



## IIMBASA NGENKONZO ENDE

Kwintlangano kaSeptemba yeBhunga abasebenzi abathandathu baseOverstrand bawongwe ngenkonzo ende engaphaya kweminyaka engamashumi amabini. USodolophu uTheo Beylvedt uyivisene bano kananjalo wabubela ngokuzimkelela kwabo kwinkonzo kaMasipala. Ukusuka ekhohli ukuya ekunene ngumalusi Dlongwana, umsebenzi okwinqanaba eliphuzulu kugutyulo-indle eHermanus, uCeba Beylvedt, uJames Johannes Ward, umqhubi womatshini kwicandelo leepaki eHermanus, uWerner Zybrands, uMphathi kaMasipala, uCecile Jonkhed, uManejala weHlangip-Kleinmond, noNuzana Matakata, umsebenzi wasekwandle okwinqanaba eliphuzulu. Abebegekho xa kuthathwa lo mfanekiso nguMnawwe Christopher Cekiso, ongumsebenzi kwicandelo lamanzi emvula ahaba ezitratweni eHermanus.

## UMTHETHO WOKUSEBENZISA IFONI UMISELWE

IBhunga lamkele umgaqo weefoni oza kukho-kelela ekurhoxisweni kweehkontraka zeeselula ezili-112 okulinyathelo lokugqibela kwintlangano zokunciphisa inxaxheba kulo nyaka uduleyo.

Kulo nyaka udululeyo uMasipala sele onge ngaphezu kwesigidi esi-R1.2 ngokunciphisa inkcotho yenyanga yokwenza ikopi. Ifoni nayo ilawulwa ngaphakathi ukwenzela ukulawula ukusetyenziswa kweefoni.

Ukusetyenziswa kwe-radiyo kaMasipala phakathi kukandukunkulu namaziko olawulo kuzithobe iindleko zonxibelelwano ngama-R240 000, ngeli lixa ukukhutshwa kweefoni ezingeyomfuneko ezingama-31 kukhokelele ekongweni kwemali esi-R160 000.

Injongo yalo mgaqo kukulawula ukusetyenziswa kweefoni kumasipala nokujinisekisa ukusetyenziswa kakhulu kweefoni kumasipala

nokujinisekisa ukwabisa okuchanekileyo kwe-malisibonelelo yeselula. Ngaphaya koko injongo yalo mgaqo kukufundisa abasebenzi indlela eyayo nenekathalo ekusebenziseni ifoni.

Ubasebenzi inombolo eyi-PIN ukuze ungene kwizibonelelo zikasipala. Xa ufonele umcimbi wakho wabucala ezi ndleko ziza kukhuzulwa emvuzweni wakho. Indlela yokusebenzisa ifoni sele ichaziwe.

## KWENZEKE NTONI KWISIBONELELO?

Unyusomivuzo olusulela kuJulayi luba-ngele ukuba amanye amagosa angasifumanisi isibonelelo sexeshana esingatsalelwa penishini ebeshambelana ne-TASK.

Esi sibonelelo sihlawulwe ngoMatshi kulo nyaka ngenjongo yokwamkelwa kweziphuzo zemivuzo ye-TASK zisamkelwa liBhunga lothethathethwano nge-mivuzo.

Esi sibonelelo besisekwe kumahluko phakathi kwemivuzo kaMasipala nemivuzo yeqanaba le-4 endululwa ngokwe-TASK.

Abasebenzi babekwe kwelona nqanaba likufuphi kwelomvuzo we-TASK okanye bahlala kuloo mvuzo bakuwa kumvuzo ungaphazulu kwona uphezulu kula manqanaba matsha.

Kuthethathethwano lwemivuzo lokugqibela umcimbi we-TASK ukhuthiwe kwiingqozo yaza ke imivuzo ngokwe-TASK ayabi yonxalenye yesivumelwano nge-mivuzo.

Isiphumo kukuba kuninzi lweemeko amaqanaba esiqhelo emivuzo ngoku angcono kunalowo eTASK. Umhla wethethathethwano nge-mivuzo wawumiselwe ukuba ube sekupheleni kukaOkthobha kodwa ngoku kufunyaniswa ukuba ezi ngokho zimiselwe ixesha elingachazwanga.

# Phambili!



Vorentoe/Forward

Indaba 10/2009

Okthobha 2009

## INQAKU LOMHLELI

### MASIYIKHULISE INKUCUBEKO YETHU

Inkucubeko yinto engenakuze ibiwi okanye yokuthwe kuwe ingakumbi ukuba yatyeleka kakuhle yakhula kuwe. Ngamanye amaxesha kuthiwa ziindlela zokuziphatha, sinento yokuyilabala into ebalulekileyo yokufundisa abanye ngecawe, ngesikolo nangemibutho yezenkucubeko. Gxa wam yazi ukuba usisigala nesiphelo sento yonke. Nguye omele kuyisebenzisa inkucubeko yakho uyidlulisele kwisizukulwana esilandelayo uyikhusele ingonakali.

