

Phambili!

Vorentoe/Forward



Uitgawe/Issue 10/2010

November/December 2010

EDITOR'S NOTE

KAN JY DIT GLO?

Waarheen het die jaar verdwyn? Skielik is dit die einde van die jaar... weer eens! Daardie groot treë waarmee ons in Januarie begin het, het ons in 'n oogwink by 2011 uitgebring.

Soms gebeur ernstige dinge in ons lewe waarmee ons tred verloor. Sommige van hierdie dinge laat ons skaam en seergemaak voel. Kry egter hierdie gevoelens so gou moontlik agter die rug en lag oor 'n benarde situasie. Ons moet uit ons foute leer, en nie wegkruip van hulle nie. Namate die jaar ontvou, moet ons aan die positiewe dinge dink. Die jaar het ons baie gebied en ons behoort dankbaar te wees.

Mense moet leer om hul seëninge te tel, 'n besef hê van en op prys stel wat hulle bereik het. Fokus op die positiewe gebeure in jou lewe en jy sal vind hoe die glans sommer weer terug is in jou oë. Almal is verskillend geskaap en van tyd tot tyd verskil ons van mekaar; ons almal moet egter erken dat God iets goeds in elke mens geskep het.

For most of us this has been a good year. This is the time you must focus and analyse yourself, reflect and see where you have not achieved what you initially planned to achieve. Try and correct this next year.

We are only left with one month to end the year. There is perhaps another chance or two to make a difference to your own life and those of others. Surprise that old lady in your community with the "bag of love" you have filled with goodies, or give a loaf of bread to a homeless person. You will smile when you have made someone happy. Remember that it's those small things that people appreciate.

December is also family time, even if you have to work. Take time to relax and spend quality time with your families. That is the best way to enjoy life!

For those going away on holiday please be on the lookout for reckless drivers on the road. Don't only think of yourself when driving, think of those who are driving with you, as well as pedestrians. And return home safely!

NOLUTHANDO ZWENI
REDAKTEUR/EDITOR



OUTING TO CREATE AIDS AWARENESS

Overstrand Gender Committee and Right to Care organised a fun walk on Wednesday 1 December 2010 around Hoy's Koppe and back. The participants wore red to create awareness about HIV/Aids. In the morning voluntary counselling and testing were available on the grounds behind the banquet hall and tennis courts. Among the colleagues who made use of this opportunity to get out of office for a while were Hayley Solomons, Anver Wyngaard-Peterson, Desiré Uys and Sylvia Block.

NEW POLICIES ARTICULATE PERSONNEL ISSUES

Personnel matters in the Overstrand received a boost with the acceptance of two new policy documents by Council in October. These policies direct job evaluation as well as occupational safety and occupational health.

The TASK Job Evaluation Policy documents the processes for evaluating and auditing current and new positions in the municipality and has as object the stipulation of rules regarding the consistent interpretation and application of TASK.

The policy stipulates inter alia that each job must be evaluated at least once in five years to determine whether changes in an employee's job description have occurred. No position will be advertised unless it has been subjected to job evaluation.

Duties in this regard are assigned to the Municipal Manager who must, among others, see to it that directors and managers keep copies of each job description in his or her directorate or department and that employees are informed about how the system works.

A Job Evaluation Committee established for this purpose will consist of a chairperson from the Department of Human Resources,

four representatives from the employer and four representatives from the unions (two each from IMATU and SAMWU). Results of the job evaluations will be audited by the firm Deloitte.

Apart from the compulsory evaluation of positions, requests for re-evaluation can be lodged by incumbents when the contents of their positions are substantially changed.

OCCUPATIONAL HEALTH AND SAFETY

The Occupational Health and Safety Policy documents the current framework for decision-making in respect of occupational health and safety of employees and as such attempts to establish a set of rules for the consistent interpretation and application of collective agreements and legislation in this regard.

The policy is intended to promote and maintain the highest degree of physical wellbeing of workers, to prevent ill health caused by working conditions, to place and maintain workers in a working environment that is conducive to their individual physiological conditions and to maintain a working environment that is free of hazards.

NUWE BENADERING MET AANKOPE

'n Nuwe afdeling vir aankope onder R30 000 is binne die Departement Voorsieningskanaalbestuur geskep.

Die eenheid funksioneer reeds vanaf 1 September 2010 en sy missie is om kliëntediens intern en ekstern te verbeter deur die spoedige en regverdigde verkryging van produkte en dienste vir die Munisipaliteit.

