

APPOINTMENTS AND PROMOTIONS

Appointments in August 2009

Johannes Bester	Worker: Parks (Start 11 Aug) Gansbaai
Mzonzima Mgoqi	Worker: Streets & Stormwater (Start 11 Aug) Kleinmond
Vuyisile Tshangani	Worker: Water & Sewerage (Start 11 Aug) Kleinmond
Douglas Koli	Worker: Parks (Start 11 Aug) Kleinmond
Jonathan Abrahams	Worker: Parks (Start 11 Aug) Kleinmond
Melanie Tenner	Conveyance Clerk: Property Transfers & Administration (Start 11 Aug)
Andrew Baadjies	Worker: Solid Waste (Start 11 Aug) Stanford
Xolile Jizani	Worker: Sewerage Dist. (Start 11 Aug) Stanford
Raywill Arendse	Worker: Sewerage Treatment (Start 11 Aug) Stanford
Phumile Mphambo	Worker: Parks (Start 11 Aug) Stanford

Constance Hermanus	Worker: Refuse Removal (Start 11 Aug) Stanford
Emmanuel Nakani	Senior Worker: Sewerage Treatment (Start 11 Aug) Stanford
Lynton Swartland	Senior Worker: Solid Waste (Start 11 Aug) Stanford
Vuyani Mqakaza	Senior Worker: Parks (Start 11 Aug) Stanford
Mncedi Mbanyaru	Worker: Parks (Start 11 Aug) Gansbaai

Promotions in August 2009

Heathley Platjies	Machine Handler: Parks
Dirk van Niekerk	Senior Electrician (Kleinmond)

Appointments in September 2009

Veronica Allen	Senior Accountant: Financial Statements
Johannes October	Operator Grade II: Front end Loader: Streets & Stormwater Gansbaai

VERJAARDAE IN SEPTEMBER / BIRTHDAYS IN SEPTEMBER

NAAM/NAME	DAG DAG	DEPARTEMENT DEPARTMENT	DORP TOWN
Gillion, Theresa	1	Area Management	Hermanus
Cekiso, Miniawe	1	Operational Management	Hermanus
Arries, Jonwin	2	Protection Services	Kleinmond
Eksteen, Donovan	3	Operational Management	Hermanus
Gcobo, Lindelwa	3	Operational Management	Hermanus
Smit, Tanya	3	Operational Management	Gansbaai
Rust, Rian	4	Finance	Hermanus
Swartz, Loretta	4	Town Planning	Hermanus
Gwadiso, Jongikaya	4	Electrical Services	Gansbaai
Newman, Leonard	4	Operational Management	Gansbaai
Mthetho, X	5	Operational Management	Hermanus
Sitemela, Nomfanelo	6	Area Management	Hermanus
Du Preez, Liezel	6	Supply Chain Mngmnt	Hermanus
Swardt, Johannes	6	Electrical Services	Hermanus
Le Roux, Johannes	6	Operational Management	Gansbaai
Lourens, Dirk	6	Electrical Services	Gansbaai
Tutu, Violet	6	Councillor	Gansbaai
Makka, Devan	7	Operational Management	Kleinmond
Jones, Ingrid	7	Building Control	Kleinmond
Mteyise, Zweilibanzi	8	Operational Management	Hermanus
Seconna, Marcell	8	Protection Services	Hermanus
Mtoto, Xolisani	9	Operational Management	Hermanus
Forbes, Grant	9	Infrastructure & Planning	Hermanus
Litoli, Patrick	9	Operational Management	Kleinmond
Maholwana, Mzuvukile	9	Operational Management	Gansbaai
Mbanyaru, Mncedi	9	Operational Management	Gansbaai
Cupido, Deon	10	Area Management	Hermanus
Qebeyi, Lungelwa	10	Protection Services	Hermanus
Mojaki, Jan	10	Area Management	Kleinmond
Goldenhys, Antoinette	11	Finance	Hermanus
Kadina, Enoch	11	Operational Management	Gansbaai
Floors, Frans	12	Operational Management	Hermanus
Strydom, Jan	12	Protection Services	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, Irene	14	Area Management	Hermanus
Jansen, Hurman	14	Protection Services	Hermanus
Neethling, Rita	14	Finance	Hermanus