Ndiyibulela kakhulu inkaso ebonakaliswa nguMasipala wethu kumanyathelo eendlela zokuziphatha kule ndawo yethu. Kwezi nyanga zimbalwa zidululelo besikhuluzwa kwiibhodi zezaso nakuLindi-xsha weOverstrand ngenqiso zeeendlela zokuziphatha eziyintlopiho, ukuthembeka, ukuthatha uxanduva, ukungabinamkhethe, ukuba nenkathalo nokuba ngummi ongu-ye. Akunzima ukuphila imihla ngemihla ngezi ntshya kwaye kuya kwenza umahluko omkhulu eluntwini.

Kweliye icala masizunge ngoMasipala wethu ngokusebenzisa imali ebhala phantsi yonke into yemveli kwindawo yethu ekhuse-lazi khawo ezidla neendawo ezibalulekileyo kunye nendalo.

Utyelelo kule nyanga olwenziwe ziink-khali zomthanyama zityelelo uSodolophu lusikhumbuze ukuba sineenkucubeko ezahlukeneyo nezinye. Masizike ithuba si-fundise ngeenkucubeko zabanye abantu zing-ge ukuba oku kuzasenzela ntoni na.

Oku ndikufumanise kukhuthaza ndangoda ukuba simele ukuba siithathe inkxakalelo siqwalasele ingcaciso eyodwa, etyebileyo neyakhayo ekwinkucubeko yomntu ngamnye. Sidulana mihla le kodwa akukho mntu ukhe athathe inkxakalelo yokujonga, afunde aqonde komnye umntu. Indawo esisebenza kuyo ingangcono ukuba singathathalelana.

Umboniso kaMasipala udale ithuba loku-ba sisebenzane wavelisa umxube wendibano efumaneka kwimveli yethu eyonwabe-yise yafundisa amakhulu-khulu eendwendwe ukusabela ngomhla we-6 ukuya kowe-9 Okthobha. Okunene izifol zethu kulo nyaka bezahlukile kwaye wonke umntu wenza inzame ezinkulu ukwenzela ukuba lo mboniso walo nyaka ube nempumelelo.

Ndinebhongo ngolu sapho kwaseOver-strand, ukususeka kwiNdelela A (abachweli) ukuya kubabonisi namontombazana nama-khwenkwe angamama. Kumele ukuba be-kunzima ukufumanisa esona siloli siphumelele-leyo kodwa ke mandivuyisane neSebe leZombane eliqagambise lo msebenzi. Ngokwezame lim-bono sonke siphumelele ngokuba loMboniso. Singabho!

Nangomso!

NOLUTHANDO ZWENI UMHLELI



## UMBONISO KAMASIPALA UTHE NGEMBE UKUKHULA

Umboniso walo nyaka kaMasipala obubanjwe kwiZiko likaMasipala eHermanus ukusukela ngomhla we-6 ukuya kowe-9 Okthobha uphinde wanempumelelo enkulu. Amasebe nee-ofisi zolawulo ezithathe inxaxheba zigwesile ngemiboniso eziyibekileyo enomtsalane nefundisayo. Babengaphazulu kuma-500 abantwana bezikolo abatyebile le miboniso kananjalo umdla wabantu basedolophini ubukhuthaza.

## AMANANI AMAKAFIKELELWE XA KUQESHWA NGOKULINGANAYO

Ukwamkelwa kwe-Employment Equity Plan ehlaziyweyo yexesha lesibini lonkxongo ukususeka ngomhla wo-1 Okthobha 2009 de kube nguSeptemba 2010 wesi sicwangciso seminyaka emihlanu ngoku okokugala kunika uMasipala weOverstrand itekeni ezin-gamanani ukususeka ekwamkelweni koMgaqo iEmployment Equity ngoSeptemba 2008.

Amanani eentlanga ngeentlanga afunyenweyo abonakalisa ukuba iOverstrand's Economic Active Population (EAP) yenziwe ngama-47 ekhulwini amadoda nama-53 ekhulwini amanekekazi. Xa kucacululwa ngakumbi kufunyaniswa ukuba i-15.59 ekhulwini ngamadoda antsundu i-14.39 ngamanekekazi antsundu, i-16.14 ekhulwini ngamadoda ebala ukuze i-21.03 ekhulwini ibe ngamanekekazi ebala, i-0.25 ekhulwini ngamadoda amaNdiya, i-0.13 ekhulwini ngamanekekazi amaNdiya, i-14.99 ekhulwini ngamadoda amhlophe ukuze i-17.60 ekhulwini ibe ngamane-kekazi amhlophe.