Die hoof van dié vriendelike en hulpvaardige span is Gert Wepener (8977) en hy word bygestaan deur senior aankoper Morné Potgieter (8976) en aankopers Morné Southon (8973) en Comien Lourens (8099). Hul telefoonnommers

word tussen hakies gegee en hulle kan te eniger tyd vir navrae gebel word.

Aankope is geleë by die Munisipale Store by Hermanus, maar funksioneer onafhanklik en vorm dus nie deel van die Afdeling Store nie. Alle stoor-aangeleenthede en navrae kan met Valmarie Swartz (8014) of Frazer Barry (8082) bespreek word.

Die Departement Voorsieningskanaalbestuur het in 2006 tot stand gekom en is besig om 'n plesier te maak van 'n moeilike proses met allerhande wetlike tierlantyntjies. Die hoof van die departement is Rita la Cock.



Voor Gert Wepener en agter hom Comien Lourens, Morné Potgieter & Morné Southon

PROTECTION SERVICES CELEBRATE

The different departments of the Protection Services Directorate know how to end off the year in style. Law Enforcement and Traffic did not gather only to celebrate good working relationships and hard work showed by the members, but also to show off their good taste.

This directorate has some of the most challenging duties in the Municipality, especially when it comes to confronting people about their wrong doings and fining them. And their work intensifies when the others are starting to relax. During the holidays these members will be busier than ever.

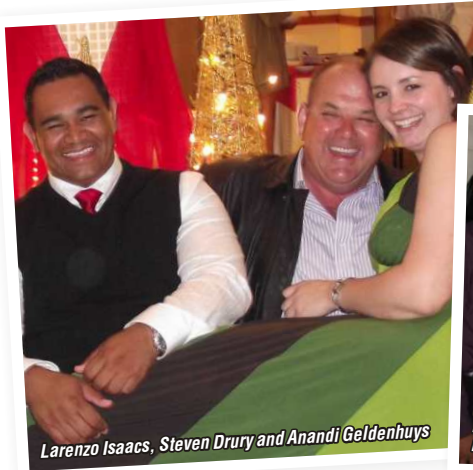
Certificates were also awarded during the function to those officials who perform the best. Not only does this encourage employees, but also motivate them to do even better.



Law Enforcement: Front Seating: Jolise Abraham, First Row from Left: N. Tito, J. Gardiner, R. Mgijima, Khululwa, P. Fortuin. Back Row from Right: Edwina, S. Oncker, N. Makhendiana and Ntombi Mtholo



Celeste de Villiers, Davelin Stanley and Lizele Hanekom.



Lorenzo Isaacs, Steven Drury and Anandi Geldenhuys



Front centre: Justin De Koker. Front row from left: Ryan Stewart, Marius Hendriks, Reginald Smith, Thomas Cekiso, Mc Nolen, Dorian Arnoldus, Mc Niel Arendse, Dimitri Bermedie, Wilhelm Benjamin, Jonwin Arries



Bianca Jimlongo, Xen Titus, Chanique Spandiel and Abigail Pieters.



Brandweerpersoneel wat die Biddag vir Beskermingsdienste op Kleinmond bygewoon het, was van links Tersius Arendse, Marlu Rust, Breyton Abrahams, Marcello Joemat en Serolyn Coert

DAY OF PRAYER FOR PROTECTION SERVICES

Ynanda Lemmer

The Dutch Reformed Church of Kleinmond held a prayer day for members of the Protection Services on Sunday, 21 November 2010.

Thirteen members from Traffic and Law Enforcement attended the service at 08:30 in the DR Church hall in First Avenue, Kleinmond. Reading from the Scriptures came from Psalm 23. The message was that God is our protector, but that we also have to protect one another.

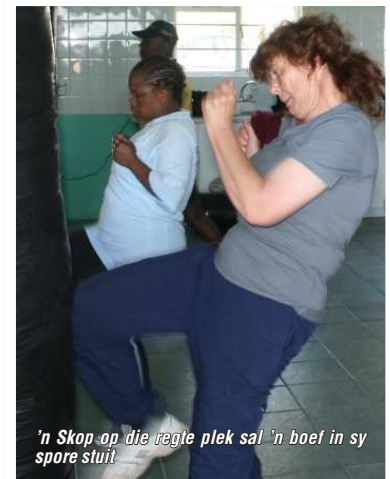
Three members of the Kleinmond Fire Brigade atten-

ded the 10:00 service in the same church. Marlu Rust lit a candle on behalf of all protectors of the Overstrand.

