

HARD WORK, POSITIVITY AND FAITH THE SECRET



Kleinmond Town Planner Abigail Cairns received an Honours Degree in Land and Property Development Management (Housing) on 18 April 2013 at the University of the Free State.

She attended this course in block modules and had to attend classes at the University in Bloemfontein for a week every three months. You can imagine the stress and pressure she went through at the time.

During that week, Abigail not only attended classes, but had to write tests and exams. During the year she submitted numerous assignments and completed nine subjects in total, including Project Management. It is her dedication and hard work that earned her this prestigious achievement.

"I am very proud of my achievement, especially since I was the only one out of a class of twenty who passed everything. My next goal is to start my Master's Degree during 2014", she says.

Her advice to others is that they should go for what they want in life. "Never let any obstacles keep you from achieving your goals, no matter how hard you must work to achieve them. Take it one step at a time and eventually you will get there. I truly believe that through hard work, positivity and faith, you can achieve anything" says Abigail.

We wish Abigail all the best in the future and we hope some of her colleagues will follow her advice to achieve their goals.



25 YEARS WELL SPENT

Carlinne Spandiel, a senior clerk at the Traffic Department, shared with us her story about the 25 years she has spent so far at the Municipality.

She started working for the Overstrand Municipality in 1988 as a cleaner and laboured away for 15 years. In-between she helped out at the switchboard at the Electrical Department and did some filing in other departments.

In 2003 she received an opportunity to do a traffic course at the Gene Louw Traffic College and on her return, was promoted to cashier. During the next ten years she worked herself up to the position of senior clerk.

The 25 years in local government was a good experience for Carlinne. She recalls the lovely times she had when she turned 21, already a worker, and the support she received when she had her first baby while working here.

Carlinne enjoys her work and being amongst her colleagues. She started at the Traffic Department in 2003 and she thinks she will probably retire there. However, she also believes in taking opportunities when they come your way. Her advice to other colleagues is that one must stay positive at all times, do what you do to your very best ability and in the end you will achieve what you want. Her advice to the Council and Top Management is to appoint more people who will add value within the Municipality.

Carlinne concludes that it has been a pleasure working at this Municipality for the last 25 years.

A RED CARPET EXPERIENCE FOR TABISA

On Monday, 15 April 2013, Tabisa Ncinjana experienced a red carpet moment when she attended her graduation ceremony at the Bellville campus of the Cape Peninsula University of Technology to receive a National Diploma in Human Resources Management.

Tabisa tells that she was excited, but also very nervous and anxious at the same time. "This was the culmination of a three year course which required hard work and determination. Knowing what I really want, paid off in the end and I am grateful I did not allow any temptations and obstacles to hold me back from finishing my diploma.

"It was a tremendous feeling to receive my diploma. The love and support I got from my mother, siblings, colleagues and friends were overwhelming. Thanks to all who supported me through my studies," she said.

Tabisa (25) was born and bred in Hermanus. She attended school at Hermanus Primary and Hermanus High. She currently works in the Law Enforcement department. Her vision is to complete a B-Tech in Human Resources within the next two years.

"Challenges will show up in your life, it's all part of the experience. Some buckle when life gets tough while others take advantage of these times and become stronger. I took my challenges as a learning curve and an opportunity to build my strengths and I got my reward. My wish is to play a role in making Overstrand Municipality a centre of excellence for the community," Tabisa said.

What a fine example to other employees who would like to pursue their careers as well as study



further. We would like to wish Tabisa all the best for her future endeavours!

TWEE HERSIENDE BELEIDE GOEDGEKEUR

Twée hersienings van beleide wat die personeel raak, is einde April deur die Raad goedgekeur.

