



FIRST TASTE OF THE BEAUTIFUL GAME

Municipal officials in Hermanus took Soccer Fridays a step further by putting a team together of inexperienced and has-been players to take on Rainbow Trust at a community sports day on Friday 26 March 2010 in Zwelihle. After enjoying themselves running around all over the field, the game ended goalless and the result had to be determined with a penalty shootout. The experience of the likes of Theo Olivier prevailed and Overstrand won 2-0. The target market for the sports day was children from Early Childhood Development and Primary School level and we are sure our colleagues could learn a lot by watching them playing mini 5-side soccer and mini netball, racing with egg & spoons and in sacks and enjoying themselves with face painting and a jumping castle. Overstrand Municipality organised the day in collaboration with the Department of Cultural Affairs and Sport and the Overstrand Junior Council. One of the aims of the day was to create awareness of the 2010 Soccer World Cup tournament in South Africa.

WIE IS NUUT OF BEVORDER?

AANSTELLINGS IN APRIL 2010

DJ Makka	Werker: Vaste Afval Kleinmond
AG Jolin	Werker: Parke Kleinmond
R Konco	Werker: Water Netwerke Gansbaai
SE Hans	Werker: Parke (Begin 19 April)
L Kima	Werker: Strate & Stormwater GB (Begin 12 April)
GJ Links	Werker: Parke GB (Begin 12 April)

BEVORDERINGS APRIL 2010

R Pietersen	Senior Kantoor Assistent: Registrasie
PN Pause	Kassier/Klerk Graad 1: Inkomste

AANSTELLINGS MEI 2010

FM Dreyer	Werker: Strate & Stormwater
LS Gardiner	Ambagsman: Messelaar

BEVORDERINGS MEI 2010

I Jones	Bou-inspekteur Kleinmond
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VERJAARDAE IN MEI | BIRTHDAYS IN MAY

NAAM	DAG	DEPARTEMENT	DORP
Mxhosa, Zolani	1	Operational Management	Kleinmond
Bartman, Mike	2	Community Services	Kleinmond
Claassen, Micheal	2	Operational Management	Gansbaai
Cornelius, Ivan	2	Area Management	Gansbaai
Dyonta, Mzwandile	3	Operational Management	Hermanus
Thomas, Mongameli	3	Operational Management	Kleinmond
Damon, Jenz	3	Operational Management	Gansbaai
Dayimani, Toto	5	Operational Management	Hermanus
Olivier, Graham	5	Electrical Services	Kleinmond
Adams, Aden	6	Operational Management	Hermanus
Lucas, Neil	6	Operational Management	Gansbaai
Adonis, Ncediswa	7	Area Management	Hermanus
Koert, Neville	7	Operational Management	Gansbaai
du Plooy, René	9	Town Planning	Hermanus
Green, Neville	10	Infrastructure & Planning	Kleinmond
Kleinloog, Henk	10	Finance	Hermanus
Vantyn, Antonie	10	Operational Management	Gansbaai
Msopi, Thembelani	10	Operational Management	Gansbaai
Tshefu, Zingani	10	Protection Services	Gansbaai
Adonis, Karel	10	Operational Management	Kleinmond
Theunissen, Annie	11	Area Management	Kleinmond
Knibbs, Brian	11	Electrical Services	Hermanus
October, Gerrit	11	Operational Management	Kleinmond
Mlityalwa, Kutsutsu	11	Operational Management	Gansbaai
Bhala, Caswell	12	Electrical Services	Hermanus
Madlavana, Gancuncu	12	Operational Management	Hermanus
Mantase, President	12	Operational Management	Kleinmond
Franken, Hendrik	12	Operational Management	Gansbaai
Mape, Mvuyisi	14	Operational Management	Kleinmond
Mayile, Zamubuzwe	15	Operational Management	Hermanus
Gaika, Ludwe	15	Operational Management	Hermanus
Coetzee, Johannes	15	Building	Hermanus
Villiers, Paulus	15	Operational Management	Gansbaai
Havenga, Juan	15	Operational Management	Gansbaai
Alexander, Johannes	15	Operational Management	Kleinmond

