

EMPLOYEES' LONG SERVICE ENCOURAGES US ALL

What could have brought a truck driver, a superintendent of water distribution, a superintendent of electricity distribution and a senior parks worker together at a council meeting of Overstrand Municipality in May? Well, the story is that they all joined the municipality early in 1990 and through perseverance and loyalty managed to receive recognition for long uninterrupted service of twenty years. It must have been a proud moment for B.A. Shumane, Solid Waste – Hermanus, C.H.G. Muller, Water Distribution – Kleinmond, and J. Nigrini, Superintendent Electricity – Hermanus, to receive their certificates and monetary reward from the Executive Mayor, Mr Theo Beyleveldt and the Municipal Manager, Mr Werner Zybrands, while the rest of the Councillors, senior officials and members of the public looked on. Also mentioned was S. Boto (Parks, Hermanus) who could not attend the occasion. Phambili would like to congratulate these staff members on behalf of all employees of the municipality. It is people like these that motivate us to perform our duties with determination, respect, loyalty and honesty. They show us how to put our jobs first and to commit ourselves to making Overstrand the Centre of Excellence for our Communities. Well-done and good luck to all of you! May you continue to do a good job and continue to set the example that you have always set.



VERJAARDAE IN JUNIE | BIRTHDAYS IN JUNE

| NAAM | DAG | DEPARTEMENT | DORP |
|--------------------------|-----|------------------------|-----------|
| Swartz, Roxane | 1 | Management Services | Hermanus |
| Daniels, Jakobus | 2 | Operational Management | Gansbaai |
| Mayisela, Mayisela | 2 | Operational Management | Hermanus |
| Xama, Jusey | 3 | Operational Management | Gansbaai |
| Roux, Surita | 3 | Finance | Kleinmond |
| Pool, Wendall | 4 | Area Management | Hermanus |
| Solwandle, Japhta | 5 | Building control | Hermanus |
| Kutuka, Thembinkosi | 5 | Operational Management | Gansbaai |
| Koli, Andile | 6 | Protection Services | Hermanus |
| Plaatjies, David | 6 | Operational Management | Hermanus |
| Liebenberg, Elsabe | 6 | Finance | Hermanus |
| Mteyise, Vincent | 6 | Operational Management | Hermanus |
| Ntozakhe, Gerald | 7 | Operational Management | Kleinmond |
| Sitemela, Raymond | 7 | Community Services | Hermanus |
| Moses, Frederick | 8 | Operational Management | Hermanus |
| Myataza, Mcoseleli | 8 | Operational Management | Hermanus |
| Sameuls, Omoria | 8 | Operational Management | Kleinmond |
| Dynaard, Verna | 8 | Operational Management | Hermanus |
| Nkunkumana, Mgoduseni | 9 | Operational Management | Hermanus |
| Mtshizana, Mhlanganiseli | 9 | Operational Management | Hermanus |
| Khala, Sabelo | 9 | Building Control | Hermanus |
| Moli, Fumanekile | 10 | Operational Management | Hermanus |
| Liwani, Luzile | 10 | Building Control | Hermanus |
| Moss, Nthandazo | 10 | Operational Management | Gansbaai |
| Fakusasa, Patrick | 10 | Operational Management | Hermanus |
| Cupido, Alfonso | 11 | Operational Management | Hermanus |
| Cronje, Danwell | 11 | Operational Management | Kleinmond |
| Pieters, David | 11 | Operational Management | Gansbaai |
| Bosman, Johannes | 11 | Operational Management | Kleinmond |
| Ahrends, Selvin | 11 | Operational Management | Gansbaai |
| Komani, Andrew | 12 | Operational Management | Gansbaai |
| Mzilikazi, Eric | 12 | Operational Management | Hermanus |
| Mntuyedwa, Lewis | 12 | Operational Management | Kleinmond |
| Mangodwana, Nomisile | 12 | Operational Management | Gansbaai |
| Reynolds, Sophia | 12 | Area Management | Stanford |
| Adams, Desdry | 13 | Operational Management | Hermanus |
| Floors, Nigel | 13 | Human Resources | Hermanus |
| Smith, Terence | 13 | Operational Management | Gansbaai |
| Baardman, Desmond | 14 | Operational Management | Kleinmond |
| Nkontso, Phumzile | 14 | Operational Management | Gansbaai |

