

Phambili!



Vorentoe/Forward

Uitgawe/Issue 1/2010

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EDITOR'S NOTE

A FRESH START

Happy Holidays have passed! Our minds are now fixed on how we are going to make sure that our dreams are fulfilled this year, to ensure that 2010 is indeed the prosperous year that every one is talking about.

It is almost irresistible to make New Year's resolutions when the year is still fresh and stretches ahead of us. The only way to ensure that 2010 will be different from all the years that have passed is to take decisive action. New Year's resolutions without the necessary action are simply daydreams.

So how do you motivate yourself to take action, day after day, to turn your New Year's resolutions into reality? Two things are necessary: choose goals that truly inspire you and eliminate bad habits!

We spend so much of our life doing things without actually paying attention to what we are doing. How often have you driven somewhere and not noticed the area you are driving through? On the other hand, bumped into something and reprimanded yourself for being clumsy?

Aan die ander kant is ons dikwels so besig om planne te maak dat ons die genot van die huidige uit die oog verloor. Ek glo dat ons almal meer voluit, gelukkig en betekenisvol wil lewe. Om genot te vind in die klein dingetjies wat ons doen klink eenvoudig, maar in ons vinnig-bewegende, sukses-gedrewe wêreld verg dit toewyding.

Kollegas, ons is reeds in 2010. Alhoewel baie van ons hard gewerk het gedurende die Desember vakansie, was daar tye om te geniet en ons het goeie herinneringe oorgehou daarvan. Ek wil graag dink dat dit te danke is aan die genade van God dat ons almal weer terug is en nog kan lag, liefde betoon en deel uitmaak van 'n familie van verskillende kulture en mense.

Nou, kom ons pak 2010, die jaar waarvoor ons almal gewag het. Laat ons Suid-Afrika help om gasheer te wees vir die beste sokker wêreld beker toernooi ooit. Laat ons die beste diens gee aan die inwoners van Overstrand. Laat ons die klein dingetjie reg doen en geniet wat ons doen, dan sal die groter dinge ook in plek val.

Skouer aan die wiel!

NOLUTHANDO ZWENI
REDAKTEUR/EDITOR



PERFORMANCE BEYOND THE CALL OF DUTY

HIGH PRAISE FOR HARD WORK IN THE HOLIDAYS

Performance beyond the call of duty! That is how one holidaymaker described the efforts of a municipal team that helped him out of a fix on New Year's Day. This example confirms a trend in several other calls the Overstrand Municipality received lately.

During the first meeting of Council this year on 14 January 2010 the Mayor, Mr. Theo Beyleveldt, expressed his appreciation for the hard work of our staff. He said it was one of the busiest summer holiday periods ever with more visitors coming in and staying for shorter periods. This situation was worsened with a spate of attacks on hikers in the Fernkloof Nature Reserve and a high number of serious veld and shack fires.

Outstanding was the co-operation between municipal officials and the SAPD, the Fire Brigade of the Overberg District Municipality, CapeNature, Working on Fire, and security companies. This led to the arrest of the suspected perpetrators of the Fernkloof attacks and the quick quelling of most fires.

These successes were ascribed to the comprehensive forward planning which was done for the holiday period by both the Community Services and the Public Protection Directorates. Their efforts were augmented by the intake and training of public protection reservists to assist with amongst others law enforcement and fire fighting.

Phambili received the following e-mail from a holiday-maker in Pringle Bay, Mr Mike Prior. It speaks for itself.

Mr Prior wrote:

People are very quick to write letters of complaint, but not enough people write to compliment actions beyond the call of duty.

I was astounded at the rapid and positive reaction I got when I called the Water emergency number on New Year's day.

On arriving for a short holiday just before New Year, I was alarmed to find that the water pressure in the house was extremely low - to the point that it took 45 mins to run a bath. At first I thought that there was a general water problem serving the area at the time, so I left it.

However on 1 January, my neighbour



Firefighters combatting a veld fire near Kleinmond. Both men on the front plate are reservists taken in and trained last year.



