

Phambili!



Vorentoe/Forward

Uitgawe/Issue 4/2009

April 2009

EDITOR'S NOTE

Much more than only information

Hopefully by this time our newsletter has established itself as much more than a mere source of information. It seems to have become something of a skinderbek telling you about happenings that you might have missed, e.g. how our children are performing. It is also an ou tannie giving you advice and a guru sharing some thoughts and poetry. In fact, our newsletter has acquired a life of its own and you are providing the air to keep it breathing and healthy. Please keep on sending your comments, ideas, photos and stories.

April is an important month for Christians as Easter is the most important religious period in the Christian annual calendar. We commemorate the resurrection of Jesus three days after his crucifixion through which he became our Sacrificial Lamb.

We celebrate this momentous event in many different ways, depending on our culture. Some of us make use of the long weekend to go and visit family or to receive them. Some will attend church during the Easter weekend to witness the story of Jesus, which we can also experience by going to the Passion Play in the Old Harbour.

En moenie vergeet om vir julle mense by die huis paaseiers te kry nie, maar pasop vir te veel. Hou liever die simboliese betekenis in gedagte: 'n nuwe begin in ons verhouding met God en ons medemens.

En om weer na kollegas te verwys: ons word altyd daaraan herinner dat ons 'n groot deel van ons tyd, indien nie die grootste deel nie, by die werk deurbring. Gedurende die afgelope paar maande het ons verskillende mense by ons gehad met aktiwiteite om ons nader aan mekaar te bring en spanbou te bevorder. Ons is almal daarvan bewus dat daar van tyd tot tyd probleme in die werkplek sal ontstaan. As beroepsmense in ons onderskeie departemente word daar van ons verwag om probleme vinnig en doeltreffend op te los. Moenie toelaat dat 'n probleem aanhou as jy iets daar aan kan doen nie. Dit sal negatief op jou en jou kollegas inwerk.

Spanbou en leierskap gaan hand aan hand. Hanteer werk saam met jou span en bou hulle vaardighede en selfbeeld. Dis die moeite werd om goed oor die weg te kom met jou kollegas, bestuurders en kliente en goeie verhoudings met hulle te ontwikkel.

Tot volgende keer!
Noluthando Zweni



WÊRELDBIDDAG VIR VROU: 'n Heerlike sonskyndag op Vrydag 13 Maart het die kroon gespan op die inspirasie wat ons vroulike kollegas geput het uit die Wêreldbiddag vir Vroue-byeenkomste wat by die verskillende administrasies deur die Genderkomitee gereël is. Onder die sowat 90 vroue wat in Hermanus bymekaar gekom het, was Marelize Dreyer, Lisl Carolissen, Ymile Kennedy, gasspreker, Lesbury Smith, Carol Gardiner en Charlene Rudolph.

TASK UNIT CREATED, WITH EXPERT TO LEAD

A TASK Unit has been created in the Management Services Directorate for the implementation of TASK in Overstrand, or the implementation of systems and policies similar to TASK in the absence of Bargaining Council Agreements in this regard.

In order to maintain its independence the TASK Unit will not form part of the Department: Human Resources and will report directly to the Director: Management Services.

Mr André van Rooyen has been appointed as Project Manager: TASK on a contractual basis as from 1 March 2009. As the Job Evaluation Manager of the Overberg/Eden/Central Karoo Region for five years he was responsible for the job evaluation of 17 municipalities and assisted the SALGBC on national level where he audited, provided



André van Rooyen

training and was responsible for benchmarking of posts. His MBA thesis was on *The implementation of the TASK Job Evaluation system in the Overberg/Eden/Central Karoo Region*.

As Project Manager: TASK André will assist top management in compiling

job descriptions in TASK format and job profiles, oversee the implementation of the TASK Job Evaluation System, advise the Municipal Manager and Director: Management Services on the combination of responsibilities to ensure effective utilisation of staff, conduct information session with staff on how the TASK Job Evaluation System works, assist with the establishment of Job Evaluation Units and Job Evaluation Panels as and when the need arises, conduct training of staff as job evaluators as and when necessary, evaluate or bench-mark all newly created jobs, draft a Job Evaluation Policy should the need arise as a result of the absence of National and/or Provincial Bargaining Council Agreements to this effect; and perform any related tasks when and where required.