Lotz, Sydney	14	Electrical Services	Gansbaai
Kuchar, Riaan	15	Infrastructure & Planning	Hermanus
Steyn, Leon	15	Infrastructure & Planning	Hermanus
Smith, Andre	15	Operational Management	Kleinmond
August, Elgervin	15	Operational Management	Kleinmond
Van Niekerk, Dirk	15	Electrical Services	Kleinmond
Lakey, Wilma	16	Corporate Projects	Hermanus
October, Bradley	16	Operational Management	Kleinmond
Oktober, Margaret	17	Area Management	Kleinmond
Grobler, Salamon	17	Operational Management	Gansbaai
Majavu, Mxolisi	18	Operational Management	Hermanus
David's, Zilleen	18	Finance	Hermanus
Eyberg, Dedre	18	Operational Management	Gansbaai
Rooi, Stefanus	19	Operational Management	Stanford
Ndilela, Prisca	20	Finance	Hermanus
Zungula, Pumla	20	Area Management	Kleinmond
Swartz, Valmarie	21	Sup Chain Mngmnt	Hermanus
Afrika, Johannes	21	Operational Management	Kleinmond
Muller, Carl	22	Operational Management	Kleinmond
Zweni, Nceba	23	Electrical Services	Hermanus
Solomon, Renaldo	23	Protection Services	Hermanus
Cupido, Alethea	23	Area Management	Hermanus
Kees, Henry	23	Operational Management	Gansbaai
Abrahamse, Johannes	23	Operational Management	Kleinmond
Gaika, Ludwe	24	Operational Management	Hermanus
Klaas, Christopher	24	Operational Management	Gansbaai
Griffiths, Willem	24	Operational Management	Kleinmond
Human, Hein	25	Corporate Projects	Hermanus
Muller, Stephen	25	Municipal Manager	Hermanus
Blignaut, Hanrè	25	Infrastructure & Planning	Hermanus
Lobb, Brian	25	Protection Service	Gansbaai
Ngqoshana, Yvonne	26	Operational Management	Hermanus
Aplon, Angelo	26	Protection Services	Hermanus
Diedericks, Joseph	27	Operational Management	Hermanus
Madikane, Solly	27	Municipal Manager	Hermanus
Du Toit, Vanessa	27	Area Management	Gansbaai
Mkangeli, Mayenzeke	28	Operational Management	Hermanus
Makheke, Mandla	28	Operational Management	Hermanus
Du Plessis, Johannes	28	Operational Management	Gansbaai
Doty, Reagan	28	Operational Management	Gansbaai
Oliver, Geneene	29	Operational Management	Kleinmond
Rutzen, Christina	29	Area Management	Gansbaai
Bester, Johannes	30	Operational Management	Gansbaai



Veranderinge in Raad Ampsketting vir Scholtz

Die 64-jarige Petrus Albertus Scholtz van die Demokratiese Alliansie is op 1 September tydens 'n raadsvergadering onbestede tot uitvoerende onderburgemeester verkies.

Hy kom in die plek van raadshere Verrell Herbert, wat op 31 Julie vanjaar uit die amp getree het. Herbert het reeds na Australië vertrek om nader aan sy dogter en kleinkinders te wees. Ook sy bejaarde vader woon in Australië.

Scholtz, wat 'n lang loopbaan in die SA Polisie gehad het en as 'n brigadier uitgetree het, dien reeds sedert die totstandkoming van die Overstrandse Munisipaliteit in die raad en het nog deurentyd die Demokratiese Alliansie as wyks-raadslid verteenwoordig.

Na die 2006-verkiezing is hy deur die Uitvoerende Burgemeester, rdl. Theo Beyleveldt, as lid van die Burgemeesterskomitee aangewys, aanvanklik vir die Finansies en Bestuursdiensportefeuille, maar met die herskikking van die komitee het hy die portefeuille vir Infrastruktuur, Beplanning en Ekonomiese Ontwikkeling oorgeneem en sal dit steeds as Onderburgemeester hanteer.

Rdl. Philip Appelgrein is as die nuwe lid van die Burgemeesterskomitee aangewys. Hy sal verantwoordelik wees vir sowel Gemeenskapsdienste as Beskermingsdienste. Mnr. Appelgrein is die wyks-raadslid van Kleinmond, waar hy woon en tot onlangs by die privaat-skool Kogelberg betrokke was.

Die Demokratiese Alliansie het mnr. Rudolf Smith aangewys as proporsionele raadslid in mnr. Herbert se plek. Mnr. Smit is 'n gemeenskapsleier van Hawston.

Phambili!