New Year's Team: Karel Adonis, Carl Muller and Nicolaas Jansen were praised for their efforts to restore water supply to the property of a holiday maker on New Year's Day.

confirmed that his own water pressure was vastly stronger than ours. I called the emergency number and spoke to the gentleman on duty, who took my particulars but warned me that he had two other calls to make before he got around to mine. He duly arrived in the early afternoon, and confirmed that the water pressure to our property was inhibited, and called in for a team to dig up the pipes to check. After some heavy labour, the blockage was found and eliminated, and our water supply was returned to normal.

When I first went out to apologise to the gentleman for having to call him out on a public holiday, he just smiled and said, "We do our best, sir". I later went out with some cool drinks for the digging team, and I got exactly the same

response. In conversation, one of the digging team members admitted that he was called out while settling down for a family New Year's Braai.

What's just as important as the fact that these three men came out at short notice on a public holiday, was their positive and friendly attitude. The service providers at municipalities like Johannesburg (where I live) could learn some lessons from the Overstrand!

My wife and I are planning to retire to Pringle Bay sometime soon, and we look forward to it.

All we can say to Carl Muller, Karel Adonis and Nicolaas Jansen, the small team of municipal employees who were involved, is: WELL DONE!

OVERSTRAND'S MIRACLE BABY

Overstrand's miracle, Hope Miche Samuels, the smallest baby survivor ever born in South Africa, has been released from hospital after three months of intensive care and is now reunited with her parents, Robyn Samuels and Refman Hansen, at their home in Mount Pleasant.

Both her parents are Public Protection officers in the employ of Overstrand Municipality and their colleagues are now rallying behind them in an effort to raise funds to foot the high hospital bill.

Her parents call her "Baby Hope", a name that indicates that there is a blossoming life in that small body that has all the organs functioning normally regardless of their tinyness.

Hope was born at 27 weeks with a weight of 390 g and a length of 26cm on 2 October 2009. She was in ICU for 3 months and 2 weeks. She was born at 27 weeks, when an emergency caesareotomy had to be

performed after it was discovered that she was not growing as a fetus. This procedure was performed at the Constantia Berg Medi-clinic in Plumstead.

Now at 4 months, Miche weighs more than 2.1 kg and her length is 42cm. Baby Hope is growing normally and is healthy and good looking.

Fundraising includes a raffle list with a one night stay for two at Misty Waves Bed & Breakfast, sponsored by Clinton Lerm, as prize. Draws cost R20 each and can be bought until 29 January from Aunty Florrie (8501) in Hermanus.

A "SING FOR HOPE" event will be held on 7 March 2010, with entry tickets for entry at R10.00 and the sale of cake and tea or coffee also at R10.00.

Tickets as well as a list for donations lists are available at Lisl Carolissen in Hermanus, Sup. Xen Titus in Kleinmond, Elmiene Pheiffer at Gansbaai.



Baby Hope

ENTERPRIZE RISK MANAGEMENT (ERM) OFFICIALLY LAUNCHED

Enterprise Risk Management (ERM) has officially been launched in the OM!

ERM is the result of the MFMA requirement that municipalities should have an effective, efficient and transparent risk management system.

Risk can be seen as those factors that could prevent the organisation from achieving its objectives and in this context "enterprise" means each and every department, section and process in the organisation.

National Treasury presented its Public Service Risk Management Framework in March 2009.

Our Internal Audit unit was quick out of the starting blocks to study the information on the Website and compiled a draft ERM Policy, Strategy and Implementation Plan. The concept was presented to the Municipal Manager, the Directors and the Executive Mayoral Committee at various stages between June and October 2009. Council subsequently approved the ERM Policy and Strategy at its meeting of 25 November 2009.

The ERM has many facets and each staff member should become actively involved in risk management. The first and most important thing to understand is that each Department/Directorate must take responsibility for managing its own risks.

