

## Phambili!



Vorentoe/Forward

Uitgawe/Issue 4/2011

Julie / July 2011

## EDITOR'S NOTE

## APPRECIATE EACH OTHER

A warm welcome to this issue of Phambili. Your support and the love of Phambili keep me looking forward to bringing you a first class and improved edition.

Verlede maand het ons Vadersdag gevier en almal was weer eens onder die indruk gebring van die onmisbare rol wat 'n vader in ons lewens moet speel. As hoof van die gesin en huishouding is een van sy belangrikste take om dissipline uit te oefen. Dit word gewoonlik met groot liefde gedoen en almal weet dat sy vermaning of tugtiging tot almal se beswil is.

Dit is in hierdie lig dat ek die Munisipale Bestuurder se woorde in die berig hiernaas beskou. Ons is almal deel van die Overstrand-familie. As dit goed gaan met Overstrand, gaan dit goed met ons. Ons kan nie kla oor wat die munisipaliteit vir ons as werknemers bied nie en daarom moet ons ons beste vir die Overstrand gee.

As ek so na die lysie probleme kyk, besef ek dit is die klein jakkalsies wat die wingerde verniel. As ons hulle nie nou verdryf nie, gaan dit ons groot skade berokken. En laat ek maar reguit sê: ek dink nie enigiemand kan sê dat hy heeltemal onskuldig is nie. Kom laat ons ons sokkies optrek en vir mnr. Zybrands wys dat die Munisipaliteit Overstrand vir ons baie werd is.

To demonstrate how much we as employees are appreciated, I must mention that at the last Council meeting Mayor Nicolette Botha-Guthrie handed over certificates to three colleagues who excelled in training: two to employees with long standing service of twenty years and a father whose daughter became the SA champ in kick boxing. Now that is love in action!

Last month the team putting Phambili together had a very busy schedule. The entire Department of Communication moved offices. We are no longer in the Mayor's side, but moved to the Municipal Manager's side.

In between our busy schedule we managed to put together a quality staff newsletter that you will enjoy. Hopefully you will share your views and comments regarding the content with other colleagues and of course let us know if there is anything you would like us to bring forward.

We are still enjoying winter. A lot of people are keeping themselves warm with good company and good food and drinks in front of the fire. Keep it that way - winter is almost over. Just appreciating each other's company is a good thing, whether you have done something for someone or whether you are merely part of someone.

**NOLUTHANDO ZWENI**  
REDAKTEUR/EDITOR



## CONCERN ABOUT STAFF PRODUCTIVITY IN THE WORKPLACE

During a recent top management meeting, concern was expressed over practices that negatively affect productivity.

Emphasising the fact that most employees are dedicated, loyal and hardworking, Municipal Manager Werner Zybrands pointed out the following malpractices that have been observed and seem to be on the increase:

- Late arrival for work, long tea breaks, extended lunch hours and early departure from the workplace.
- Abuse of sick leave.
- Neglecting to submit applications for leave or sick leave.
- Playing computer games or abusing the internet.
- Long personal telephone calls whether from own cell phone or the municipal telephone.
- Continuously busy with SMSs, Facebook, Twitter and MXit.
- Being tardy in the execution of duties or refusing to perform certain duties.
- Not keeping logbooks as an essential user.
- Allowing children or non-employees to work on municipal computers.
- Studying or doing study assignments during working hours.
- Continuously chatting to fellow workers and keeping them out of work.

- Smokers who, contrary to Council policy, use more than the allocated 10 minutes during the tea breaks or who smoke more often.
- Regularly allowing children in offices after school hours.
- The non-signing of attendance registers or providing incorrect information regarding arrival and departure times.

The actual times should be entered on a daily basis.

Mr. Zybrands requested all employees urgently to refrain from making themselves guilty of these malpractices lest they be subjected to disciplinary action.

He said the Council, as employer, endeavours to create the best working conditions for its employees e.g. by implementing the TASK system, the rewarding of good work, career tracking and development by way of study aid and development courses, a preferential internal promotion system and, in general, creating pleasant working conditions.