NAME	DAY	DEPARTMENT	TOWN
Boshoff, Helgaardt	16	Town Planning	Gansbaai
Bergendahl, Wendy	17	Finance	Hermanus
Olifant, Etienne	18	Protection Services	Kleinmond
Lewies, Frans	18	Operational Management	Kleinmond
Sauls, Deon	20	Building	Hermanus
Windvogel, Alec	20	Protection Services	Hermanus
Hansen, Adolf	20	Operational Management	Hermanus
Badenhorst, Gabriel	20	Operational Management	Gansbaai
Jacobs, Adriaan	21	Protection Services	Gansbaai
Grobler, Gerhardus	21	Operational Management	Gansbaai
Pietersen, Renville	22	Operational Management	Hermanus
Du Plessis, Duppie	22	Infrastructure & Planning	Hermanus
Myburgh, Marie	22	Finance	Hermanus
Plessis, Louis	22	Protection Services	Hermanus
Bruwer, Hanlie	22	Finance	Hermanus
Kuse, Lindile	22	Electrical Services	Kleinmond
Tukutezi, Mbulelo	23	Operational Management	Hermanus
Sitemela, Zoleka	23	Housing	Hermanus
Adams, Morne	23	Operational Management	Gansbaai
Christoffels, Angelo	24	Operational Management	Hermanus
Slabbert, Josef	24	Operational Management	Hermanus
Grobler, Hendrik	25	Operational Management	Gansbaai
Murray, Owen	26	Electrical Services	Hermanus
Moli, Sivuyile	26	Operational Management	Hermanus
Matthews, Roseline	26	Area Management	Kleinmond
Lubeni (Tshazibane), Nadina	26	Human Resources	Hermanus
Hull, Hilton	26	Operational Management	Kleinmond
Malongwana, Bulelani	28	Operational Management	Hermanus
Swartz, William	28	Protection service	Hermanus
Loubser, Daniel	30	Operational Management	Gansbaai
Rooi, Frederick	31	Operational Management	Hermanus
Thesen, Ingrid	31	Finance	Hermanus
Jimlongo, Audrey	31	Finance	Hermanus
Prins, Johannes	31	Protection Services	Hermanus
Pause, Portia	31	Area Management	Stanford

Phambili!

Municipaliteit • U-Msipala • Municipality

Vorentoe/Forward

Uitgawe/Issue 4/2010

April 2010

EDITOR'S NOTE

GETTING EXCITED

What an eventful time we had in April, despite all the public holidays. I must give credit to all of you who have sent us interesting stories, made brilliant suggestions and provided exciting input for this issue. I also appreciate all of you taking your precious time to read the newsletter, to give feedback and to contribute, which is after all what sustains this staff newsletter.

There is only one thing you hear about on radio and television and on the streets nowadays. The time is getting closer and closer. What seemed like an unattainable dream not so long ago is almost a reality. A few weeks down the line we are going to be the centre stage of the world. Yes, I too am talking about the Soccer World Cup tournament hosted on our continent and in our country, on our soil for the first time ever. Isn't this great?

Die planne word nou gefinaliseer en daarna is dit ons, die gewone burgers, wat dit 'n groot gebeurtenis moet maak. Ek hoop julle het jul kaartjies gekry maar as julle te laat was om 'n sitplek in die Kaapstad Stadion te kry, moet julle planne maak om die wedstryde saam met vriende op TV te kyk sodat julle in die regte stemming kan kom. Dis beslis nie die tyd om alleen in jou eie hoek te sit nie. Kom uit en vier fees!

Ten slotte! Kollegas julle word opgeroep om Bafana Bafana te ondersteun. Hulle gaan ons trots maak selfs al dring hulle nie deur na die tweede ronde nie. Per slot van sake speel ons teen die beste spanne in die Wêreld.

Kom ons wat hande en bid vir die sukses van die Wêreld Beker Toernooi. Laat ons leer om die DISKI dans te doen en om die Volkslied volledig te sing. Saam in een gees, gaan die Suid-Afrikaanse nasie die wenner wees!

Tot volgende keer!!

NOLUTHANDO ZWENI
REDAKTEUR/EDITOR



The Mayor, Cllr Theo Beyleveldt receiving a memorandum from striking SAMWU workers during a protest march on Monday 12 April.