A structure was set up to formalise the processes of ERM and this consists of the following:

- Executive Mayoral Committee: Provides oversight and direction, and insists on the achievement of objectives.
- Top Management Team: Considers the high level recommendations of the Risk Committee and monitors and drives implementation.
- Risk Committee: Approves and reviews policies, monitors implementation of ERM and sets tolerance levels.
- Chief Risk Officer: Provides expert advice and reports, assists with risk assessments and implement-

ation, and coordinates the process.

- Management must acknowledge and accept the risks identified and must ensure proper management of the risks. Extreme risks should be permanent items on the managers' agenda and he/she should deal with them personally. He should also ensure that ERM cascades down to all levels of staff and that staff participate in the system.
- All other staff must be familiarised with the policy and strategy, participate in risk identification and implement risk responses.
- Internal Audit will review the effectiveness of the risk management system.
- Audit Committee will review risk tolerance, completeness of risk assessment, emerging risks, risk profile and action plans, adequacy of risk responses and progress with RM implementation.

The members of the Risk Committee are Don Kearney, Interim Chief Risk Officer, Desire Arrison, Management Services, Clint le Roux, Finance, Dirk Crafford, Community Services, Hanre Bignaut, Infrastructure and Planning, Riaan Jacobs, Protection Services, and Shaun Moses, LED.

Phambili congratulates the Committee members on their nomination and wishes them well for their important task. All staff members are urged to support and become passionate about risk management.

Although the Municipality has undergone two comprehensive risk assessments, the Committee must now identify the Top Ten risks it faces and determine how each one should be mitigated, managed or accepted. Many risks involve more than one Directorate and this requires a coordinated approach.

More information will be provided as implementation of the risk management system progresses.



SLANGVANGERS VAN FORMAAT

Ons Gansbaai-kollegas is altyd bereid om inwoners in nood te help, of dit 'n brand, 'n voertuigongeluk of 'n reddingspoging is. Maar hierdie keer het hulle twee keer gedink: 'n Bruin kapel het hom in kaggelhout tuis gemaak en die inwoner wou hom terug in die natuur gehad het. Gelukkig het hulle daarvoor kans gesien en kort voor lank was die betreder gevang. Die vangspan het onder meer bestaan uit Craig Niemand, Sheriff, Christo Havenga en Nico Du Plessis.

HEALTH AWARENESS AT YOUR DOORSTEP

Free voluntary HIV testing and counselling will be available for all Overstrand municipal employees and the general public on Monday 15 February 2010 at the Overstrand Civic Centre.

All tests will be handled confidentially and sensitively by professional staff.

Three sessions will be held: the first at 8:30, another at 9:30 and a final one at 10:30.

These will be followed by an informative talk on the effects of alcohol and drug abuse on family and community life by Mr. Herman Jolinck.

It is important that all employees make use of opportunities like these as the municipality is making a special effort to bring these services closer to us.

See you there!!!

For more information, phone Sr. Marie du Plessis at 028 313 8116

LIEF & LEED • JOY & SORROW

TYING THE KNOT
AFTER 7 YEARS

Elton and Anastatia April started dating seven years ago. When they met it was love at first sight, but little did they know that it was going to take so many years to finally tie the knot. It was lovely hot weather at the Nautilus Cottage at about 16:00 on 28 November 2009 when the service started. A group of family members and friends witnessed the happiest day of these lovebirds and helped to make it a memorable occasion.



GENEROSITY FROM GANSBAAI

Christmas is a time for giving and also a time to remember the less privileged. In Gansbaai the office personnel decided to donate groceries to the "Sopkombuis", which provides food on a daily basis to the poor in Gansbaai and Blompark. Pastor Frikkie Zeelie who is in charge of the "Sopkombuis" was very impressed with this spontaneous gesture.



