

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
Mnr C A Oppelt	Aankoper
Me S A C Heyns	Rekenmeester: Kosteberekening

BEVORDERINGS JULIE 2012

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

GELYKVLAK OORPLASINGS JULIE 2012

Me E Krüger	Kassier/Klerk
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KONTRAK AANSTELLINGS JULIE 2012

Mnr G Steyn	Projek Bestuurder
Ms S M Boshoff	Library Helper
Ms E van der Linde	Library Assistant
Mr D J August	Sport Coach
Mr C Avenant	Sport Coach

BEVORDERINGS AUGUSTUS 2012

Mr D B D'Oliveira	Accountant
Mr A W Mili	Senior Buyer
Me A Malan	Senior Klerk
Mnr J P H le Roux	Senior Voorman: Strate & Stormwater

GELYKVLAK OORPLASINGS AUGUSTUS 2012

Mnr F Bruwer	Senior Superintendent
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KONTRAK AANSTELLINGS AUGUSTUS 2012

Mr J L Strydom	Internship Programme
Ms J Alexander	Library Helper
Ms T D Sampson	IA Manager: Working for Water

BIRTHDAYS IN SEPTEMBER / VERJAARSDAE IN SEPTEMBER

NAME	DAY	DEPARTMENT	TOWN
Gillion, Theresa	1	Area Management	Hermanus
Cekiso, Minawwe	1	Operational Management	Hermanus
Aries, Jonwin	2	Protection Services	Hermanus
Eksteen, Donovan	3	Operational Management	Hermanus
Gcobo, Lindelwa	3	Operational Management	Hermanus
Mathunjwa, Ethel	3	Operational Management	Kleinmond
Smit, Tanya	3	Operational Management	Gansbaai
Gibson, Verlene	3		Hermanus
Rust, Christiaan	4	Finance	Hermanus
Page, Loretta	4	Town Planning	Hermanus
Gwadiso, Jongikaya	4	Electrical Services	Gansbaai
Newman, Leonard	4	Operational Management	Gansbaai
Mthetho, Philemon	5	Operational Management	Hermanus
Sitemela Charmaine	6	Area Management	Hermanus
Preez, Liezel	6	Supply Chain Management	Hermanus
Swardt, Rhenier	6	Electrical Services	Hermanus
Le Roux, Johannes	6	Operational Management	Gansbaai
Lourens, Dirk	6	Electrical Services	Gansbaai
Mili, Ayanda	7	Supply Chain Management	Hermanus
Jara, Colin	7	Operational Management	Hermanus
Makka, Devan	7	Operational Management	Kleinmond
Links, Gideon	7	Operational Management	Gansbaai
Jones, Ingrid	7	Building Control	Kleinmond
Mteyise, Zwelibanzi	8	Operational Management	Hermanus
Ntsoto, Xolisani	9	Operational Management	Hermanus
Litoli, Patrick	9	Operational Management	Kleinmond
Maholwana, Abednego	9	Operational Management	Gansbaai
Mbanyaru, Mncedi	9	Operational Management	Gansbaai
Cupido, Deon	10	Area Management	Hermanus
Mamama, Lungelwa	10	Protection Services	Hermanus
Mojaki, Mokgele	10	Area Management	Kleinmond
Geldenhuys, Antoinette	11	Income	Hermanus
Rousouw, Johannes	11	Operational Management	Kleinmond
Mayile, Ncomeka	11	Area Management	Hermanus
Floors, Frans	12	Operational Management	Hermanus
Moolman, Marian	12	Area Management	Hermanus
Fisher, Edward	12	Protection Services	Hermanus
Ndlazi, Sanele	12	Operational Management	Gansbaai
Matinka, Xavier	13	Operational Management	Hermanus
Samuels, Desmond	13	Operational Management	Hermanus
Smith, Yvienne	13	Protection Services	Hermanus
Spandiel (nee Poole), Juwene	14	Area Management	Hermanus
Jansen, Hurman	14	Councillor Support	Hermanus
Neethling, Magrieta	14	Expenditure	Hermanus
Kuchar, Alfred	15	Infrastructure & Planning	Hermanus
Steyn, Leon	15	Infrastructure & Planning	Hermanus
Ponoane, Puluko	15	Electrical Services	Hermanus
August, Elvirin	15	Operational Management	Kleinmond

DEVELOP @ YOUR LIBRARY

Zwelihle library responded to a national call to develop its own community libraries cannot create jobs, they do however contribute to this initiative by developing the nation through, empower him/herself and granting access to computers and online tools, enabling users to develop their computer skills as well as providing tools that allow them to draw up a CV or search for job opportunities. Charmaine acknowledges that the theme was fairly broad this year, but libraries was allowed to adapt the services they provide in order to achieve development in their "communities" or client base.