It is thus only fair and reasonable that employees should be loyal and as productive as possible when doing their work, the Municipal Manager added, before calling on all to work together to make Overstrand the most prestigious municipality in South Africa!

## OVERSTRAND VERLOOR 'N STERK LEIER

Huldeblyk deur rdl Nicolette Botha-Guthrie, Uitvoerende Burgemeester van die Munisipaliteit Overstrand:

Met die afsterwe van Parlementslied en oud-burgemeester Theo Beyleveldt op Sondag 3 Julie in die Groote Schuur-hospitaal, Kaapstad, het Overstrand een van sy sterkste en mees begaafde gemeenskapsleiers verloor. Mense van sy kaliber is baie dun gesaai en sy ywer en passie vir die politiek gaan erg gemis word.

Hy was iemand wat sy gemeenskap altyd eerste gestel het, selfs miskien ten koste van sy eie gesondheid. Hy het met integriteit die gemeenskap gedien en vir my was dit 'n wonderlike voorreg om 'n goed georganiseerde en vooruitstrewende munisipaliteit by hom oor te neem.

Sy dood was 'n skok omdat hy relatief sterk en gesond was en 'n groot rol in die afgelope munisipale verkiesing in die Overberg-distrik gespeel het. Hy was in die hospitaal vir 'n orgaanbiopsie, nadat hy die afgelope tyd oor uitputting gekla het en toetse op 'n moontlike genetiese siekte gedui het.

Theo Beyleveldt was van die soort mense wat 'n sukses maak het van alles wat hy aangepak het: as sportman, soldaat en politikus. Hy was iemand wat die daad by die woord gevoeg het en het juis daarom by plaaslike politiek betrokke geraak omdat hy geglo het dit gaan nie veel help om net te kla nie.

Sy leierskap is gou raakgesien en aanvaar toe hy in 2004 by die wykskomitee in Hermanus en in die plaaslike bestuur van die Demokratiese Alliansie betrokke geraak het. In 2006 lei hy die DA na 'n volstrekte oorwinning in die munisipale verkiesing in Overstrand.

As uitvoerende burgemeester het hy dadelik begin om die munisipaliteit se hulpbronne tot verbetering van die kwaliteit van lewe en die omgewing in Overstrand aan te wend. Stelsels is in plek geplaas om te verseker dat daar goeie bestuur en beheer van projekte en programme is.

Dit is deur ander raakgesien en nie net het Overstrand tientalle pryse en toekennings die afgelope klompie jare ontvang nie, maar is dit ook as 'n modelmunisipaliteit vir ander voorgehou.

Theo was bekend vir sy deernis vir kinders, bejaardes en behoeftiges. As Burgemeesterpaar het hy en sy vrou, Marianné, hulle beywer om in die behoeftes van die minder bevoorregtes te voorsien.

Theodorus Barnardus Beyleveldt is in 1948 in die Warden-distrik gebore en het as plaaskind grootgeword. Na hy aan die Hoërskool Sentraal in Bloemfontein gematrikuleer het, sluit hy in 1966 by die SA Leër aan en behaal die B Mil graad in 1969 aan die Militêre Akademie in Saldanha.

Hy tree na 34 jaar diens in 1999 as Brigadier-generaal uit. In hierdie tyd het hy 'n Internasionale Bevel en Stafkursus in Spanje voltooi en Spaans vlot leer praat. Hy was onder meer Hoof van Staf Kommandement WP en die Bevelvoerende Generaal van die Leërgevegskool op Lohatla. Hy verwerf onder meer die Suiderkruis Dekorasie vir uitnemende diens van die hoogste gehalte en uiterste toegewydheid.

Na sy aftrede was hy projekbestuurder vir die Wes-Kaap Regering om munisipale polisiedienste te stig en 'n opleidingsentrum vir munisipale polisiebeamptes te vestig.

