

... Saying goodbye **IS NEVER EASY**

It's a bittersweet moment...we are saying goodbye to friend and colleague, Glenda Saunders, who is going on early retirement in order to care for her mother - this, after losing her father recently.

Glenda has worked at the Municipality since 2002 when she started out as the receptionist/typist to Petronella Ferreira, the Assistant Area Manager in Stanfoid.

In January 2006, she then took up the post as the personal assistant to Roderick Williams, Director of Community Services and has since become "part of the furniture".

"I have learnt so much from working in this area as it comprises such a large part of the municipality," says Glenda.

Testimony to the tremendous impact Glenda has made on the department and the great esteem she is held in, is best borne by Roderick's statement, "I have always valued Glenda as a people's person and the empathetic, yet courteous manner she has afforded her colleagues and the public at large in response to the various queries and challenges directed to my office."

For Glenda, going the extra mile was par-for-the-course in the interest of service delivery. Not once have I ever known her to shirk away from a high work volume. Rather, she even

stayed after-hours at times to ensure any tasks assigned her were completed with the expected diligence."

Prior to 2000, Glenda worked at the Milnerton Municipality as an Operational Clerk for well on 18 years. However, she decided to move to De Kelders so that her daughter, Jamie, could be schooled in a rural setting. Jamie consequently finished her schooling at Overberg High.

Looking back over Glenda's 15-year career at Overstrand Municipality, there are many who were eager to share their stories about special times with her.

Dink maar net aan haar 'trommeltjie' pille wat sy uit haar handsak moes grawe elke keer as haar kop begin swaai omdat sy vergeet het om haar bloeddrukpille te drink!

Petronella onthou ook een aand se paniek in die gemeenskapsaal tydens 'n verkiesing van wyks-komiteelede toe van die publiek oproerig geraak het. "Glenda het darem op 'n manier kop gehou en die polisie gebel - ons is onder polisiebegeleiding daar uit!"

Anver (Wyngaard), who has shared her journey for more than a decade, echoed the sentiment of all; saying: "I just want to thank you for the huge role you've played in my life. You are an awesome person and truly one of a kind. I will miss having you just a passage away; but that's no excuse for you not to visit. Go well, my friend."



Glenda Saunders

Glenda has been the anchor of Community Services for the past 15 years and will definitely be sorely missed!

A PLACE WHERE *dreams and possibilities* happily co-exist

Note: As told to me (Grant Cohen - Kleinmond Ward 9 Councillor) by fellow founding member, Charmaine Resandt of the Overstrand Titans Softball Club, on which this piece centres.



"Overstrand - a place of possibilities, a field of dreams and an incubator of champions - a place that so many of us can proudly call HOME - a place where I have finally found the 'lid to my pot' of life's ambitions".

I've always remained firm in the belief that you can make a

career out of the essence that feeds your soul. Embellishing that further with an extramural activity of equal passion, albeit sport or whatever your fancy - well, happy days! To clarify, I get absolute delight from writing and, too, thrive on the tremendous pleasure derived from the beautiful game of softball.

My current role as a communications officer at Overstrand speaks volumes to the former; affording an even greater understanding of just how powerful the written word can be. But, let me not bore you - more on that at another time.

As a catalyst of social cohesion, sport has an immense role to play in society.

To that end, a whinge to Grant about the haunting absence of softball in the Overstrand, led to an amazing forging of wills and a commonly held goal - **COMBINING SKILL SETS AND CAPABILITIES TO FIND A MEANINGFUL PLATFORM OF ENGAGING WITH OUR YOUTH.**

Mostly, the aim was to awaken a renewed sense of hope, possibility, worth and purpose for the young men and women expected in our fold.

Moreover, the desire to genuinely and sincerely make a difference in the community is central to this drive.

So, watch this space...it could very well be YOUR name up there one day competing for a spot amongst the legend of softball greats."

