

## WIE IS NUUT OF BEVORDER?

### Aanstellings in Julie 2009

Noleen Platjies	Bib. Assistent (HM) 1 jaar Kontrak
Nomxolis Ngciki	Bib. Helper (Zwelihle) 1 jaar Kontrak
Rhenier De Swardt	Elektrisiën
Elmarie Sales	Klerk Graad 1: Elektrotegniese Dienste (Begin 20 Julie 2009)
Rohann Albertyn	Senior Elektrisiën (Begin 13 Julie 2009)
Eugene Cupido	Werker: Elektrotegniese Dienste (Begin 13 Julie 2009)
B Mtobela	Sport Afrigter (GB) (Kontrak Aanstelling)
Leandra Minnaar	Klerk Graad I: Eiendomsadministrasie vanaf 03 Junie 2009
Angelo Ford	Klerk Graad II: Belastings

### Gelykvlak oorplasinge Julie 2009

Arthur Joja	Leader Worker: Electricity Dept. (Gorgeplaas 13 Julie 2009)
-------------	---

### Bevorderings in Julie 2009

Brain Lobb	Afdelings Beampte: Brandweer en Rampbestuur
Jo Schoeman	Afdelings Beampte: Brandweer en Rampbestuur
Marlu Rust	Rampbestuur Koördineerder
Angelo Aplon	Senior Brandweerman

## VERJAARDAE IN AUGUSTUS / BIRTHDAYS IN AUGUST

NAAM/NAME	DAY DAG	DEPARTEMENT DEPARTMENT	DORP TOWN
Carolus, Gert	1	Operational Management	Kleinmond
Windvoel, Pietie	1	Operational Management	Gansbaai
La Cock, Rita	2	Finance	Hermanus
Opperman, Moira	2	Councillor	Hermanus
Manuel , Piet	3	Operational Management	Hermanus
Smit, Ebert	3	Management Services	Hermanus
October, Danvor	4	Protection Services	Hermanus
Davids, Vernon	5	Finance	Hermanus
Van Antwerp, Helena	5	Building Services	Hermanus
Theunissen, Andrias	5	Operational Management	Kleinmond
Tobias, Johannes	5	Operational Management	Stanford
Rauch, Lee-Ann	6	Infrastructure & Management	Hermanus
Malote, Vuyolwethu	6	Operational Management	Kleinmond
Olivier, Hendrik	6	Infrastructure & Management	Kleinmond
Du Plessis, Lorion	7	Finance	Hermanus
Van Wyk, Joseph	7	Operational Management	Kleinmond
Charles, Elzene	8	Finance	Hermanus
Molfert, Elsmereida	9	Finance	Hermanus
August, Andrew	10	Operational Management	Kleinmond
Claasen, Andries	11	Operational Management	Gansbaai
Forry, Daniel	12	Operational Management	Gansbaai
Van Der Berg, Junet	12	Area Management	Gansbaai
Hartog, Japie	12	Operational Management	Kleinmond
Stemela, Nkosinathi	13	Operational Management	Hermanus
Newman, Hendrik	13	Operational Management	Gansbaai
Saunders, Glenda	14	Community Services	Hermanus
Kula, Nelson	15	Operational Management	Hermanus
Dayimani, Mthelele	15	Operational Management	Hermanus
Thonjeni, Malibongwe	16	Operational Management	Hermanus

Dirk Erasmus	Elektrisiën
Daphne Admas	Klerk Graad I: Raadsondersteuningsdienste
Abraham Prins	Streek Inspekteur: Wetstoepassing
Andre Lucas	Streek Inspekteur: Wetstoepassing
Marius Hendriks	Hoof: Wetstoepassing en Sekuriteit
Rudi Fraser	Hoof: Verkeer en Lisensies
Patrick Africa	Senior Superintendent: Lisensies en Administrasie
Dawie Esau	Senior Inspekteur: Sekuriteitsdienste
Lorenzo Isaacs	Senior Inspekteur: Verkeersoperasies
Steven Drury	Superintendent: Verkeersoperasies
Xenophon Titus	Superintendent: Verkeersoperasies
Andre Malan	Superintendent: Verkeersoperasies
Lesbury Smith	Hooftklerk: TCS