SETTLEMENT IN DISPUTE OVER SALARIES AND DISCIPLINE

The settlement reached at the South African Local Government Bargaining Council to end the ten day long strike of the South African Municipal Workers Union (SAMWU) on 15 April 2010 can be seen as a win-win situation for all parties, including the South African Local Government Association (SALGA). The particulars of the settlement are as follows:

- The agreement is reduced in writing and represents a collective agreement of the Bargaining Council.
- The agreement contains the following particulars which form the gist of the agreement.
 - All external legal representation (contracted attorneys and advocates) used in disciplinary procedures of municipal employees are terminated from 1 July 2010;
 - attorneys and advocates) used in disciplinary procedures of municipal employees are terminated from 1 July 2010;
 - An eight year long dispute with the employers' organisation relating to a municipal wage curve and representing equal pay for equal work at all municipalities in South Africa, has been settled;
 - From 1 July 2010, new salary scales based on the different categories of

municipalities will be implemented; and
 ◦ Back payment of salaries based on nine months' payment will be due for payment, backdated for 9 months from 1 October 2010.

Overstrand Municipality was also affected by the strike with a march and the handover of a petition on Monday 12 April 2010 to the Mayor, Mr Theo Beyleveldt. On the first day almost a third of the municipality's workforce participated. The Mayor received the memorandum in person and told the strikers that he respected their right to strike, but called on them to do it in a disciplined manner.

Unfortunately this march was marred by incidents of overturning refuse bins and the hitting of road signs and this may result in disciplinary action against the offenders.

When the first proposals regarding an agreement were accepted by Western Cape structures, the local strike was called off on the first Friday and the workers could return to work on the following Monday. However, other SAMWU regions did not agree and some of the Overstrand shop stewards pressed on with the strike to show solidarity.

Overstrand Municipality deployed its contingency plan during the strike and service delivery was minimally affected. The principle of no work no pay was also

enforced and record was kept of those who reported for work.

In a circular to municipalities, SALGA said it succeeded in its negotiations to persuade the unions to agree to the use of the 50th percentile of the September 2010 Deloitte and Touche wage and salary survey and to restrict the back pay demands in view of the stressful financial realities facing municipalities.

With regard to the disciplinary code SALGA conceded on the usage of external legal representation because of the tension this practice has created. Key principles have now been agreed upon and are included in the Memorandum of Understanding, such as:

- An expeditious suspension period of 48 hours;
- An expeditious carrying out of discipline and less formal processes in dealing with discipline;
- Intervention by the employer in a decision of a presiding officer when required for fairness and consistency and if it is permissible in law; and
- The extension of the pool of presiding officers to other municipalities, the public service and SALGA, will relieve the burden on municipalities, but at the same time will help them to use and develop their own talent and skills.

IMPAK VAN NUWE LOONKURWE NOG NIE BEPAAL NIE

Die finansiële impak van die loonkurwe waarop SALGA en die vakbonde nou pas ooreengekom het op die Munisipaliteit Overstrand, was nog nie bepaal by die ter perse gaan van die Phambili nie.

Na verwagting sal dit nie veel wees nie omdat die loonkurwe (oftewel TASK) reeds vroeg in 2009 by wyse van 'n vrywillige, nie-pensioendraende toelaag toegepas is. Die toelaag het egter na die aanvaarding van die multijaarsalarisoorreëms vervel omdat dié verhogings net op die huidige salarisskaal van toepassing was en nie op die loonkurwe nie.

Waarop die implementering van die loonkurwe wel 'n positiewe uitwerking gaan hê, is die bydrae aan pensioen- en aftreefondse.

Nog 'n faktor wat moontlik 'n rol kan speel, is die gradering van Overstrand Munisipaliteit, wat tans in kategorie 4 lê, maar weens die groei wat hier plaasvind moontlik opgegradeer kan word na kategorie 5.

