



LANGDIENSTOEKENNING VIR SES

Ses Overstrand-werknemers is tydens die September-raadsvergadering vereer vir diens van langer as twintig jaar. Burgemeester Theo Beyeleveldt het hulle gelukkewens en bedank vir hul toewyding aan dienslewering. Van links staan Malusi Dlongwana, 'n senior werker by die rioolsuiweringswerke in Hermanus, rdl. Beyeleveldt, James Johannes Ward, masjienhanteerder by die Parke-afdeling in Hermanus, Zamxolo Bangoelo, ook 'n masjienhanteerder by die Parke-afdeling in Hermanus, Werner Zybrands, Munisipale Bestuurder, Cecilie Jonkhed, arebestuurder van Hangklip-Kleinmond, en Ntuzana Matakata, senior werker op die strande. Afwesig by die geleentheid was Mminawe Christopher Ceko, 'n nutsman in die afdeling van stormwater en strate in Hermanus.

TELEPHONE POLICY SAVES A LOT

Council has adopted a Telephone Policy which will result in the cancellation of 112 cell phone contracts as the last phase in a massive cost saving effort over the past year.

The Municipality has already saved more than R1,2 million during the past year as a result of rationalising monthly photocopy equipment rentals. A central telephone management system has also been installed for better control of telephone usage.

The Municipality's radio frequency network between the corporate head quarters and administrative centres helped to reduce communication costs by R240 000, while the discontinuation of 31 redundant Telkom lines after an in-house audit led to a saving of almost R160 000.

The purpose of the policy is to regulate the use of telephone communication within the Municipality, ensure effective, efficient and accountable utilisation of telephone communication tools belonging

to the municipality, and ensure the efficient and accountable allocation of cellular phone allowances. Overall the policy aims to instil in employees a spirit which promotes cost-effectiveness and accountability.

A PIN number is required to unlock a telephone to gain access to the use of municipal facilities. Private calls shall be recoverable from an employee's salary. Telephone procedures have also been laid down.

WAT HET VAN TOELAAG GEWORD

Die algemene salarisverhogings wat in Julie in werking getree het, het tot gevolg gehad dat sommige amptenare nie meer die tydelike nie-pensioen-draende toelaag wat aan TASK-skale gekoppel was, ontvang nie.

Die toelaag is met ingang van Maart vanjaar betaal in afwagting van die Bedingingsraad se goedkeuring van die implementering van die amptelike TASK-uitslae en salarisskale.

Die toelaag was gebaseer op die verskil tussen die normale salarisskale van die Munisipaliteit en TASK se voorgestelde salarisskale vir kategorie 4-munisipaliteite aan die hand van die TASK-posevaluasies.

Werknemers is op die naaste hoër TASK-salariskerf geplaas of het hul bestaande salariskerf behou as hul basiese salarisse hoër was as die maksimum van die nuwe kategorieë.

In die finale rondes van die loonsonderhandelinge is die loonkurwe, oftewel die implementering van TASK, van die tafel afgehaal vir afsonderlike onderhandelinge – en het die TASK salarisskale nie deel van die finale salarissooreenkoms gevorm nie.

Die gevolg was dat normale salarisskale nou in meeste gevalle beter as die TASK-skale is. Die teikendatum vir die loonkurwe-onderhandelinge was vir einde Oktober bepaal, maar na verneem word is dit tot einde November uitgestel.