Die Beleid op Vlootbestuur, wat intussen op versoek van die Raad met verteenwoordigers van die vakbonde en ander rolspelers binne die Munisipaliteit gewerkswinkel is, is oorspronklik in 2008 aangeneem. Nuwe verwikkelinge wat verband hou met brandstofpryse en die voorkoming van moontlike misbruik van munisipale voertuie het wysigings genoodsaak. Die oogmerke met dié beleid is om te verseker dat gebruikers van munisipale voertuie aan die kode vir goeie praktyke voldoen, dat die voertuie optimaal en effektief vir die lewering van munisipale dienste gebruik word, dat voertuie koste-effektief in terme van brandstof en onderhoud aangewend word en om moontlike misbruik of wanaanwending van voertuie te voorkom. Die munisipale vloot bestaan uit 394 gelisensieerde voertuie, waarvan 284

self-aangedrewe is. Die voertuie is op Gansbaai, Stanford, Hermanus en Kleinmond ontplooi. Die bestuursplan vir die bedryf van die voertuie is nie in die Beleid opgeneem nie omdat dit voortdurend aangepas en verbeter word.

Die Beleid op TASK-posevaluering is aangepas om groter ruimte vir die voorsitterskap daarvan te bewerkstellig. Dit was nodig omdat die beamppte wat in Oktober 2010 deur die Raad as voorsitter van die komitee aangewys is, uit die Munisipaliteit se diens getree het. Die Beleid het toe bepaal dat die voorsitter 'n lid van die Departement van Menslike Hulpbronne moet wees. Dié Departement is egter ook verantwoordelik vir die implementering en administrasie van die Beleid en in die lig van die beginsel van "skeiding van funksies" is aanbeveel dat die voorsitter enige senior bestuurder op posvlak 18 of hoër van TASK mag wees.

Phambili!

Munisipaliteit • U-Masipala • Municipality

Vorentoe/Forward

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EDITOR'S NOTE

'N TYD VOL HOOGTEPUNTE

Weer eens is dit tyd om nuus te deel: lekker stories oor sukses en prestasie, dinge om na uit te sien, maar ongelukkig ook hartseerstories oor kollegas wat afgesterf het of geliefdes verloor het. Na alles is dit waaroor die lewe gaan en gelukkig werk ons vir 'n organisasie waar ons omgee vir mekaar en mekaar ondersteun.

Sedert ons vorige uitgawe, was daar verskeie hoogtepunte, soos ons soliede deelname aan die CANSA Relay for Life deur die nag van 16 en 17 Maart, die kans om gedurende die kort skoolvakansie met ons gesinne te kon wegbreek, en die goeie reën wat ons damvlakke effens gelig het tot ons groot dankbaarheid.

Vir die CANSA Relay for Life het die munisipaliteit nie minder as tien spanne ingeskryf nie, maar ons het ook op ander wyses bystand verleen. Dit dien regtig 'n goeie saak en ek hoop dat ons aanstaande jaar nog meer mense betrokke kan kry. So betoon ons empatie en liefde aan diegene wat aan hierdie gevreesde siekte ly en dit is eintlik maar al wat ons werklik kan doen.

For Christians the Easter holidays are more than an opportunity to break away from the hum drum. We actually commemorate Jesus Christ's crucifixion where He paid the price for our sins, followed by His victorious resurrection from death. Easter Sunday is the most festive event among Christians worldwide.

This usually goes along with the decorating of eggs and Easter egg hunts. However, when you find an Easter basket full of candy, snacks, and presents, you should think of those who do not have the luxury of getting the same. Maybe next year you should not only buy (so many) for your children at home, but also show a little "ubuntu" and give to those who do not have.

In the northern hemisphere Easter is celebrated at the beginning of their spring. The word easter is actually derived from the Greek mythology where the goddess of rebirth was known as Eostara, and that explains the emphasis on eggs.

Dit is goed om te lees en te leer en die verloop van geskiedenis te verstaan! Dit neem my na ons volgende hoogtepunt: ons kollegas wat in Maart en April gegraduateer het. Dit kos harde werk om die toppunt te bereik, maar dit is ook duidelik dat studies jou behoorlik toerus daarvoor.

Last but not least, our motto for the month: "Be the person that you are. You are as good as you believe of yourself!" If you think you are not worth it, you will not be worth it. Only you can make yourself the best person in your life! Until next time!!