Warm praise for Fire Brigade

Executive Mayor Theo Beyleveldt expressed his appreciation to the Overstrand Municipality's Fire Brigade whose prowess has of late has been tested by several fires. A day before the February Council meeting, where he spoke, there were three different types of fires. The first one was in Zwelihle where 60 structures were destroyed. A second fire was in the Hemel and Aarde valley where vineyards and houses were threatened, and another at Gansbaai. All reports expressed warm praise for the work of the Fire Brigade.

WOMEN'S DAY OF PRAYER UNITES

Women's World Day of Prayer that is recognised by thousands of people as the global day of prayer was recently also celebrated by Overstrand municipal employees. Local events were organised by the Gender Committee in Hermanus, Kleinmond and Gansbaai.

A group of about 90 ladies attended the session in the Overstrand Civic Centre. On entering the Auditorium each participant wrote a prayer on a piece of paper and dropped it into a container. Later the container was circulated in the room and participants could take someone else's note and pray for that need in a short time of silent prayer.

Mrs Ymille Kennedy, a spiritual and motivational speaker, addressed the audience and spoke about the need to appreciate and love one's fellow human

beings; to emphasise life rather than death, and to look beyond spiritual, cultural and ethnic traditions when thinking of each other.

These words of wisdom, beauty and insight found in the diversity of world traditions can be applied in our municipal context to help us resolve cultural conflicts and misunderstandings.



Elize Verrij presented the motivational speaker, Ymille Kennedy, with a bouquet of flowers to express the appreciation of the Gender Committee, that made all the arrangements.

SKAARS VAARDIGHEDE GELOK

Die Raad het 'n Beleid op Skaars Vaardighede tydens sy Februarie vergadering aangeneem en die implementering daarvan met ingang 1 Maart 2009 goedgekeur.

Volgens 'n meegaande verslag ondervind Overstrand Munisipaliteit reeds geruime tyd probleme om gekwalifiseerde elektrisiëns, hoofingenieurstechnici, rekenmeesters en beroepsgeestes- en veiligheidsbeamptes te werf. Die hoë huispryse in kusgebiede bemoeilik die saak nog verder.

Voorts blyk dit uit die voorlopige resultate van die nuwe posevalueringstelsel, TASK, dat die implementering van die stelsel nie die tekorte in sekere poste en beroepsgroepe gaan verlig nie.

In die beleid word voorsiening gemaak vir die betaling van 'n skaarsheids-toelaag wat nie meer as dertig persent van 'n werknemer se jaarlikse basiese salaris mag beloop nie en ook die betaling van 'n hoër salaris binne sekere perke. Gebaseer op die verwagting dat die toelaag tot sowat 30 amptenare beperk sal wees, word bereken dat die koste daarvan net meer as R1 miljoen per jaar sal beloop.

Volgens die Direkteur: Finansies, mnr. Henk Kleinloog, is daar voldoende fondse weens besparings op personeelkoste sodat die toelaag reeds nou geïmplementeer kan word, maar daar sal voldoende voorsiening daarvoor in die nuwe begroting gemaak moet word.

PROKUREUR SE VERTROUWEN IN HERMANUS DEUR MUNISIPALE WERKER HERSTEL

Dis nie aldag dat 'n prokureursbrief goeie nuus bring nie. Begin Februarie het die Burgemeester 'n brief van Jan Wessels op die briefhoof van die prokureursfirma Couzyn, Hertzog en Horak ontvang waarin 'n werker in Hermanus se Parke-afdeling, Heathley S Plaatjies, aangeprys word.

Mnr. Wessels skryf:

"Ons familie het al jare lank 'n strandhuis te Hoofstraat 407, Hermanus. Baie jare lank hou ons daar vakansie sonder enige insidente hoegenaamd.

"U sal dus my ontsteltenis verstaan toe 'n inbreker terwyl ons daar was in Desember by die huis ingestap het en my beursie uit die voorportaal geneem

en daarmee laat spaander het. Dit is 'n verleentheid om 'n tyd lank sonder kredietkaarte, kontant en so meer te wees, maar die verlies van my rybewys, onvervangbare foto's van my kinders toe hulle nog klein was en 'n hele klompie ander belangrike goed in my beursie, was erg.