July to motivate people and children from grade R-Grade 7 to visit the library and understand the importance of reading and get educated; and
 • Inviting schools around Zwelihle to take part in a competition between the following grades: Grade R-1, 2-4, 5-7.

Acting librarian Charmaine Steme-la told Phambili that the idea of Develop @ Your Library was to link libraries to Government imperatives, such job creation. While li-



Zwelihle Library

braries cannot create jobs, they do however contribute to this initiative by developing the nation through, empower him/herself and granting access to computers and online tools, enabling users to develop their computer skills as well as providing tools that allow them to draw up a CV or search for job opportunities. Charmaine acknowledges that the theme was fairly broad this year, but libraries was allowed to adapt the services they provide in order to achieve development in their "communities" or client base. "It is important that we encourage our families to go to the library especially children as their future without proper education is doomed," she said.



EDITOR'S NOTE

A Month marked for woman

A very warm welcome to all of you once again. It is a pleasure for me to bring you first-class news at your leisure.

August is a very interesting month. It marks women as an important pillar of society. Some will not agree with this statement, but it is a fact. Women are seen as very powerful persons in our society. They are keepers of peace at home, cook nice meals for the family, take care of most of the things at home and are still expected to go to work and tackle the challenges of each day. They are generally seen as good managers for they manage their time effectively.

On 9 August the nation celebrated National Women's Day. The Mayor hosted an event at the Thusing Centre to commemorate women of the Overstrand. I am told the event was well attended, and would like to forward my grateful thanks to all who attended.

These events are made to acknowledge work done by women in society. Women must realise that the efforts they make to better the lives of others are not going unnoticed. They must keep up the good work and stay as role models in their families. Wathintabafazi Wathintimbokodo, meaning: "If you strike a woman you strike a rock."

Recently we celebrated Madiba Day. All that was needed on this day was to dedicate 67 minutes of your time to provide a service to those in need in your area. Overstrand Municipality took part in different ways, including reaching out to needy people. When I say needy I don't necessarily mean in terms of money. Some people need to be loved and taken care of - those aspects were also attended to.

Burgemeester Nicolette Botha-Guthrie het sentrums vir bejaardes besoek waar sy rose uitgedeel het. Raadslede in Zwelihle het hul 67 minute gebruik om 'n informele struktuur te herbou, terwyl raadslede in Mt Pleasant kinderspeelterreine gevef het. Op Kleinmond het raadslede blomme aan bejaardes gegee, op Gansbaai het raadslede en die Areabestuurder agterplase skoongemaak en strate gegee; op Stanford het raadslede en gemeenskapslede strate gegee en vullis in die informele nedersetting opgetel. Op Hermanus het lede van die publiek die kuswandelpad skoongemaak, terwyl raadslede en inwoners die hawe op Hawston skoongemaak en sop aan bejaardes verskaaf het.

Diegene wat meegeedo het, moet weet dat hul bydraes nie ongemerk verbygegaan het nie; doen asseblief so voort. Laat ons elke dag 'n Madibadag maak ter wille van die heil in alle gemeenskappe.

Op 22 Augustus het die Burgemeester 'n presteeerdersaand aangebied. Dit is 'n geleentheid wat deur die Burgemeester uitgekies is om erkenning te gee aan die werk wat mense in hul verskillende terreine verrig. Sommige mense doen meer as wat van hulle verwag word om positiewe dinge in die gemeenskap te vestig. Die Burgemeester het die wenners aangekondig en sertifikate oorhandig. Sy glo dat elkeen wat genomineer word, 'n wenner in eie reg is.

Baie belangrik is dat SALGA ingestem het op 'n verhoging van 6,5%, terugwerkend van Junie. Ek is daarvan oortuig dat selfs werknemers wat nie gekry het waarvoor hulle gehoop het nie, steeds tevrede sal wees. Ek hoop julle gaan die geld wyslik bestee.

