

Nuwe Aanstellings/New Appointments



Franklin Frans
Internal Audit



Erida Bekkes
Secretary, Clerk:
Human Resources



Bernard Moray Cornelius
Handyman:
Fees Management



Chane Erick Davidson
Traffic Officer



Clint le Roux
Deputy Director:
Finance



Thembele Malinga
LED Officer

VERJAARDAE IN FEBRUARIE / BIRTHDAYS IN FEBRUARY

NAAM/NAME	DAY/DAG	DEPARTEMENT/DEPARTMENT	DORP/TOWN
BALA NKOSINATHI	2 Feb	Operational Services	HERMANUS
BURGER PETER	2 Feb	Operational Services	HERMANUS
LAKEY DESMOND	2 Feb	Management Services	HERMANUS
MAFILIKANA ZAMILE	2 Feb	Operational Services	HERMANUS
PHILANDER FRANCINA	2 Feb	Area Management	HERMANUS
SCHOEMAN GERT	2 Feb	Protection Services	HERMANUS
BLOCK SYLVIA	3 Feb	Management Services	HERMANUS
FIGAJI L LESLIE	3 Feb	Finance	HERMANUS
MAREE SHANTAL	4 Feb	Finance	HERMANUS
OOSTHUIZEN DAAN	4 Feb	Councillor	HERMANUS
SWARTZ GODFREY	4 Feb	Operational Management	KLEINMOND
WILLIAMS NA	5 Feb	Protection Services	HERMANUS
OCTOBER ALLAC	5 Feb	Operational Services	KLEINMOND
BOTO BULELANI	6 Feb	Operational Services	HERMANUS
ZWENI NOLUTHANDO	7 Feb	Communications	HERMANUS
MLIMISI THEMBEKILE	8 Feb	Operational Services	GANSBAAI
ADAMS STEPHEN	8 Feb	Operational Services	HERMANUS
DLONGWANA MALUSI	8 Feb	Operational Services	HERMANUS
GOOSEN LOUMARI	8 Feb	Finance	KLEINMOND
VAN HEERDEN LOUIS	9 Feb	Councillor	HERMANUS
KAPOT JACOBS	9 Feb	Operational Services	STANFORD
KOERT ANNA	10 Feb	Finance	GANSBAAI
MOSS TOTO	10 Feb	Operational Services	GANSBAAI
SIEBRITS SONJA	10 Feb	Protection Services	GANSBAAI
CHOMA ANNIE	10 Feb	Operational Services	HERMANUS
WILLIAMS JANELLE	10 Feb	Protection Services	HERMANUS
HULL GERTRUDA	10 Feb	Area Management	KLEINMOND
MBOVANE SINDISILE	11 Feb	Operational Services	HERMANUS
PHILLIPS ARTHUR	11 Feb	Operational Services	HERMANUS
MNQODOLO LUKHANYO	11 Feb	Operational Services	KLEINMOND
BEYLEVELDT THEO	12 Feb	Mayor	HERMANUS
SIKENJANA WISEMAN	12 Feb	Operational Services	HERMANUS
VISSER ANNELIZE	12 Feb	Finance	HERMANUS
VAN EDEN GAMMAT	12 Feb	Operational Services	KLEINMOND
MYBURGH FRANCOIS	13 Feb	Area Manager	GANSBAAI
RUST RIAN	13 Feb	Human Resources	HERMANUS
KUTU MABOYS	14 Feb	Operational Services	GANSBAAI
SOLOMONS JACOBUS	14 Feb	Finance	HERMANUS
GELDENHUYS SHARMAN	15 Feb	Area Management	GANSBAAI
MTSHA XOLANI	15 Feb	Operational Services	GANSBAAI