TIPE UITGAWE	2009/10 HUIDIGE BEGROTING R'000	2009/10 VOORGESTEL- DE BEGROTING R'000	% TOE- NAME / (AFNAME)	% VAN BEGRO- TING
Salarisse en Lone	159 417	189 711	19%	26,8%
Algemene Uitgawe	318 812	394 296	23,6%	55,8%
Herstel en Onderhoud	51 663	61 340	18,7%	8,7%
Kapitaalkoste	125 231	148 684	18,7%	21%
Min aanvullings	655 122 (80 502)	794 030 (86 942)	8%	
TOTALE Bedryfs- uitgawebegroting	574 621	707 088	23%	

STYINGS IN DIE 2010/11 BEDRYFSBEGROTING VERGELEKE MET DIE AANGE-
PASTE 2009/10 BEDRYFSBEGROTING

Faktore wat in ag geneem word by die bepaling van 'n munisipaliteit se grade-
ring, is sy werklike inkomste, wat 'n ge-
wig van 60 persent dra, sy loon- en sala-
risrekening, wat 'n gewig van 25 persent
dra, en sy bilike deel-toekenning, wat 'n
waarde van 15 persent het.

Volgens die Konsepbegroting vir 2010/11
styg bedryfsuitgawes met 23 persent tot

R707 miljoen en die bedryfsinkomste
met 19 persent tot R623 miljoen. Die
kapitaalbegroting groei met 8 persent
van die aangesuiwerde 2009/10-syfers
na R145 miljoen.

Die voorsiening vir salarisse en lone
beloop R189,7 miljoen, wat 26,8 persent
van die begroting vir bedryfsbesteding
uitmaak. Hierby ingesluit is die vergoe-

ding van raadslede maar personeel wat
aan agentskapprojekte soos die Werk-
vir-Water-projek werk, is uitgesluit. Die
diensstaat sal in die nuwe boekjaar teen
'n koste van R9,3 miljoen verhoog word
om dienslewering te verbeter. Dit sluit
ook die inkorporering van die personeel
van die voormalige entiteit OLEDA by die
munisipale diensstaat op 1 Julie 2010 in.
Ooreenkomstig die driejaar-loonoreen-
koms wat nasionaal beding is, sal sala-
risse met 8,1 persent verhoog word.

Tydens die tertaaflegging van die
2010/11 begroting het die Burgemeester
gewys op die belangrikheid van ver-
hoogde produktiwiteit om stygende koste
die hoof te bied, en dat Munisipaliteit
Overstrand daarin geslaag het om die sala-
ris- en loonkomponent van die begro-
ting tot slegs 27 persent te beperk wat
aansienlik laer as die nasionale norm van
38 persent is. 'n Poging sal ook aange-
wend word om terug te sny op die vlak van
oortydbetaling.

GEEN MAKLIKE TAAK NIE

Om 'n begroting vir 'n munisipaliteit op
te stel, is geen maklike taak nie. Vra maar
vir Bernard King, Bestuurder: Rekenkun-
dige Dienste, en sy span wat oor 'n tyd-
perk van tien maande moes swoeg om
die 2010/11 Begroting te laat klop.

In sy Begrotingsverslag wat einde
Maart voor die Raad gedien het, beskryf
Bernard die omvattende proses wat ge-
durende hierdie tyd gevolg is as een waar-
tydens talle strategiese en sakebeplan-
ningssessies gehou en boonop volle deel-
name van die publiek en ander belang-
hebbers vereis is.

Hierdie proses is neergelê in 'n gede-
tailleerde hidrooster wat reeds in Augustus
2009 deur die Raad goedgekeur is en
waarin die baie sleutelimpale wat bereik
moet word, aangedui is.

Dit het begin met 'n strategiese hersie-
ning van prioriteite by 'n werksessie wat
deur raadslede en bestuur bygewoon is en
gekuilmineer het in 'n rigtinggewende toe-
sprak wat tydens 'n vergadering van die
burgemeesterskomitee op 1 September
2009 deur die Uitvoerende Burgemeester,
mnr Theo Beylerveldt, gelewer is.

Sakebeplanning is aan die onderskeie

departemente oorgelaat, welke departe-
mente deur gereelde meddelings raken-
de strategiese aangeleenthede ingelig ge-
hou en ook deur insette van die wyksko-
mittees begelei is. Laasgenoemde het nu-
we projekte geïdentifiseer of veranderings
aan bestaande programme op die geïnte-
greerde ontwikkelingsplan voorgestel.

Prioriteite is by vergaderings van die
burgemeestersoorspanneel deur die loop
van die begrotingsiklus bepaal. Sessies
is gedurende Desember 2009 en Maart 2010
met alle direkteure en bestuurders gehou.