Kwizikhundla ezingama-932 zakwaMasipala ngoAgasti 2009, ama-28 ekhulwini ayethathwe ngamadoda antsundu, i-3.9 ekhulwini zizaliswe ngabasetyhini abantsundu, ama-36.2 ekhulwini ezaliswe ngamadoda ebala ukuze i-10.4 ekhulwini zizaliswe ngabasetyhini bebala, i-0.01 ekhulwini zizaliswe ngabasetyhini abangamaNdiya, i-12.2 ekhulwini zizaliswe ngamadoda amhlophe i-9.1 ekhulwini zizaliswe ngabasetyhini abamhlophe.

Kikelele amadoda antsundu nawebala akwinazi eliphuzulu kumanqanaba aseantsi ngeli lixa izikhundla ziphezulu zizaliswe ngabamhlophe abangamadoda. Abasetyhini bazo zonke iintlanga balinani elincinci kuzo zonke izikhundla namanqanaba.

Iinjongo ezithe ngqo eziza kubekwa elisweni unyaka lo wonke ziquka:

- Ukuqwalasela ngokukodwa kwabantu abasuka kumaqela atyunjweyo banyuselwe abanye baqashwe kuwo onke amaqanaba namasebe apho aba bantu balinani eliphantsi.
- Kufuneka kufikelele kumanani abasebenzi ngokokugashwa kwabantu ngokulinganayo kumanqanaba ohlukeneyo kuMasipala weOverstrand.
- Uqeqesho olufunekayo oluza kunceda ekugcineni naseku-phuhliseni abasebenzi abakumqabela achongiweyo.
- Ukuqaliswa ngoqeqesho olufanelekileyo, izicwangciso zo-

kuvalwa kwezikhundla ezivulekileyo namanyathelo e-EE ukulingiselela ukumelwa kweentlanga ngeentlanga ngokulinganayo ngokwengulo ye-EEP.

Ngaphezulu, abalawuli beOverstrand bazibophelele kwezi zinto zilandelayo:

- Ukujinisekisa ukuba lonke ucalucalulo luyapheliswa kwi-migaqo kamasipala ekhoyo ngoku nemitsha neyexesha elizayo.
- Kuqhutywe kuzaziswa abantu ngokugqesha kwabantu ngokulinganayo nangobukho babantu abankucubeko zahlukeneyo.
- Ukuqalisa ngeendlela eziza kuqwalasela imiqobo emi endleleni yokuqashwa ngokulinganayo nemi phambi kweenkucubeko ezahlukeneyo. Kuza kuqaliswa ngeendlela zokulungisa oku, ngoluleko okanye ngokuguqula imigaqo okanye ngezinye iindlela ezinokulungisa.
- Ukusebenzisa ukunyelwa kwabasebenzi, ukudinwa kwabasebenzi, ukugaya nokutyumba njengeendlela zokufikelela ekufakeni ngokulinganayo.
- Ukugakuphi namnye umsebenzi esikhundleni sakhe ngexa ye-EEP.
- Ukukhusela izikhundla zabo basebenzi basebenza kakhulu.

Injongo ye-EEP kukugqesha nguMasipala weOverstrand abasebenzi abamele zonke iintlanga. Ukwahlukana ngokweenkucubeko kuyamkelwa kwaye kuxatyiswe kuza kusisiseko semvano nentlango enengabuhlanga. Ukusebenza ngokugqwesileyo kuya kuhlala kuyinto ephambili ngawo onke amaxesha. Amacebo okusebenza nawokulawula aza kusetyenziselwa ukuba umasipala azifikelele iinjongo zakhe engaphazamiselanayo nomgangatho ophuzulu wokumikelela iinkonzo kuluntu olunkucubeko zahlukeneyo noluzindidi ngeendidi.

Amanyathelo athathathwe nguMasipala weOverstrand ukuxhasa nokukhuthaza abasebenzi ngokokugqesha ngokulinganayo aquka iprojekthi ezixhasa abasebenzi ngokuthi abantu abakwiindawo ezihlelekileyo badalele amathuba emisebenzi kwakhwini neziibonelo ezitsha, u-Project Grey Power, iphulo lokunciphisa ukunqaba kwabasebenzi abanolwazi lwemisebenzi ethile, nophando ngabasebenzi.