KWEZI (NEE MUNGU) PHILLIP	15 Feb	Operational Services	HERMANUS
MGANISI MBIZO	15 Feb	Operational Services	HERMANUS
OLIVIER DERINE	15 Feb	Infrastr & Planning	HERMANUS
W KARELSE	15 Feb	Operational Services	KLEINMOND
KLAASE RHONA	16 Feb	Housing	HERMANUS
SLABBERT JOHANNES	16 Feb	Operational Services	HERMANUS
M THENGO	16 Feb	Operational Services	HERMANUS
BALA ANDILE	18 Feb	Operational Services	HERMANUS
MBIZO LUDIDI	18 Feb	Operational Services	HERMANUS
N HENDRICKS	18 Feb	Operational Services	HERMANUS
NYANGIWE JONGINQABA	18 Feb	Operational Services	KLEINMOND
HENDREK DUMI	18 Feb	Operational Services	STANFORD
PIETERS DAVID	19 Feb	Operational Services	GANSBAAI
PHARO ELIZA	19 Feb	Operational Services	HERMANUS
TEBELE SIMPHIWE	20 Feb	Housing	GANSBAAI
SALIES RONEL	20 Feb	Area Management	HERMANUS
APPEL RICKUS	20 Feb	Operational Services	KLEINMOND
ADRIAANSE HEATHER	21 Feb	Area Management	HERMANUS
NDUDU M	21 Feb	Operational Services	HERMANUS
WYNGAARD ANVER	21 Feb	Community Services	HERMANUS
VAN EEDEN LOUISA	21 Feb	Finance	KLEINMOND
PIETERS DANIEL	22 Feb	Operational Services	GANSBAAI
ADAMS DAPHNIE	23 Feb	Area Management	HERMANUS
GERT SMITH	23 Feb	Housing	HERMANUS
MAY NICO	24 Feb	Operational Services	GANSBAAI
TYHALA CAROL	24 Feb	Community Services	HERMANUS
JOHAN VAN TAAK	24 Feb	Community Services	HERMANUS
KHALA PHUMZILE	25 Feb	Operational Services	HERMANUS
MONKI NDAMSE	25 Feb	Protection Services	HERMANUS
WILDSCHUT CLAUDE	25 Feb	Operational Services	HERMANUS
C. DAVIDSON	25 Feb	Protection Services	HERMANUS
BAREND GREGORY	26 Feb	Operational Services	HERMANUS
J THEUNISSEN	26 Feb	Operational Services	HERMANUS
SIYOTHULA SIPHO	26 Feb	Operational Services	KLEINMOND
HENDRICKS FLORENITA	27 Feb	Area Management	HERMANUS
SCHOLTZ RICHARD	27 Feb	Operational Management	HERMANUS
SMITH JOSEPH	27 Feb	Housing	KLEINMOND
MAYIPHELI PHUMZILE	28 Feb	Operational Services	GANSBAAI
MAYILE MABEL	28 Feb	Area Management	HERMANUS
MBALI NDABIHLILE	28 Feb	Operational Services	HERMANUS
TITUS CAROLUS	28 Feb	Operational Services	HERMANUS

BEVORDERINGS VANAF 1 DESEMBER 2008

Shaun Moses	Bestuurder Plaaslike Ekonomiese Ontwikkeling; voorheen Behuisingsbeampte
Heinrich Stemmet	Masjienhanteerder: Parke (Kleinmond); voorheen werker
Melvin Oliphant	Spesiale Werksman: Elektrotegniese Dienste (Gansbaai); voorheen Handlanger
Mark le Roux	Nutsman: Elektrotegniese Dienste (Gansbaai); voorheen Handlanger
Xolitsile Nqoza	General Workman: Electrotechnical Services (Gansbaai); previously Handyman
Elize E Hess	Senior Klerk: Elektrotegnies (Was Klerk Gr 1/Tikster)



Uitgawe/Issue 2/2009

Februarie/February 2009

EDITOR'S NOTE

No one gets tired of being pampered

It's been a long time since we spoil those we love. Perhaps you spoil someone in December for Christmas. No one gets tired of being pampered especially on days like Valentine's Day.