During the services all people who wear uniforms and form part of protection services were prayed for.

In light of the coming busy Christmas season the church services were a great encouragement to bolster the morale of members. It was a pleasant experience to attend church with my colleagues in uniform.

All the best to those colleagues who in the coming two months are going to work hard and will have to perform their tasks under trying and unthankful circumstances.



'n Skop op die regte plek sal 'n boef in sy spore stuit

Fiks word vir die seisoen

Wetstoepassers van regoor Overstrand het in November deelgeneem aan 'n fiksheidprogram wat Jan Combrinck, 'n polisiefiksheidinstrukteur, by die Lake View Chalets aangebied het.

Volgens Direkteur Neville Michaels is die program aangebied om die amptenare voor te berei vir die komende vakansieseisoen wanneer daar groot eise aan hulle gestel gaan word. Indien mense fiks is, is hulle meer doeltreffend en geniet hulle die uitdagings wat aan hulle gestel word. Miskien kan ons ander ook by hulle leer.

LIEF & LEED • JOY & SORROW



Charline Botha

A TRUE BLESSING

Life has its ups and downs, happy days and sad days. When things don't go their way for some people, God always has His ways to make up for that.

Gideon Botha whom we all know in Expenditure, had to have his leg amputated last year. I am sure this was not easy for him and the family, but as the Bible says, everything happens for a reason.

Now, a year later, the family can look back and appreciate the blessings that they have received from the Lord. God gave them a beautiful granddaughter. The baby's name is Charline Botha and she was born on 13 November 2009. She is now 1 year and 2 weeks old.

PRESTEERDER

Yolandi, dogter van Francois en Hanlie Bruwer, is elke jaar onder die 10 beste akademiese presteerders en het nou aan die einde van Graad 6 haar akademiese erekleure verwerf.

Sy is ook as leerlingeier vir 2011 gekies.



Yolandi Bruwer



Lucinda Bucchianeri, Marie du Plessis and Goentie Groenewald

FAREWELL TO SISTER MARIE

Hayley Solomons

Colleagues of the HR department sneakily surprised our Sister Marie with a farewell lunch, paying ode to a career well toiled. Meek. Mild. Friendly. Professional. Just some of the traits you will echo if asked to describe Sister Marie du Plessis, our (soon to be ex) Senior Professional Nurse.

Upon joining the Overstrand complement (with the clinics in 1999) and our municipal shores in 2007, Sister - as she is known to most of us - embraced her career with vigour, compassion and humanitarian drive. With the gentlest touch Sister has brought almost angelic relief to staff with matters of finances, matters of the heart, the body and the mind.

She extends herself beyond the call of

duty, whether she's feeding the hungry, helping the poor, healing the sick, or with her collected composure, easing the pain of so many of those in (dreary) injury, illness or death stricken circumstances.

Sister, for the times we could shed our tears, laugh and "let go", say what's on our mind, ask for your help, receive guidance when we were at our wits' end, get a hug when we needed it, "felt touched" when we never expected it, felt good when we worked for it, and found inspiration when our souls could not provide it, we THANK YOU. Your affable ways will be sorely missed. We salute you on a road well travelled and bid you farewell on a journey that has just begun!

Did you know?

That Hildegard Nutt from Creditors is expecting a baby boy in March 2011.

Sister du Plessis would like to thank the Gender Committee and several ladies who helped with the Breast Cancer Tea that took place in the auditorium on 11 September. About 120 ladies attended the event. Names mentioned are those of Elize Verrij, Desiree Arrison - who nagged her husband for Arabella to sponsor the event - Alette Kotze, Karin van der Merwe - who was a wonderful host and helped with invitations - Florrie Cupido - for the beautiful tables - and Elize Hess with her creativity. Those responsible for gift vouchers were Daleen Potgieter, Leandra Minnaar and Leana Potgieter. Geraldine Erasmus and Done Laing helped with the sound system and IT. No wonder Breast Cancer day was a big success.

The Gansbaai Library also contributed to the Breast Cancer Day. They did an exposition for breast cancer - people could donate money which went to CANSA and could also have a piece of cake. About R600 was realised in donations.