Sport lê hom ook baie na aan die hart, veral rugby en het hy as president van SA Nasionale Weermag-rugby, vise-president van Vrystaat en Griekwaland-Wes en in die besture van Noord-Transvaal en Westelike Provinsie gedien. In 1998 was hy die SANW Sportadministrateur van die jaar. Hy het graag gholf gespeel en gejag as die geleentheid hom voordoen.

Benewens sy vrou, word hy ook oorleef deur 'n dogter en seun, albei getroud, en twee kleindogters, 'n tweeling.

Die beste manier om hierdie groot man te huldig, is om sy skoen na die beste van my vermoë vol te staan.



Wyle  
Mnr. Theo Beyleveldt

# TASK TEAM COMPLETE HEFTY TASK

The TASK job evaluation process started on 10 November 2011 with the evaluation of the posts of the Job Evaluation Committee (JEC) by a consultant from Deloitte. These members are:

NAME	POST DESIGNATION
Andre van Rooyen	Manager: Human Resources
Hanré Blignaut	Deputy Director: Engineering Services
Mike Bartman	Deputy Director: Operational Services
Clint le Roux	Deputy Director: Finance
Desiree Arrison	Senior Manager: Strategic Services
Carl Muller	Superintendent: Water and Sewerage
Paul de Villiers	Superintendent: Amenities
Theo Olivier	Senior Administrative Officer
Nomvuyo Mbiyake	Senior Clerk
Yolindi Nöthling	Administrator: Task & Special Projects

On 17 November 2010 the JEC was trained by Mr Ken Humbel from Deloitte. It was a two-day workshop and all members of the JEC were declared competent by Deloitte as TASK Job Evaluators.

On 22 November 2010 the first post was evaluated by the JEC and the last post was evaluated on 23 May 2011. A total of 288 posts were evaluated which represent 579 employees. During May 2011 the results of 194 posts were implemented which represent 384 employees. The balance was implemented during July 2011.

The number of reviews/appeals received from employees totalled 83, which represented 55 posts. The discrepancy between the number of posts and employees is due to the fact that some of the posts are generic or interchangeable.

The following process was followed:

- Employees submitted job descriptions for evaluation or re-evaluation
- The job description was evaluated by the JEC
- In some cases Directors or Managers were interviewed to clear some uncertainties
- The results of the job evaluation process was submitted to Deloitte for a draft outcome report
- This report was reviewed by Deloitte for final comments before a final outcome report was issued by Deloitte
- The latter was finally submitted to the Directors and Managers for comments and to the Municipal Manager for approval, after which it was implemented.

Deloitte believe the process in the Overstrand Municipality was completed successfully because of the following:

- The commitment of Council and Senior Management to the TASK process
- The involvement of Senior Management and Senior Union officials in the process and the fact that they served on the JEC;
- The fact that a TASK policy is in place;
- The job descriptions were of high standard; and
- Members of the JEC were well trained and equipped.

The evaluation process was done on a computerised version of the TASK system. The system consists of five skill levels and evaluated jobs using the following factors:

- **Complexity:** measures the different levels of difficulty within a job;
- **Knowledge:** measures the extent of expertise required in the job;
- **Influence:** refers to the extent of influence being exercised inside and outside the organisation;
- **Pressure:** refers to stresses inherent in the job (at the basic skills level the International Labour Organisation's definition of physical effort is taken into account).

The skill levels are the following:

## Skill Level V: Strategic level

This level of skill requires the formulation of strategic direction as well as the underlying organisational policy in order to set plans for major functions/disciplines and/or the organisation as a whole. The ability to deal with new situations at the level of major functions/disciplines together with business risk factors affecting the organisation and/or the business environment is essential.

## Skill Level IV: Tactical level

At this level skill requires conceptualisation of future plans and actions or needs in order to formulate short to medium term plans with a discipline or function. Advice, recommendations and/or the management or tactical use of resources specific to the job are features of this level. Positive interpretative skills and innovative plans are essential as the framework or ground rules either do not exist or else are vague.