On the 14th of February is Valentine's Day, which means giving those we love a sweet, a love note or a huge heart-shaped box of chocolates, but we both know that it's the amazing thing that gives you the warm fuzzy inside! In addition, this year, whether you have a hot date or you are flying solo (njemngam) I am sending you all my love, adoration, and cuddly vibes, knowing that you always want to feel your awesomeness, with or without the candy hearts. It will help you to show yourself a little love this month!

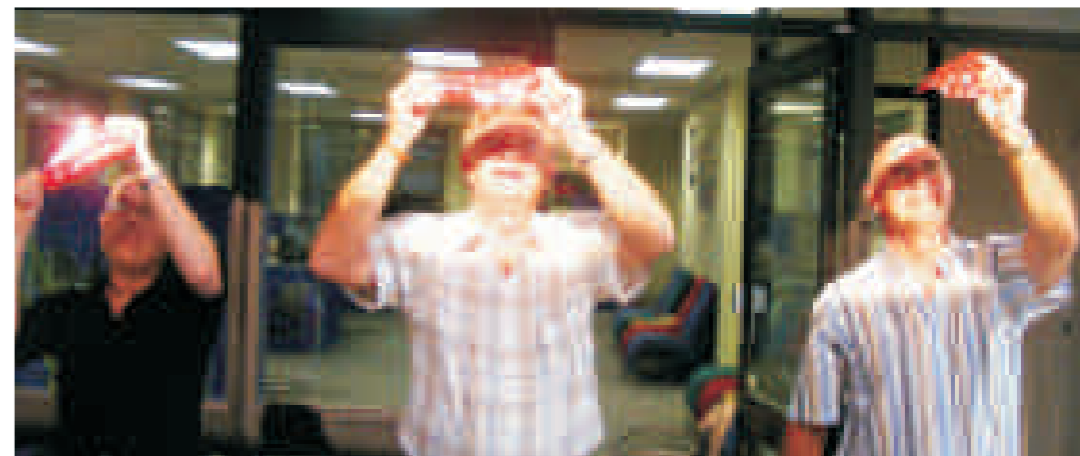
Aan al die verliefdes wat gedurende Desember in die huwelik bevestig is — baie geluk! Mag julle vrede vind in die groot stap wat julle geneem het en mag julle huwelik al die goeie vir julle meebring.

Ek gee graag erkenning aan die samewerking en ondersteuning van die Raad en bestuur om ons te probeer verenig en om personeel in te lig oor die jongste ontwikkelinge in beleid en administrasie. Dit is baie goed en toon ons die ware gees van wedersydse begrip.

Om ons te help om mekaar beter te leer ken en te verstaan word daar op 21 en 22 Februarie 'n deurnagby-eenkoms wat deur CANSA gereël word, gehou. Spanne sal die aand saam om die braai- en vuur geniet. Julle sal die geleentheid kry om te gesels en wenke uit te ruil. Ek vertrou dat julle dit 'n geleentheid sal maak om in 'n baie aangename gees bymekaar te kom.

'n Baie aangename Valentynsdag vir julle almal.

Noluthando Zwini
Editor



SONKYKERS: Nie almal kom op 'n Maandagoggend voorbereid werk toe om 'n sonsverduistering te aanskou nie. Gelukkig het daar die verkwikkende koppie tee soggens vroeg tot die redding kom. Die foelie waarin die teesakkies verpak word, was deursigtig genoeg om alles te kon sien sonder om jou sig vir altyd te vernietig. Raadslid Pieter Scholtz (middel), Burgemeesterskomiteelid vir Finansies, Henk Kleinloog (regs), Direkteur: Finansies en Aleschia Theron (links), klerk by bestuursdienste, het van die metode gebruik gemaak om die gedeeltelike sonsverduistering op Maandag 26 Januarie 2009 vanuit die Overstrand-burgersentrum op Hermanus deeglik te bekyk.

SALARY AND WAGE INCREASE ON THE TABLE AGAIN

Tough wage and salary negotiations lie ahead in February between SALGA and the unions as employee representatives. This will take place under the auspices of the South African Local Government Bargaining Council (SALGBC).