### Aanstellings in Augustus 2009

Johan Kies	Senior Elektrisiën
Eben Erasmus	Tegnikus: Metering
Daniel Lamot	Senior Werker: Elektrotegniese Dienste

### Bevorderings in Augustus 2009

Abigail Cairns	Stadsbeplanner (KM)
----------------	---------------------

## PRAAT MET HULLE

Een van die redes hoekom dit moontlik is om weer 'n personeelnuusbrief uit te gee, is omdat die Kommunikasieafdeling oor 'n Interne Kommunikasiespan in die organisasie beskik. Die span is onder voorsitterskap van Fanie Krige, Kommunikasiebestuurder, en Noluthando Zweni, kommunikasie-beampte, is die sekretaresse. Die doel van die Interne Kommunikasiespan is om seker te maak dat die interne kommunikasiekanale werk (boontoe en ondertoe) en om departemente te verteenwoordig in die beplanning van projekte, soos die jaarlikse munisipale uitstalling.

Die lys van verteenwoordigers tans is:

<b>Hermanus Administrasie</b> Theo Olivier	
<b>Hermanus Administrasie</b> <b>Buitewerkers</b> De Wet Nel	
<b>Gansbaai Administrasie</b> Susan Swart	
<b>Kleinmond Administrasie</b> Susan Antonie	
<b>Verkeersdienste</b> Rudi Fraser	
<b>Behuising</b> Zoleka Siteleme	
<b>LED</b> Nomi Mlindazwe	
<b>Vaste Afval en Vlootbestuur</b> Lynette Byleveldt	
<b>Water/Onrus-kantoor</b> Cecile Faro	
<b>Elektrisiteit</b> Kobus du Plessis	
<b>Inkomste</b> Elsabe Liebenberg	
<b>Bestuursdienste</b> Hayley Solomons	
<b>Debiteure</b> Hildegard Nutt	
<b>Menslike Hulpbronne</b> Karin van der Merwe	
<b>IT</b> Linda Vermeulen	

### Strategiese Beplanning/ Hoofkantoor

Sylvia Block

Daar ontbreek ongelukkig nog 'n klompie afdelings. Indien u dalk belangstel om betrokke te raak, praat asb met u toesighouer. Ons glo 'n ingeligte personeelkorps is 'n gelukkige personeelkorps.



Uitgawe/Issue 8/2009

## EDITOR'S NOTE

### 'n Terugblik op ons eerste jaar

Phambili herdenk sy eerste verjaardag sedert ons hervat het as die draer van personeelnuus, standpunte en personeel se wel en weë. Dit is opwindend om die nuusbrief elke maand te sien groei in statuur en nuuswaardige inligting. Nou kan jy selfs na ons eksterne webtuiste [www.overstrand.gov.za](http://www.overstrand.gov.za) gaan as jy 'n uitgawe misgeloop het of as jy dit met 'n internet vriend wil deel.

Die terugvoer wat ons kry sedert die herverskyning van Phambili is veral verblydend. Jy sal verbaas wees as jy hoor wat meeste mense sê wanneer ek hulle raakloop, woorde soos "ek het gehou van jou storie oor...", "ek dink dit was goed gestel" of selfs "hierdie maand se redaksionele kolom was nie so sterk soos verlede maand s'n nie".

Ek aanvaar sulke kommentaar met 'n oop gemoed. Ek kan nie vorder in my werk as dit nie vir hierdie terugvoer is nie. Dankie dat julle so eerlik met my is. Ek waardeer dit regtig baie.

Gedurende die afgelope maande het baie dinge gebeur wat ons laat nadink het. Ons het geleenthede gehad soos troues, geboortes, sterftes, motiverings, gedigte, ens. Die meeste hiervan het van julle gekom en so het julle gehelp om die peil van Phambili te verhoog.