## Skill Level III: Specialised level

A level that is usually reached after years of experience and/or training. Routines that have been learned can be used or varied to achieve a desired result. A full understanding of the system within which the skill level operates is essential in order to determine what is required in differing circumstances. The ability to recognise cause and effect is necessary.

## Skill Level II: Discretionary level

At this level a certain amount of discretion or judgement is involved. It therefore follows that additional training/experience/practice is needed following the initial training period. Skills are acquired through a learning period and developed by constant application and correction until operations become routine.

## Skill Level I: Basic level

This skill level is developed with a limited amount of training. The learning period is short and usually consists of following instructions or watching demonstrations of the work to be done. Competence is attained through repetition of the work during the initial training period rather than through further experience.

## NEW INTERN SAYS OVERSTRAND BEST

Batandwa Mbanjwa, originally from Mount Frere in the Eastern Cape, is a new intern in the Infrastructure and Planning Directorate. He is based at the Hermanus Water Treatment Plant, better known as Preekstoel. He studied Civil Engineering at the Cape Peninsula University of Technology and completed his diploma in 2007.

After finishing his studies Batandwa earned himself a job at DBSA through a programme called Siyenza Manje, which focuses on supporting infrastructure development in South Africa.

The Siyenza Manje programme deploys expertise and capacity to municipalities that normally struggle with infrastructure development. The programme also mentors young engineers such as Batandwa to gain experience with the rollout of infrastructure projects, and - more importantly - to know how municipalities operate. Batandwa is mentored by Frans Laubscher, who is stationed at Bredasdorp.

His focus is mainly on operation in the municipal environment, as well as to understand more about waterworks. Batandwa is going to spend two weeks



With Batandwa Mbanjwa, seated in front, are Irene Kroukamp, Tohlen Oppelt, Martin Taylor, Izak Henecke (seated) and Deon Miggel, who all attended a course in telematics.

at Overstrand to observe operations such as the sewage treatment plant, the water purification plant, roads and stormwater management and solid waste management.

He is also part of the telematics programme that is going to run for six months with other municipal staff members. This training is running until the end of October.

"I would like to thank the Overstrand Municipality for offering me the opportunity. I have met wonderful personnel who are willing to share their knowledge and expertise. From all the other municipalities I have visited, the Overstrand Municipality is the best," said Batandwa.

He plans to one day plough back his knowledge and experience to upcoming youth.

## Puik prestasie met waterkwaliteit

Overstrand het op Donderdag 30 Junie 2011 vyf toekennings by die jaarlikse "Drinking Water Quality Conference" in Kaapstad ontvang.

Blou Druppel-toekennings is deur die Gansbaai-watersuiweringsaanleg op Franskraal, die Stanford-waterskema en die Buffelsrivier-watersuiweringsaanleg naby Pringlebaai verwerf.

Die Hermanus-rioolwerke het 'n Groen Druppel gekry en die munisipaliteit het algehele negende plek landwyd in die Groen Druppel-evaluasie behaal.

Stephen Müller, direkteur van infrastruktuur en beplanning, meen dit is 'n uitstekende prestasie en hy is veral trots op die top tien posisie wat die munisipaliteit in die Groen Druppel kompetisie behaal het.

Stephen het dank en gelukwense betuig aan Hanré Blignaut, adjunkdirekteur vir water en vervoer, en Patrick Robinson, wat die voorbereidings vir die evaluasie gelei en gekoördineer het, asook aan die Direkoraat Gemeenskapsdienste wat verantwoordelik is vir die bedryf van die aanlegte.



# LIEF & LEED · JOY & SORROW

## GABBY EXCELS ONCE AGAIN



Gabby Fisher

Gabby Fisher, daughter of Rozella Fisher, has done very well in athletics this year. At the colours athletics meeting she was named Senior Victrix Ludorum. At the Zone meeting she broke the record in the 200m and was part of the team that broke the record in the relay. She also tied the record in the long jump for girls under 17. She went on to achieve her Boland colours in the 100m and 200m at the Boland Championships. At the Western Cape Championships she came fifth in both the 100m and 200m. What makes her achievements so special is that she is only 15 and is already competing against under 17s. We wish her all the best in the near future - may she excel even more.