Leana Potgieter, Hanli van Tonder, Lee-Ann Rauch and Ailene Theart

CROCHET FOR FUN

At times the workplace can be very stressful and to ease up one needs to take time off from the day's demanding work and do something enjoyable. Most people do not know what to do to calm down, but not the ladies at head office in Hermanus. Leana Potgieter, Lee-Ann Rauch, Hanli van Tonder and Ailene Theart formed a crochet group.

This group consists of individuals who can either crochet or not. The purpose is to break away from work-related issues and do something that will take their minds off work. They meet once a week for 30 minutes during their lunch hour.

Not only do they relieve stress, but they also interact and socialise, which is something I find really good to do. Crochet is

something one can do quite successfully over lunch time - not only is it interesting to learn a new craft, but it also keeps one relaxed.

When I first saw the group of women I immediately wondered what they were doing and then heard that joining them is no problem. But for me knitting is a problem! Perhaps you would like to do something similar to what this group has already accomplished? And all you have to do is to use part of your lunch time once a week.

Colleagues must be on the lookout for articles which some of these ladies will be marketing as Christmas gifts. If you wish to find out more about their skills do not hesitate to contact them on the following numbers: Leana (8909), Lee-Ann (8910) and Ailene (8900).

ONDERSTEUN LIEFDEGAWE-PROJEK, VRA DIREKTEUR

Die Direkteur van Bestuursdienste, mnr Coenie Groenewald, het 'n beroep op ons kollegas gedoen om die "Bags of Love"-projek van die Katolieke Kerk ter plaatse te ondersteun.

Meer inligting oor die projek is onlangs per e-pos vanuit die Burgemeester se kantoor aan al die amptenare gestuur. Die doel van die projek is om in die Kerstyd mededeelsaam met arm en behoeftige mense te wees. Groen ekosakke van Pick n Pay en 'n inkopielys is by Elize Verrij beskikbaar en gevulde sakke moet aan haar terugbesorg word.

Coenie sê hy het einde verlede jaar by sy direktoraat se jaareindfunksie verwys na Marida Fitzpatrick, 'n jong verslaggewer van Die Burger, wat die stelling gemaak het dat "as ons (dalk) ophou met ons selfbeheptheid en kyk hoe swaar ons medemens kry, sal daar iets van hierdie land vir (ons) kleinkinders oorbly", en Oprah Winfrey wat gesê het "die belangrikste ding in jou werk is hoe jy dit kan gebruik in diens van jou medemens en wat meer mense tot voordeel strek as net jouself".

Hy stel voor dat 'n departement of 'n paar kollegas saamspan om so 'n "groen sak" vol te maak. Die koste van die inkopielys wat daarmee saamgaan, werk op ongeveer R120 uit.

APPOINTMENTS AND PROMOTIONS

APPOINTMENTS DECEMBER 2010		APPOINTMENTS NOVEMBER 2010	
C C Rossouw	Assistant Internal Auditor	A C E le Roux	Clerk: Collections (8 Nov)
M Gillion	Building Inspector	T Dreyer	Clerk: Electrotechnical Services (8 Nov)
V van Heerden	Senior Clerk: Collections	S T Teylinzima	Worker: Parks (8 Nov)
G M Gillion	Clerk Grade I: Metered Services	B C Fitzgerald	Clerk: Collections (22 Nov)
M C Antonides	Administrative Assistant: Valuations	V Tsemame	Baboon Monitor (year contract)
Z Botma	Cashier / Clerk Grade I: Client Service	A M J Carelse	Baboon Monitor (year contract)
APPOINTMENTS NOVEMBER 2010		PROMOTIONS NOVEMBER 2010	
W P Auret	Project Manager: Work for Water	S M Joorst	Baboon Monitor (year contract)
L Bezuidenhout	Manager: Environmental Services	M A P Esau	Baboon Monitor (year contract)
R J Buckle	Electrician	S Goliath	Baboon Monitor (year contract)
V Bhonga	General Assistant: Water & Sewerage KM	S J Siduli	Baboon Monitor (year contract)
R Smit	General Assistant: Streets & Stormwater KM	M B Mqhu	Baboon Monitor (year contract)
K Ramosala	General Assistant: Streets & Stormwater KM	A B Spandiel	Baboon Monitor (year contract)
S Makeleni	Worker: Electrotechnical Services	H I Dyers	Baboon Monitor (year contract)
M L Mbombo	Worker: Electrotechnical Services	L Gertse	Baboon Monitor (year contract)
A J Andries	Worker: Electrotechnical Services	A M Cornelius	Ass. Supervisor: Baboon Monitor (year contract)
S B Marais	Senior Clerk: Collections	PROMOTIONS NOVEMBER 2010	
A Ackerman	Senior Clerk: Collections KM (8 Nov)	W G Niemand	Machine Handler
L Groenewald	Senior Clerk: Collections GB (8 Nov)	S H Magwasa	Machine Handler
P P Mayile	Senior Clerk: Collections (8 Nov)	L Hanekom	Assistant Superintendent: Traffic
		L C Mbali	Supervisor/Driver: Parks