Natuurlik kan dit nog baie verbeter en ek wil graag die kollegas in die afgeleë dele van ons gebied vra om met hulle stories na vore te kom. Die stories help ons om julle te leer ken en dis wat regtig die verskil maak. Elders in hierdie nuusbrief sal julle die name vind van die Interne Kommunikasie Komitee wat julle kan help om julle stories by ons uit te kry.

For all the work, determination and enthusiasm you have showed towards this newsletter, I extend my heartfelt thanks. Please keep on contributing to make Phambili the best newsletter it can be.

In this edition we are introducing something new: An obituary column in which we will list the names of our former colleagues who have passed away. Think of what we have learned from them and share it with others.

Lastly! Wage negotiations: how unfortunate that it had to go over into industrial action. I know that nobody really likes to go on a strike or go slow action. But that is the way unions demonstrate their power and ensure a descent remuneration package for each of us. Hopefully by the time you read here, the matter will be resolved and conditions returned to normal so that we can serve our communities to the best of our abilities.

**NOLUTHANDO ZWENI**  
REDAKTEUR/EDITOR



## TINS FOR THE TOILETS

Colleagues awaited with great anticipation the outcome of the Tin Competition, organised under the auspices of the Gender Committee by Sister Marie du Plessis and Elize Verrij. On Friday 31 July the participants gathered in the foyer of the Overstrand Civic Centre for the announcement of the winners of the Woolworths vouchers. Vouchers to the value of R200.00, R100.00 and R50.00 served as first, second and third prizes respectively — and a chocolate cake and cokes as a consolation prize. There was a lot of mirth, especially because these tins are now going to be used as condom containers in municipal toilets. Participants were given tins which they had to decorate with a message on awareness about HIV/AIDS. Tension was eventually broken when the Mayoress, Marianne Beyleveldt announced that Sonja Africa had won the competition while the runners-up were Barbara Rogers (second) and Leana Potgieter (third). The consolation prize went to Colette Rossouw. It was another fun event which served to bring the Overstrand family closer together.

## A GOOD COMPROMISE!

### ALL PARTIES HAD TO GIVE AND TAKE

The collective agreement on salaries and wages reached between the South African Local Government Association (SALGA) and the trade unions SAMWU and IMATU seems to be a good compromise with all parties having to give and take to reach a settlement.

Marathon negotiations into the early hours of the morning were required to hammer out the deal, but it was realised by all that the industrial action had to be brought to a conclusion as it was tarnishing the image of both sides.

According to some observers municipal employees can feel satisfied about the fact that the salary and wage increase of 13 percent is above the inflation rate, but the concessions on the non-pensionable portion (2,5 percent) and smaller increase (of 10,5 percent) on medical aid contributions will have an effect. The floor of the multi-year salary agreement was also lowered in favour of the employer.

Mr Carl Muller, IMATU branch chairperson, said he was happy that the increase was above the inflation rate and expressed the hope that TASK would be implemented soon.

Mr Theo Olivier, SAMWU branch chairperson, said he was glad that a good deal could be reached and that workers would get a decent living wage.

Although more than the minimum requirements for the

delivery of essential services were met in Overstrand Municipality, residents became disgruntled about refuse removal and for the first time ever in a strike the Rates Hall in Hermanus became dysfunctional.

Strike week started off on Monday 27 June with about a third of the work force away from their jobs. They joined a march in Hermanus during which a petition was handed to the Deputy Mayor, Alderman Verrell Herbert. On Tuesday members of the local IMATU branch accepted a settlement proposal and their striking workers returned to work on Wednesday. The local SAMWU branch did the same on Wednesday and most of the workers had returned to work by Friday.

Attendance records were kept because the principle of No Work No Pay was applied. However, striking workers enjoyed protection from disciplinary action against their absenteeism until the settlement was reached during last weekend.