## ZAANRU SA KAMPIOEN

Verkeershoof Rudi Fraser se dogter Zaanru is 12 Junie aangewys as die SA kampioen in Semi Kontak Skopboks. Sy is 'n student van die Hermanus Martial Arts Academy in Sandbaai en was in die Boland Skopboksspan wat aan die Suid-Afrikaanse Skopbokskampioenskappe op 26 en 27 Junie in Langebaan deelgeneem het. Zaanru het goud verower vir Semi Kontak en silwer in Ligte Kontak vir junior dogters onder 47 kg.



Zaanru Fraser

## CHRISTO SKIELIK OORLEDE



Kollegas is geskok oor die skielike heengaan van Christo Damon. Hy het op 23 Mei van verkoue-simptome gekla, maar het nie gesond geword nie. Op 29 Mei is hy in die Hermanus Provinsiale Hospitaal opgeneem, waar dokters dieselfde dag besluit het om hom met 'n noodhelikopter na 'n hospitaal op Worcester te neem. Hy is egter oorlede voordat hy oorgeplaas kon word. Christo het sedert 1 Oktober 2007 vir die munisipaliteit op Stanford begin werk. Hy was 'n jong man vol belofte in sy familie.

## COLLEAGUE NOW A COUNCILLOR

## I LEFT MY JOB TO SERVE THE PEOPLE

Michelle Sapepa, fondly known as Zine, has been permanently employed as senior librarian at Zwelihle library for ten years. Since she started working for the Overstrand Municipality she has been one of the active librarians at that library.

Zine took over as acting chief librarian in 2003 and since then she became even more involved in library events, showing great enthusiasm in her work.

Michelle was born in Hermanus and has knowledge of the surrounding areas in Overstrand. Like everyone growing up in South Africa, Zine had an interest in politics but never thought her interest will secure her a position in Council. That happened after the 18 May 2011 local government elections. "Thanks to the voters who had confidence in me," she enthuses, "I am now Ward Councillor for ward 6."

Zine has always been a loyal and hardworking employee of the Overstrand Municipality. Currently Zwelihle library has more than 1 500 members, due to her hard work and constantly motivating children from the surrounding schools to become



Michelle Sapepa

members.

Colleagues, you will agree that there have been a lot of events happening in Zwelihle library that Michelle and other staff members organised and gave support to.

"Having acted as a library manager of Zwelihle has groomed me to be able to face crowds and be willing to serve my community to the best of my ability," said Zine.

# THREE OFFICERS SET EXAMPLE

Not only one, but three colleagues from Overstrand Municipality walked away with cum laude achievements from a Light Vehicle Licences Examiners course they attended at the Gene Louw Traffic College recently.

They are Michael Ackerman, Zingani Tshefu and Salomé Abrahams, who performed so well that they were given the opportunity to assist fellow students while they still had their own tasks to do. There were 15 traffic officials who attended the course.

Often we underestimate the intellectual power we have; however, some people give their all to prove that they can come out tops.

Zingani shares his experience with me: "It was not an easy undertaking, as we were travelling in and out of Cape Town and sometimes had to leave home early and arrive back late at night. However, we were not discouraged, and worked hard on our assignments and exams. We even managed to outshine people who lived in Cape Town and were supposed to have more time to study."

All three of them are married, and one can imagine the sacrifices they had to make to reach their ideals. I guess it is



From left: Michael Ackerman, Zingani Tshefu, Salomé Abrahams, Mayor Nicolette Botha-Guthrie and Municipal Manager Werner Zybrands.

the support they gave each other that kept them going. Even though they were not studying together they still worked as a team in completing the course.