| NAME | DAY | DEPARTMENT | TOWN |
|-----------------------|-----|---------------------------|-----------|
| Erasmus, Albert | 15 | Management Services | Hermanus |
| Gideon, Cheslin | 15 | Operational Management | Kleinmond |
| Rhojie, Christopher | 15 | Operational Management | Hermanus |
| Swartz, Joan | 15 | Operational Management | Hermanus |
| Mhlaba, Mafonxo | 15 | Area Management | Hermanus |
| Diedericks, Christo | 16 | Operational Management | Stanford |
| Botha, Karel | 16 | Operational Management | Hermanus |
| Dlongwana, Anolt | 16 | Protection Services | Hermanus |
| Willemse, Amos | 17 | Building Control | Hermanus |
| Pearson, Barbara | 17 | Infrastructure & Planning | Hermanus |
| Jantjies, Louis | 17 | Supply Chain | Gansbaai |
| Moore, Anin | 17 | Finance | Hermanus |
| Msengana, Zolile | 18 | Operational Management | Gansbaai |
| Batha, Victoria | 18 | Area Management | Hermanus |
| Stemele, Daniel | 19 | Operational Management | Hermanus |
| Tobias, Piet | 19 | Operational Management | Stanford |
| Sias, Scholtz | 19 | Management Services | Kleinmond |
| Lourens, Annelie | 20 | Finance | Gansbaai |
| Theron, Ronett | 20 | Finance | Hermanus |
| Engel, Jacobus | 21 | Operational Management | Gansbaai |
| Windvogel, Petrus | 21 | Supply Chain | Hermanus |
| Lowings, Elizabeth | 22 | Building Control | Hermanus |
| Mathiso, Ntobeko | 22 | Operational Management | Hermanus |
| Maliwa, Winnet | 22 | Operational Management | Hermanus |
| Stemmet, Heinrich | 24 | Operational Management | Kleinmond |
| Jonny, Anton | 25 | Management Services | Gansbaai |
| Nyangiwe, Dywilisi | 25 | Infrastructure & Planning | Kleinmond |
| Vermeulen, Johanna | 25 | Finance | Gansbaai |
| Kayser, Noline | 25 | Corporate Services | Hermanus |
| Xhinti, Mandlenkosi | 26 | Operational Management | Gansbaai |
| Ndabambi, Siswana | 26 | Operational Management | Gansbaai |
| Abrahams, Willem | 26 | Community Services | Hermanus |
| Bauermeester, Jacobus | 27 | Management Services | Hermanus |
| Ruiters, Abraham | 28 | Operational Management | Hermanus |
| Hartnick, Susan | 28 | Area Management | Kleinmond |
| Kotze, Alette | 28 | Area Management | Hermanus |
| Samuels, Robert | 29 | Protection Services | Kleinmond |
| Olivier, Dawid | 30 | Operational Management | Kleinmond |
| Galant, Meruin | 30 | Building Control | Hermanus |



EDITOR'S NOTE

DISKI DANCE THE WAY TO GO

Last month we showed you a group of staff members playing soccer. This month we have a group of staff members doing the Diski Dance. Isn't this wonderful? It is interesting to know that we are all in the same mood and vibe.

This is what South Africa needs at this time. Let us not stop here but let us spread the vibe in our communities as well. Who else should inform our fellow brothers and sisters about what is happening in the world, than this team seen by the public wearing our T-shirts and making a noise everywhere every Friday to show our support?

To the Diski dance team, well done! I hope we are going to get more people joining the team filling the Auditorium and persuading the MM to allow us to do it outside to show the public that together, as the Centre of Excellence, we are behind the Bafana-Boys.

Chilly mornings are a sure sign that it's time to get your wardrobe ready if you have not done so for the season. If you have taken a holiday you will be watching with the entire family. Some of us will be working during that time.

Ongewone dinge gebeur. Wie sou nou kon gedink het dat die Blou Bulle eendag in 'n township sou speel? Soweto nogal! As jy nog nie weet nie, op 22 Mei het die Blou Bulle op Soweto-grond gespeel. Was dit nie wonderlik nie! Ek is seker jy sal saamstem as ek beweer dat geleidelik is die nasie besig om onderlinge vertroue te ontwikkel. Nogtans is daar een of twee ouens wat nog negatief is en wat nie wil verander nie.