"As inwoners van Gauteng is ons gewoon aan geweld en misdaad, maar ons beeld van Hermanus as 'n veilige hawe is wreed deur hierdie astrante inbraak tot 'n einde gebring.

"Dit was dus 'n geweldige positiewe ervaring toe ek in kennis gestel is dat een van u amptenare, mnr. HS Plaatjies van die Parke-afdeling, inhoud van my beursie gevind het, onder meer my

INTERIM ALLOWANCE CAUSED A STIR

Talk of the town on Pay Day was the new interim allowance that Overstrand Municipality introduced pending the implementation of the official TASK results and wage curves as may be agreed upon in the South African Local Government Bargaining Council (SALGBC).

Although there was some confusion about the principles of implementation, there was also appreciation for the bold step that was taken by top management to address a long outstanding issue. The newly created TASK Unit will have a big task on its hands over the next few months.

As from the beginning of March 2009 this allowance will be based on the difference between the current wage curves of the municipality and the municipality's unofficial TASK results as well as the SALGBC facilitator's proposed wage curves for category 4 municipalities (dated 19 November 2008).

Affected employees received this as a voluntary non-pensionable allowance in accordance with the following criteria:

- employees were placed on the salary notches on the new salary scales of the applicable TASK category which were the closest to their existing salary notches;
- employees whose current salary notches were lower than the minimum of the applicable TASK category scales were placed on the minimum notch of the applicable new TASK salary scales; and
- employees whose existing basic salaries were higher than the new TASK category's maximums retained their existing basic salary notches and scales.

As it is a voluntary allowance, as indicated in the Council resolution, employees have to inform the salary office before or on 20 April 2009 whether they want it or not.

The non-pensionable allowance is only an interim arrangement until the wage curve is finalised and then employer and employee will have the opportunity to take

the results on review when the official TASK results and wage curves are published.

The Tuned Assessment of Skills and Knowledge (TASK) job evaluation system was introduced during 2003, after an agreement was reached between SALGA, SAMWU and IMATU to implement and maintain the system.

In terms of this agreement Principal Job Evaluation Committees (PJEC) consisting of Employer and Organised Labour representatives, were established for defined regions with the responsibility of implementing the TASK job evaluation system. This included the training of employers/employees in the compilation of job descriptions and the evaluations of posts in terms of the TASK Job Evaluation System.

After the PJEC evaluated the posts of Overstrand Municipality a Final Outcome Report (FOR) was issued by the SALGBC (South Africa Local Government Bargaining Council) during 2008. The FOR indicated the new post designation and T-grade of a post. In terms of TASK the lowest post will be on a T1 and the highest on T26. In some cases posts were not evaluated, and these posts were benchmarked by the PJEC during November 2008. Benchmarking is a process of evaluating a post by comparing the post with similar posts already evaluated by the PJEC or comparing the post with examples of the SALGBC.

In terms of the agreement the FOR and wage curve must be published by a municipality. However due to the fact that the new wage curve is still outstanding it was not possible to publish the new T-grades. It must also be noted that the wage curve and salary increase will be part of the 2009 salary and wage negotiations on SALGBC level.

When all the processes (wage curve and T-grades) are finalised and in place, every employee will receive a letter indicating his/her new post designation, T-grade, new salary and the process to be followed to take the outcome on review.

rybewys, die foto's van my kinders en my mediese fondskaart.

"Mnr. Plaatjies het my 'n geweldige klomp moeite en erge gespaar wat die vervanging van die rybewys en ander kaarte betref.

"Dit is werklik 'n riem onder die hart dat daar nog mense soos mnr. Plaatjies is wie se eerlikheid en trots hom 'n gewaardeerde medeburger van ons land maak en wie se teenwoordigheid weer my vertroue in die pragtige Hermanus herstel het."

Mnr. Wessels sluit sy brief af deur te vra dat sy waardering aan mnr. Plaatjies oorgedra word.

Oor sy aanprysing is Heathley maar



Heathley Plaatjies

baie beskeie. Hy het maar net gedoen wat van 'n mens verwag word, sê hy. Maar mnr Wessels se brief laat hom lekker voel en gaan hom in sy werk aanspoor.