Unfortunately there were a few incidents of trashing and malicious behaviour during the march on Monday, which will lead to disciplinary action.

The highlights of the agreement are as follows:

- For 2009/10 financial year an across the board increase of 13 percent with effect from 1 July 2009; 2,5 percent of the increase will be non-pensionable...(continue on page 2)



# Wellness Day



Zoleka and Natasha taking an eye test



Filling in forms

## JUMPSTART INTO GEAR! SUMMER IS NEAR!

Yes! For sure its heading for that time of the year again. With Jack Frost still flippantly nipping at your nose, we await the gorgeous sun-drenched weather, lurking on the horizon. Winter's a fading, summer is nearing and long-sufferingly, we gear-up the troops for the ongoing battle against the bulge! Again!

For those of us that are out of the starting blocks on the mission to "divorce ourselves from the weight we got as a 'pressie' from Winter "... or getting into that perfect shape (that two-piece is certainly not going to escort itself to the beach!) or just being the go-getter for a healthy lifestyle, I'm impressed! (some of us are still procrastinating!)

As for the rest of us, still trying to find the starting line, let alone the blocks, well there's hope for us yet!

Behold! Hermanus Health and Fitness has jumped to our rescue with a once-off, proffer (promotion and an offer) to jumpstart us into getting in shape! Beside the impeccable service and variety of fitness activities (to wit SPINNING, YOGA and PILATES, they also have classes in 'HIP-HOP ABS' a-

n-d for the ladies....(or the valiant gents!) ...BELLY DANCING! (F-a-b idea for a team builder!) ...and a-l-l of this, at a DISCOUNTED CORPORATE RATE! The offer, exclusively to municipal staff, entails membership for themselves and their families at a rate of R220 PER PERSON (which although being their peak season rate, also has a built in total cost saving of 800 BIG ONES!) Access to the gym is unlimited, for any time around the gym's hours. Just when you thought you heard it all, it gets better yet!...they will also throw in a FREE (really now...who doesn't like a freebie?) introduction with a PERSONAL TRAINER (the be-all and end-all in e-v-e-r-y celeb's life!) who will give you the guided tour, introduce you to all the equipment a-n-d work out an individually tailored program, specific to your needs!

If ever there was a time for getting a butt in gear, this would be it! Special discount rates only apply for those registered before or on 30 September 2009 so call Iza (028 312 1246) and rise to the challenge!

As the saying goes, "a change is as good as a holiday"...

...(from page 1) during this financial year only and medical aid contributions will increase by 10,5 percent for this financial year only;

- For 2010/11 there will be an across the board increase of the average CPI plus 1,5 percent;
- For 2011/12 an across the board increase will be based on the average CPI plus 2 percent;
- Should the average CPI be lower than 5 percent or higher than 10 percent the parties will be entitled to re-open negotiations;
- The minimum wage was set at R3 850 per month with effect from 1 July 2009 and will increase to R4 000 with effect on 1 January 2010. In the next two financial years it will increase with the same

percentage as other salaries and wages;

- The wage curve dispute will be dealt with separately and the target date for an agreement is 31 August 2009;
- The home owners allowance will be based on a maximum bond of R100 000 during the 2009/10 financial year, R110 000 in 2010/11 and R135 000 in 2011/12;
- A joint task team will be established to investigate the feasibility of a rental allowance by not later than 31 October 2009; and
- All vacant funded, critical and essential posts at all levels in municipalities must be filled before 1 July 2010.

## A WORD OF APPRECIATION

The Wellness Day programme turned out to be a success. Colleagues in all areas made use of the opportunity to check their health status.

It was almost like reporting for military service. After filling in a form, one had to go from station to station to have everything (uh, well almost everything) tested: teeth, eyesight, blood pressure, blood sugar, cholesterol levels, body mass and fat. Physiotherapists and cancer experts gave good advice.