AFTREEFONDS KRY AANDAG

Clint le Roux en John Simson is tydens 'n spesiale vergadering op 24 November aangewys om lede van die Kaapse Aftreefonds in die Hermanus-administrasie by die fonds se algemene jaarvergadering op 18 Februarie aanstaande jaar in Bellville te verteenwoordig. Hul sekundi is Don Kearney en Nigel Floors.

Die ander administrasies se afgevaardigdes is Kat Myburgh (Gansbaai) en Flippie Bezuidenhout (Kleinmond), met Cecile Jonkheid as Flippie se sekondus. Mnr Ben Solomon sal die raad by die vergadering verteenwoordig.

Verteenwoordiging by hierdie jaarvergadering is van groot belang omdat dit na die finansiële versorging van amptenare na hul aftrede moet omsien. By die Overstrand Munisipaliteit het amptenare 'n keuse tussen die Kaapse Aftreefonds, wat tans die grootste ledetal het, SALA Pensioenfonds, SAMWU National Providence Fund en die Kaapse Pensioenfonds.

VERJAARDAE IN DESEMBER | BIRTHDAYS IN DECEMBER

NAAM	DAG	DEPARTEMENT	DORP
BAARDMAN (NEE BEUKES), MARION	1	Finance	Hermanus
MARX, THOMAS IGNATIUS	1	Operational Management	Hermanus
RAS, KOBUS	1	Operational Management	Gansbaai
ENGELBRECHT, HESMARIE	1	Electrical Services	Gansbaai
MKWASI, ZONGEZILE SPOEDING	2	Operational Management	Hermanus
FORTUIN, ANREAS	3	Operational Management	Hermanus
NIGRINI, JOHAN	3	Electrical Services	Hermanus
HANEKOM, LIEZEL	3	Protection Services	Hermanus
ISAACS, LORIAAN	3	Town Planning	Kleinmond
PEDRO, LORENZO ALTON	3	Electrical Services	Gansbaai
KRIEL, JOHAN	3	Councillor	Hermanus
MAKI, MNCEDISI ALFRED	4	Electrical Services	Hermanus
FELIX, ANDREAS JOHANNES	4	Operational Management	Gansbaai
BOUWERS, JACQUE	5	Operational Management	Hermanus
VAN ROOYEN, ANDRE	5	Human Resources	Hermanus
MIENNIES, DONEVAN JOHN	5	Operational Management	Kleinmond
MATHIKINCA, MATHEMBA DAVID	6	Electrical Services	Hermanus
MRUBATA, PHETHUXOLO	6	Operational Management	Hermanus
SWARTZ, CHESLIN NATASHA	6	Finance	Hermanus
MARS, ADAM	6	Protection Services	Kleinmond
MANTSHINGA, LULAMA	6	Area Management	Kleinmond
FELIX, JAMES PAUL	6	Operational Management	Gansbaai
DRURY, STEVEN GRAHAM	7	Protection Services	Hermanus
MABHENGIZA, ABRAHAM	7	Building Control	Hermanus
SMITH, REJENULD HEROLD	7	Operational Management	Kleinmond
LUCAS, NICO	7	Operational Management	Gansbaai
KESNER, JONATHAN	8	Finance	Hermanus
CORNELIUS, OLIVIA	10	Infrastructure and Planning	Hermanus
JANSEN, ISRAEL LAMBERT	11	Management Services	Hermanus
ESAU, DAWIE JOHN RICARDO	11	Protection Services	Hermanus
HODANA, FUNISILE	11	Operational Management	Gansbaai
DREYER, HENDRIK JOHANNES	11	Building Control	Kleinmond
HAVENGA, THEUNIS LODEWYK	12	Operational Management	Hermanus
MIDDLETON, MARZAAN	12	Area Management	Gansbaai
MAY, BELINDA LOUISE	13	Area Management	Hermanus
VALENTINE, VERGUEL AMBROSE	13	Electrical Services	Gansbaai
BRUIN, PETER	14	Operational Management	Kleinmond
NEWMAN, FRANKIE	14	Operational Management	Gansbaai
SHUMANE, KONOMFANE	15	Operational Management	Hermanus
NGWANYA, NOMPUMELELO FLORENCE	17	Finance	Hermanus
NAKAN, EMMANUEL	17	Operational Management	Stanford
MONTAGU, SHEREEN LEVINE	17	Operational Management	Stanford
SIMON, SAKHIWO	18	Operational Management	Kleinmond
LAMONT, DANIEL ANDRE	18	Electrical Services	Hermanus
MBATWA, ALFERT SATSAYI	19	Operational Management	Hermanus