NOLUTHANDO ZWENI
REDAKTEUR/EDITOR



BAIE BY BURGEMEESTER SE BIDDAG

'n Groot aantal personeellede was onder die sowat 100 Overstranders uit alle gemeenskappe wat op Vrydag, 3 Mei, in die Hermanus-moedergemeente byeengekom het om deel te neem aan die bid- en vasdag wat deur Burgemeester Nicolette Botha-Guthrie aangevra is om bewustheid en aksie oor die toenemende geweld op vroue en kinders landwyd te bewerkstellig. Almal wat teenwoordig was, het 'n pers strikkie ontvang, wat sowel skuldbelydenis as koninklikheid simboliseer: die blou komponent dui op ons hemelse oorsprong en goddelike afkoms omdat ons na die beeld van God geskape is en die rooi komponent dui op die vergifnis van sonde en die hereniging met God. Daar is in groepies van twee saamgebied vir onder meer die slagoffers van geweld, hul geliefdes en gesinne, die regstelsel, die versorgers en die geweldenaars. Na die biddiens het almal buite voor die kerk byeengekom waar die Burgemeester 'n groot aantal pers en wit ballonne losgelaat het. Ds Corné Kemp wat 'n groot rol gespeel het met reëlins, staan haar by. (Foto: Noluthando Zweni)

NOT MUCH HOPE FOR 14TH CHEQUE

Recent news from the national negotiating tables raised the hope that we as municipal officials are in line for a possible 14th cheque. But when Phambili checked the facts it appeared that negotiations are far from over and that the final agreement will probably exclude Overstrand Municipality as we have already implemented the proposed wage curve or as we call it TASK post grading system.

The facilitator in the dispute between the SA Local Government Association and the municipal unions over the implementation of the 2010 "wage curve agreement" has proposed that new negotiations should start and be concluded before the end of July, because the agreement signed in 2010 lapsed a year ago.

Last June, the Labour Court ordered SALGA, amongst others, to implement the agreement that it signed with the SA Municipal Workers' Union and the Independent Municipal and Allied Trade Union. SALGA initially indicated its intention to appeal against this judgement, on the grounds that its implementation would "spell dire financial repercussions for municipalities" but has since withdrawn the appeal.

In February, a SAMWU spokesman announced that all parties had agreed to a facilitation process within the Local

Government Bargaining Council to resolve the issue and that the first meeting will take place on 22 February 2013. He said it was vital for wages in the local government sector to be structured and standardised, as "there is no uniformity - some people are earning too little and others too much for the same work".

Last month the facilitator proposed that new wage curve negotiations should start and be concluded before 31 July 2013, the negotiations on the new wage curve should be done with the new job evaluation agreement to be concluded before 31 July 2013, and that all employees who fall under the SA Local Government Bargaining Council should receive a one-month salary (a "14th") cheque.

Trade union officials are now getting a lot of questions regarding this issue, but no answers can be given as no feedback has been received from the negotiators. At this stage it is just a facilitator's proposal and it must be accepted by all parties before it can become an agreement.

Observers have also pointed out that Overstrand Municipality took early initiative with the wage curve arrangements here and already spent millions on its implementation. In view of that the 14th cheque proposal will probably not be applicable in our case.

VROU NEEM LEISELS BY FINANSIES

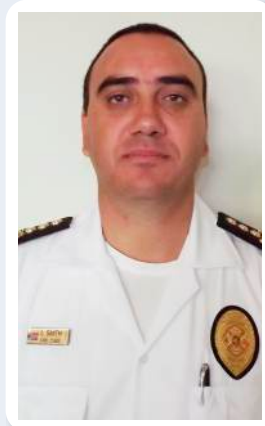
Santie Reyneke-Naudé het begin Junie die leisele van die Direkoraat Finansies by Henk Kleinloog oorgeneem nadat hy einde Mei die aftreouderdom van 65 bereik het.

Santie se aanstelling is eenparig deur die Raad goedgekeur. Sy was voorheen die senior bestuurder van uitgawes en bates bons en het op 1 April 2009 hier in diens getree. Voorheen was sy in senior finansiële posisies by die munisipaliteite van Stellenbosch en Middelburg (Mpumalanga) werksaam.

Haar akademiese kwalifikasies sluit in 'n MBA (2007) en 'n B.Comm in Rekeningkunde (1988), wat sy aan die Noordwes-Universiteit op Potchefstroom verwerf het, asook 'n Sertifikaat in Munisipale Finansiële Bestuur van die Universiteit van Pretoria.