Laaste maar nie die minste nie, die verjaardags sal op versoek van sommige kollegas vir die laaste keer in dié uitgawe verskyn.

Tot 'n volgende keer.

Noluthando Zweni Redakteur/Editor



MORATORIUM ON FILLING OF VACANCIES REMAINS SALARY AGREEMENT IMPLEMENTED

Appreciation was expressed by local union leaders for Overstrand Municipality's positive response and implementation of the multi-year Salary and Wage Collective Agreement concluded at the end of July after drawn out discussions on national level between the unions SAMWU and Imatu and employers' representative body SALGA. An agreement has finally been reached.

The agreement that covers the period from 1 July 2012 to 30 June 2015, can be summarized as follows:

Financial year 2012/2013

- Employees shall receive an increase of 6.5% and a further increase of 0.5% with effect from 1 January 2013.
- The minimum wage payable in the sector shall be R4 902 per month with effect from 1 July 2012. From 1 January 2013, the minimum wage shall be R4 927 per month.

Financial Year 2013/2014

- The salary and wage increase will be

based on the average CPI percentage for the period 1 February 2012 until 31 January 2013, plus 1.25%. In the event that the average CPI percentage is less than 5%, the average CPI for this period will be deemed to be 5%, and in the event that the average CPI for this period is above 10%, the average CPI will be deemed to be 10%.

- The minimum wage shall increase by the same percentage as determined for salary increases.

Any other benefit or condition of service that ordinarily increases by virtue of its link to the increase in the salary of an employee shall increase by the same rate as the salary increase in each financial year, subject to the special provisions relating to the increase of the maximum employer contribution to medical schemes.

MORATORIUM ON FILLING OF VACANCIES

In the effort to accommodate the salary and wage increases that were higher than budgeted for, the moratorium placed on the filling of vacancies during this year's wage negotiations concomitant with the appeal against the grading of the municipality and the effect this might have on the municipal salary budget, will remain in place until further notice. Management, however, gave the assurance that retrenchments as an option to reduce employee costs to the municipality is not considered at all at this stage.

MIG GRANT WELL SPENT

Overstrand Municipality received recognition for spending the full amount of the Municipal Infrastructure Grant allocated to it in 2011/2012 effectively and efficiently.

At the Western Cape MIG: PMM/Municipality Coordination Meeting held in Worcester on the Friday, 25 May 2012, Cecile Faro, administrative assistant at the Engineering Services Department, received a certificate on behalf of the Municipality.

The Municipal Infrastructure Grant (MIG) is a new funding arrangement that combined all capital grants for municipal infrastructure into a single consolidated grant, which covers the Urban Transport Fund, the National Electrification Programme, Local Economic Development Fund Community Based Public

Works Programme and Water Services Projects

It also puts municipalities in control of infrastructure projects within their area of jurisdiction, enhancing cost effective planning and integrated service delivery.



Amanda van Schoor of Department of Local Government with Cecile Faro

MIG is aimed at assisting the poor to gain access to infrastructure. MIG funds can only be used for infrastructure for basic levels of service. MIG funds may be used to build new infrastructure or to rehabilitate existing infrastructure, so long as the infrastructure is for basic services for the poor.

We would like to congratulate everyone that was involved in making this a success, may you continue to make the Overstrand a proud institution.

On the picture handing over the certificate is Amanda van Schoor of Department of Local Government with Cecile Faro

BE THE BEST YOU CAN BE



Dominic Van Heever

It makes us really proud when a colleague is not only contributing in making Overstrand a Centre of Excellence but also

shares his knowledge and expertise with officials at other municipalities and province. Dominic Christopher Van Der Heever, Internal Audit Manager, has been appointed as Deputy Chairperson of the Western Cape Municipal Chief Audit Executive Forum and a member on the Western Cape Municipal Risk Management Forum. It is a forum that required a person who serves on it to be able to carry out the following tasks:

- enhance the achievement of the objectives of the MFMA, National Risk Management framework;
 - build institutional capacity and relationships, facilitate and encourage knowledge sharing;
 - establish formal and informal communication channels and support networks;
 - consult on strategies and priorities;
 - promote sound financial governance and accountability;
 - improve planning, co-ordination and prevent duplication of effort and sharing and adopt best practices;
 - keep abreast of all changes to risk management and control system; and
 - ensure that common understanding is updated.
- Congratulations on your appointment on both the forums mentioned above. We hope you will continue to shine in whatever that you will come across with.*

IMATU AUGUST 2012 NEWS

Imatu Overstrand and all our members wish to thank our employer for meeting the requirements of the wage negotiations. Shop Steward Elections were held in

Kleinmond on 26 June 2012 and Hermanus 27 June 2012 respectively. The committee consist of a new Chairperson, Deputy Chair and Secretary and were all elected by the committee members.