Municipaliteit • U-Msipala • Municipality

OVERSTRAND

Vorentoe/Forward

Uitgawe/Issue 9/2009

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REDAKTEURSBRIEF

'N BIETJIE AANMOEDIGING

Moet tog nie dat vrees of enigiets jou verhoed om jou drome te wesenlik nie. Onthou jy nog drome wat jy vir jousef gehad het toe jy jonk was, die dinge wat jy wou bereik, die loopbaan wat jy wou volg om 'n werklike verskil te maak, die lewensstyl wat jy gedink het jy gaan lewe ... hoe het hulle nie oor tyd vervaag nie!

Soms, trouens meestal, het jy niemand anders om te blameer as jousef nie. Miskien was die pad wat jy wou stap te moeilik of was jy te lui om jou doelwitte na te jaag.

Maar soms is dit omdat jy toegeelaat het dat iemand anders beïnvloed oor jou lot geneem het.

Hoekom gebeur dit? Soms is dit omdat ons te bang is om ons eie opinie te lug of ons eie wil in te span. Ons is bang vir kritiek, of selfs erger, konfrontasie, of ons selfbeeld is te laag.

Maar laat ek reguit vir jou sê die beter om te probeer en te faal as om glad nie te probeer nie.

In this issue I want to convince everyone who thinks that he or she is nothing in life that you are somebody and that you can be proud of who you are. Just think about how many successes and achievements may not have materialised had the person involved backed down and backed out because of fear. I found a lovely motivational piece that I am sharing with you in this regard.

September is traditionally a very busy month. For us it means that we must prepare for Casual Day, Heritage Day and the Whale Festival... and the arrival of Spring, a time to clean up our hoards and start preparing our lands for the new season of growth, figuratively speaking. So get out there, dust off your dreams and work on achieving them — and enjoy all that life has to offer you.

Till next time.

**NOLUTHANDO
ZWENI**
REDAKTEUR/EDITOR



Casual Day



Casual Day 2009 Living in financially challenging times does not change Overstrand Municipality employees a bit; giving to the needy is our motto. Neither recession nor anything can change us. Casual Day is celebrated nation wide, which is why every year we participate and buy the stickers to show our support. We know the money we donate makes a real difference to the lives of disabled people. This year's theme was very interesting as it united everyone in the municipality and people showed their interests in a funny and joyous way... from Gansbaai to Kleinmond. In Hermanus the White House regained the trophy with a unique presentation of every aspect of a soccer team, from having a Sangoma, Doctor, Cheer Leaders, Zakumi, Mr Referee and the Bafana Bafana themselves whaaah!!!!!! If you where not there you have missed out. For a spell that works, try our own i-Sangoma, Adelaide Nkanunu.

COUNCIL ADOPTS HIV/AIDS POLICY

Council adopted a HIV/AIDS Workplace Policy for the Overstrand Municipality at its September meeting.

This policy was initiated by the Gender Committee of which Marianné Beyleveldt, the Mayor's wife, is the patron and Desirée Arrison the chairperson. Drafted by the Africa AIDS Centre of the University of Stellenbosch, a committee of officials from various disciplines and organised labour were involved in the process.

With this move Overstrand Municipality accepted its responsibilities with regard to the management of HIV/AIDS, a global crisis which is also affecting us as staff. Money was made available for the implementation of an Employee Assistance Programme on the current operational budget.

Key principles underlying the policy include non-discrimination, voluntary counselling and testing, confidentiality and access to counselling, care and support. The workplace programme will include awareness programmes, prevention programmes, care and support programmes, management programmes, human resource policies and systems and monitoring mechanisms.

The aim of the policy is amongst others to protect the municipality's most important asset, namely human resources, and to eliminate unfair discrimination and dismissal in the workplace based on HIV/AIDS status. It is not only about managing employees who are infected and affected by the disease, but to prevent further infections of HIV within the municipality.

An HIV/AIDS Committee has been established to ensure communication about the policy and to oversee and monitor implementation of the policy and the relevant workplace programme. This committee consists of employees of different directorates, union representatives and management.

Although pre-testing will not be required from new recruits and the criterion to be used will be "suitability to fulfil the job requirements", the health section of the application forms for both employment and medical aid must be accurately completed.

Voluntary testing and counselling will be free of charge as part of the HIV/AIDS Workplace Strategy. Results of the tests will be kept confidential, but counselling

will be arranged if employees receive HIV positive results.

