

SKY IS THE LIMIT FOR AMELIA

Amelia Koert, a Junior Clerk in Client Services, finally received her matric certificate from the Department of Education on Thursday, 6 June 2013.

Eighteen years ago, in February 1995, Amelia joined Overstrand Municipality as a cleaner/tea girl in Gansbaai. In March 2003, she married a colleague and was blessed with a daughter; her daughter is currently in Grade 7 at Gansbaai Primary.

In December 2004, a position in the Finance Department in Gansbaai was advertised, and Amelia's hard work and determination paid off. She was promoted to the position of Junior Clerk: Client Services. Through all these years, Amelia dreamt of completing her matric one day so that she could truly excel in her job, particularly since almost all positions being advertised had a matric certificate as minimum requirement.

When in January 2010, Blompark Primary offered ABET classes to interested parties, Amelia enrolled immediately. She paid the costs herself because she wanted to invest in her education and her future. Studying for her was very challenging as she had to attend classes in the evening at Blompark Primary three times per week for one-hour classes per subject with only one teacher to help the students with all their work.

Another challenging factor for her was the study



Amelia Koert

material which was not freely available, resulting in students having to circulate some textbook material amongst them. However, assistance was always on hand when needed. For this ambitious col-

league, having a husband and youngster at home posed many challenges too, but it was exciting and they kept her motivated to do her best and make a success of her studies.

Amelia completed her exams in June 2012, but had to really battle to get her final marks and certificate from the Department of Education. It was only this year, on the morning of Thursday 6 June, that she got a phone call from her husband at work to tell her of a surprise waiting at home. Little did she know the "surprise" was, in fact, her matric certificate being proudly displayed by her husband in her room. Amelia says she was so elated she simply could not stop the tears. Never before had she experienced such joy, and having her husband and daughter there with her made it even more special.

She would like to thank her Heavenly Father for carrying her through this and helping her to attain success. Amelia has this to say: "It is possible to achieve your dreams if you put your mind to what you do. I will always encourage any individual to pursue their dreams and get their matric, as this opens many doors. You are never too old to promote yourself and I wish to excel further in my position. My husband is also busy with his matric, and my next goal is to get my driver's licence". We wish her all the best with making all her dreams and wishes come true.

MANDELA-DAG BEGEESTER KOLLEGAS OPNUUT

Projekte wat op Nelson Mandela-dag deur Munisipaliteit Overstrand in samewerking met wykskomitees en gemeenskapsorganisasies onderneem is, het nie net die deelnemers geïnspireer nie maar ook ons amptenare as deel van die Reënboognasie opnuut begeester.

Hierdie dag is deur die Verenigde Nasies ingestel as 'n geleentheid vir humanitêre optrede, die idee synde dat 'n ieder en elk minstens 67 minute - een minuut vir elke jaar wat Madiba in sy lewe aan die bevordering van maatskaplike geregtigheid,

gelykheid en die beskerming van menseregte gewy het - daaraan moet bestee om iets goeds vir sy of haar gemeenskap te doen.

Vanjaar het kommer oor die voormalige president se swak gesondheid en die blote feit dat hy die rype ouderdom van 95 sou bereik, groter deelname aangemoedig. Die tema, "Gaan oor tot die daad; inspireer verandering; maak van elke dag 'n Mandela-dag", het tot 'n paar baie interessante aktiwiteite op hierdie dag aanleiding gegee, wat duidelik uit ons foto-collage blyk.



Gansbaai-boom/Rommel

In die Gansbaai-area, het munisipale werknemer TC Smith gehelp om 'n groot dooie vyeboom in die agterste binnehof van die Herberg-aan-See-ouetehuis af te kap en die takke na die munisipale stortingsterrein aan te ry. In die voorheenbenadeelde gebiede van Beverly Hills (Blompark), Masakhane en Gansbaai se HOP-behuisingsarea het die munisipaliteit, in samewerking met die Gansbaai-belastingbetalersvereniging, inwoners gehelp om hulle werwe op te ruim.



Overhills

In die Overhills informele nedersetting het personele van die Kleinmond-kantoor tyd afgestaan om die area te verfraai waar die munisipaliteit vantevoren speelplektoerusting geïnstalleer het. Ondanks die stormagtige weer het die kinders onmiddellik op die toerusting toegesak, tot groot vermaak van die Areabestuuder, Cecile Jonkheid, en Wyksraadslid, Lisel Krige.