VERJAARDAE TOT 15 NOVEMBER / BIRTHDAYS UP TO 15 NOVEMBER

Naam/Name	Day/Dag	Dorp	Department	Smith, Lesbury	13 Oct	HM	Protection Services	Skippers, Hannes	31 Oct	HM	Operational Mngmt
Mbali, Ludwe	1 Oct	HM	Operational Mngmt	Dyantyi, Natasha	13 Oct	HM	Community Services	Afrika, Nolita	31 Oct	KM	Operational Mngmt
Hatili, Patrick	1 Oct	GB	Operational Mngmt	Markus, Jakobus	14 Oct	HM	Operational Mngmt	De Jager, Roché	1 Nov	HM	Finance
Crafford, Malinda	1 Oct	GB	Building Control	Sarels, Conrad	15 Oct	HM	Operational Mngmt	Daniels, Jeremia	1 Nov	KM	Operational Mngmt
Solomons, Hayley	2 Oct	HM	Management Services	Adonis, Trevor	15 Oct	HM	Building Control	Makhohla, Stembelwe	1 Nov	KM	Operational Mngmt
Kies, Johan	2 Oct	HM	Area Management	Moses, Shaun	15 Oct	HM	LED	Ngweni, Cradwell	1 Nov	KM	Operational Mngmt
Mtshise, Thanduxolo	3 Oct	HM	Operational Mngmt	Reichert, Andreas	15 Oct	KM	Operational Mngmt	Brown, Louis	2 Nov	HM	Protection Service
Ndoko, Abneri	3 Oct	HM	Operational Mngmt	Spandiel, Enrico	16 Oct	SF	Operational Mngmt	Mathibeli, Mokatsa	2 Nov	HM	Operational Mngmt
Theunissen, Joseph	4 Oct	KM	Operational Mngmt	Marais, Alta	17 Oct	HM	Town Planning	Conradie, Linda	2 Nov	HM	Electrical Services
Jansen, Nicolaas	4 Oct	KM	Operational Mngmt	Phillips, Jacob	17 Oct	KM	Operational Mngmt	Klem, James	2 Nov	GB	Finance
Thorsen, Ricardo	5 Oct	HM	Operational Mngmt	Johannes, James	17 Oct	KM	Operational Mngmt	Otto, Samet	2 Nov	GB	Operational Mngmt
Greenewald, Conie	6 Oct	HM	Management Services	Nel, Jan	17 Oct	GB	Operational Mngmt	Mapukata, Ronnie	2 Nov	GB	Operational Mngmt
Kearney, Don	6 Oct	HM	Municipal Manager	Tsemame, Zanevula	18 Oct	HM	Operational Mngmt	Hoonberg, Wilna	2 Nov	KM	Area Management
Jafta, Jaqueline	6 Oct	HM	Electrical Services	Helesi, Albert	18 Oct	KM	Operational Mngmt	Gouws, Pieter	2 Nov	KM	Operational Mngmt
Felix, Flip	6 Oct	GB	Operational Mngmt	Abrahams, Karen	19 Oct	HM	Operational Mngmt	Niemand, Warren	4 Nov	HM	Operational Mngmt
Cornelius, Charles	7 Oct	HM	Protection Services	Nkawule, Robert	19 Oct	KM	Operational Mngmt	Lamour, Virgil	4 Nov	HM	Human Resources
Africa, Sonja	7 Oct	HM	Finance	Du Toit, Johannes	19 Oct	SF	Protection Services	Moses, Daniel	7 Nov	HM	Operational Mngmt
Bezuidenhout, Phillipus	7 Oct	KM	Town Planning	Saula, Mafu	20 Oct	HM	Operational Mngmt	April, Alton	7 Nov	HM	Operational Mngmt
Africa, Patrick	8 Oct	HM	Protection Service	Felix, Johannes	20 Oct	GB	Operational Mngmt	Mitschke, Welma	7 Nov	HM	Finance
Swarts, Abraham	9 Oct	HM	Operational Mngmt	Dickson, Maureen	20 Oct	SF	Finance	Brand, Francois	7 Nov	SF	Area Management
Lehlehla, Motlatsi	9 Oct	HM	Operational Mngmt	Dalsile, Nokulunga	21 Oct	HM	Area Management	Hamilton, Anthony	8 Nov	HM	Operational Mngmt
Windvogel, Elmarie	9 Oct	HM	Area Management	Fisher, Rozella	21 Oct	HM	Finance	Dahl, Debrane	9 Nov	GB	Human Resources