Die finale stap voor die voorlegging
van die konsepbegroting by die Raads-
vergadering op 31 Maart 2010 was om
tariëwe en gelde, begrotingsverwante be-
leid, die salarisstrategie en die finalisering
van die bedryfsbegroting en projekte op
die kapitaalbegroting in oënskyn te neem.

Benevens die publiek se insette, sal be-
raadselings met provinsiale amptenare
van die departement van plaaslike regering
later vandeesmaand volg, en dit mag dalk
steeds 'n impak op die finale begroting hê.

Ook van belang in die proses is die
bepaling van ooreenstemming tus-
sen die begroting en die geïntegreerde



Overstrand se begrotingspan is van links, Georgia Willemsse, Bernard King en Lynette Peterson. Lyle Tait was afwesig tydens die neem van die foto.

ontwikkelingsplan ten einde die volhou-
baarheid van dienslewering en die finan-
siële lewensvatbaarheid van die munisi-
paliteit te verseker. By goedkeuring sal 'n
dienslewering- en begrotingimplimen-
teringsplan (SDBIP) opgestel word om
die uitvoering van die begroting en GOP
te fasiliteer.

Die Nasionale Tesourie het tot die pro-
ses bygedra deur inligting oor nasionale
prioriteite, oorkoepelende inflasievooruit-
skattings, befondsingskeuses en bestuurs-
vraagstukke, voorwaardelike oordragte na
munisipaliteite, regulasies vir munisipale

begrotings en verslagdoening en ander
riglyne te verskaf.

Nuwe formate vir munisipale begro-
tings, aansuiweringsbegrotings en in-jaar-
verslagdoening is neergelê wat aanmerk-
like veranderings aan stelsels, prosedures
en parameters noodsaak. Alhoewel die
nasionale tesourie toegee dat dit tyd sal
neem om volle nakoming te behaal, het
Munisipaliteit Overstrand hom daarvoor
beyer om die formate sover moontlik na
te kom. Ondersoeke na ander verbeterde
finansiële en datastelsels word tans
onderneem, volgens Bernard.

GANSBAAI SPORT CENTRE BUILDS COMMUNITY



The pivotal role of sport in community upliftment was clearly illustrated during the April school's holiday, when approximately 350 children attended the first holiday programme presented at the Gansbaai Communal Sports Centre jointly by Overstrand Municipality and the Football Foundation of South Africa.

International volunteers helped the sport centre's coaches to teach the children with rugby, cricket, netball, hockey and soccer skills. These sport clinics were

interspersed with fun activities, which also helped to promote fitness and active lifestyles.

The programme caught the interest of Boland Rugby and the Department of Education. Representatives from these organisations paid a visit to the sport centre and were duly impressed with the quality of activities and the number of children who participated.

Kobus Mike, the School Enrichment Coordinator of the Overberg Education District, thanked the organizers for the initiative that he experienced as a very successful recreational and uplifting exercise. He assured them that the good work and effort that they have put in will not go unnoticed and will be reflected favourably in his report to the Overberg Education District Management.

The free clinics by TAG rugby and Ryan Maron's Cricket School of Excellence were filmed by Supersport and will be aired on Let's Play shortly!

More inspiration was provided with visits by former Springbok Rugby Legends, Nelie Smith, Tjoli Lategan and

Dave Macdonald. What an amazing experience to see that sport can make you a star forever!

Following the holiday programme, Honours students in Sport Science at the University of Stellenbosch visited the sport centre over the first weekend of the new school term to enforce fundamental movement skills and teach the sport centre staff how to train specific skills in the different sporting codes.

Programmes like these not only improve the movement skills and fitness of our youth, but introduce them to different opportunities and experiences, and improves social skills.

Our colleagues deserve a pat on the shoulder and we also want to give a big thank you to ABSA Corporate and Social Investment, for sponsoring the Gansbaai Communal Sport Centre programmes.

For more information about the programmes hosted at the Gansbaai Communal Sport Centre, please contact Carol at 028 384 8316 or email cdevitt@overstrand.gov.za.