Unlike the army, one could leave the testing centre quickly...loaded with gifts such as toothbrushes and toothpaste, samples of sun protection cream and even a cup or a medicine bag.

So our advice to members who were too busy or too scared to come: you can't afford to miss such a chance. You have in fact paid for it, because a portion of your medical fund contributions are used to pay for wellness events.

Sister Marie du Plessis said that she was glad that this first event worked so well and that there would definitely be more in future. She learned a lot and the future events will even be better.

She extended her special thanks to Bonitas Medical Fund for organising the day, and to LA Health, Keyhealth and Samwu Med who supported it. The people from CANSA and Lorna Sutcliff Physiotherapists were also specially mentioned.

## NEW HUMAN RESOURCES MANAGER

Lucinda Bucchianeri has been appointed as the new Human Resources Manager for the Overstrand Municipality with effect from 1 July 2009. She has been acting Human Resources Manager since 1 May 2009 when Rian Rust, the previous Human Resources Manager, was transferred to Finance to assist with Budget Control.

Lucinda started her career in Human Resources in May 2001 when she was transferred from the Overstrand Traffic Department to Human Resources, starting as Administration Clerk. Since then she has been involved in Human Resources assignments for the Municipality in which she has shown her potential to think at a strategic level and that she has the skill to bring the bolts and nuts together in developing workable solutions. Some of the areas in which she has worked include Human Resources Policies, Implementation of Employment Equity deliverables, and Project Grey Power.

When asked about her future plans for Human Resources (HR), she said that her primary objective was to establish a culture amongst all HR staff to accept



ownership of what each staff member is contracted to do, based on the following four principles: understand clients' needs; deliver a consistent and quality service to all clients; manage clients' expectations through regular and effective communications and provide feedback on all aspects of service delivery; and lastly, maintain positive relationships with all clients.

Lucinda holds a B.Com Hons. degree from UWC and is a registered psychometrist with the Health Professional Council of South Africa (HPCSA). Between her work, feeding the kids in the evenings and keeping her husband happy, she also intends to study for her Master's degree in the near future.

# LIEF & LEED • JOY & SORROW



## Trust one another!

It looks as if we will always have happy faces around us because we saw this again when Essie got married to Petrus Molert on 27 June 2009. When I first approached Essie she was excited but couldn't give me the details about when she was getting married or where the ceremony would take place. I respected Essie's point of view as I believe that we differ and that some people like surprises and Essie did just that. She really did surprise some of us. It was a lovely winter's day and neither the weather nor circumstances stopped the couple from getting married. The wedding ceremony was attended by family members, friends and some of her colleagues. Essie believes that "the best marriages are built on honesty and that the partners should trust each other from the beginning. Love grows stronger if you let it! It is great to have a marriage based on God forever". We wish them a long and happy marriage.

## "A BUNCH OF BUSH SAVED US"

Those where Sylvia Block's words as she was opening up on how the car managed to land on its roof after it has rolled three times with her and the family inside.

This amazing colleague who kept on until all her family members were out of the car is sharing with us the story of her family's unfortunate car accident and how they were carried through this trauma by her colleagues at Overstrand Municipality.

We moved to Hermanus in July 2005, my husband, Kenneth, and I with our two beautiful daughters, Kristen and Kelsey, from Cape Town. We adapted to our new environment very well and quite easily, but because we missed our family so much, making a trip to Cape Town every other Saturday had become the norm.

On Saturday the 18th of July 2009 we were on our way to visit family in Cape Town. Unfortunately, tragedy struck before we reached our destination. We were involved in a very serious motor vehicle accident and even though our injuries were quite serious, "I thank God for sparing our lives". I had never felt so lost, afraid and totally helpless as I did when I realized what had happened. We were saved by a bunch of bush that stopped the car from rolling and go into the river.