Willemsse, Georgia	9 Oct	HM	Finance	Makumsha, Mzimasi	21 Oct	GB	Operational Mngmt	Bhula, Bidwell	10 Nov	HM	Operational Mngmt
Fortuin, Bernard	9 Oct	HM	Housing	Appel, Cyril	22 Oct	HM	Electrical Services	Sapepa, Michelle	10 Nov	HM	Area Management
Ngwenya, Mbuyiselo	9 Oct	GB	Operational Mngmt	Swart, Ulla	22 Oct	HM	Finance	Daniels, Ricardo	10 Nov	KM	Operational Mngmt
Europa, Filippie	9 Oct	GB	Operational Mngmt	Mapheasa, Lucas	22 Oct	GB	Operational Mngmt	Jansen, Koos	10 Nov	KM	Operational Mngmt
Van der Merve, Willem	9 Oct	GB	Town Planning	Wildschut (Jnr), John	24 Oct	HM	Operational Mngmt	Ramahluko, Jackson	10 Nov	SF	Operational Mngmt
Mtshise, Busisiwe	9 Oct	GB	Area Management	Jongh, Reginald	24 Oct	HM	Building Control	Swartland, Lynton	10 Nov	SF	Operational Mngmt
Maki, Vukani	10 Oct	HM	Operational Mngmt	De Plessis, Martha	24 Oct	HM	Human Resources	Maliva, Thozamile	11 Nov	HM	Operational Mngmt
Mahela, Monwabisi	10 Oct	HM	Operational Mngmt	Joseph, Daniel	25 Oct	HM	Operational Mngmt	Stevens, Aletta	11 Nov	HM	Councillor
Nyalela, Lungisile	10 Oct	HM	Operational Mngmt	Niemand, Craig	25 Oct	SF	Operational Mngmt	Louw, Briand	11 Nov	KM	Town Planning
Mdlangazi, Fundiswa	10 Oct	HM	Housing	Hendricks, Edgar	26 Oct	HM	Operational Mngmt	Thene, Selebedi	12 Nov	HM	Operational Mngmt
Beukes, Alfred	10 Oct	HM	Operational Mngmt	Malgas, Nyameka	26 Oct	HM	Finance	Nkholi, Benedict	12 Nov	HM	Operational Mngmt
Niit, Hildegard	10 Oct	HM	Finance	Dicks, Hennie	27 Oct	HM	Community Services	Cupido, Florence	12 Nov	HM	Finance
Stavridis, Glenn	10 Oct	HM	Infrastructure & Planning	Kondoktor, Ben	27 Oct	GB	Infrastructure & Planning	Karelese, Rachel	12 Nov	KM	Area Management
Poni, Vile	10 Oct	HM	Protection Service	Kriel, Jan	27 Oct	GB	Electrical Services	Lanz (nee Mostert), Theresa	12 Nov	HM	Finance
Vara, Thembeke	10 Oct	KM	Area Management	Joja, Anele	28 Oct	HM	Infrastructure & Planning	Nombembe, Bonisile	13 Nov	HM	Operational Mngmt
Horn, Jacobus	11 Oct	HM	Operational Mngmt	Fourie, Susarah	28 Oct	GB	Area Management	Rex, Jan	13 Nov	KM	Operational Mngmt
Van Zyl, Louis	11 Oct	GB	Operational Mngmt	Williams, Cornelius	29 Oct	HM	Operational Mngmt	Blankenberg, Anthony	13 Nov	GB	Protection Services
Joja, Sisa	12 Oct	HM	Operational Mngmt	Brown, Deon	29 Oct	HM	Councillor Support	Plaatjies, Heathley	14 Nov	HM	Operational Mngmt
Dickson, Russel	12 Oct	GB	Building Control	Diedericks, Willem	30 Oct	HM	Building Control	Williams, Roderick	14 Nov	HM	Community Services
Jonas, James	12 Oct	HM	Operational Mngmt	Walker, John	30 Oct	HM	Finance	Gcoyela, Aron	14 Nov	HM	I.T.
Badjies, Andrew	12 Oct	SF	Operational Mngmt	Ackerman, Michael	30 Oct	KM	Protection Services	Linde, Lilian	14 Nov	SF	Finance
Khohlakala, Funeka	12 Oct	HM	Councillor	Booyens, Frederik	30 Oct	SF	Area Management		15 Nov	KM	Finance