LIEF & LEED • JOY & SORROW



AMPTENARE MAAK HUL MERK OP DIE MUSIEKTONEEL

Drie van ons kollegas, Frazer Barry, sy vrou, Deniel, en Sandy Gertse, is betrokke by die Kleinmondse Hip Hop Musiekgroep Tribal Echo, wat tans sterk opgang te maak en ook besig is met die opname van 'n musiekvideo vir die MK-kanal op DSTV.

Die groep wil deur hul liedjies wat hul self skryf 'n positiewe impak maak op die jeug en huiwer nie om sosiale en morele kwessies soos bendebedrywighede, dwelms, tiener-swangerskappe, kinder- en vrouemishandeling, HIV Vigs, TB, rassisme, vroeë skoolverlaters, misdaad en groepsdruk aan te spreek nie.

Tribal Echo se visie is om die jeug aan te moedig om nie bloot hul omstandighede te aanvaar nie, maar hulself te verander en 'n positiewe gesindheid na ander in hul omdagsgroep oor te dra.

Hulle bereik die jeug deur by organisasies, skole & jeugsentrums op te tree. Die groep se CD "Grafte Oppi Vlake", word as deel van die rehabilitasie-programme by korrektiewe instansies gebruik. Tribal Echo het ook verlede jaar vir munisipale werkers by Over-

strand se Internasionale Vigsdag-uitreikingsprogram in Hermanus en Gansbaai opgetree.

Die groep besef ook dat kommersiële sukses belangrik is om in die Suid-Afrikaanse vermaaklikheidsbedryf gevestig te raak en is daarom besig om 'n tweede CD op te neem.

Tribal Echo tree ook dikwels by musiekfeeste op en was net voor die Paasnaweek op Oudtshoorn waar hulle baie goed by die KKNK ontvang is. Die groep gaan ook by die Gariep Kunstefees 2010 optree.

David Kramer het onlangs in 'n onderhoud op KYKNET gesê dat Tribal Echo van die bes opkomende groepe is en dat hulle musiek vars en nuut is in die Afrikaanse mark.

Op die Internet kan Tribal Echo op Facebook, Loadtheshow en YouTube gevind word. Optredes kan gereël word deur Frazer Barry by selnummer 084 240 5870 of per e-pos by tribech@gmail.com te skakel.

Fraser sê hy en sy kollegas werk lekker by Overstrand en beoog geensins om voltydse musiek te maak nie.



KLEINMOND NEEM AFSKEID VAN LOUIS NEL

Louis Nel het op 15 Junie 1998 by die destydse Munisipaliteit Hangklip-Kleinmond as gesondheidsinspekteur/bouinspekteur diens aanvaar. By sy afskeidsgeselligheid wat duidelik baie goed bygewoon was, het hy gesê in dié 12 jaar was hy gelukkig om geen kwaai vriendskap met enige kollegas in die hele Overstrand te beleef nie. Tog meen hy daar is nog 'n groot leermeester wat betref samewerking tussen die verskillende administrasies in die munisipaliteit en hy sal graag wil sien dat ons as kollegas as 'n eenheid saamwerk. Louis gaan nog op 'n aflosbasis uithep, soos wanneer van die kollegas in Kleinmond met verlof is. Hy is tans besig om sy eie besigheid op die been te bring en beplan om van sy huis af te werk. (Louis Nel, in die ligte bruin trui, middel agter.)

LOSE WEIGHT, FEEL GOOD

Our story about baby Hope touched many hearts and seems to have opened our eyes and ears for the needs of others.

Recently a homeless person knocked on the door of Sister Marie du Plessis to ask for food. It made her think of the plight of many people suffering in these days of the economic downturn. She thinks that the number of people asking for help is increasing.

Sister Du Plessis came up with a wonderful solution: eat less and put the food you save in someone's deserving stomach! Every time you dish up your

meal, save half or for starters a quarter of your meal in an old food container and keep it in a freezer until you can give it to someone who needs food. You can even bring it along to work and give it to a colleague during lunch time.

ARE YOU READY TO LOOSE WEIGHT IN WINTER AND AS A BONUS FEEL GOOD?

Think how good you will feel and look knowing that you have given someone something to eat instead of throwing the food away. If you want to give help or have more ideas, please contact Sr. Du Plessis at 8116.

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