| Ingama                  | Umhla  | Idolophu | Icandelo                        | Smith, Lesbury         | 13 Oct | HM | Uceba                   | 31 Oct | HM | Inkonzo eziqhubekayo         |
|-------------------------|--------|----------|---------------------------------|------------------------|--------|----|-------------------------|--------|----|------------------------------|
| Mbali, Ludwe            | 1 Oct  | GB       | Inkonzo eziqhubekayo            | Dyanti, Natasha        | 13 Oct | HM | Afrika, Nolita          | 31 Oct | HM | Inkonzo eziqhubekayo         |
| Hatili, Patrick         | 1 Oct  | HM       | Inkonzo eziqhubekayo            | Markus, Jakobus        | 14 Oct | HM | De Jager, Roché         | 1 Nov  | HM | Ezeemali                     |
| Crafford, Malinda       | 1 Oct  | GB       | Ulawulo lwezokwakha             | Sarels, Conrad         | 15 Oct | HM | Daniels, Jeremia        | 1 Nov  | HM | Inkonzo eziqhubekayo         |
| Solomons, Hayley        | 2 Oct  | HM       | Inkonzo zabaphathi              | Adonis, Trevor         | 15 Oct | HM | Makhofa, Sintembile     | 1 Nov  | HM | Inkonzo eziqhubekayo         |
| Kies, Johan             | 2 Oct  | HM       | Umphathi wengingqi              | Moses, Shaun           | 15 Oct | HM | Ngewu, Cradwell         | 1 Nov  | HM | Inkonzo eziqhubekayo         |
| Mtseyi, Thanduxolo      | 3 Oct  | HM       | Inkonzo eziqhubekayo            | Reichert, Andreas      | 15 Oct | HM | Brown, Louis            | 2 Nov  | HM | Inkonzo eziqhubekayo         |
| Ndoko, Abneri           | 3 Oct  | HM       | Inkonzo eziqhubekayo            | Spandiel, Enrico       | 16 Oct | SF | Matthibeli, Mokatsa     | 2 Nov  | HM | Inkonzo eziqhubekayo         |
| Theunissen, Joseph      | 4 Oct  | KM       | Inkonzo eziqhubekayo            | Marais, Alta           | 17 Oct | HM | Corradie, Linda         | 2 Nov  | HM | I-ICT                        |
| Jansen, Nicolaas        | 4 Oct  | HM       | Inkonzo eziqhubekayo            | Phillips, Jacob        | 17 Oct | HM | Klem, James             | 2 Nov  | GB | Inkonzo zemibane             |
| Thorens, Ricardo        | 5 Oct  | HM       | Inkonzo eziqhubekayo            | Groenewald, Coenie     | 17 Oct | HM | Johnannes, James        | 2 Nov  | GB | Inkonzo eziqhubekayo         |
| Greenewald, Coenie      | 6 Oct  | HM       | Umphathi kamasipala             | Nel, Jan               | 17 Oct | GB | Mapukata, Ronnie        | 2 Nov  | GB | Inkonzo eziqhubekayo         |
| Kearney, Don            | 6 Oct  | HM       | Umphathi kamasipala             | Tsemame, Zanemvula     | 18 Oct | HM | Hoonberg, Wilna         | 2 Nov  | KM | Umphathi wengingqi           |
| Jafta, Buselele         | 6 Oct  | HM       | Inkonzo zemibane                | Helesi, Albert         | 18 Oct | KM | Gouws, Pieter           | 2 Nov  | KM | Inkonzo eziqhubekayo         |
| Felix, Filip            | 6 Oct  | GB       | Inkonzo eziqhubekayo            | Abrahams, Karen        | 19 Oct | HM | Niemand, Warren         | 4 Nov  | HM | Inkonzo eziqhubekayo         |
| Cornellius, Charles     | 7 Oct  | HM       | Inkonzo zokhuseleko             | Nkawule, Robert        | 19 Oct | KM | Lamour, Virgil          | 4 Nov  | HM | Izibonelelo zoluntu          |
| Africa, Sonja           | 7 Oct  | HM       | Ezeemali                        | Du Toit, Johannes      | 19 Oct | SF | Moses, Daniel           | 7 Nov  | HM | Inkonzo eziqhubekayo         |
| Bezuidenhout, Phillipus | 7 Oct  | KM       | Isicwangciso-nkqubo sokwakha    | Saula, Mafu            | 20 Oct | HM | April, Alton            | 7 Nov  | HM | Inkonzo eziqhubekayo         |
| Africa, Patrick         | 8 Oct  | HM       | Inkonzo zokhuseleko             | Felix, Johannes        | 20 Oct | GB | Matschke, Welma         | 7 Nov  | HM | Ezeemali                     |
| Swarts, Abraham         | 9 Oct  | HM       | Inkonzo eziqhubekayo            | Dickson, Maureen       | 20 Oct | SF | Brand, Francois         | 7 Nov  | SF | Umphathi wengingqi           |
| Lehleli, Moltatisi      | 9 Oct  | HM       | Inkonzo eziqhubekayo            | Dalaise, Nokulunga     | 21 Oct | HM | Hamilton, Anthony       | 8 Nov  | HM | Inkonzo eziqhubekayo         |
| Windvogel, Elmarie      | 9 Oct  | HM       | Umphathi wengingqi              | Fisher, Rozella        | 21 Oct | HM | Dahl, Debra             | 9 Nov  | GB | Izibonelelo zoluntu          |