The result were as follows: Chairperson: Ulita Swart, Deputy Chairperson: Joe Schoeman, Secretary: Isak Henecke, with Danny Phillips, Patrick Litoli, Ricky Thoresen, Bulelani Boto and Jan Nel as additional members.

Imatu Overstrand invites all employees to consult with these committee members. An informed member is a content member who promotes a positive productive attitude in a healthy working environment, which is mutually beneficial both to employer and employee.

Imatu's Intranet site is kept updated on a daily basis to enable all members to immediate and current updates. Shop stewards will ensure that notice boards are updated.

Important to remember:

Regional Office representatives visited our area on the 28 August 2012. If you missed out on the day you are

welcome to contact the shop stewards for more details.

Imatu Overstrand wishes to express to all members that they are important and



Shop Steward Elections

the committee value you as a member and a colleague.



Patrick Litoli, Danny Phillips, Ricky Thoresen, Jan Nel. Back row: Deputy Chairman: Joe Schoeman, Bulelani Boto, Chairman: Ulita Swart and Secretary: Isak Henecke

MEDICAL AID PRESENTATION 01 NOVEMBER 2012 AUDITORIUM

OFFICE PERSONEL	08H30 - 09H10	BONITAS
	09H10 - 09H50	SAMWUMED
	09H50 - 10H30	HOSMED
	10H30 - 11H10	LA HEALTH
	11H10 - 11H50	KEY HEALTH

OUTSIDE PERSONEL	12H30 - 13H10	BONITAS
	13H10 - 13H50 <td>SAMWUMED</td>	SAMWUMED
	13H50 - 14H30 <td>HOSMED</td>	HOSMED
	14H30 - 15H10 <td>LA HEALTH</td>	LA HEALTH
	15H10 - 15H50 <td>KEY HEALTH</td>	KEY HEALTH

MEDICAL AID PRESENTATION 31 OCTOBER 2012 KLEINMOND (STADSAAL)

ALL PERSONEL	08H30 - 09H10	KEYHEALTH
	09H10 - 09H50 <td>BONITAS</td>	BONITAS
	09H50 - 10H30 <td>SAMWUMED</td>	SAMWUMED
	10H30 - 11H10 <td>HOSMED</td>	HOSMED
	11H10 - 11H50 <td>LA HEALTH</td>	LA HEALTH
	15H10 - 15H50 <td>KEY HEALTH</td>	KEY HEALTH

MEDICAL AID PRESENTATION 02 NOVEMBER 2012 GANSBAAI (LIBRARY)

ALL PERSONEL	08H30 - 09H10	KEYHEALTH
	09H10 - 09H50 <td>BONITAS</td>	BONITAS
	09H50 - 10H30 <td>SAMWUMED</td>	SAMWUMED
	10H30 - 11H10 <td>HOSMED</td>	HOSMED
	11H10 - 11H50 <td>LA HEALTH</td>	LA HEALTH

EMPOWERING TOURISM OFFICERS

Tourism Manager Suné Greeff coordinated a two days workshop attended by all tourism bureau staff members in the Overstrand area.

Customer Care Training was the focus of this capacity building exercise. The workshop was held at Hermanus in the Glaskas on Tuesday, 31 July and Wednesday, 1 August 2012.



Back, from left to right: Adinda Jantjies (Overstrand Municipality), Lee Ann Hoogbaard (Stanford Info), Marweyah Williams (Facilitator: Head Up), Gardean Lucas (Hermanus Tourism), Chantel Swart (Hermanus Tourism), Doulene Els (Gansbaai Tourism) and Celeste Scheepers (Hangklip-Kleinmond Tourism). Front, from left to right: Sune Greeff (Overstrand Municipality), Heinrich Jansen (Gansbaai Tourism) and Eric Davalala (Hermanus Tourism).