Uitgawe/Issue 10/2009

Oktober 2009

REDAKTEURSBRIEF

KOM ONS KOESTER ONS ERFENIS

Kultuur is 'n ryk erfenis wat niemand van jou kan steel as dit behoort in jou ingeskerp is en deur jou geveel is. Daar word soms na kultuur verwys as morele waardes en norme – en ons is geneig om die oordrag daarvan aan kerke, skole en kulturele organisasies oor te laat. Maar kollega, jy moet besef dat jy die begin en die einde hiervan is. Jy is die een wat jou kultuur moet beoefen, dit oordra na die volgende generasie en dit beskerm teen verrotting.

Ek het baie waardering vir ons Munisipaliteit se ondersteuning van die plaaslike Morele Standaardinisiatief. Gedurende die afgelope paar maande is ons op ons kennisgewingsbord herinner aan die pilare van ons morele standaarde, nl. betroubaarheid, respek, verantwoordelikeheid, regverdigheid, sorg en goeie burgerskap. Dis nie so moeilik nie om hierdie ses waardes deel van ons daaglikse lewe te maak en dit sal 'n groot verskil aan die samelewing maak.

Op 'n ander vlak kan ons trots op die Munisipaliteit wees deurdat dit fondse bewillig het om 'n opname te maak oor die fisiese erfenis van ons gebied en om moeite te doen om op geboue en belangrike strukture asook die natuur te beskerm.

Die besoek gedurende die maand van 'n groep tradisionele leiers aan die Burgermeester het ons daaraan herinner hoe divers en ryk ons kultuur is.

I found this inspiring and thought that we should take trouble to look out for the unique, rich and positive information we can find in each other. We pass each other on a daily basis but no one really takes time to try to understand and learn from the other person. We can make our work place a better place only if we can care for each other.

The Municipality has created an opportunity for working together and to present from our diverse backgrounds a fusion that entertained and educated the hundreds of visitors from 6 to 9 October. I must say that this year all the stalls where once again exquisite and that everyone put in extra effort to make this year's display a success again.

I am very proud of this Overstrand family, starting from the A team (Carpenters) to the presenters and the backroom girls and boys. It must have been a very difficult task to choose the best stall, but once again congratulations to the Electricity Department who really sparked up to the occasion. But in my opinion we all were winners as the Showcase Family. We have made it!

Stay positive!
Nangomso!

NOLUTHANDO ZWEN
REDAKTEUR/EDITOR



MUNISIPALE UITSTALLING GAAN VAN KRAG TOT KRAG

Vanjaar se Munisipale Uitstalling van 6 tot 9 Oktober by die Munisipale Sentrum in Hermanus was weer eens 'n groot sukses. Die departemente en administrasies wat deelgeneem het, het uit hul pad gegaan om aantreklike en opvoedkundige stalletjies op te rig. Meer as 500 skoolkinders het die uitstalling besoek en daar was ook goeie belangstelling van die ander inwoners.

NUMERICAL GOALS SET FOR EMPLOYMENT EQUITY

Council's adoption of a revised Employment Equity Plan for the second reporting period from 1 October 2009 until September 2010 of this five year plan now for the first time provides Overstrand Municipality with numerical goals since the adoption of its Employment Equity Policy in September 2008.

The demographic data which has since then been gathered, reveals that Overstrand's Economic Active Population (EAP) consists of 47 per cent males and 53 per cent females. A further breakdown shows that 15.59 per cent are African males and 14.39 African females, 16.14 per cent Coloured males and 21.03 per cent Coloured females, 0.25 per cent Indian males and 0.13 per cent Indian females, and 14.99 per cent White males and 17.60 per cent White females.

Of the 932 positions in the Municipality in August 2009, 28 per cent were filled by African males, 3.9 per cent by African females, 36.2 per cent by Coloured males and 10.4 by Coloured females, 0.01 per cent by Indian females, 12.2 per cent by White males and 9.1 per cent by White females.

In general African and Coloured males are over-represented on the lower levels and categories, while the more senior positions are primarily populated by White males. Females of all culture groups are under represented across all job levels and categories.

The specific objectives now set for annual monitoring include:

- Preferential treatment of suitable qualified and competent people from designated groups with appointments and promotions in all occupational levels and categories and across all departments where designated groups are under-represented.
- Numerical targets towards achieving employment equity in Overstrand Municipality's workforce for all occupation levels and categories.
- Programmes to retain and develop people from designated groups.
- Implementation of appropriate training strategies, succession plans and EE measures to achieve equitable representivity over the term of the EEP reporting cycle.