Santie is 'n lid van die Instituut van Munisipale Finansiële Beamptes en sedert Oktober 2010 voorsitter van die Wes-Kaapse tak.

Burgemeester Nicolette Botha-Guthrie het in haar gelukwensingsboodskap aan Santie die versekering gegee dat sy die volle steun van die Raad sal geniet en haar 'n lang en gelukkige loopbaan tot die voordeel van die Munisipaliteit toegewens. "Jy het uitstekend gevaar in jou onderhoud. Ons is trots op jou," het sy gesê.



NEW FIRE CHIEF

Our new Chief of Fire Brigade Services and Disaster Management, Lester Smith (40), is passionate about his career. In fact he was already in his second year of town planning studies when he realised during a voluntary stint as fire fighter that this is what he wants to do.

From signing up as a temporary fire fighter in November 1993 he steadily worked his way up: learner fire fighter (1994 to 1997), senior fire fighter (1997 to 2004), platoon commander (2005 to 2007), station commander (2007 to 2011) until he became Chief Fire Officer at Eden District Municipality before he joined us on 1 April 2013.

He believes in education and training and amongst his many qualifications is the Higher Diploma in Fire Technology. He is also a qualified Fire Instructor, Advanced Fire Safety and Fire Investigator, as well as Assessor, Facilitator, Moderator and Verifier for the Local Government SETA.

On completion of the Higher Certificate in Fire Technology in 1998, Lester received the George Angus Trophy for the best average in management and administration in South Africa and in 2000 he was awarded the Dries Lombaard Trophy for the highest average in the same subject during his studies for the Higher Diploma in Fire Technology.

In his school days in Stellenbosch he was a keen soccer and cricket player, captained the first teams and achieved provincial colours in both.

Lester is married to Jeanine and they have two daughters, Danielle and Leslin. We welcome them all into the Overstrand family and wish them all of the best as they settle down in their new surroundings.



From left to right are Mr Danie Carstens: Chair Person Western Cape, Ms Ansori Dippenaar: Regional Committee Member Matzikama Region, Ms Brenda Koekemoer: Accountant Regional Office, Mr Keith Swanepoel: National Deputy President Imatu, Mr Stan Khosa: National President Imatu, Mr Herman Theart: Full time shop Steward Cape Winelands, Ms Nafila Botha: PA to Regional Manager.

IMATU OVERSTRAND HOSTS 30TH REGIONAL CONFERENCE: A SECOND FOR LOCAL BRANCH

Imatu Overstrand hosted a mass meeting that was attended by more than 350 members in the Auditorium as well as guests from visiting branches, on Thursday, 23 May 2013, which was followed by a Regional Conference on Friday 24 May 2013 at the Windsor Hotel, attended by 150 delegates.

This meeting was attended by members of Imatu National Executive Office, as well as Imatu Regional Office. The President, Mr Stan Khosa, addressed members on matters of national importance. The members enjoyed having the interaction with the president and his pleasant yet entertaining sense of humor had all in laughter on more than one topic.

Two days before the meeting, new golf shirts were distributed to all Imatu members. What an amazing sight to see, all the attending members, proud as can be, in their new high quality blue golf shirts, clearly matching the service they get

from Imatu.

Mayor Nicolette Botha-Guthrie and Municipal Manager Coenie Groenewald also attended the opening of the meeting. The Mayor welcomed the panel and visitors, shared a moment she had had with the local Imatu branch, discussed labour relations at Overstrand and finally encouraged shop stewards to represent their members in an honorable yet reliable and trustworthy manner.

The Mayor expressed her appreciation to Imatu for hosting their 30th Regional Conference in Overstrand. She wished all visitors a successful and joyous meeting.

The conference was addressed by Cnclr E Nel who welcomed the delegates, briefed on labour relations and interactions, more specifically the staff training and component. She invited the delegation to revisit with their families, once she had informed them about all our area has to offer and enjoy.