NAME	DAY	DEPARTMENT	TOWN
KALENI, ZANDIBA	19	Operational Management	Hermanus
MTSHAKAZANA, THEMBA	19	Operational Management	Gansbaai
MBALI, ATTWELL MNTUWAKHE	20	Operational Management	Hermanus
JOHNSON, HENLEY MERRICK	20	Operational Management	Kleinmond
WANA, SIVUYILE MORRIS	20	Protection Services	Hermanus
HANSEN, DANIEL	20	Operational Management	Hermanus
JOEMAT, JAKOBUS	20	Operational Management	Gansbaai
BANZI, NTINTI	21	Electrical Services	Hermanus
GILLION, CHRISTOPHER SOLOMON	21	Electrical Services	Hermanus
KARELSE, KAREL JOHANNES	21	Operational	Kleinmond
MARINUS, LIONEL	21	Supply Chain Management	Kleinmond
DLOVA, ZANEMVULA	21	Operational Management	Gansbaai
WYNGAARD, LUCILLE MACDALENE	22	Area Management	Hermanus
BAADJIES, CHARL	22	Operational Management	Kleinmond
ERASMUS, FANANDEAN	23	Management Services	Hermanus
LUSIBA, VUSUMZI ISAAC	23	Operational Management	Hermanus
NKANUNU (NEE GCILISHE), NOMONDE	24	Area Management	Hermanus
SMITH, SUSAN	24	Area Management	Kleinmond
MQAKAZA, VUYANI	24	Operational Management	Stanford
KESWA, JOHN	25	Electrical Services	Hermanus
SOCIKWA, NKWENKWEZI	25	Operational Management	Kleinmond
LEMMER, YDA ANNA	25	Protection Services	Kleinmond
MFENGO, SAMSONI	25	Operational Management	Gansbaai
PONOANE, MAKHAYA VUYANI	25	Councillor	Hermanus
BARRY, FRAZER GEORGIO	26	Supply Chain Management	Hermanus
JACOBS, LAWENDA	26	Finance	Gansbaai
FLORIS, ALFRANCO	27	Operational Management	Kleinmond
LEWIS, MIREILLE ELISABETH	27	Finance	Hermanus
LOURENS, ZUSARA	27	Finance	Gansbaai
BOTO, SIPHO	28	Operational Management	Hermanus
LUKAS, LLEWELLYN	28	Operational Management	Hermanus
PETERSEN, LYNETTE JOY	28	Finance	Hermanus
SLINGERS, RICO JOHAN	28	Operational Management	Gansbaai
NEL, CARMEN	28	Finance	Gansbaai
TSHANDU, MVUYISEKO GLADMAN	28	Councillor	Hermanus
PETROS, TOKWE	29	Area Management	Hermanus
MTEYISE, BONGEKILE	29	Operational Management	Hermanus
VAN VUUREN, DION FRANCOIS	29	Community Services	Hermanus
GELDENHUYS, PHILLIP RUDOLF	29	Electrical Services	Hermanus
MAY, EDWARD HENRY	29	Operational Management	Kleinmond
OTTO, THEUNS LODIWKYK	29	Operational Management	Gansbaai
AFRIKA, MARCUS	29	Operational Management	Gansbaai
KONI, JUJUJU	30	Operational Management	Hermanus
DAMON, CAMERON	30	Operational Management	Stanford
GARDINER, LORTON SIRON	31	Building Control	Hermanus