In addition, Overstrand's management team committed itself to the following:

- To ensure that all unfair discrimination is eliminated in municipal policies and practises, current and new, on an ongoing basis.
- To maintain a strategy of ongoing sensitisation regarding employment equity and diversity in the workplace.
- To institute methods to identify barriers that inhibit employment equity and diversity and to institute measures and corrective actions, either through disciplinary action, changed policies or any other means.
- To use promotions, natural attrition, recruitment and selection as key factors in promoting and achieving employment equity.
- Not to terminate any employee's service as a result of the implementation of the EEP.
- To safeguard job security for those employees who are proficient in their work.

The deployment of a representative work force for the Overstrand Municipality is the ultimate goal of the EEP. Diversity is embraced and valued as a key differentiator to establish and maintain a harmonious and non-racial environment. Service excellence will at all times remain a primary consideration. Operational and management strategies will be deployed to enable the municipality to achieve its goals and targets without compromising the quality and efficiency of service delivery to its diverse communities.

Specific initiatives launched by Overstrand Municipality to address and/or promote employee and community well-being within the framework of employment equity and diversity include local labour promotion projects, which provides opportunities to people from local communities where poverty is high to be part of the delivery of municipal services and construction of new facilities, Project Grey Power, a strategic initiative to reduce skills shortages in the municipal area, and an employee survey.

PREPARED FOR MAJOR INCIDENTS

Overstrand Municipality hosted a Major Incident Medical Management and Support (MIMMS) Course on Monday 28 September 2009 in the Civic Centre, Hermanus.

This course represents the international standard for medical preparedness and response and is used to train emergency personnel in the systematic approach to a multiple casualty incident.

All staff (like doctors, nurses, fire fighters, traffic officers, police officers and EMS providers) that respond or may respond to major incidents in the Overstrand area were invited to attend this programme.

The training was provided by the Provincial Rescue Manager of the Western Cape, Mr. Neville van Rensburg, under the guidance and care of Prof. Lee Wallis and Dr. Wayne Smith.

The course is CPD accredited and all eligible candidates (ambulance personnel and medical practitioners) will receive a CPD certificate issued by Prof. Wallis from the UCT and Stellenbosch medical schools.



Some of the Overstrand employees who attended the MIMMS course.

RAAD NEEM WERWINGSBELEID AAN

Met die aanvaarding van 'n beleid op die werwing en keuring van personeel het Overstrand nie net die besluitnemings-raamwerk wat tans ten opsigte van die indiensnemingspraktik by die Munisipaliteit toegepas word, geboekstaaf nie maar ook riglyne neergelê vir eenvoudige en konsekwente toepassing van kollektiewe ooreenkomste met georganiseerde arbeid en ander wetgewing deur die verskillende afdelings van die Munisipaliteit.

Die beleidstuk is deur die Plaaslike Arbeidsforum van die Munisipaliteit gesteun.

Die vertrekpunt vir die beleid is dat die Munisipaliteit se menslike hulpbronne in lyn gebring moet word met die Munisipaliteit se strategiese en operasionele behoeftes en dat die volle benutting en volgehoue ontwikkeling van werknemers nagestreef moet word.

Voorts wil dit verseker dat die vulling van poste, die skepping van strukture, werwing, keuring, die voer van onderhoud en die aanstelling van werknemers vry van diskriminasie is en dat alle aansoekers 'n gelyke geleentheid het om vir vakante poste mee te ding. Die beleid moet in samehang met die Munisipaliteit se Beleid op Gelyke Indiensneming en die Plan vir Gelyke Indiensneming gelees word.

Die beleid is van toepassing op permanente aanstellings en geld nie vir aanstellings wat uit die raad se verkrygingsproses voortspruit nie en ook nie vir mense wat waarmee, tydelik aflos, uithelp ten tyde van stakings, as mentors dien in die Gyskrag-projek of gespesialiseerde kontrakwerk verrig nie. Dit word ook nie ten opsigte van seisoenswerkers toegepas nie.