| Willemsse, Georgia      | 9 Oct  | HM       | Ezeemali                        | Makumtsha, Mzimasi     | 21 Oct | GB | Bidwell, Michael        | 10 Nov | HM | Inkonzo eziqhubekayo         |
| Fortuin, Bernard        | 9 Oct  | HM       | Imicimbi yezindlu               | Appel, Cyril           | 22 Oct | HM | Sapepa, Michelle        | 10 Nov | HM | Umphathi wengingqi           |
| Ngwenya, Mphahlele      | 9 Oct  | GB       | Inkonzo eziqhubekayo            | Swart, Ulita           | 22 Oct | HM | Daniels, Ricardo        | 10 Nov | KM | Inkonzo zemibane             |
| Europa, Tjibbe          | 9 Oct  | GB       | Inkonzo eziqhubekayo            | Maghassa, Lucas        | 23 Oct | GB | Jansen, Kees            | 10 Nov | KM | Inkonzo eziqhubekayo         |
| Van der Merwe, Willem   | 9 Oct  | GB       | Isicwangciso-nkqubo sokwakha    | Wildschut, (Jnr), John | 24 Oct | HM | Ramahluko, Jackson      | 10 Nov | SF | Inkonzo eziqhubekayo         |
| Matske, Bussie          | 9 Oct  | GB       | Umphathi wengingqi              | Jonh, Reginald         | 24 Oct | HM | Swartland, Lynton       | 10 Nov | SF | Inkonzo eziqhubekayo         |
| Maki, Vukani            | 10 Oct | HM       | Inkonzo eziqhubekayo            | Du Plessis, Martha     | 24 Oct | HM | Maliva, Thozama         | 11 Nov | HM | Inkonzo eziqhubekayo         |
| Mahela, Monwabisi       | 10 Oct | HM       | Inkonzo eziqhubekayo            | Joseph, Daniel         | 25 Oct | HM | Stevens, Aletta         | 11 Nov | HM | Isicwangciso-nkqubo sokwakha |
| Nyalela, Lungisile      | 10 Oct | HM       | Inkonzo eziqhubekayo            | Niemand, Craig         | 25 Oct | SF | Louw, Brian             | 11 Nov | HM | Inkonzo eziqhubekayo         |
| Mdlangazi, Fundiswa     | 10 Oct | HM       | Imicimbi yezindlu               | Hendricks, Edgar       | 26 Oct | HM | Thene, Selebedi         | 12 Nov | HM | Inkonzo eziqhubekayo         |
| Beukes, Alfred          | 10 Oct | HM       | Inkonzo eziqhubekayo            | Malgas, Yvonne         | 26 Oct | HM | Nkoha, Benedict         | 12 Nov | HM | Ezeemali                     |
| Nutt, Hildegard         | 10 Oct | HM       | Ezeemali                        | Dicks, Hennie          | 27 Oct | HM | Cupido, Florence        | 12 Nov | HM | Umphathi wengingqi           |
| Stavridis, Glenn        | 10 Oct | HM       | Isicwangciso-nkqubo ezisisiseko | Kondokter, Ben         | 27 Oct | GB | Karelse, Rachel         | 12 Nov | KM | Ezeemali                     |
| Poni, Vile              | 10 Oct | HM       | Inkonzo zokhuseleko             | Kriel, Jan             | 27 Oct | GB | Lanz (Mostert), Theresa | 12 Nov | HM | Inkonzo eziqhubekayo         |
| Vara, Thembeka          | 10 Oct | KM       | Inkonzo zokhuseleko             | Joja, Anele            | 28 Oct | GB | Nomembe, Bonisile       | 13 Nov | HM | Inkonzo zemibane             |
| Horn, Jacobus           | 11 Oct | HM       | Umphathi wengingqi              | Fourie, Susarah        | 28 Oct | GB | Rea, Jan                | 13 Nov | KM | Inkonzo zokhuseleko          |
| Van Zyl, Louis          | 11 Oct | GB       | Inkonzo eziqhubekayo            | Williams, Cornelius    | 29 Oct | HM | Blankenburgh, Anthony   | 13 Nov | GB | Inkonzo eziqhubekayo         |
| Joja, Sisa              | 12 Oct | KM       | Inkonzo eziqhubekayo            | Brown, Deon            | 29 Oct | HM | Janssens, Heather       | 14 Nov | HM | Umphathi kamasipala          |
| Dickson, Russel         | 12 Oct | KM       | Ulawulo lwezokwakha             | Diedericks, Willem     | 30 Oct | HM | Williams, Roderick      | 14 Nov | HM | I-ICT                        |
| Jonas, James            | 12 Oct | KM       | Ulawulo lwezokwakha             | Stedsman, Antonio      | 30 Oct | HM | Walker, John            | 14 Nov | HM | Ezeemali                     |
| Badjies, Andrew         | 12 Oct | SF       | Inkonzo eziqhubekayo            | Ackerman, Michael      | 30 Oct | KM | Gootyeha, Aron          | 14 Nov | SF | Ezeemali                     |
| Khohakala, Funeka       | 12 Oct | HM       | Inkonzo eziqhubekayo            | Booyens, Frederic      | 30 Oct | SF | Linde, Lilian           | 15 Nov | KM | Inkonzo eziqhubekayo         |