LIEF & LEED • JOY & SORROW

GOUER DAAR AS VERWAG



Op Woensdag 11 Maart is daar 'n verrassings-babatee vir Loretta Swartz van die Stadsbeplanningdepartement in die Ouditorium gehou. Of dit nou goeie "timing" was of oppietippie-beplanning, maar die volgende middag is Loretta afgeboek en 'n bietjie meer as 'n week later was klein Kearan daar. Dit gaan goed met albei en Loretta word alle voorspoed in haar nuwe addisionele pos van Ma-wees toegewens!



In Western Cape Schools Team

Layla Arrison has been selected to represent the Western Cape Schools Athletics, for girls U/12, at the South African Schools Athletics National Primary Schools Track and Field Championships to be held in Polokwane, Limpopo Province on 30 and 31 March 2009. As Overstrand community we wish her all the success as she keeps on making us proud in excelling in what she is doing.

THEO OLIVIER'S FATHER

It is with deep sadness to announce passing of Theo Olivier's father who lived in the Eastern Cape and died on Saturday 21 March 2009 due to heart and kidney failure.

He will be laid to rest on 4 April 2009 in the Eastern Cape. Let us pray for him and his family in this trying time.

CLASSIFIEDS

KAROLAMSVLEIS

Die NG Kerk Hermanus hou Basaar Saterdagoggend 18 April. 'n Beperkte voorraad vars lamvleis (halwes en heles) word vanaf Calvinia ingery. Die prys is R45 per kg. Vleis word netjies verpak en opgesaag volgens u bestelling. Bestelvorms is tot 8 April by die kerkkantoor beskikbaar.

CLEANING CHEMICALS

Marion (Rates Department) is selling cleaning chemicals:

- Black Disinfectant-(Jeyes Fluid) - R52.00
- Dishwashing Liquid - R32.00
- Bleach - R32.00
- Pine Disinfectant - R32.00
- Bubble Bath - R35.00
- Stasoft - R32.00
- Ammonia Cleaner - R32.00

Place orders by calling her on 8061.

BISCUITS

Esmeralda (Rates Department) is selling the best-priced biscuits (Ginger, shortbread, coconut, lemon, crunchy, mix packs)

- 250g @ R9
- 500g @ R16
- 1kg @ R30

First orders are cash. Place orders by calling her on 8041 or 0823891879.

RUSKS

Rentia (Operational Secretary) is selling the best tasting rusks you have ever tried!

- 500g Buttermilk rusks @ R25.00
- 1kg @ R50.00
- ±100g packets @ R5 (4 rusks)
- 500g All Bran rusks @ R35.00
- 1kg @ R65.00
- ±100g packet @ R6 (4 rusks) (Buttermilk, All Bran, raisins, sunflower seeds)

Place orders by calling her on 8084.

VROLIKE STEMMING BY SHAVATHON



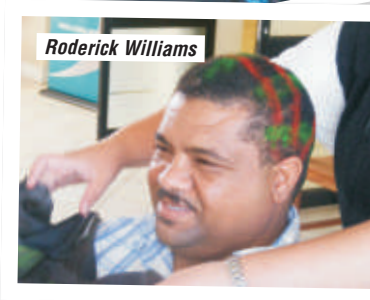
Gerrit Coetsee



Theo Olivier



Gert Wepener



Roderick Williams



Duppie du Plessis



Hayley Solomons & Sylvia Block

Op Dinsdag 17 Maart 2009 is 'n baie suksesvolle CANSAs Shavathon by die Overstrand Munisipaliteit aangebied.

Van vroegoggend af het die mense in 'n vrolike stemming kom inskryf en hul plekke ingeneem vir 'n haarskeer of -spuit in solidariteit met kankerpatiënte wat dikwels hul hare verloor tydens behandeling.

Die meeste van die 142 deelnemers was munisipale amptenare en min van hulle het kans gesien om hul hare te laat skeer. Verskeie vrywilligers van haarsalonne in Hermanus het gehelp om die Munisipaliteit in 'n kleurvolle omgewing te omskep. 'n Totaal van R2,796.40 is ingesamel.