The Mayor, Nicolette Botha-Guthrie, congratulated them on their hard work and for setting an example in the Protection Services. "I understand that being

away from your families was not easy, but I am sure that with these results your families are proud of you," said Nicolette.

## TWINTIG JAAR DIENS

By die Munisipaliteit Overstrand bestaan daar die mooi gebruik om amptenare wat die twintigjaardiens-mylpaal bereik by 'n raadsvergadering geluk te wens en aan hulle 'n sertifikaat te oorhandig. Op Dinsdag 28 Junie 2011 het Carlouw Engelbrecht en Enrico Spandiel aan die beurt gekom. Carlouw is administratiewe beampte by IKT. Sy het in April 1991 in 'n administratiewe pos by die eertydse gesondheidsdepartement begin werk waar sy vinnig aan funksies soos die pomp van opgaar - en septiese tenks, die verwydering van huisvuil en tuinafval, die uitreiking van besigheidslisensies en die beheer van begraafplase blootgestel is. Sy het daarna sekretaresse by die stadsekretaris geword en in 'n stadium die agenda en notules van die raad hanteer. In haar lang loopbaan het sy net plesierigheid ondervind en glo sy dit het geen nut om te kla nie. Enrico Spandiel is superintendant op Stanford, waar hy sedert 2006 werksaam is. Hy het voorheen by die Preekstoel-watersuiweringswerke gewerk en het hier as werker in 1991 ingeval. Enrico sê sy tyd by die munisipaliteit voel nie vir hom soos twintig jaar nie, al het hy die volle ontwikkeling van Hermanus Munisipaliteit tot by die Overstrand Munisipaliteit beleef.



**REGS BO:** Burgemeester Nicolette Botha-Guthrie en Carlouw Engelbrecht. **BO:** Enrico Spandiel, Burgemeester Nicolette Botha-Guthrie en Munisipale Bestuurder Werner Zybrands.

## APPOINTMENTS & PROMOTIONS

### APPOINTMENTS JUNE 2011

DH Reichert	Traffic Officer: K53
NM Ntsinde	Learner Traffic Officer 06 June 2011
BA du Toit	Learner Traffic Officer

### PROMOTIONS JUNE 2011

ZN Tshetu	Senior Law Enforcement Officer: Scheme Regulations
SS Mvambo	Small Plant Operator: Parks
SM Wana	Learner Traffic Officer
VS Poni	Learner Traffic Officer
JA Victor	Electrician
RW Sebonka	Small Plant Operator: Parks

## VERJAARDAE IN JULIE | BIRTHDAYS IN JULY

NAAM	DAG	DEPARTEMENT	DORP
Dodana, Thembinkosi	1	Operational Management	Hermanus
Maasdorp, Johan	1	Operational Management	Hermanus
Hansen, Rudolph	1	Electrical Services	Hermanus
May, Wilma	1	Management Services	Hermanus
Potgieter, George	2	Area Management	Hermanus
Napakade, Zolani	2	Electrical Services	Hermanus
Mado, Sia-Seth	3	Operational Management	Kleinmond
Miggel, Deon	3	Operational Management	Kleinmond
Nojubalala, Nobetwana	4	Operational Management	Hermanus
Solomons, Merle	4	Human Resources	Kleinmond
Prins, Abraham	4	Councillor	Hermanus
Makonza, Vusumzi	5	Operational Management	Hermanus
Goosen, Daniel	5	Area Management	Gansbaai
Barends, Wilfred	5	Operational Management	Stanford
Maritz, Winston	6	Operational Management	Kleinmond
Kleynhans, Jaco T	6	Electrical Services	Gansbaai
Dyonkile, Solomzi	6	Operational Management	Kleinmond
Mqini, Litha	7	Operational Management	Hermanus
Joemat, Jakobus	7	Operational Management	Gansbaai
Hess, Elize Elaine	8	Infrastructure And Planning	Hermanus
Bangeni, Zanebhunga	8	Operational Management	Kleinmond
Reyneke, Susanna	8	Finance	Hermanus
Memanie, Samuel	8	Operational Management	Gansbaai
Brikkels, Johannes	9	Operational Management	Hermanus
Potgieter, Morne	9	Supply Chain Management	Hermanus
Plaatjies, Wilhelm	9	Operational Management	Stanford
Appelgrein, Philippus	9	Councillor	Hermanus
Pharo, George	10	Operational Management	Hermanus
Charles, John	10	Operational Management	Hermanus
Nqozo, Xolisile	10	Electrical Services	Gansbaai
Buccianeri, Lucinda	11	Management Services	Hermanus
August, Sophia	11	Area Management	Kleinmond
Gardiner, Dean	12	Environmental Services	Hermanus
Botma, Lorraine	12	Finance	Hermanus
Jongilanga, Xolani	12	Operational Management	Gansbaai
Ngova, Bruce Thami	13	Operational Management	Hermanus
Valentine, Heinrich	13	Operational Management	Gansbaai
Booyesen, Frederick	13	Operational Management	Stanford
April, Jacobus	14	Operational Management	Hermanus
Engelbrecht, Carlouw	14	Information Technology	Hermanus
White, James Paul	15	Operational Management	Kleinmond
Ndoko, Esewu	15	Operational Management	Hermanus