HUMAN TRAFFICKING A CONCERN

Overstrand is one of the municipalities which is against human trafficking and in support of the day we all dressed in red on 2 December, as the ladies of the Gansbaai Administration show here. South Africa signed and ratified the United Nations Convention Against Transnational Organised Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children which came into operation on 29 September 2003 and 25 December 2003 respectively. (Or could it have been a good excuse for a party? –Ed)

SO SLUIT 'N MENS JAAR AF

Na 'n lang jaar van harde werk, lag, hartseer en soms ook harde en ongeduldige woorde, het die Finansies personeel die geleentheid gehad om saam te ontspan, lekker te kuier en alles op 'n hoë noot af te sluit. Onder die genooide gaste, om maar net 'n paar te noem, was 'n "African Queen", 'n "Indian Chief", 'n "Priester" en sy bruid, Gypsies, 'n Seerower, Duiwelina en haar man, Liewe Heksie, en 'n paar van haar studente en natuurlik, die "Katterigste" Kat van Finansies. VIVA FINANSIES!



Cheslin Swartz and her husband

Ranette Theron
Kitty CatHildegard Nutt and her
husband, MakotiWie se base is nat komberse?
Henk K en ClintKitta la Cock en haar man,
Liewe HeksieHOOFMEISIE
ONS TROTS

Rian Rust se dogter Christine is verkies tot Hoofdogter van die Hermanus Hoërskool vir 2010. Sy is ook lid van die Junior Raad en het boonop in Desember as lewensredder op Kleinmond diens gedoen nadat sy See-en-Sand se stywe kursus voltooi het. Haar lewenslus is aansteeklik en sy beproef alles ten spyte van haar vol program wat sport en musiek insluit.



KAN DIT WAAR WEES?

Direkteur Coenie Groenewald wat ook stoere Blou Bul-ondersteuner is, het die dag na Bestuursdienste se Jaareindfunksie hom genoopt gevoel om die volgende verklaring uit te reik: "Baie dankie vir 'n aangename funksie gisteraand (behalwe vir allerhande obskure WP/Province foto's wat onder valse voorwendsels geneem is en sonder toestemming gepubliseer word)!! Besondere dankie aan Hayley en haar "knoeiokomitee" wat alles gereël het! Diegene wat die funksie nie kon maak nie— hoop ons sien julle volgende jaar daar."

MEEGEOVOEL BETUIG

We sympathize with **Andre Lucas** (Law Enforcement) whose brother passed away on 4 December 2009. Ian Lucas, the youngest of Andre's siblings, was assaulted and died of multiple injuries. He was laid to rest on Thursday 10 December 2009 in Mitchells Plain.

Ons harte gaan ook uit na **Elize Verrij**, PA van die Burgemeester, wie se man, Charles, op 25 Desember skielik oorlede is. Sy het groot waardering gehad vir die groot groep kollegas wat op 30 Desember 'n roudiens vir Charles op Bettysbaai bygewoon het.

WIE IS NUUT OF BEVORDER?

Aanstellings in Desember 2009	
Yolindi Nöthling	Clerk Grade III: Personnel Administration
Rulay Oncker	Contract Worker Stony Point – 10 Dec 2009
Christopher Patterson	Contract Worker Stony Point – 8 Dec 2009
Merull Hartog	Contract Worker Stony Point
Dane Laing	Relief Clerk Grade II: Swimming Pools – 21 Dec 2009
Francois Pretorius	Sup. Solid Waste – 21 Dec 2009
Bevorderings in Desember 2009	
Cornelius Williams	Senior Supervisor: Solid Waste
M Sitemela	Housing Officer Hermanus
Aanstellings in Januarie 2010	
B.D. D'Oliveira	2 year Contract as Municipal Finance Management Internship
Z Malamba	2 year Contract as Municipal Finance Management Internship
Thelma Lobb	Clerk Grade II: Rates
Maggie Gouws	Clerk Grade II: Rates
Charmaine August	Clerk Grade I: Labour Relations
Johette Basson	Klerk Graad II: Invorderings
Mariechen Eden	Klerk Graad I: Gemeterde Dienste
Tania Greef	Klerk Graad III: Brandweer
Celeste de Villiers	Klerk Graad III: Lisensies en Registrasies
Anandi Geldenhuys	Klerk Graad III: Verkeer
Charlman Henning	Verkeersbeampte Graad III
Lynette Petersen	Accountant: Op. Budgets
M E Lewis	Accountant: Creditors
Bevorderings in Januarie 2010	
Jan Erik Kriel Learner	Electrician GB
Wendle Poole	Clerk Grade II: Hermanus Swimming Pool
Fanandean Erasmus	Clerk Grade II: Registration
Calvin Temmers	Handyman: Electrical Services
L van Zyl	General Workman: Water Dist. GB
Carol Gardiner	Klerk Graad III: Kriminele Prossessering
Ernie Müller	Manager: IT