Die Kankervereniging van Suid-Afrika (KANSAs) wil graag die Overstrand Muni-

sipaliteit bedank wat hierdie Shavathon moontlik gemaak het. 'n Spesiale dankie aan Sr Marie du Plessis en Elize Verrij wat met al die reëlings gehelp het. Dankie ook aan onse Meraai wat met haar deelname die Shavathon kom ondersteun het. KANSAs is met reg trots op die Overstrand Munisipaliteit wat soveel omgee vir die gemeenskap.

Daar is ook van die geleentheid gebruik gemaak om 'n DVD van die pas afgelope CANSAs Relay For Life in die Overstrand aan mev. Marianne Beyleveldt te oorhandig. Hierdie DVD's is tans te koop teen R100 elk en is 'n pragtige volledige weergawe van die eerste CANSAs Relay For Life wat in Hermanus plaasgevind het. Belangstellendes kan die KANSAs kantoor in Onrus skakel by tel. 028 316 3678.



Rina van Antwerp



Jaco Stemmet



LANGDIENSTOEKENINGS: Drie amptenare is by die Raadsvergadering einde Februarie vereer vir diens van langer as twintig jaar wat aan die Munisipaliteit Overstrand en sy voorgangers gelewer is. Uitvoerende Burgemeester Theo Beyleveldt het hulle geluk gewens met dié prestasie en hul gesinne bedank vir die ondersteuning wat dit vir hulle moontlik gemaak het om oor so 'n lang tyd met goeie dienslewering vol te hou. Hy het daarna sertifikate oorhandig aan Mission Cetywayo en Lilly Swartz, beide van Hermanus, en Johannes Bosman van Kleinmond. Mnr. Werner Zybrands het namens die administrasie die ontvangers geluk gewens.

Aanstellings 2009

MAART 2009

L Botma	Rekenmeester: Kontant en Interne Beheer
BD Galant	Rekenmeester: Bedryfsbegroting
I Jones	Klerk Graad I: Boubeheer

APRIL 2009

JE Kriel	Handlanger: Elektrotegniese Dienste
CJ Temmers	Handlanger: Elektrotegniese Dienste
JA Victor	Handlanger: Elektrotegniese Dienste
KA Abrahams	Student: Stadsbeplanning (Kontrak)
T Marx	Eerste Tegnikus: Operasionele Dienste
SG Reyneke	Bestuurder: Uitgawes en Bates

Bevorderings 2009

MAART 2009

DJ Lakey	Bestuurder: Regsdienste
H van Tonder	Bestuurder: Raadsondersteuningsdienste
L Kaptein	Operateur Graad II: Riooltenker
F Erasmus	Senior Kantoor Assistent

APRIL 2009

H Stemmet	Operateur Graad II: Padroller
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VERJAARDAE IN APRIL / BIRTHDAYS IN APRIL

NAAM/NAME	DAY/DAG	DEPARTEMENT/DEPARTMENT	DORP/TOWN
Pretorius, L	1 April	Operational Management	HERMANUS
Kondokter, Ben	1 April	Operational Management	GANSBAAI
Mlityalwa, Xolile	1 April	Operational Management	GANSBAAI
Tanana, Zingisile	2 April	Operational Management	HERMANUS
Harding, Chris	4 April	Operational Management	KLEINMOND
Du Toit, Phillipus	4 April	Operational Management	HERMANUS
Swartz, Ashley	4 April	Finance	HERMANUS
Bongoza, Zola	4 April	Finance	KLEINMOND
De Jager, Venda	4 April	Area Management	KLEINMOND
Lakey, Karel	5 April	Operational Management	HERMANUS
Visser, IB	6 April	Corporate Projects	HERMANUS
Lourens, Comien	6 April	Sup Chain Mngmnt	HERMANUS
Grobler, Jacob	6 April	Operational Management	GANSBAAI
Sherriff, James	6 April	Operational Management	GANSBAAI
Rasi, Malibongwe	6 April	Operational Management	KLEINMOND
Wepener, Gert	7 April	Sup Chain Mngmnt	HERMANUS
Mnqodolo, Simon	7 April	Operational Management	KLEINMOND
Ambros, Micheal	8 April	Operational Management	HERMANUS
Andries, Harold	8 April	Operational Management	HERMANUS
Loubser, Theo	9 April	Acc & Budget Services	HERMANUS
Menzi, Ayanda	10 April	Operational Management	HERMANUS
Lategan, Cindy	10 April	Protection Services	HERMANUS
Frans, FW	10 April	Management Services	HERMANUS
Maholwana, Zuko	10 April	Operational Management	GANSBAAI
November, David	11 April	Operational Management	HERMANUS
Abrahams, JH	11 April	Building Control	GANSBAAI
Maliwa, Vuyo	12 April	Operational Management	HERMANUS
Arendse, Theresa	12 April	Area Management	KLEINMOND
Minnaar, Leandra (Nee vd Merwe)	12 April	Finance	HERMANUS
Swartz, CC	12 April	Area Management	KLEINMOND
Arends, J	12 April	Operational Management	GANSBAAI
Kotsana, Khayaletu	12 April	Operational Management	GANSBAAI
Kolisi, Sandile	12 April	Operational Management	KLEINMOND
Vallenty, Denver	13 April	Operational Management	HERMANUS
Bula, Phazamile	13 April	Operational Management	HERMANUS
Gardiner, Carol	13 April	Protection Service	HERMANUS
Faro, Johan	14 April	Operational Management	HERMANUS
Mangali, Alfred	14 April	Electrical Services	HERMANUS
Mnyanzeli, Sibongile	14 April	Operational Management	HERMANUS
Pono, Phuthumani	14 April	Area Management	HERMANUS