Mettertyd sal hulle besef dat ons almal mense is. As een van Suid-Afrika se beste rugby spanne - sy vertroue in die mense van Soweto kon plaas en in hulle gebied gespeel het, 'n area bekend vir misdaad om maar een saak te noem, dink ek dis wonderlik. Suid-Afkaners het baie om uit hierdie voorbeeld te leer. Ons as Suid-Afkaners moet ons Bafana ouens trots maak deur as verskillende kulture 'n eenheid te vorm en gesamentlik op te tree.

Ten slotte wil ons Coenie Groenewald terug verwelkom nadat hy vir amper drie maande nie by ons was nie. Baie mense wat 'n ruk weg van die werk was, voel nie lus om terug te kom nie maar snaaks genoeg, met hom is dit anders. Hy is entoesiasies om terug te wees en om by die mense te wees met wie hy die meeste tyd deurbbring nl. die 'Overstrand familie'. Coenie, jy is een van ons pilare. Jou teenwoordigheid en vriendelikheid was erg gemis. Ons is bly dat jy so gesond lyk en weer reg is vir die dinge.

NOLUTHANDO ZWENI
REDAKTEUR/EDITOR



BENEFITS TO INCREASE AFTER ARBITRATION

Could a pleasant surprise await us on our payslips soon?

According to a news release from the Independent Municipal and Allied Trades Union (IMATU) the answer is yes.

IMATU won an arbitration hearing on the implementation of last year's 13% increase to be extended to benefits and conditions of service.

This means that municipal officials were short paid on benefits such as the annual bonuses, overtime, leave pay, travel allowances, long service bonuses, shift allowances, standby allowances, acting allowances and night shift allowances.

The complicated deal that was struck last year between the South African Local Government Association (SALGA) and organised labour was interpreted by SALGA to mean that there

was just a 10,5 percent increase applicable to benefits and conditions of services.

This was disputed by IMATU and the matter was taken on arbitration last October. The arbitrator resolved the matter recently by rejecting SALGA's argument.

The effect of the ruling, according to IMATU, is that municipalities must now pay all their employees an additional increase of 2.5% on benefits and conditions of service back-dated to 1 July 2009.

This does not, however, affect Pension Fund and Medical Aid contributions which must remain at a 10.5% increase until 30 June 2010, in terms of the Salary and Wage Agreement.

The response of SALGA to this outcome is still being awaited, but IMATU regards it as a major victory.



The Diski Dance team, from the back row: Noluthando Zweni, Bulelwa Mbane, Charmaine Stemela, Sonja Africa, Geraldine Erasmus and Rozella Fisher

KOM ONS DOEN DIÉ DISKI

Die nuwe dansgier in Suid-Afrika is die DISKI. Dis klaarblyklik moeiliker as die basiese sokkerreëls om aan te leer. Maar 'n klompie van ons kollegas in Hermanus het die uitdaging aangepak en die afgelope paar Vrydae in die etensyd ge oefen. Hopelik gaan hulle hul nuwe vaardigheid aan ons toon wanneer die Wêreldbekertoernooi op Vrydag 11 Junie afskop. Die gewone loodvoetiges kan op dié dag gees vang deur hul gesigte in die kleure van hul gunsteling-span te laat verf. Rainbow Trust gaan op daardie dag gesigverwers by verskeie kantore hê om dit vir 'n geringe donasie te doen. Ondersteun asseblief die *Awesome Rainbow Day*. Kyk ook op bladsy twee vir 'n eenvoudige uiteensetting van wat sokker behels. Geniet die mooi spel!

REST ASSURED ABOUT THE RETIREMENT FUND

Don Kearney attended the Annual General Meeting of the Cape Retirement Fund as representative of the Hermanus Administration in Bellville on 19 February 2010.

His impression of this meeting was that the members of this fund can rest assured as their money is in safe hands.

Don explained that the Trustees are made up of representatives from Eastern, Northern and Western Cape and

make up a well balanced team. Their very important task is performed without any additional remuneration and they prefer it that way.