HERMANUS LIBRARY STYLE

The Hermanus Library staff has style. To top it up they have decided that from 2010 they are going to wear a uniform when on duty at least two days per week to show their professionalism in the workplace. The red and green T-shirts they have chosen surely suit them well and the customers cannot stop giving them compliments. The beautiful people in the picture from left are: Noleen Plaatjies, Alethea Cupido, Martie Borello, Alet Kotze and Nomfanelo Stemela.

CLASSIFIEDS

Wanneer ruimte dit toelaat sal Phambili kort geklassifiseerde advertensies plaas. Kontak Noluthando Zweni by 8911 of per e-pos om reëlings te tref.

WANT TO GET YOUR BODY IN SHAPE FOR THE SUMMER? No Exercise, No Eating Plans... SIMPLY SLIM. The number 1 natural weight loss capsule in the world will assist you to go in that clothing piece you stacked away in your closet. 1 Month supply for R590.00 and you can lose up to 11 kg. Place your orders @ Anver 072 8210 828. NB: MEN & WOMEN MAY USE THE PRODUCT.

SHOPRITE/CHECKERS SEËLS
Enige een wat belangstel om Shoprite/Checkers seëls te koop elke maand kontak my gerus by 028 316 3724 / 8254 (Elize)

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 disc. Interested? Call Nigel @ 083 995 5106 for a price.

VERJAARDAE IN FEBRUARIE / BIRTHDAYS IN FEBRUARY

NAAM	DAG	DEPARTEMENT	DORP
Boto, Collin	1	Electrical Services	Hermanus
Menzi, Sonwabile Joseph	1	Operational Services	Hermanus
Mali, Ovayo	1	Operational Services	Hermanus
Aplon (Michels), Penelope	1	Infrastructure & Planning	Gansbaai
Mafilikana, Zamilé Wesley	2	Operational Services	Hermanus
Philander, Francina Hermiena	2	Area Management	Hermanus
Bala, Nkosinati	2	Operational Services	Hermanus
Burger, Pieter Anderson	2	Area Management	Hermanus
Lakey, Desmond John	2	Management Services	Hermanus
Schoeman, Gert Stephanus Johannes	2	Protection Services	Hermanus
Hull, Millicent Vivian	2	Area Management	Hermanus
Presslin, Reduwaan Walter	2	Operational Services	Gansbaai
Mphambo, Phumile	2	Operational Services	Stanford
Block, Sylvia Olivia	3	Management Services	Hermanus
Figaji, Leslie Lloyd	3	Finance	Hermanus
Maree, Shantal Louise	4	Finance	Hermanus
Swartz, Godfrey	4	Operational Services	Kleinmond
Oosthuizen, Louwrens Daniel	4	Council	Hermanus
Gedze, Andile Augustine	5	Operational Services	Hermanus
Williams, Ninno Andrew	5	Protection Services	Kleinmond
October, Allan Clement	5	Area Management	Kleinmond
Boto, Bulelani	6	Operational Services	Hermanus
Zweni, Noluthando	7	Management Services	Hermanus
Dlongwana, Malusi	8	Operational Services	Hermanus
Adams, Stephen	8	Protection Services	Hermanus
Goosen, Loumare	8	Area Management	Kleinmond
Le Roux, Ilze	8	Infrastructure & Planning	Gansbaai
Van Heerden, Peterus Johannes Louis	9	Council	Hermanus
Mchoma, Annie Nwa-Mikiya	10	Infrastructure & Planning	Hermanus
Williams, Jonelle Veronica	10	Finance	Hermanus
Koert, Anna Amelia	10	Finance	Gansbaai
Hull, Gertruida	10	Area Management	Kleinmond
Moss, Toto	10	Infrastructure & Planning	Gansbaai
Mbovane, Sindisile	11	Infrastructure & Planning	Hermanus
Phillips, Granville Artur	11	Operational Services	Hermanus
Sikhephe, Luyanda	11	Operational Services	Gansbaai
Mnqodolo, Lukhanyo	11	Operational Services	Kleinmond
Sikenjana, Wiseman	12	Operational Services	Hermanus
Visser, Annelize	12	Finance	Hermanus
Van Eden, Gammat	12	Area Management	Kleinmond
Beyleveldt, Theodor Barnardus	12	Council	Hermanus
Rust (Nee Burger), Retha	13	Finance	Hermanus
Myburgh, Francois	13	Area Management	Gansbaai