My first instinct was to call my mom who lives in Cape Town (100 km away), but the mere thought that it would take her an eternity to get here, made me call my colleague and dear friend, Desiree Arrison who happened to be visiting her family in Bredasdorp, instead. I cannot remember what I said to her, but I know that within a matter of minutes there were the familiar faces of other fellow colleagues on the scene, there to comfort and support my family and me as we were being attended to by the paramedics and hospital staff. They immediately took it upon themselves to notify our families and stayed with us until they arrived.

While we were in the trauma unit at Hermanus Medi-Clinic, my cell phone started ringing none stop and text messages flooded in from colleagues and friends across Hermanus. Our Executive Mayor, Cllr Theo Beyleveldt, who had been on holiday in New Zealand at the time had also come to hear of our accident and immediately sent us a text message wishing us well. My heartfelt thanks to Mr Neville Michaels, Lorenzo Isaacs and Desmond Lakey, who immediately came out to give us the moral support we so needed at the time.

Desiree Arrison, my "boss" and friend, thank you so much, for being there for us in our hour of need. Thanks for visiting us in hospital every single day for the duration of the two weeks which we spent there. No matter how tired you were, you always made an effort to see us, sometimes twice or thrice a day. On the days when we hit rock bottom, you were there to listen, hold our hands and dry our tears. I am reminded of the lyrics of a song by Celine Dion: "You were my strength when I was weak, you were my voice when I couldn't speak, you were my eyes when I couldn't see, you lifted me up when I couldn't reach, you gave me faith because you believed...you stood by me and I stood tall, I had your love, I had it all... I was blessed because you loved me!"

To all my friends and colleagues at the Overstrand Municipality, THANK YOU for carrying us in your thoughts and prayers, for the phone calls, text messages, flowers, hospital visits and words of encouragement. You have overwhelmed us with your love and support and I thank God for showing us that we do indeed have "family" in Hermanus.

## ONS TREUR SAAM MET...

Loretta Swartz (Stadsbeplanning, Hermanus) en haar man, met hul ontsettende verlies; en Snr Insp Ynanda Lemmer (Wetstoepassing, Hangklip-Kleinmond), met die heengaan van haar moeder.

Dra hulle op in jul gebede en onderskraag hulle waar julle kan.

## WE WILL REMEMBER THEM

Kappie Nico Visser was born 15 August 1951 and died 12 August 2008  
Nkosikhona Khuzani was born 15 December 1977 and died 24 September 2008  
Henri May was born 15 January 1963 and died 20 October 2008  
Isaac Sauls Sakkie was born 21 August 1957 died 4 May 2009  
Mthetho Ernest Julias was born 27 May 1969 died 25 July 2009



"Ek gee nie om hoe mooi hy sing nie, 'n boete bly 'n boete!"

## GEWILDE VERKEERSMAN

Die dag as jy die onderwerp van 'n spotprent in 'n dorpskoerant word, moet jy weet jy is geliefd of omstrede. Phambili glo die eerste opsie is van toepassing op ons verkeerskollega in Gansbaai, André Malan. Met sy sangtalent het hy binne 'n kort tydjie vir hom 'n groot plek in dié gemeenskap oorgeskop. Dankie aan Gansbaai Courant vir die vergunning om ook die spotprent te gebruik.

## KOM ONS HELP MEKAAR!

Wanneer ruimte dit toelaat sal Phambili kort geklassifiseerde advertensies plaas. Dit werk op die grondslag dat die advertensie wat eerste inkom, eerste geplaas sal word en wanneer die ruimte vol is, sal dit tot die volgende uitgawe oortaan. Kontak Noluthando Zweni by 8911 of per e-pos om reëlins te tref.

### DVD COPIES

Do you have VHS video cassettes and don't know what to do, Yes, DVD machines are taking over. I can copy your VHS cassette on a DVD disk. Interested? Call Nigel @ 083 995 5106 for a price.

### VIDEO SPECIALS:

Movie contracts:  
Standard - R180; Movie Fans - R270  
Movie Junkie - R360  
If you need more information on these

specials, please contact Leandra on 8134

### CLEANING CHEMICALS

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

### 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.