Crèche Reggeruk

Lede van die Hermanus-afdeling van Overstrand se Brandweer en Reddingsdiens was aan die swoeg om die tuin van die Nomzamu-crèche in Zwelihle reg te ruk, toe Burgemeester Nicolette Botha-Guthrie 'n draai kom maak het sodat hulle 'n welverdiende blaaskansie kon geniet. **Van links is Gcobisa Pilingane, Shane Booysen, Maluzi Nompuzu, Masixole Langatye, Wayne Hama, Carl Galant, Lovuyo Mayile en Stanley Moses.**

Phambili!

Vorentoe/Forward



Uitgawe/Issue 3/2013

AUGUST/SEPTEMBER 2013

EDITOR'S NOTE

KOM ONS DOEN DIT VANJAAR REGTIG GROOT OP LOSLITDAG

Eersdaags gaan ons weer eens die voorreg hê om in Losliddag te deel. Natuurlik beteken 'n ieder en elk se ondersteuning van en deelname aan hierdie dag baie vir gestremdes, maar dan moet mens ook nie uit die oog verloor dat hierdie dag hope pret belooft vir diegene wat bereid is om 'n snaakse uitrusting aan te trek of 'n bietjie rolle uit te ruil nie. En dis juis daarom dat Losliddag soveel aanklank by almal vind!

Each year, the first Friday in September is reserved for going to work dressed up in outfits ranging from the simply funny to the fantastical. This year, Casual Day falls on Friday 6 September 2013. But to earn the privilege to rock up for work in attire not exactly suitable for the office, each participant must donate R10, proof of which comes in the form of the official Casual Day sticker to be sported on the day.

Waarom behoort almal deel te neem? Die antwoord is voor-die-hand-liggend: Op hierdie manier wys ons ons eensgesindheid met duisende Suid-Afrikans wat hierdie dag gebruik om te wys hoe selfs die kleinste dingetjie 'n reuseverskil kan maak. Boonop gee hierdie dag dikwels daartoe aanleiding dat hegte vriendskappe in die werkplek gesmee word bloot te danke aan die ligte vermaak wat dié dag in 'n dikwels stresvolle werkplek skep.

This year, the theme is "Go Big at the Party Parade". Thus, the message is clear: Let your imagination run wild and go big! Big wigs, big ties, big teeth, big specs, big coats, big dresses, big pants, even big mag wheels on the car – the possibilities are endless and the choice entirely yours.

Think mega; think massive; think humongous; think out-of-the-box big time.

Dress up like your favourite larger-than-life movie character, be it Shrek, The Hulk or King Kong. Or dress up like a ginormous panda or a teddy bear to surpass all teddy bears.

Maar belangriker as om te onthou om daardie buitensporige vlag op jou selfs buitensporige hoed vas te speld, moet asseblief nie vir 'n oomblik vergeet om heelhartelank van oor tot oor te glimlag nie.

Let's all join in making this the biggest Casual Day ever by donating big, encouraging as many colleagues as possible - including outside personnel - to get their stickers and to share in the fun. Who said one should wear only one sticker? Go big and wear as many as possible: Now there's a challenge!

Onthou, om op Losliddag as regtig "groot" geag te word, moet jy daardie dag ten minste een amptelike plakker erens aan jou lyf ten toon stel. Besluit maar self waar...

Noluthando Zweni
Redakteur/
Editor



SERIOUS ABOUT SAFETY PRECAUTIONS

Members of Overstrand Municipality's Protection Services Directorate and the Overberg District Fire Department attended a three-day Fire and Life Safety Course in July. The Assistant Director: Fire Brigade Services from the Western Cape Provincial Government, Mr Rodney Eksteen, was the presenter. This workshop was held at MQ House in Hermanus, and the focus was on the design, development, implementation and evaluation of public safety education programmes. The attendees were also equipped with skills to educate the public, which will enable them to go out to the communities with a view to advising the latter on how to ensure fewer fires are caused as a result of negligence.