NAAM/NAME	DAY/DAG	DEPARTEMENT/DEPARTMENT	DORP/TOWN
Ngwenya, SA	14 April	Operational Management	GANSBAAI
Holl, Maatje	15 April	Finance	KLEINMOND
Jim, SA	15 April	Operational Management	GANSBAAI
Geldenhuis, Regardt	15 April	Protection Services	GANSBAAI
Mahashe, SS	15 April	Operational Management	KLEINMOND
Cornelius, BM	16 April	Operational Management	HERMANUS
Oliphant, Melvin	16 April	Electrical Services	GANSBAAI
Neuhoff, R	17 April	Protection Services	HERMANUS
Van Lill, J	18 April	Operational Management	GANSBAAI
Heyns, Dirk	18 April	Protection Services	GANSBAAI
Vaaltyn, Eiton	19 April	Operational Management	HERMANUS
Dippenaar, AE	19 April	Protection Service	HERMANUS
Byleveld, Lynette	19 April	Corporate Projects	HERMANUS
Van Niekerk, Gavin	19 April	Operational Management	KLEINMOND
Isaacs, Lorenzo	20 April	Protection Service	HERMANUS
Mouries, Abraham	20 April	Operational Management	GANSBAAI
Kwayimani, Zola	20 April	Operational Management	GANSBAAI
Mouries, Nicolaas	20 April	Operational Management	GANSBAAI
De Bruin, Dudley	21 April	Operational Management	KLEINMOND
Maphasa, Agnes	21 April	Area Management	GANSBAAI
Solomon, Benjamin	21 April	Councillor	HERMANUS
Wildschut, Claude	22 April	Operational Management	HERMANUS
Makumsha, Wiseman	22 April	Operational Management	GANSBAAI
Pauw, Fred	23 April	Protection Services	GANSBAAI
Diergaardt, John	24 April	Operational Management	HERMANUS
Gudu, Hendry	24 April	Operational Management	KLEINMOND
Albertyn, AM	24 April	Area Management	GANSBAAI
October, C (Nee Philander)	25 April	Area Management	HERMANUS
Stemmet, Jaco	25 April	Information Technology	HERMANUS
Stevens, Desmond	25 April	Operational Management	GANSBAAI
Mrubata, P	26 April	Operational Management	HERMANUS
Verrij, Elize	26 April	Office Of The Mayor	HERMANUS
Roux, Daniel	26 April	Operational Management	GANSBAAI
Louw, AJ	29 April	Operational Management	HERMANUS
Pieters, Daniel	29 April	Operational Management	GANSBAAI
Taylor, ME	29 April	Operational Management	GANSBAAI
Plaatjies, Jacobus	29 April	Operational Management	KLEINMOND
Rust, MD	29 April	Protection Services	KLEINMOND
Strydom, Elizabeth	30 April	Finance	HERMANUS
Nel, Johannes	30 April	Building	KLEINMOND