The finances are sound, although as expected, the Fund did not perform as well as in the years before the Global economic meltdown. Despite this, it is still one of the best performing Funds in the country.

Members are welcome to contact Don to look at the audited statements.



Don Kearney

EVERYTHING YOU NEED TO KNOW ABOUT SOCCER!

THE FIELD OF PLAY

Dimensions

The field of play must be rectangular. The length of the touch line must be greater than the length of the goal line.

Length: minimum 90 m (100 yards), maximum 120 m (130 yards) Width: minimum 45 m (50 yards), maximum 90 m (100 yards)

Field Markings

The field of play is marked with lines. These lines belong to the areas of which they are boundaries. The two longer boundary lines are called touch lines. The two shorter lines are called goal lines. All lines are not more than 12 cm (5 inches) wide. The field of play is divided into two halves by a halfway line. The centre mark is indicated at the midpoint of the halfway line. A circle with a radius of 9.15 m (10 yards) is marked around it.

The Goal Area

A goal area is defined at each end of the field as follows: Two lines are drawn at right angles to the goal line, 5.5 m (6 yards) from the inside of each goalpost. These lines extend into the field of play for a distance of 5.5 m (6 yards) and are joined by a line drawn parallel with the goal line. The area bounded by these lines and the goal line is the goal area.

The Penalty Area

A penalty area is defined at each end of the field as follows: Two lines are drawn at right angles to the goal line, 16.5 m (18 yards) from the inside of each goalpost. These lines extend into the field of play for a distance of 16.5 m (18 yards) and are joined by a line drawn parallel with the goal line. The area bounded by these lines and the goal line is the penalty area.

Within each penalty area a penalty mark is made 11 m (12 yards) from the midpoint between the goalposts and equidistant to them. An arc of a circle with a radius of 9.15 m (10 yards) from each penalty mark is drawn outside the penalty area.

Flagposts

A flagpost, not less than 1.5 m (5 feet) high, with a non-pointed top and a flag is placed at each corner.

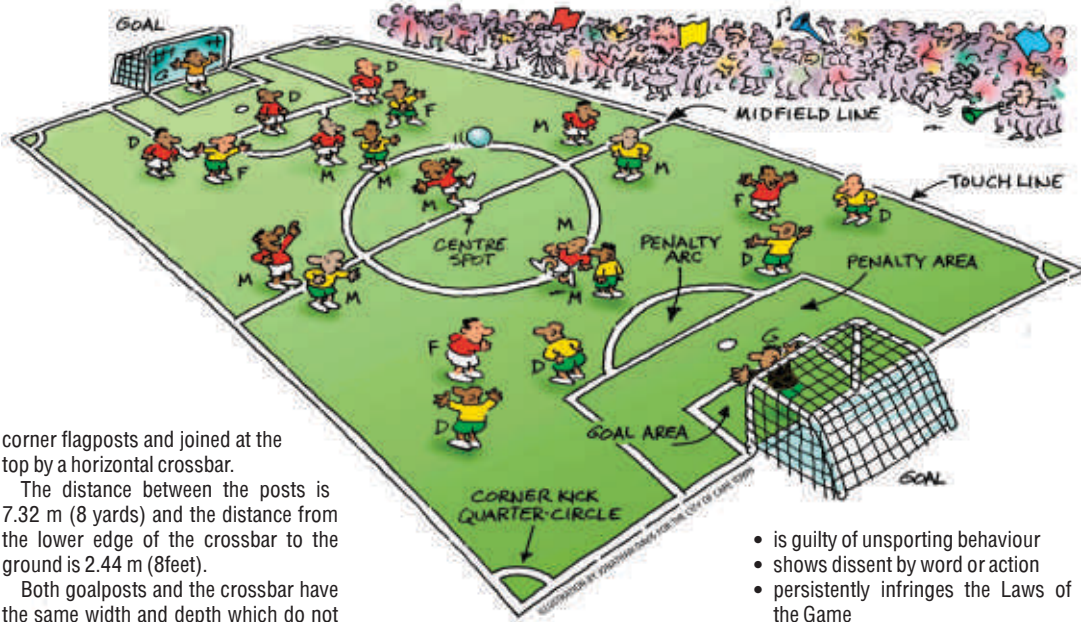
Flagposts may also be placed at each end of the halfway line, not less than 1 m (1 yard) outside the touch line.