The South African Municipal Workers Union (SAMWU) and the Independent Municipal and Allied Trade Union (IMATU), the only two recognised unions in the municipal sector who together represent 90% of the 200 000 employees in local government, already submitted their proposals and the response of SALGA is awaited middle February.

Negotiations will start in earnest on 26 and 27 February, with a second round scheduled for 30 and 31 March and a third round in April.

These will be the first rounds of serious negotiations since the three year long National Wage and Salary Increase Agreement was signed on 20 June 2006. The parties then agreed on an annual inflation-based increase.

Over the past year, however, inflation

was as high as 15%, but lately dropped off because of cuts in fuel prizes and interest rates.

After an intense period of consultation, the two unions have prepared a joint set of demands which according to a press release seek to recover the loss of earnings from last year's below inflation increase and the failure of SALGA to implement a job evaluation system.

The press release continues as follows: "Many workers have felt the effects of high inflation, high interest rates, explosion in house prices, persistent high levels of unemployment, while the sector is currently staffed with only two-thirds of the total staff complement of 1994. Employees are still to find relief of the continuous economic crunch in their pockets.

"As a result of the collective effect of the abovementioned factors, the unions are obliged to submit a realistic demand on behalf of their members, which comprises the following:

- A minimum wage of R6 500;
- A Housing Allowance based on a bond of R 400 000;
- A Rental Allowance of 70% of the rental amount up to a maximum of R 4 000 per month;
- The filling of all vacant posts on approved organograms by no later than 1 January 2010 on a permanent and full time basis; and
- The withdrawals of SALGA's two court actions challenging an agreement preventing councils from appointing staff on a temporary basis below deputy municipal manager level."

The unions expect a tough round of negotiations, but they believe it is only possible to bring a turnaround in service delivery by paying municipal staff appropriate wages, filling vacancies and cutting the costs of senior management.

Phambili will keep you informed about the response of SALGA and the progress with the negotiations.

TAKING DISCIPLINE TO THE NEXT LEVEL

Three groups of municipal employees attended a course to improve their skills as initiators (prosecutors) and chairpersons at departmental disciplinary hearings and tribunals. The course was aimed at senior personnel. It gave those who attended the course insight into understanding of the principles and procedures to follow when conducting disciplinary hearings.

These courses were presented by Jacques Buitendag from SA Employment Law Services CC in Stanford, from Monday 19 till Wednesday 21 January 2009, Monday 26 January to Wednesday 28 January and Monday 2 February to Wednesday 4 February.

Much emphasis was placed on the key principles of fairness when taking disciplinary action as the outcome of a disciplinary hearing has serious implications for the future of an employee at a specific organisation as well as for the company, as disputed outcomes can eventually end up in the Labour Court.

The areas focused on included alcohol abuse during working hours, unauthorized absence from work, incapacity e.g. poor performance and ill health.

A word of advice from the group who attended the first course was that "colleagues should familiarise themselves with the policies that are approved" to avoid disciplinary actions against them.



Those who attended the first course were, in the back row from left: Jacques Buitendag (Presenter), Dirk Swart, Stephen Drury, Jaap Grobler, Chris Harding, Francois Bruwer, Jamie Klem, Henk Franken and Johan Potgieter; and in the front row: Stephen Williams, Christo Diedericks, Evian Smith, Andrew Theunissen, Paul De Villiers, Johan Klem, Danny Phillips and Lyle Tait.

Meet the Deputy Director of Finance



The Deputy Director: Finance, Clint Le Roux is from Cape Town in Strandfontein. He holds a B.Com Accounting from the University of the Western Cape, and has a Certificate in Accounting, which he obtained from the University of Natal.

In 2004 after completing his B.Com Accounting, he joined the Auditor General in Cape Town as an Auditor. While in this capacity in 2005-2006, he audited our municipal books and stayed in Hermanus for three months. That is where he grew interest in the area and the environment. After he left the Auditor General, he then worked for the Provincial Treasury Department in Cape Town as Accountant from 2007-2008 and resigned in December 2008 to be with the Overstrand municipality.