Buiten vir die aanstelling van 'n munisipale bestuurder en direkteurs, wat by die Raad berus, lê die verantwoordelikheid vir personeelaanstellings by die Munisipale Bestuurder of sy gedelegeerde. 'n Rekord van alle goedgekeurde poste word gehou by die Departement van Menslike Hulpbronne wat moet verseker dat alle aanstellings in terme van die goedgekeurde personeelstruktuur gedoen word. Die postestruktuur moet in lyn met die Munisipaliteit se Geïntegreerde Ontwikke-



lingsplan en die voorgeskrewe posevalueringstelsel wees. Nuwe poste moet deur die Munisipale Bestuurder goedgekeur word en strategiese en bedryfsbehoefte word deurentyd voor oë gehou.

Vulling van poste moet eers deur die Munisipale Bestuurder aan die hand van 'n motivering deur die betrokke direkteur beoordeel en goedgekeur word. Adver tensies moet aan neergeleëde voorskryf te voldoen en poste kan gelyktydig intern en ekstern geadverteer word. Geen onge-vraagde aansoek sal deur die Munisipaliteit aanvaar word nie en amptenare mag nie onderneem om sodanige aansoek te hou tot dat daar 'n vakature ontstaan nie. Koppesnellery sal in uitsonderlike gevalle en slegs met uitdruklike goedkeuring deur die Munisipale Bestuurder toegelaat word.

'n Omvattende curriculum vitae word as 'n aansoek beskou, maar vir poste in sekere kategorieë sal daar steeds van amptelike aansoeksvorms gebruik gemaak word.

Bevoegdheid in terme van die posver-eistes sal die kernoeweging vir keuring wees, hoewel faktore soos die beskerming en/of bevordering van persone of groepe persone wat deur onregverdigde diskriminasie benadeel is, ook in ag geneem sal word. Indien formele of statutêre kwalifikasies nie vereis word vir 'n pos nie, sal daar gelyk word na toepaslike ervaring, prestasie, opleiding en potensiaal.

Gunsverwing vir poste by die Munis-

ipaliteit word verbied en sodanige pogings sal 'n aansoeker diskwalifiseer.

Familieverwantskap is nie 'n faktor wat iemand vir 'n aanstelling sal bevoordeel of benadeel nie, maar sorg word gedra dat nabyverwante persone nie aangestel word in posities waar een van hulle in 'n direk toesighoudende posisie sal staan of deurslaggewende besluite moet neem oor die ander se finansiële, begrotings- of aankooptransaksies nie of aanbevelings moet maak oor die ander se aanstellings, bevordering, salaris of voortgesette indiensneming nie. Indien daar wel sulke situasies ontstaan, sal die meriete van die geval deur die Munisipale Bestuurder oorweeg moet word.

Mense wat die diens van die Munisipaliteit verlaat het, sal eers na 'n afkoel-periode van een jaar weer vir 'n aanstelling oorweeg kan word nadat die Munisipale Bestuurder die persoon se redes vir diensverlating weer onder oë gehad het.

Voorsiening word gemaak dat verteenwoordigers van vakbonde op die keuringspaneel vir bestuurders en ander personeel as waarnemers kan sit. 'n Mees-terlys van aansoekende dien voor so 'n komitee en daaruit word 'n kortlys van nie meer nie as tien geskikte kandidate saamgestel.

Die volgorde van voorkeur is eerstens interne aansoekers, dan plaaslike aansoekers gevolg deur Wes-Kaapse aansoekers

en laastens aansoekers uit die res van die land. Voor die kortlys opgestel word, sal die Departement van Menslike Hulpbronne alle redelike stappe doen om die geldigheid en akkuraatheid van kwalifikasies en ander inligting wat deur die aansoekers voorsien is, te bepaal.

Lede van die onderhoudspaneel moet 'n vertroulikheidsverklaring af lê waarin hulle ook bevestig dat hulle nie 'n familie-verwantskap met enige van die kandidaat het nie. Na afloop van die onderhoud moet 'n verslag met 'n aanbeveling aan die Munisipale Bestuurder vir oorweging voorgelê word. Tellingkaarte word vir 'n periode van ses maande geberg nadat die besluit geneem is. Relevante vaardigheidstoetses mag vereis word.