The Corner Arc

A quarter circle with a radius of 1 m (1 yard) from each corner flagpost is drawn inside the field of play.

Goals

Goals must be placed on the centre of each goal line. They consist of two upright posts equidistant from the



corner flagposts and joined at the top by a horizontal crossbar.

The distance between the posts is 7.32 m (8 yards) and the distance from the lower edge of the crossbar to the ground is 2.44 m (8 feet).

Both goalposts and the crossbar have the same width and depth which do not exceed 12 cm (5 inches). The goal lines are the same width as that of the goalposts and the crossbar. Nets may be attached to the goals and the ground behind the goal, provided that they are properly supported and do not interfere with the goalkeeper.

The goalposts and crossbars must be white.

releasing the ball from his hands

- commits any other offence, not previously mentioned in Law 12, for which play is stopped to caution or dismiss a player

The indirect free kick is taken from where the offence occurred.

Direct Free Kick

A direct free kick is awarded to the opposing team if a player commits any of the following six offences in a manner considered by the referee to be careless, reckless or using excessive force:

- kicks or attempts to kick an opponent
- trips or attempts to trip an opponent
- jumps at an opponent
- charges an opponent
- strikes or attempts to strike an opponent
- pushes an opponent

A direct free kick is also awarded to the opposing team if a player commits any of the following four offences:

- tackles an opponent to gain possession of the ball, making contact with the opponent before touching the ball
- holds an opponent
- spits at an opponent
- handles the ball deliberately (except for the goalkeeper within his own penalty area)

A direct free kick is taken from where the offence occurred.

Disciplinary Sanctions

Only a player or substitute or substituted player may be shown the red or yellow card.

Cautionable Offences

A player is cautioned and shown the yellow card if he commits any of the following seven offences:

- is guilty of unsporting behaviour
- shows dissent by word or action
- persistently infringes the Laws of the Game
- delays the restart of play
- fails to respect the required distance when play is restarted with a corner kick or free kick
- enters or re-enters the field of play without the referee's permission
- deliberately leaves the field of play without the referee's permission

Sending-Off Offences

A player is sent off and shown the red card if he commits any of the following seven offences:

1. is guilty of serious foul play
2. is guilty of violent conduct
3. spits at an opponent or any other person
4. denies an opponent a goal or an obvious goal-scoring opportunity by deliberately handling the ball (this does not apply to a goalkeeper within his own penalty area)
5. denies an obvious goal-scoring opportunity to an opponent moving towards the player's goal by an offence punishable by a free kick or a penalty kick
6. uses offensive, insulting or abusive language
7. receives a second caution in the same match

A player who has been sent off must leave the vicinity of the field of play and the technical area.

The Penalty Kick

A penalty kick is awarded against a team which commits one of the ten offences for which a direct free kick is awarded, inside its own penalty area and while the ball is in play.

A goal may be scored directly from a penalty kick.

Additional time is allowed for a penalty kick to be taken at the end of each half or at the end of periods of extra time.

LIEF & LEED • JOY & SORROW

DID YOU KNOW THAT...

- Carmen Nel of the Gansbaai Income office is pregnant,
- Thelma Lobb of the Rates Department is pregnant,
- Elsabe Liebenberg is engaged to Gert from Worcester,
- Wendy Bergendahl is back at work after she broke her ankle,
- Kobus Bauermeester has moved out of the White House, and
- Prisca Ndlela of the Expenditures section, is pregnant?



MEDELYE

- Met Mike Bartman, wie se vader onlangs oorlede is.



SALOMÉ TROU

Salome en Corrie Abrahams is op 1 Mei in die Griekwa-kerk in Vredendal getroud. Dit was 'n heerlik warm wintersdag met 'n bietjie sonskyn.