## UZILUNGISELELE IZEHLLO EZIBI

NgoMvulo umhla wama-28 Septemba 2009 uMasipala weOverstrand ubenezifundo ze-Major Incident Medical Management and Support (MIMMS) ebezibanjelwe eCivic, eHermanus.

Ezi zifundo zikwinqanaba elinye nokulungela ezonyango kwaye zifundiswa abasebenzi bexesha likaxakeka ukwenzela ukuba bakwazi ukunceda xa kukho amaxhoba amaninzi engozi.

Bonke abasebenzi (oogqirha, oonesi, abacimi-milo, amapolisa ezendlela, amapolisa nababoneleli ngeenkonzo zikaxakeka (EMS)) abasukela kwiingxaki ezinkulu eOverstrand bamenywa ukuba babe kho kwezi zifundo.

Olu qeqesho luqhutywa nguMlawuli woHlangulo wePhondo leNtshona-Koloni umnu. Neville van Rensburg, ekhokelwa nguNjing. Lee Wallis noGqr. Wayne Smith.

Ezi zifundo zamkelwe yiCPD kwaye bonke abenze ezi zifundo (abasebenzi bee-ambulensi noogqirha) baza kufumana iziqinisekiso zeCPD ezikhutshwa nguNjing. Lee Wallis wecandelo lezokufundela ubugqirha kwiYunivesithi yaseKapa neyaseStellenbosch.



Some of the Overstrand employees who attended the MIMMS course.

## IBHUNGA LAMKELA UMGAQO WOKUGAYA ABASEBENZI

Ngokwamkela umgaqo wokugaya noku-hluza abasebenzi iOverstrand ayanelanga nje ukubhala phantsi isikhokelo sokuthatha isigqibo esisetyenziswe nguMasipala koko imisele isikhokelo sokusetyenziswa kwezivumelwano ngokungenamkhethe kwimibutho yabasebenzi neminye imithetho kumacandelo ngamacandelo kaMasipala.

Olu xwebhu lomgaqo luxhaswa nayiForam yaBasebenzi (Local Labour Forum).

Lo mgaqo uqala kwinto yokuba ican-delo labasebenzi bakaMasipala kufuneka lihambelane neemfuno zokusebenza ku-kaMasipala kusetyenzelwe ukuba abasebenzi basebenze ngokupheleleyo kuqhutywe ukubaphuhlisa.

Ngaphaya koko injongo kukuba ukulvalwa kwezithuba zemisebenzi, ukwakhiwa kwemibutho, uqayo lwabasebenzi, ukhululwa kwabasebenzi, udlwanondlebe nokuqeshwa kwabasebenzi kufuneka lungabinalucalu-calulo kwaye bonke abenzicizelo kufuneka bafumane amathuba alinganayo okukhuphisana ngezikhundla ezivulekileyo. Lo mgaqo kufuneka ufundwe kunye noMgaqo kaMasipala wokuqeshwa ngoKulinganayo neSiwangan-ciso sokuQeshwa ngoKulinganayo.

Lo mgaqo usebenza kwabaqeshwe isigxina awusebenzi kwabaqeshwe ngokwenkqubo yeBhunga yokugaya. Kananjalo awusebenzi kubasebenzi ababambelelo, abeze kukhulula abanye, abancedisa ngexesha lobhoko, abangabaxhasi kwiGrey Power Project okanye benza umsebenzi wekhontakha owordwa. Awusebenzi kubasebenzi besizini.

Ngaphandle kokuqesha umphathi kaMasipala neentloko zamasebe olwenziwa liBhunga, ukuqeshwa kwabasebenzi luxanduva loMphathi kaMasipala okanye abameli bakhe. Zonke izikhundla ezamkelekileyo zibhalwe kwincwadi ekwiSebe leZabasebenzi. Eli sebe liqinisekisa ukuba ukuqeshwa kwabasebenzi kwenziwa ngokuhambelana nesikhokelo sabasebenzi. Indlela ukuqeshwa kwabasebenzi kufuneka ihambelane neSiwangan-ciso sikaMasipala soPhuhliso oluDiBeneyo nenkqubo yokuhlola kwezikhundla. Izikhundla ezisha mazamkelwe nguMphathi kamasipala kuqwa-



laselwe iimfuno zokusebenza kukamasipala.