LIEF & LEED · JOY & SORROW



ELMARIE WORD OUMA

Elmarie Hooneberg, Senior Bestuurder: Inkomste, skryf: Ek is vir die EERSTE keer in my lewe 'n OUMA! Elizabeth Roets is gebore op 1 Maart 2013 en het 2.6 kg geweeg. Sien foto aangeheg van die oulikste dingetjie! Sommer 'n gediggie:

Elizabeth...
Ek hou jou in my arms,
klein bekende vreemdeling wesentjie.
Jy frons en loer na my met skrefies ogies.
'n Fronsie frommel jou pienk gesiggie en
ek weet net ek is vir jou verskriklik lief.

Jy kriewel in my arms,
jou mondjie soekend na jou mamma.
Ek sê jou naam ... 'Elizabeth',
Jou koppie draai, jy raak rustig en
ek weet 'n liefdesband bind ons vir altyd.

Jou hartjie klop, jy asem egalig in en uit.
Ek vat jou handjie met volmaakte vingertjies,
en druk 'n soentjie in jou verrimpelde palmpie.
Jou vingertjies gryp my wysvinger vas en
ek weet jy is ewig deel van my hartklop!

Dankie Hemelse Vader dat ek 'n ouma is!!



LITTLE MICAH

Batandwa Mbanjwa's second baby boy Micah Mbanjwa, was born on Thursday, 7 March 2013. His name is Micah Mbanjwa. His weight was 2.8kg. The family is very excited to have Micah and says he brought joy and happiness in Mbanjwa's family.

AANSTELLINGS EN BEVORDERINGS

AANSTELLINGS JUNIE 2013	
Mnr R M Nutt	Magasynmeester
Mnr K M Johnson	Algemene Assistent: Vaste Afval
Mr X N Arosi	General Assistant: Solid Waste
Mnr D Julies	Meterleser
Me J L Gardiner	Algemene Assistent: Verversingsbediener/Skoonmaker
Mnr B May	Senior Klerk: Inkomste
BEVORDERINGS JUNIE 2013	
Me S Reyneke-Naudé	Direkteur: Finansies
Mnr S E Hans	Kleinmasjienbediener/operateur
Mr Z Mteyise	Supervisor/Driver: Solid Waste

A RISING STAR FROM WITHIN OUR OWN RANKS

Kyknet viewers may have recognized a familiar face in the youth series Thomas@.

Yes, she is one of our own - the talented young Layla Arrison, daughter of our Director of Management Services, Desiree Arrison, and also an executive member of our Junior Council.

She plays the role of Charlotte in the "Pienk Wolk", a character which is almost the opposite of her own personality. It must be very challenging for a person to switch to an arrogant character which you are not. However, for this young girl it is a very interesting experience and she loves acting. This program, which started in April 2013, is going to be on for 26 weeks and who knows, another season



may follow.

Layla is benefitting from her exposure at the Junior Town Council, which is a platform to educate young people and polish their skills in public speaking, presentation, report writing, etc.

Layla is the older of the Arrisons' two daughters and with a father in the ministry, she has values such as respect toward herself and others, and humility and much more are part of her life.

She taught herself to play a guitar and she plays it beautifully. I must say that her parents are very fortunate to have raised such a pleasant and respectful young girl.

We wish Layla all the best in her future endeavours.

JUANDRÉ NEEDS SUPPORT

Juandré Viviers is a volunteer firefighter with the Overstrand Municipal Fire Brigade and breadwinner of his family. He was involved in a serious motor bike accident and suffered injuries which landed him in hospital at the same time that his mother, who underwent a serious abdominal operation was in Tygerberg Hospital.

His youngest sister is 16 and his oldest sister is now trying to keep everything together. Bills need to be paid and the family is in need of petrol money to hospital, as well as food.

Should any of our colleagues like to contribute money or food, they can give it to Charline de Gruchy who is their next door neighbour.

Juandré is recovering well but still needs medical assistance, a wheelchair, and a plan for paying the medical bills and rent....

Prieur du Plessis 1994 - 2013



Woorde is onvoldoende om dankie te kan sê vir al die liefde wat ons as gesin ontvang het tydens Prieur se skielike dood. Die oproepe, besoeke, briefies, SMS'e, e-posse, eetgoed en blomme was kosbaar. Dankie ook aan almal vir wie dit moontlik was om die troosdiens te te woon. Jul teenwoordigheid is opreg waardeer.

Koos, Stephanie en Jeanne