NAME	DAY	DEPARTMENT	TOWN
Solomons, Justin Rudolph	14	Finance	Kleinmond
Kutu, Maboys	14	Operational Services	Gansbaai
Mganisi, Mbuzo	15	Infrastructure & Planning	Hermanus
Kwezi (Nee Mungu), Phillip	15	Operational Services	Hermanus
Uys, Desire Alice	15	Management Services	Hermanus
Karelse, Willie Jacobus	15	Operational Services	Kleinmond
Geldenhuys, Sharman Edith	15	Area Management	Gansbaai
Mtsha, Xolani	15	Operational Services	Gansbaai
Slabbert, Jacobus Johannes	16	Operational Services	Hermanus
Thengo, Mzwandile	16	Operational Services	Hermanus
Klaase, Rhona Ann	16	Infrastructure & Planning	Hermanus
Khempe, Sabelo	16	Operational Services	Hermanus
Mbizo, Ludidi John	18	Operational Services	Hermanus
Bala, Daniel Andile	18	Operational Services	Hermanus
Hendricks, Nowell Osmund	18	Operational Services	Hermanus
Nyangiwe, Jongingqaba	18	Operational Services	Kleinmond
Hendrek, Dumi Sani Michael	18	Operational Services	Stanford
Pharo, Eliza George	19	Operational Services	Hermanus
Salies, George Anthony	19	Operational Services	Hermanus
Hull, Theodore Ian Shane	19	Operational Services	Hermanus
Pieters, Job Daniel	19	Operational Services	Gansbaai
Salies, Ronel Celeste	20	Area Management	Hermanus
Appel, Rickus Mario	20	Operational Services	Kleinmond
Adriaanse, Heather Isobel	21	Area Management	Hermanus
Wyngaard, Anver Joseph Emile	21	Community Services	Hermanus
Van Eeden, Louisa Aletta	21	Finance	Kleinmond
Pieters, Daniel Jacobus	22	Operational Services	Gansbaai
Adams, Daphnie Wilma	23	Management Services	Hermanus
Smit, Gerhardus Gabriël	23	Management Services	Hermanus
Van Taak, Johannes Prins	24	Infrastructure & Planning	Hermanus
NE May, Nico Enrico	24	Operational Services	Gansbaai
Wildschut, Claude Edward	25	Operational Services	Hermanus
Khala, Phumzile Themobile	25	Operational Services	Hermanus
Davidson, Chane Erick	25	Protection Services	Hermanus
Barends, Gregory	26	Operational Services	Hermanus
Theunissen, Johannes Jacobus	26	Operational Services	Kleinmond
Hendricks, Florenita	27	Area Management	Hermanus
Scholtz, Richard Allen	27	Operational Services	Hermanus
Smith, Joseph Andrew	27	Manager Housing	Kleinmond
Mbali, Ndabihlile Stanford	28	Infrastructure & Planning	Hermanus
Mayile, Thembisa Mabel	28	Area Management	Hermanus
Titus, Carolus	28	Operational Services	Hermanus
Mayipheli, Phumzile Wellington	28	Operational Services	Gansbaai