Such employees may continue to work as long as their condition allows, provided that they meet the required performance standards and are not a threat to their own safety or that of others. Provision is made for reasonable job modifications or job transfers. The normal sick leave benefits will apply and ill health retirement because of AIDS will be handled in the same way as other causes of ill health. An employee with HIV/AIDS is entitled to normal Pension Fund benefits.

A non-discriminatory environment will be created in the Overstrand Municipality by means of education, awareness programmes, and disciplinary procedures if there is a breach of confidentiality and partnerships will be forged with organisations that are involved in HIV/AIDS issues.

As HIV/AIDS is not static and policies addressing aspects of the pandemic will be revised from time to time, the Overstrand Municipality will review its policy regularly to evaluate its effectiveness and to take cognisance of new initiatives.



OPVOEDKUNDIGES: Gansbaai se personeel staan nie sommer terug nie – selfs nie as daar van hulle verwag word om 'n woelige groep skoolkinders onder hande te neem wanneer hul leerplan vereis dat hulle oor water en rioolswiwing onderrig moet word nie. Laerskool Gansbaai se skoolhoof, mnr. Eben van der Merwe, het boonop self saamgekom toe die klas op 28 Augustus vanjaar die Water- en Rioolwerke besoek het, asook Pearly Beach se dam. Henk Franken, superintendent: water en riool, Martin Taylor, werke-operateur, en Hugh-Daniel Grobler, leerling- werke-operateur, het die rol van die ondervysers oorgeneem. Hopelik het hulle hul so goed van hul taak gekwyd dat al die leerders volpunte in die eksamen gaan kry. Areabestuurder Kat Myburgh sê hy was baie beïndruk met die inisiatief en die werksrots wat tydens dié besoek na vore gekom het.



LIBRARY VISIT: It probably does not need an educationalist to convince one that the reading culture is very important for your child's performance at school. Nevertheless it is nowadays grossly neglected and television is blamed for this state of affairs. Our competent librarians are trying to do something about this and where is a better place to start than with the pre-primary learners? In Hermanus this group from Wippie en Snippie listened like sweet porcelain dolls to the library lady, Alette Kotze on 17 August – and they were thoroughly spoilt. There was a colour-in competition with lovely books to win! During September the Hermanus Primary School will be introduced to the library and in October it's time for the Municipal Show again when hundreds of high school pupils will amongst other places, visit the library.



GANSBAAI ELECTRICAL DEPARTMENT PROUD OF ACHIEVERS

A group from Gansbaai Electrical Department received certificates for completing a course on operating mobile elevating platforms in Gansbaai on the 25 March 2009. Two colleagues from this group, namely Mr Dirk Lourens and Brian Jantjes, also received certificates for attending a general metering course at Eskom at Brackenfell on 3 April 2009. We would like to congratulate them on the successful completion of the course and hope that other colleagues will follow the same steps in developing themselves.

GEEN LYN, GEEN PROBLEEM

Geen verskoning word geduld as dit by dienslewering deur die Munisipaliteit Overstrand kom nie – nie eens diefstal van ons telefoonlyn nie.

In die nag van Woensdag 2 September is Telkom se kables na Zwelihle deur dié afgesny en verwyder. Ons Behuisingdepartement is daardeur geraak en plan moes gemaak word. In die loop van die dag is die boodskap uitgestuur dat die amptenare op hul selfone gekontak kan word totdat die telefoonlyn herstel is.

Vrydag het die boodskap deurgekom dat hulle nou weer by hul gewone nommers geskakel kan word. Die krediet daarvoor kom ons eie Informasie- en Kommunikasietegnologiese departement toe danksy ons radiofrekwensienetwerk. In 'n volgende uitgawe wei ons daaroor uit.

Intussen knap gedaan aan Behuising en IKT! Julle wys ons hoe om 'n plan te maak. Klages is intussen by die Polisie gelê en ons hoop die boosdoeners ry gou aan die pen.

MEDICAL FUNDS HERE ON 29 OCTOBER

OFFICE PERSONNEL	08:30 - 09:10	BONITAS
	09:10 - 09:50	SAMWUMED
	09:50 - 10:30	HOSMED
	10:30 - 11:10	LA HEALTH
	11:10 - 11:50	KEY HEALTH
OUTSIDE PERSONNEL	12:30 - 13:10	BONITAS
	13:10 - 13:50	SAMWUMED
	13:50 - 14:30	HOSMED
	14:30 - 15:10	LA HEALTH
	15:10 - 15:50	KEY HEALTH



AFNAME IN DIE GEBRUIK VAN SIEKVERLOF

Verbeterde personeelbestuurspraktyke het nie net tot 'n drastiese afname in die gebruik van siekverlof onder Overstrand-amptenare gelei nie, maar bespaar die munisipaliteit ook miljoene rand.