LIEF & LEED · JOY & SORROW

DID YOU GO TO THE WELLNESS DAY?

Concern was expressed by Sister Heleen Mouton about the low attendance of the Wellness Days organized for staff members of the Overstrand Municipality on 17, 18, and 19 July 2012.

Only 443 employees made use of the wonderful opportunity to have their blood pressure, blood sugar, cholesterol, weight, waist circumference and Body Mass Index measured by professional people at no charge. HIV tests and eye tests were also available.

With 1065 staff members on the payroll, it was disappointing to see so many people not interested in knowing about their health status or just frankly taking care of their health.

According to the reports received from the medical aids, 80 % of the workers who attended the Wellness days are overweight and most of these are women. This of course increases the risk for hypertension, diabetes, cancer and other illnesses.

These people, how-

ever, received advice and encouragement to lead a healthier lifestyle. With the knowledge available to them, they can also contact Sister Mouton for further advice and follow the regular health updates on the Intranet.

As usual Sister Mouton worked hard to make sure that everything staff members needed to know as far as health is concerned, were there. There were also representatives from Bonitas, Hosmed and Samwumed medical aids to provide information on your plan.

Sr. Mouton is grateful for Hosmed and Samwumed's biokineticists and dieticians who tested the blood pressure, blood sugar and cholesterol of non-members and weighed and measured them and gave health advice.

She also wants to thank Cecilia Vermeulen and Jaques Naude from Herbalife; Liezl Jordaan, a local dietician; Pro Active gym; CANSA, Right to Care and Stellenbosch Optometrists, for their contributions.



Hermanus



Kleinmond



Gansbaai



Kleinmond

Die Kankerduiwel

*Nog n lewre geneem
Dis so hartseer.
Borskanker, velkanker en meer help nie die seer.
Dis moeilik om te sien hoe hulle deur die pijn gaan.
Terwyl jy net daar staan
Dis moeilik want jy kan niks daaraan doen nie.
God kyk altyd na al sy kinders daar's plek vir almal.
Kanker is n duiwel.
Ongelukkig is my Oma nou seer.
Borskanker was die einde van haar gesels, drukkies,
liefde en meer.
Hoekom is die kanker so n duiwel
Als staan in die Bybel
Hy sal haar kom haal, want Hy is lief vir haar.
- Zaanru Fraser (12), dogter van Verkeershoof
Rudi Fraser, wie se skoonma ernstig siek is*

CONGRATULATIONS!

◆ Antoinette Ackermann (Kleinmond) became a mother on 27 June 2012 of a baby girl named Luanne. We hope Luanne, will bring happiness and joy to the Ackermann family.



Antoinette's baby Luanne



Ilsa Kruger



Lorion's son, Zach

◆ Ilsa Kruger, became a god mother to Jane Beukes, Jane was born on the 14 June 2012. At the time she was born her weight was 3.5kg. They live in Vryheid, Natal. She is their first child and also the smallest of the family.

◆ Lorion Du Plessis's baby boy Zach turned 1 on the 3th of August. Lorion is in Finance in Income section: DATA & RATE. We would like to wish little Zach many more years to make his mother happy and proud.

GOD'S TREASURE

*When you wake up in the morning,
and leave your cozy home be thankful that
you may see another break of dawn;
that you can go to work and earn, whilst others
pray for handouts, yearn*

*You can reach out and touch the sky;
Your abilities are endless - you can fly!
Be grateful - you are blessed; You are fed,
you are clean, you are dressed.*

*Whenever you feel down again
Remember that He will never leave you -
never let you strain You are God's treasure
And to care for you is His absolute
pleasure.*

CONDOLENCES WITH

• Ayanda Stali, Manager: Sport and Recreation, whose mother passed away on 25 July 2012. We hereby express our sincere condolences towards Ayanda, his father and the rest of the family.

• Louise Groenewald, mother who passed away on the 15 July 2012 after a short illness. We wish her and the family well in this trying time.

• It is with great sadness to inform you of Roxane Swartz mother who passed away. Aunty Lilly Swartz was in service of the municipality finance department since 1989 and took her pension in 2009. Please keep Roxane and her family in your prayers in this trying time.