Navrae by referente word slegs ten opsigte van die aanbevole kandidaat gedoen en is daarop gemik om 'n aansoeker se indiensnemingsrekord, posisie, besoldigingsbesonderhede, posvereistes en sleutelprestasiereas by sy huidige werkgewer te bevestig.

'n Nuwe werknemer sal nie later nie as die dag waarop hy diens aanvaar 'n aanstellingsbrief kry. Wanneer enige besonderheid daarop verander word, moet dit skriftelik gedoen word. Nuwe werknemers word vir 'n proeftydperk van ses maande aangestel en hul vordering en prestasie moet elke twee maande geëvalueer word. Indien dit onder standaard is, moet hulle ingelig word oor waar hulle nie aan die vereiste standarde voldoen nie en die nodige ondersteuning moet gegee word om die nuweling beter vir sy taak toe te rus. Die proeftydperk kan, indien nodig, vir 'n verdere ses maande verleng word. Indien daar besluit word om 'n nuweling te ontslaan, het hy of sy die reg om 'n dispuut aan te teken.

Voorsiening word gemaak om die reis-, vervoer- en verblyfkoste van kandidaat te betaal, asook hervestigingskoste indien iemand van buite die munisipale gebied aangestel word.

Rekord van al die prosesse tydens die keuringsproses word vir 'n voorgeskrewe tydperk gehou.

LIEF & LEED • JOY & SORROW

Secretaries Day



Leana, Nomi, Soli en Werner



Coenie en Hayley

First of September is National Secretaries' Day, a day on which those who are in charge may give a bit more attention to those who make their life easier. Executive secretaries were treated to a specially arranged breakfast by their bosses. The outing was on 10 September 2009 and took place at the Aristata Guest House. All the secretaries met at their offices and then drove off together. Everyone was unanimous that it was a great way to start one's day. To get that extra bit of recognition motivates one even more to excel in one's job.



Anin, Barbara, Steven en Henk



An Overstrand couple!

Two of our Gansbaai colleagues found love at the workplace! Environmental Officer (Gansbaai Administration), Penelope Michels, married Angelo Aplon, Senior Fire fighter (Overstrand) on Saturday, 12 September 2009 at Houw Hoek Inn. We wish them a long and lasting marriage and hope they will have many children who become fire fighters and field rangers.



EERSTE DAG REG

Almal sal onthou dat Saterdag 12 Oktober 2009 ons eerste mooi dag van die lente was. Theuns en Nicolette Otto het die eerste stap van hul huwelik reg gedoen deur hierdie dag te kies om op te trou. Theuns is 'n Operateur Graad 1 : Riool tenkers by die Gansbaai Administrasie.



National Bandana Day

GANSBAAI RULES On 14 October we celebrated the National Bandana Day, a day set aside to raise funds to help those suffering from leukemia. This year Gansbaai administration went all out to support the day. All staff members wore their bandanas which only cost R20. Some people from other administrations also supported the day. The only way to support the day is to buy a bandana. It is a good feeling when you know that your money is going for a good cause and days like this only come once a year. People must take note of such projects and make them a priority just for the day. Well done Gansbaai! We hope that next year all other administrations will come together as colleagues and support this project as they support other projects!

Unity, Culture, Heritage

It is known as a cultural signifier
It can be known as a symbol of culture
It can be known as an object of culture
It can be known as the pride of culture
It can also be known as an historic moment or celebration:
Heritage **unites people**

You can have many definitions or understandings of Heritage, but all revolve around the same idea.

What is culture?
Who created culture?
When did cultural beliefs start?
Why are cultures different?
Why do we all have different cultural beliefs?
Culture **unites people**

We all have answers to all the questions listed above; all our answers differ due to our Different personalities
Different values

Different perceptions
Different opinions
These answers all **unite people**

With all the differences we might have because of our diverse backgrounds, There is one thing we all have in common.
We all work at the same premises
We share the same building
We share the same telephone system
We share the same kettle
We share the same toilet seat
We share the same drinking water
Sharing **unites people**

Look at the person next to you,
The person in front of you,
The person in your department
The people in other departments
The person who leads you
We are all **united people**

United is what we are
Culture is what is created
Heritage is what we become

Happy Heritage Day to the Overstrand Municipality Tribe

Composed by: Bulehwa Mbane