Kuxhomekeke kwingcaciso eyenziwe ngumlawuli ochaphazelekayo izithuba kufuneka zihlolwe zamkelwe nguMphathi kamasipala phambi kokuba zizaliswe. Izaziso zezithuba kufuneka zilandele imigaqo emiselweyo kwaye izikhundla kufuneka zaziswe ngexesha elinye ngaphakathi nangaphandle. Izicelo ezingeniswe kungekho sikhundla sazisiweyo azisayi kuqwalaselwa kwaye amagosa kamasipala awasayi kuzigcina ezo zicelo. Uku-khangela abazifaneleyo zithuba kuya kwenziwa kuphela kwiimeko ezizodwa kwaye oko kuya kwenziwa kuphela nge-mvume yoMphathi kamasipala.

Ukwebhu olunika iinkcukacha zomenzicelo luthathwa njengencwadi yokwenza isicelo kanti kwezinye izikhundla kuzasetyenziswa iifomu zokwenza isicelo.

Ukuwulungela umsebenzi ngokweemfuno zesikhundla eso kuya kuba yeyona nto iphambili xa kuhluza abafake izicelo kanti kuya kujongwa nokuphuhlisa abantu ababhelelekile ngaphambili. Ukuba akufuneki ziqinisekiso ezimiselweyo kwisikhundla eso amava afanelekileyo, ukusebenza, uqeqesho nokuba

nakho ukuwenza loo msebenzi zizinto eziya kujongwa.

Ukugayela izikhundla kwamasipala akuvumelekanga kwaye ukwenza oko kungabangela ukuchithwa kwesicelo esifakwe ngaloo ndlela.

Ukuba sisizalwane nomntu okwamasipala akuyi kunceda okanye kumbeki engxakini onjalo kodwa makuzanywe kulunyukelwe ukuqesha abantu abazizalwane kwizikhundla apho omnye alawula ngqo kwesi sikhundla kuqeshwe isizalwane sakhe kuso okanye apho kuza kufuneka athathe izigqibo ezimalunga nemali, ibhajethi okanye abe uza kwenza izindululo ngalo uqeshwayo, ukunyusela kwakhe, umvuzo wakhe nokuhuba kwakhe esebenza. Ukuba imeko enjalo iyenzeka nguMlawuli kaMasipala oza kugweba.

Abantu abebesebenza kumasipala baza bayeka baya kuqwalaselwa kuphela emva konyaka emva kokushiya umasipala. Oku kuya kwenziwa emva kokuba uMphathi kamasipala ephinde wajongwa izathu zokuyeka kwabo.

Abameli beyunivini bayavunyelwa ukuba babekho babe liliso xa kusenziwa udlwanondlebe nabafake izicelo zomse-

benzi. Ikomiti inikwa uluhlu lwamagama abantu abafake izicelo kuze kukhethwe abo baza kubizelwa kudliwanondlebe inani labo lingadluli eshumi. La magama akhethwa ngokuba kuqalwe kujongwe abangaphakathi, emva koko ibe ngabenzi zicelo abahlala kule ndawo akuyo umasipala, kulandele abaseNtshona-Koloni kugqibele abakwezinye iindawo zelizwe. ISebe leZabasebenzi liza kuqala liqinisekise ukuba zonke iziqinisekiso zemfundo nezinye iinkcukacha zizezoboko ngenene na.

Amalungu eqgiza lodliwanondlebe kufuneka enze isifundo sokuyigcina ilihlelo yonke into abe aqinisekise ukuba awanamalungu azizizalwane nawo kwabo baze kudliwanondlebe. Emva kodliwanondlebe kufuneka kungeniswe ingxelo enezindululo kuMphathi kaMasipala. Amakhadi amanqaku agcinwa iinyanga ezintandathu emva kokuthatyathwa kwesigqibo. Kungafuneka kufunyanwe nengxelo yeminye imiba yabafaki-zicelo.

Ingxelo yabaxhasi babenze izicelo ifunwa xa sele kukho abakhethiweyo kwenzelwe ukuba kuqinisekise ngemeko yomenzicelo emsebenzini wakhe, umvuzo wakhe, isikhundla akuso, uhlobo lomsebenzi wakhe neemfuno zomsebenzi.