NAME	DAY	DEPARTMENT	TOWN
Erasmus, Madelein	16	Town Planning	Hermanus
Carolissen, Lisl	17	Protection Services	Hermanus
Theron, Alischia	17	Management Services	Hermanus
Olivier, Roland Theo	17	Area Management	Hermanus
Ramosala, Khethana	17	Operational Management	Kleinmond
Forry, Samuel	17	Operational Management	Gansbaai
Arries, Oerson	17	Operational Management	Stanford
Bruwer, Francois	18	Electrical Services	Kleinmond
Van Der Stoep, Helena	18	Town Planning	Hermanus
Allen, Veronica	18	Finance	Hermanus
Faltyn, Mzoli	19	Operational Management	Hermanus
Sitemela, Eric	19	Operational Management	Hermanus
Arrison, Desiree	19	Management Services	Hermanus
Aploon, Josef	20	Operational Management	Kleinmond
Abrahams, Jabes	20	Operational Management	Kleinmond
Majavu, Mxolisi	21	Housing	Hermanus
Mantyi, Headman	21	Operational Management	Hermanus
Arthur, Angelo	21	Operational Management	Kleinmond
Coetzee, Dudley	21	Councillor	Hermanus
September, Donovan	22	Operational Management	Kleinmond
Griffiths, Samuel	22	Operational Management	Kleinmond
Adams, Alcom	23	Operational Management	Hermanus
Bala, Sophie	23	Finance	Hermanus
Makeleni, Sicelo	24	Electrical Services	Hermanus
Dyonta, Andile	25	Operational Management	Hermanus
Windvogel, Bjutise	25	Area Management	Kleinmond
Ngqisha, Thozama	25	Operational Management	Hermanus
Muller, Ernest	25	Management Services	Hermanus
Knoetze (Calitz), Alida	25	Town Planning	Gansbaai
Roelofse, Johann	25	Operational Management	Gansbaai
Hendricks, Charlton	25	Operational Management	Kleinmond
Ferreira, Petronella	25	Area Management	Stanford
Martin, Douglas	26	Operational Management	Hermanus
Hansen, Godfrey	26	Operational Management	Hermanus
Stevens, Moneen	26	Operational Management	Hermanus
Phillips, Graeme	26	Operational Management	Gansbaai
Pieterse, Franklin	27	Operational Management	Gansbaai
Toerien, Hein	28	Electrical Services	Gansbaai
Michaels, Neville	29	Municipal Manager	Hermanus
Opperman, James	29	Finance	Gansbaai
Reichert, Dieter	31	Protection Services	Hermanus

GELUKKIGE VERJAARDAG • HAPPY BIRTHDAY