Volgens 'n verslag van die Departement Menslike Hulpbronne het die gemiddelde aantal dae per jaar wat werknemers met siekverlof van die werkplek af weg is van 22.43 in 2005/06 tot 5.53 in 2008/09 afgeneem. In dieselfde tydperk het die permanente personeelskorps van 738 tot 931 gegroei. Die totale aantal dae wat weens siekverlof verlore gegaan het, het van meer as 16000 per jaar tot 'n raps meer as 5000 verminder.

Die finansiële implikasie hiervan kan nie presies bepaal word nie, maar as dit slegs op die lone van werkers op posvlak 16 gekoppel word, beloop die waarde meer as R3 miljoen.

Dié sukses word aan groter betrokkenheid van bestuurders by die bestuur van siekverlof asook die aanstelling van 'n beroepsverpleegkundige in Desember 2007 toegeskryf.

Tot 12/05/2006 is daar slegs gekonsentreer op ernstige siekvalle en werknemers wie se siekverlof naby uitputting of alreeds uitgeput was. Slegs twee gevalle is aan ongesktheidsondersoek onderwerp.

In 2006/2007 het van die pensioenfondse munisipaliteite versoek om ongeskiktheid na 10 werksdae van afwesigheid te rapporteer. In daardie jaar is ses gevalle van ongeskiktheid deur middel van die ongeskiktheidsproses gehanteer.

In 2007/2008 was daar 57 ondersoek en opvolgondersoeke op personeel wat meer as 15 dae siekverlof geneem het. In die pas afgelope boekjaar het die Raad 'n Beleid op Ongekiktheid/Swak Gesondheid aanvaar. Vier en veertig ondersoek is gehou.

Volgens die verslag moet krediet aan die Departement Menslike Hulpbronne se senior klerke op Gansbaai, Hermanus en Kleinmond gegee word vir hul rol in die aanmelding van gevalle. Goeie samewerking word ook van die Salariskantoor ontvang.

Daar is nog 'n paar haakplekke, maar die Departement glo dat hulle binnekort 'n totale sukses van die proses sal maak, veral wat opvolgwerk betref.

LIEF & LEED • JOY & SORROW

GUESS WHO TURNED 50



Glenda Saunders turned 50 years on Friday 14 August and received one of the biggest surprises of her life when she walked into a room full of colleagues, waiting to celebrate the day with her. She couldn't hold back her tears when she entered the room. Even her boss was there to declare that Glenda is one of a kind: humble yet full of fun. "I am glad to witness her turning 50 in number but not in appearance," Roderick Williams said before wishing her many happy returns. Her gift from the colleagues was a beautiful red handbag to complement her red hair.

SURPRISE BABY SHOWER

Elize Hess, known to all as a member of the Human Resources department and recently promoted to clerk in the Onrus office, was surprised with a baby shower. Already on maternity leave, excitement ran high when Elize came into the office as usual after a doctor's visit to greet her friends and to her surprise found a whole party there. The room was full of cakes, food and drinks and best of all friends to celebrate with her. You must understand colleagues that it is small gatherings like this that draw people closer. Most people remember their colleagues because of small events and surprises they have arranged for them and they do make an impact on people's lives. We hope her little one will bring joy in the Hess family.



WEDDING BELLS ON BEACH

Barbara Rogers recently got married to Glenn Pearson in a romantic ceremony on the beach in Arniston. Barbara and Glenn have been together for many years and celebrated the big day by inviting family and friends to spend the weekend with them in Arniston. Barbara's comments on the day: "It was a beautiful day, surrounded by the people closest to me and one that I will never forget. I married my best friend and I couldn't be happier."

Motivation

When someone tells you that you can't do something... **Look around...**

Consider all options...

Then **GO** for it!

You've gotta **stick**

your neck out!

Use all your skills

and **positive attitude!**

Be creative!

In the end, you will **succeed**

and **prove** them wrong!

Always remember

"Nothing is impossible, if your heart is willing and your attitude is positive!"



"It's not your size that counts, it's the size of your heart" - Joel Osteen



"Through You I can do anything, I can do all things, 'cause its You who gives me strength - nothing is impossible"

Nog Loslitdag pret



Casual Day
Loslit Dag