In front from the left are A Mars (Overstrand Fire), N Williams (Overstrand Traffic), E Isaacs (Overstrand Fire), C Brink (ODM Fire), R Johann (ODM Fire), B Abrahams (Overstrand Fire), M Mzamo (Overstrand Traffic), Z Tsefu (Overstrand LEO) and M Acker (Overstrand Fire); and in the back row are T Xovula (Overstrand Fire), O Steward (Overstrand Fire), K Oncke (ODM Fire), A Aplon (Overstrand Fire), Ass Dir. R Eksteen, PAWC Fire and Disaster Management, S Booysen (Overstrand Fire) and H Hendricks (ODM Fire).

HOW DO WE DO IN 2012/13?

The fourth quarterly budget statement for 2012/13, which has been prepared by our Finance Directorate for presentation to the National Treasury, provides a good indication of Overstrand Municipality's financial performance during the past financial year.

According to the report, which was tabled for consideration at a special Council meeting in July, the municipality's preliminary operating income for 2012/13 amounts to R642 million, which is R15 million or 2,37 percent less than the R658 million budgeted for. This can primarily be ascribed to the lower than expected revenue from electricity and water sales. The reduced electricity revenue is mainly due to bulk electricity users switching to time-of-use rates and also suggests that users are cooperating with campaigns to save on electricity consumption.

Operating expenses, which amounted to some R746 million at the end of the year, were approximately 1,77 percent or R13 million lower than

budgeted. These figures may still be adjusted when the final year-end transactions have been completed. However, the results indicate that no corrective steps will be necessary at this stage, but the coming year's revenue realisation will need to be watched closely.

The municipality's cash remains positive and the new year kicked off with a positive cash balance of R84,3 million. At the end of the financial year, the amount outstanding on loans amounted to R382,1 million.

During the financial year, the municipality spent around 83,8 percent of its capital budget, but arrangements have been made for projects to the value of R23,4 million to be rolled over to the next year.

At the same meeting, Council considered the Supply Chain Management Implementation Report for the quarter from 1 April to 30 June 2013. Cognisance was taken of the fact that 53 bids to the value of R25 million were awarded through the bid

committee system during the fourth quarter, bringing the total for the year to 143 and R244 million for the year, which can be compared to the 96 bids awarded in 2011/2012 valued at R241 million. During the fourth quarter, only 27 deviations were approved and the total for the year was 149. This is a marked reduction from the 266 deviations that were approved in 2011/2012. One incident of irregular expenditure was identified and six breaches which are regarded as issues of non-compliance with legislation.

Council also took cognisance of the report on the performance of Overstrand Municipality during the fourth quarter (April to June 2013) with regard to service delivery and budget implementation. According to the report, the municipality met 47 or 10 per cent of its key performance indicators extremely well, 82 or 17.5 per cent were met well, 276 of 58.8 per cent were achieved, 34 or 7.2 per cent were almost met and 30 or 6.4 per cent were not met at all.

CLOSER TO UNIFORM SYSTEM FOR PUBLIC ADMINISTRATION

The Department of Public Service and Administration has gazetted the Draft Public Administration Management Bill, which provides for a uniform system of public administration across the national, provincial and local spheres of government.

According to the bill's explanatory memorandum, a lack of coordination between the different spheres of government exists, which not only hampers service delivery but also results in a duplication and bureaucratisation of resources.

Greater integration of government

services, systems and personnel would aid to address these challenges. Additionally, in order to improve on coordinated service delivery and staff motivation, removing unjustifiable disparities still prevalent amongst employees in public administration has become imperative.

According to the memorandum, though, the bill still respects municipalities' constitutional powers, particularly their power to appoint, direct and dismiss their own employees.

Nevertheless, the draft bill does contain provisions that, in carefully circumscribed circumstances, will empower the Minister for the Public Service and Administration to set limits on the terms and conditions of employment of municipal employees. However, these provisions will not compromise or impede municipalities in exercising their rights or performing the functions conferred on them by the Constitution.

The draft bill empowers municipal councils to appoint municipal managers and those reporting directly to them and, in turn, municipal managers to fill all remaining positions on the staff establishment.

Likewise, municipal councils and municipal managers are empowered to decide on all career incidents pertaining to their staff, with the inclusion of matters relevant to discipline, performance management, transfers, etc. In other words, they and they alone have the power to dismiss employees. Equally, employees may only be transferred or seconded to or from a municipality if the municipal council concurs. However, as far as terms and conditions of employment are concerned: These will continue to be negotiated in the Local Government Bargaining Council.