He joined the municipality as from 1 January 2009. Clint has a passion for accounting and believes there are many

opportunities if you have studied in this field. You do not look for a job on your completion, but job looks for you.

The Director: Finance, Henk Kleinloog, said he has big plans in store for his Deputy. He is going to involve him in projects in finance. Currently the department is busy with the budget. Clint is going to work closely with expenditure as they are starting to work on the budget. He is going to be utilized in compiling the budget with the budget office and determining tariffs and policies.

The Director: Finance acknowledges that this will take more than a few months to accomplish but believes that the passion and positiveness Clint showed in the interview will be made use of in finance.

Clint likes to play golf in his spare time and loves computers. He is not married but not available.

SALGA AGREES WITH COUNCIL'S NEW POLICIES

The string of new policies on human resources adopted by Council in November 2008 was also discussed with the South African Local Government Association's Human Resource Development Group, at a meeting held on 25 June 2008 in Cape Town at the offices of SALGA.

The group supported the policies as they are important guidelines in managing the organisation and they will prevent or limit the possibilities of conflict between management and employees. SALGA was also satisfied that the guidelines they provided to municipalities were followed.

These included procedures, such as

tabling them at the Local Labour Forum, of which all the unions are a part.

The following policies were adopted and are available at the Human Resources Department for anyone to read:

1. Employment Equity
2. Recruitment and Selection
3. HIV / AIDS
4. Incapacity / Ill Health
5. Sexual Harassment
6. Smoking
7. Subsistence Abuse
8. Retirement Planning
9. Unauthorised Absence
10. Uniform Protective Clothing

CLASSIFIEDS

Phambili sal, wanneer ruimte dit toelaat, kort "geklassifiseerde advertensies" plaas. Dit werk op die grondslag dat die advertensie wat eerste inkom, eerste geplaas sal word en wanneer die ruimte vol is, sal dit tot die volgende uitgawe oorsaan.

Kontak Noluthando Zweni by 8911 of

per e-pos om reëlings te tref.

FLAT TO RENT

1x Bachelors flat to rent as from February 2009. Water and electricity included for R 1 800 per month. Situated in Sandbaai, Main Road. Contact Lucinda at 072 217 1851 (cell) 028 313 8120 (w)

LIEF & LEED • JOY & SORROW

Huwelisklokkies in die Somer

Daar was nie minder nie as vier munisipale troues en 'n verloving in November en Desember 2008. Phambili deel graag in die vreugde en wens al die egpare 'n wonderlike huwelik toe. Ons weet dit gaan nie net maanskyn en rose wees nie, maar aan die einde van die dag is dit goed om 'n lewensmaat te hê met wie jy die swaar en die lekker kan deel. Vra maar vir Neville Michaels, wat op 2 Februarie sy twintigste huweliksjaar herdenk het. Baie geluk!



Zingani & Nomie

OVERSTRAND PAARTJIE: Zingani Tshetu, wetstoepassingsbeampte op Gansbaai en Stanford, en Nomie Mlindazwe, persoonlike assistent van die Direkteur vir Ekonomiese Ontwikkeling, het op 25 November 2008 in die Marine Hotel op Hermanus verloof geraak. Hulle trou in Desember vanjaar, maar die datum is nog nie vasgemaak nie.

WYNPLAASTROUE: Anver en Cheslin Petersen-Wyngaard het op 6 Desember 2008 op die wynplaas Spookfontein in die Hemel-en-Aarde-vallei getrou. Anver is 'n administratiewe assistent in die direktoraat Gemeenskapsdienste en Cheslin is sedert die begin van die jaar munisipale veldwerkkooördineerder van die Onafhanklike Verkiesingskommissie se eenheid in Overstrand.