Abasebenzi abatsha baza kufumana ileta ebaqashayo ngosuku abaqale ngalo emsebenzini. Naziphi na iinguqu ezenziwayo kuyo mazibhalwe. Abangena kwizikhundla ezisha baqahwa ithuba leenyanga ezintandathu bengabalingwa ukuze ukukhula kwabo ndlela abasebenza ngayo ihlole qho kwinyanga yesibini. Ukuba bawu ngaphantsi mabaziswe loo ndawo bawu phantsi kuyo ze banikwe inkxaso efunekayo. Ukuba kukho imfuneko ithuba lokuba ngumlingwa lingadiswa ngezinye iinyanga ezintandathu. Ukuba kuthathwe isigqibo sokumchitha lo msebenzi mtsha unelungelo lokufaka isikhaziso.

Ukuba umsebenzi uqashwa esuka ngaphandle kumasipala unelungelo lokuhlulawelela ukuhamba kwakhe esiza kule ndawo aza kusebenza kuyo neendleko zokutshintsha indawo yokuhlala.

Inkqubo yawo onke amanyathelo okuqesha igcinwa ibhalwe ixesha elimiselweyo.

## UVUYO NO SIZI

### Usuku Loonobhala



Leana, Nomi, Soli en Werner



Coenie en Hayley



Umhla wokuqala kuSeptemba luSuku loo-Nobhala lukaZwelonke, suku olo abo baphetheyo banokubonakalisa inkathalo kwabo babenza lula ubomi babo. Oonobhala baseWhite House bamenyelwa kwisidlo sakusasa bemenywa ngabaphathi babo. Ba-khutshwe ngomhla we-10 Septemba 2009 baswa eAristata Guest House. Bonke oonobhala badibana ezi-ofisini zabo emva koko bahamba kunye ukuya eAristata. Wonke umntu wavumelana ukuba ibe yindlela elungile yokuqala usuku. Ukufumana nje intwana yokwaziwa ukuba uyaphila kuyakhuthaza emsebenzini.



Anin, Barbara, Steven en Henk



### NGOSUKU LOKUQALA LWENTLAKOHLAZA

Wonke umntu uza kukhumbula ukuba uMgqibelo umhla we-12 Okthobha 2009 yayilusuku lokuqala oluhle lwentlakohlaza. UTheuns noNicolette bathathe inyathelo labo lokuqala elihle ngokutshata ngolu suku. UTheuns nguMqhubi okwiNqanaba 1: Sewage Tankers eGansbaai Administration.



National Bandana Day

**NGXATSHO KE GANSBAAI!** Ngomhla we-14 Okthobha sibhiyozele uSuku lukaZwelonke lweBandana, usuku olubekelwe bucala ukuba kuqokelelwa imali yokunceda abo banesigulo somhlaza wegazi. Kulo nyaka ulawulo lwaseGansbaai luzibhakile ekuxhaseni olu suku. Bonke abasebenzi bebtwelele ibandana zabo ezixabis ama-R20. Nabanye abantu abasuka kwezinye iindawo zalawulo baluxhasile olu suku. Inye kuphela indlela yokuxhasa olu suku kukuthenga ibandana. Uva kamrandi ya usazi ukuba imali yakho ixhasa into ebalulekileyo kwaye iintsuku ezifana noko kanye ngonyaka. Uluntu maluzikhumbule iiprojekthi ezifana nale luzibeki kweyona ndawo iphambili kwizwangan-ciso zalo zosuku. Ngxatsho ke Gansbaai! Syathemba ukuba kulo nyaka uzayo nezinye ii-ofisi zalawulo ziza kudibana xixhasa le projekthi njengoko zisenza nakwezinye iiprojekthi!

### Unity, Culture, Heritage

It is known as a cultural signifier  
It can be known as a symbol of culture  
It can be known as an object of culture  
It can be known as the pride of culture  
It can also be known as an historic moment or celebration:  
Heritage **unites people**

You can have many definitions or understandings of Heritage, but all revolve around the same idea.

What is culture?  
Who created culture?  
When did cultural beliefs start?  
Why are cultures different?  
Why do we all have different cultural beliefs?  
Culture **unites people**

We have answers to all the questions listed above, all our answers differ due to our Different personalities  
Different values

Different perceptions  
Different opinions  
These answers all **unite people**

With all the differences we might have because of our diverse backgrounds, There is one thing we all have in common.  
We all work at the same premises  
We share the same building  
We share the same telephone system  
We share the same kettle  
We share the same toilet seat  
We share the same drinking water  
Sharing **unites people**

Look at the person next to you,  
The person in front of you,  
The person in your department  
The people in other departments  
The person who leads you  
We are all **united people**

**United** is what we are  
**Culture** is what is created  
**Heritage** is what we become

Happy Heritage Day to the Overstrand Municipality Tribe  
*Composed by: Bulehla Mbane*