MANAGING RETIREMENT WISELY: SOME SOUND ADVICE

Recently, having served the municipality for more than 40 years, we had to bid farewell to two employees: Both Mr Paul Adams and Mr Wiseman Skenjana have served the municipality with dignity, and we would like to use this opportunity to wish them a safe journey ahead in the hope that they will continue to enjoy a comfortable retirement in the best of health and in the company of their families.

Although a life-changing event for many, retirement is but yet another extension of our lives. Provided, of course, we have a plan in place to make this phase of our lives as comfortable and hassle-free as possible.

Since many find the processes surrounding retirement rather confusing, Overstrand Municipality thought it prudent to compile a number of pointers in order to aid those approaching their golden years, particularly as far as financial planning is concerned. Sadly, too, not all manage to accumulate sufficient funds to retire comfortably despite the fact that they have worked for many years and put in long hours.

Against this background, let's take a look at what Overstrand's intentions are in this regard:

OBJECTIVES

- To implement a retirement planning advisory guideline and communicate the content to all employees, unions and management.
- To explain to employees that the age at which they want to retire has a tremendous impact on their retirement security.
- To ensure financial representatives from the respective pension funds advise employees and provide different projections on their financial security at different ages of retirement.
- To train employees in basic personal financial management skills in order to create awareness towards saving and planning for future financial security.

And, in an attempt to attain the above objectives, Overstrand intends adhering to the following:

FUNDAMENTAL PRINCIPLES

- To establish a culture of saving at an early age: The sooner employees start saving, the earlier they will begin to enjoy the benefits of compound interest.
- To encourage coverage towards life insurance and long-term care: Although the municipality encourages employees to invest in long-term care insurance, employees must approach financial advisors from the various pension funds to present

annual workshops where employees can be advised on their pension growth and additional financial provision for retirement (how to invest, how much to invest, how much is necessary during retirement, etc.) Starting at a younger age gives employees more time to accumulate money but with good investment strategies. Despite a late start, they can sometimes even manage to accumulate sufficient funds to ensure a comfortable retirement. Employees must receive counselling before going on early retirement or resignation in order to obtain accumulated pension fund contributions.

- To promote a comfortable lifestyle, enjoyable retirement: Retirement planning is the thought and commitment that one puts into providing for income and a satisfactory lifestyle for one's later years after one has left the workforce. Most people will spend an average of 25 or more years in retirement, so careful planning is necessary for this to be a comfortable time. Retirement planning should begin as soon as employees start their first jobs, but most people are too busy raising families to think about something as remote as retirement. As soon as they can, they should start investing a percentage of their pay for retirement.
- Investing in a house for retirement: Employees ought to be encouraged to purchase a house as soon as possible after they start working. To this end, the municipality provides a housing subsidy to employees who are interested in obtaining their own property.
- Planning a second career after retirement or becoming engaged in stimulating hobbies: In this regard, the municipality is looking at assisting employees to cope with the retirement phase of their lives by encouraging them to become involved in stimulating hobbies, or to work part-time from home on a

consultancy basis. Here it ought to be noted that, due to inflation and taxes, many retired people are forced to take up second careers.



Coenie Groenewald, Overstrand's Municipal Manager, Mr Wiseman Skenjana and wife, Mr Paul Adams and wife Roderick Williams, Overstrand Director of Community Services

AANSTELLINGS EN BEVORDERINGS

AANSTELLINGS JUNIE 2013	
Mnr R M Nutt	Magasynmeester
Mnr K M Johnson	Algemene Assistent: Vaste Afval
Mr X N Arosi	Algemene Assistent: Vaste Afval
Mnr D Julius	Meterleser
Me J L Gardiner	Algemene Assistent: Verversingsbediener/Skoonmaker
Mnr B May	Senior Klerk: Inkomste
BEVORDERINGS JUNIE 2013	
Me S Reyneke-Naude	Direkteur: Finansies
Mnr S E Hans	Kleinmasjienbediener/operateur
Mr Z Mteyise	Toesighouer/bestuurder: Verversingsbediener/Skoonmaker
AANSTELLINGS JULIE 2013	
Mnr R Smith	Ambagsman: Loodgieter
Me R Steenekamp	PA: Direkteur Bestuursdienste
Mnr H D Fortuin	Beheerkameroperateur
Me H Rautenbach	Hoofklerk: Verkeer
Mnr J Roux	Algemene Assistent: Parke
Mr M Witbooi	Algemene Assistent: Vaste Afval
Me M J Fouche	Senior Klerk: Administrasie
BEVORDERINGS JULIE 2013	
Mnr C W Swartz	Beheerkameroperateur
Mnr B Booysen	Toesighouer/Drywer: Strate, Stormwater en Vaste Afval
Me M P Bouwer	Kleinmasjienbediener
KONTRAKAANSTELLINGS JULIE 2013	
Mr D J August	Sportaftrigter tot 30 Junie 2014
Mr C Avenant	Sportaftrigter tot 30 Junie 2014