Marius & Leandra

BORRELENDE GELUK: Leandra Minnaar (voorheen Van der Merwe), klerk by motorvoertuiglisensies en -registrasies, het op 22 November verlede jaar met Marius afgehaak. Die huweliksplegtigheid het by die St Peters-kerk in Hermanus plaasgevind.

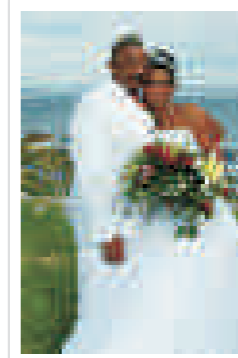


Anver & Cheslin



Abri & Velia

THAT KISS, THAT KISS! Velia (voorheen Marais), 'n klerk in die kliëntediensafdeling, het op 29 November in Hermanus met Abri Bucchianeri getrou. Hulle ken mekaar van kindsbeen af, maar die liefde het op "college" begin "spark" toe hy die eerste kērel was om haar op die ouderdom van sestien te soen. "Daardie soen het my voete onder my uitgeslaan en dit het my 'n paar jaar gekos om te 'recover'," vertel sy.



Marius & Surita

DRIE JAAR LATER: Marius Hendricks, hoofwetstoepasser en Surita Adams, wat in Desember met die bedryf van ons nuwe swembad betrokke was, het op 20 Desember 2008 in die St Peters-kerk in Hermanus getrou. Hulle is reeds drie jaar 'n paartjie.

IT'S A GIRL!



Tammy Moosa, receptionist in the office of the Mayor, gave birth to a lovely girl on the 16 December 2008. We wish her all the best with her baby girl. We hope Isabella is going to bring joy and unity in her family.

Medelye met Marius

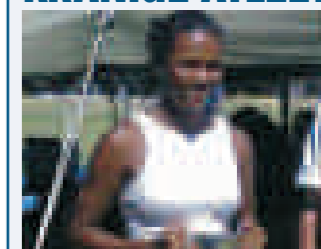
Phambili betuig graag medelye met dr Marius Venter, uitvoerende hoof van die Overstrandse Ekonomiese Ontwikkelingsagentskap (OLEDA), wie se broer, Deon, op 30 Januarie 2009 aan hartversaking oorlede is. Die 41 jarige Deon, 'n argitek by die Johannesburgse munisipaliteit, laat sy vrou, twee broers en 'n suster agter.

VICTORIOUS

Sylvia Block's daughter, Kristen, was crowned as the Victrix Laudorum at the Hermanus Primary School's interhouse athletics event on 30 January 2009. She won the high jump and 50m sprint, came second in shotput and 100m sprint and third in discus. She also participated in the relays and javelin.



KRANIGE ATLEET



Rozella Fisher se dogter, Gabby, is as die Junior Victrix Ludorum by die Hoërskool Hermanus se huissportbyeenkoms op Vrydag 30 Januarie aangewys. Sy het die 100m, 200m, verspring en spiesgooi-items in haar ouderdomsgroep gewen en was ook lid van die aflosspan wat eerste gekom het. 'n Week later het sy by die Interskole met haar wenty in die naellope die eerste en tweede beste prestasie vir onder veertien meisies opgelewer.

FLOWER POWER

As we all know, this is a month to send loved ones gifts to show how much we care for them and love them. One of the special gifts women love is flowers. To people who are planning to send flowers to those they care for, the following are tips when ordering flowers:

- Informing the florist about the purpose of the floral gift — anniversary or message of congratulations— permits the florist to advise on the most suitable style.
- Mention the budget allocation so that the florist can choose the flowers and size according to budget.
- If you know the personality of the recipient, say an extrovert, a romantic, or an intellectual, inform the florist because it will also help with the choice of the floral arrangement style.
- If the flowers are for a specific event, like a dinner party centre piece, or for a specific place like your company's reception area or boardroom, do describe the décor and colour to the florist.
- Finally yet importantly, before you phone the florist, ensure you have to hand the precise and accurate information regarding the delivery address and time, the full name of the recipient, and the card message.

I hope these tips will help you send correct messages and flowers to your loved ones.