPORE

Foto en berig: Hardus Botha, Gansbaai Courant



**Riaan Jacobs, Hoof:
Brandweerdienste en
Rampbestuur.**

Adriaan Erasmus Jacobs, of beter bekend as Riaan, Overstrand se Hoof: Brandweerdienste en Rampbestuur, is 'n man wat oor 'n lang tydperk diep spore in plaaslike owerhede getrap het.

Riaan is op 21 Mei 1956 in Pinelands, Kaapstad gebore. Hy is een van twee seuns van Bernard (oorlede) en Johanna Jacobs. Sy laerskooljare was tussen Goodwood en Robertson verdeel en in 1970 matrikuleer hy aan die Hoërskool De Kuilen, Kuilsrivier. Ná sy skoolopleiding verwerf Riaan die Nasionale Diploma: Openbare Gesondheid in 1973 aan die Kaapse Technikon, met 'n hele reeks kursus-sertifikate vir bestuursvaardighede, personeel en administrasie, rampbestuur, brandvoorkoming, noodhulp, en vele ander daarna.

Op 25 April 1987 tree Riaan met Dorothea te Wellington in die huwelik. Twee dogters is uit die huwelik gebore en die gesin vestig hulle in 1993 permanent op Gansbaai. Dorothea is die welbekende Suster-in-Bevel van Gansbaai Kliniek. Dogters Hanrie (23) en Berna (21) is albei bekendes in die omgewing. Hanrie is verloof en is by tandarts dr Corrie Loubser werksaam, terwyl Berna, wat ongetroud is, Grootbos Natuurreservaat se bekende perdekenner is.

Riaan se belangstelling in brandbestryding begin reeds tydens sy opleidingsjare in die Suid-Afrikaanse Vloot gedurende 1974/75 waar hy in navigasie en brandbestryding opleiding ontvang. Sy munisipale loopbaan begin 36 jaar gelede in 1976 toe hy by Kaapstad Munisipaliteit diens aanvaar. Daar beklee hy 'n verskei-

denheid van poste tot en met 1982: Boubheer, Omgewingsgesondheidsbeampte en Weistoepassingsbeampte. Vanaf 1982 tot 1992 werk Riaan vir die Caledon Afdelingsraad / Overberg Streekdienseraad, waar hy vinnig tot Senior Omgewingsgesondheidsbeampte vorder. Hy doen hier ook diens as vrywillige brandweerbeampte en tree op as Bestuurder: Vullisverwydering en Stortingsterreine, asook Projekbestuurder vir bouwerk in vakansie-oorde en openbare geriewe.

Op 1 Januarie 1993 word hy na Gansbaai Munisipaliteit / Overstrand Munisipaliteit oorgeplaas waar hy aanvanklik as Senior Omgewingsgesondheidsbeampte diens doen, in 1994 Hoof: Gesondheid word en in 1998 Hoof: Gemeenskapsdienste, wat afdelings soos Gesondheidsdienste, Brandweer, Rampbestuur, Behuising, Sanitasie, Openbare Geriewe en Geboue, Natuurbewaring en Begraafplase ingesluit het.

In 2002 word hy in sy huidige pos as Overstrand se Hoof: Brandweerdienste en Rampbestuur, aangestel. Hy vertel dat Gansbaai en Overstrand op daardie stadium eintlik nie 'n brandweerdienste gehad het nie. Toe hy begin het om die diens aan die gang te kry was daar net een personeel...hyself! Tans is daar 13 permanente personele en 70 reserve in die Overstrandgebied, met nege groot brandweerwaens, waarvan drie in Gansbaai, drie in Hermanus en drie in Kleinmond is, asook etlike kleiner bakkes.

Riaan het onlangs 'n langdienssertifikaat vir 30 jaar diens ontvang. (Kyk berig in hierdie uitgawe). "Riaan is deur drie gedwonge verskuiwings as gevolg van pogings van rasionalisering deur die regering en na my wete is dit min mense wat soiets oorleef", het mnr Kat Myburgh by die oorhandiging van die sertifikaat gesê.

Naas sy beroep het Riaan vele ander belangstellings, maar hy sê die twee belangrikstes by verre is sy groot liefde vir fotografie en houtwerk. Hy is 'n aktiewe lid van die Gansbaai Fotografieklub en te oordeel aan die gehalte van sy foto's verdien hy sonder twyfel die benaming "professionele fotograaf".

LONG SERVICE INCENTIVES: NEW WAY OF RECOGNITION

The municipality attaches much importance to giving recognition to officials for the valuable work they do in serving the community.

However, the old way of doing this in the form of presenting a long-service certificate at a council meeting, has been replaced with an incentive that has monetary value.

In terms of this new approach an employee shall, in addition to normal vacation leave, qualify for the following leave in recognition of long service:

After 10 years	10 working days
After 15 years	15 working days
After 20 years	20 working days
After 25 years	25 working days
After 30 years	30 working days
After 35 years	35 working days
After 40 years	40 working days
After 45 years	45 working days

Such leave shall be credited once only on the date on which each of the various periods of continuous service is completed. It must be taken within one year after being credited and may be wholly or partially encashed.

In addition to the above, an employee shall be entitled to a 14th cheque for continuous employment after 30, 35, 40 and 45 years.

However, as can be seen elsewhere in this issue, old habits do not die easily and recognition for long service is still given at ward committee meetings, which is quite appropriate because these committees represent the communities where the long-service achievers work.

Other interesting news from the Human Resources Department is as follows:

STANDBY ALLOWANCE

An agreement was reached in the Bargaining Council in terms of which an employee who is required to be on standby on a day on which he or she is not normally required to work, qualifies for a standby allowance. This allowance will not be affected by any remuneration for overtime worked by the employee during the period of standby duty. The standby allowance shall be equal to 15% of the normal hourly rate based on the pensionable salary formula, and will be paid proportionate to the actual number of hours on standby.

OVERTIME

Overtime is generally regulated by the Bargaining Council Employment Act (BCEA section 10). Overtime shall be paid or time-off granted to all employees, except senior managerial employees as defined in the BCEA and employees earning in excess of the threshold as determined from time to time.

An employee shall be entitled to paid overtime when the employee is requested in writing by the Municipal Manager or his or her superior to perform duty outside his or her normal working hours.

Employees on standby in terms of section 9 of the BCEA shall receive overtime payment when called out, irrespective of the statutory threshold.

It is important that employees should familiarise themselves with legal provisions such as these and amendments thereto. That is why we are trying to get such information across to everyone as much as possible.

40 YEARS OF SERVICE

After 40 uninterrupted years of municipal service, Paul Adams, a control room officer, is still going strong. He started working as a painter for the Hermanus Municipality in 1972, a job he did for twelve years before accepting other opportunities, working his way up until he was promoted to the control room position. Loyal employees, such as Paul, are very rare. In fact you



Paul Adams

can describe him as one of a kind, good at his work and a good representative of the municipality, without expecting anything in return. But he did get his rewards: "Dedication and hard work pays off sometimes", says Paul. In all the years working for the municipality, he has never been reported for any kind of misconduct. It was not an easy road and every so often he has had to leave his family to serve the community at night, over weekends and even on public holidays, dealing with queries and complaints from the public. Paul's advice

to all his colleagues is to stay true to yourself and the people around you. Love what you do and give 100 per cent to every task assigned to you - the rest will follow. If you love your work, it will make you live longer because you spend most of your time doing something you love. "My work is not just a job but something I have a passion for. At this stage I would like to thank the Overstrand Municipality for the wonderful opportunity they have granted me to work and serve for so many years", Paul said in closing.