Die troue is bygewoon deur familie en naby vriende. Salome is 'n verkeersbeampte in ons verkeersdepartement en Corrie werk in Caledon by die Provinsiale Verkeersdiens. Die twee verliefdes het vir die eerste keer op hoërskool ontmoet. Daarna het hulle lewe 'n gelukkige wending geneem. Albei het in hul strewe na 'n beter lewe na die verkeerskollege gegaan en daar het hulle toe begin uitgaan. Al het hulle besef dat hulle baie gelukkig was, het dit nooit by hulle opgekom dat hulle so gou sou trou nie. Salome en Corrie het geen kinders nie.

Hulle is van voorneme om hulle in Hermanus te vestig want hulle is albei lief vir die see en die berge.

Salome sê sy het gedink hulle het reeds 'n hegte verhouding, maar dit word net elke dag beter en beter. Ons wens hulle baie voorspoed in hul huwelik toe.

NIE 'N KATJIE OM SONDER HANDSKOENE AAN TE PAK NIE

Verkeershoof Rudi Fraser se dogter Zaanru (11) is nie net die appel van sy oog nie, sy is ook in staat om hom 'n blouoog te gee as sy wil. Want sy is 'n beoefenaar van GOJU, 'n gevegskunstsport wat skopboks en karate kombineer. Sy het duidelik aanleg vir dié soort ding want hoewel sy nog nie eens Goju vir 'n jaar doen nie, het sy reeds Boland-kleure verwerf en gaan sy op 25 en 26 Junie 2010 aan die SA kampioenskappe deelneem. Reeds met haar eerste gradering het Zaanru presteer deur aan die vereistes van die volgende gordel te voldoen. Haar eerste kampioenskap was op 13 Maart 2010 in die Paarl, waar sy brons en silwer medaljes verower het. Die kompetisie was nie volgens gewigsgroepsindings nie, maar volgens ouderdomme en sy het in die finaal goed gevaar teen die Boland-kampioen. Sy is genooi vir die Boland proewe op 26 April in Paarl en daar het sy in haar gewigsgroep (38 kg) goud en silwer gekry. Al 13 lede van die Hermanus GOJU wat aan die proewe deelgeneem het, is vir die Boland span gekies, maar Zaanru is die enigste leerling van Laerskool Hermanus wat vanjaar in die span is. Rudi sê dit kos dissipline en pligsgetrouheid om so te presteer. Hy is ook bly dat sy nou oor vaardighede beskik om haarself te kan verdedig indien sy in 'n moeilike situasie beland.



CLASSIFIEDS

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o 450x450x17 Desert Sand C-grade @ R29/m²
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Poetry in Motion

At least one of our colleagues was pleasantly surprised on Mother's Day, the ninth of May. Ulita Swart shares the experience with us:

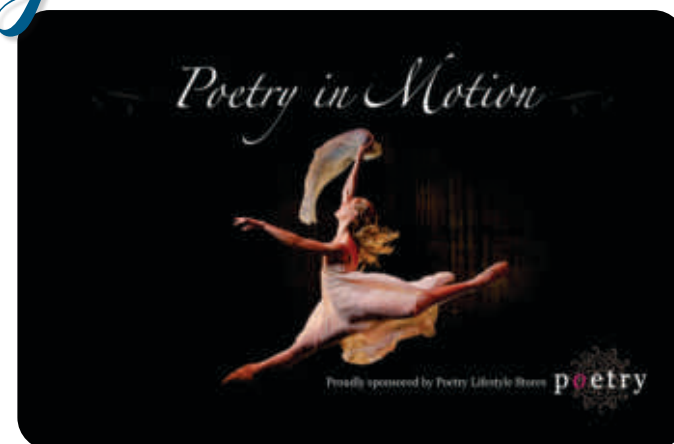
I am a very proud Mom of three daughters who pleasantly surprised me to a ballet production for Mothers Day 2010.

In all honesty it was a weekend of treats, however, I wanted to share this experience... and who better than those I work with!!!

Cape Town City Ballet is due to close its doors for good due to lack of finances and is dependant on public and corporate funding for survival.

This production was sponsored by one of the companies 'Poetry', for which two of my daughters work. For this reason tickets to the ballet became available.

Approximately



20 staff and their relatives attended the show on different days and gave awesome feedback.

What a pleasure!!! Some were attending a ballet for the very first time and

want to go again, kiddies were perched on their seats, girls and boys...

Wow... what an extended gift of giving...it's poetry... Thank you girls