LIEF & LEED • JOY & SORROW

KRISTEN MAKES IT TO THE BOLAND TEAM

For the third year running, Kristen is also the goalkeeper for the Hermanus High School Girls 1st team, a position which she has held for 2 years. She was also the only learner from Hermanus High to participate in the 2013 IPT Tournament and will receive full honorary colours for sport from the school in recognition for this achievement.



Sylvia's daughter, Kristen

On the 19th of June 2013 Boland High Schools Hockey held a capping ceremony for their 1st and 2nd teams and each player received a certificate for their achievement.



Rosella Fisher's daughter, Gabby

GABBY TACKLES THE WORLD'S BEST FIRST-HAND

Do forgive Rosella Fisher, an accountant in Overstrand's revenue department, for acting rather distractedly between the dates of 6 to 23 July: Her daughter, Gabby, managed to land a place on the SA U20 women's rugby team destined to participate in the U20 Nations Cup in London at that time. Well done **Gabby Fisher** for securing your place on the team!



CENTURY IN THE MAKING FOR CAPE ARGUS COUPLE

Hanré Bignaut and his wife, Marlesa, have been participating in the Cape Argus Cycle Race since 1997. They completed the race for the ninth time on Sunday, 10 March 2013. Next year, they hope to partake in the race for the tenth time, this time in the company of their daughter, Tertia (17), who promises to offer encouragement all the way. Well done, guys, for showing such resilience and pointing the way to a healthy lifestyle.

MEDELYE/CONDOLENCES

Gedurende Julie is die Raad en die amptenary van die Munisipaliteit Overstrand besonder swaar getref deur die afsterwe van werknemers en nabye familieled. Burgemeester Nicolette Botha-Guthrie betuig namens die Raad en die munisipaliteit medelye met:

Raadslid Abraham Prins, wie se seun, Marthinus Pretorius, op Sondag, 30 Junie oorlede is: Marthinus was 'n diabeet en sou binne dae sy 50ste verjaardag op 4 Julie vier. Hy word oorleef deur sy vrou, Linda, en vier kinders, sowel as sy ouers, broers en susters, waarvan drie by die munisipaliteit werk: Abraham Jnr (Wetstoepassing), Geraldine Erasmus (Areabestuur) en Edwina Pieters (Verkeer)



André Prins

Die gesin van Johan Victor (31), 'n elektrisiën van Gansbaai wat op 1 Julie skielik oorlede is: Johan wat vanaf 1 April 2009 vir die Munisipaliteit Overstrand in Gansbaai werksaam was, het in hierdie tydperk sy status van handlanger tot gekwalifiseerde elektrisiën verhef. Hy word oorleef deur sy moeder wat op Sandbaai woon en sy suster op Helderstroom.



Johan Victor

Cllr Makhaya Ponoane, who lost his wife, Funyanwa Limise, in a car accident on their way back from the Eastern Cape on 2 July 2013: Thankfully, he and his two children, Sechaba (4) and baby Awethu (6 months) and his father survived the accident. Cllr Ponoane was admitted to a hospital in Cradock and was transferred from there to a hospital in Port Elizabeth where he underwent surgery to his shoulder. Allow us to extend our deepest sympathies to Cllr Ponoane with his loss and to wish him a speedy recovery in hopes that he will find consolation and comfort after this fateful event.



Cllr Makhaya & late Funyanwa

The family of Ralph Myburgh, who lost a father and son: On Friday morning, 5 July, Ralph Myburgh (57), Building Inspector at the Hermanus Administration, died very suddenly after having suffered a heart attack just meters from his office, leaving the staff very traumatised. Compounded by the recent loss of his mother only a couple of months ago, our sympathies to those who survive Ralph, being his father, sister and three young sons.



Ralph Myburgh