For more information on joining the **Overstrand Titans Softball Club**, or general enquiries on the sport, please contact Charmaine Resandt on cell 079 885 5022 or drop her a mail on cresandt@gmail.com



The first ever Kleinmond-based **Overstrand Titans Softball Club** was therefore officially established on 1 December 2016. Notably, in little over a month, the Club has grown its membership base substantially - from an initial seven to close on 50 at present!

In addition, two softball events have also been hosted as part of its launch activities. A Slow-Pitch tournament on the 16th of December, followed by a Step-up-to-the-Plate function on the 7th of January.

On both occasions, Overstrand businesses have stepped up to our plate in remarkable fashion. Generous sponsorships and donations of goodwill were provided by a number of concerns, as well as support from various sporting structures in the Cape and Overberg; all of which have allowed the Club to showcase its efforts to best effect.

More astoundingly, where this venture was initially aimed at the youth; now parents, guardians and other interested parties have also come on board.

Primarily, the goal is to roll out our model and establish clubs of similar 'ilk' in other towns across the Overstrand. A longer term view is to form an Overstrand Softball League under whose auspices these clubs will function.

Further, we essentially have to secure a principal sponsor or funding to ensure the structures envisaged become viable and operate effectively.

Another intention is to develop a business league where, hopefully, the municipality will feature prominently as a competitive force to be reckoned with.



Uitgawe/Issue 5

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EDITOR'S NOTE

"We belong, We care, We serve"

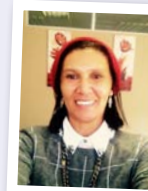
With the month of February generally accepted as the 'Month of Love', it is only fitting that we use this time to reflect on Overstrand's VALUES and how much we are guided by its core principles.

These constructs also form the common thread intricately woven through most of the stories in this edition.

The Editorial Team values the input of our readers - your request for a greater staff presence, for instance, has thus resulted in more content to that effect on page 3.

We've further decided to move from a quarterly to monthly publication schedule. Therefore, as of May 2017 expect to find your newsletter hitting your desk on the first of each month!

Charmaine Resandt
Redakteur / Editor



Overstrand extends its heartiest congrats to those staff whose children matriculated last year.

TO THE CLASS OF 2016 - well done on this remarkable achievement.

You have done your parents, guardians, teachers, schools and the Overstrand extremely proud!

MAY 2017 INCUMBENTS go on to even greater heights and may their year ahead be filled with as many accomplishments.

Message from the Executive Mayor and the Municipal Manager

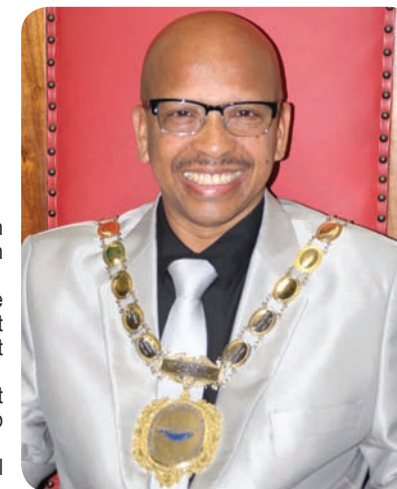
Welkom terug aan 'n ieder en elk!
Baie dankie aan almal wat die afgelope feesseisoen toegesien het dat dienslewering voortgaan terwyl die meeste van ons 'n blaaskans kon neem om ons batterye te herlaai.

Ek het geweldige waardering vir die werk wat julle as amptenare soms onder moeilike omstandighede doen en sal graag wil hê dat 2017 'n jaar van diensbaarheid en verbeterde dienslewering moet wees.

This year, I want us to focus on the heart of service and see that our municipal values are not just reflected outwardly, but that it is also demonstrated in our internal structures.

May 2017 be a year of prosperity and peace; and may we all discover true wealth through giving.

Let us care and serve generously.



Executive Mayor Ald Rudolph Smith



Coenie Groenewald

We are already two months into 2017 and by now each and every one who was on holiday should be back from a well-deserved rest - so welcome back!

Having said this, I want to also thank all my colleagues who were not fortunate to go on leave. You did an exceptional job over the Festive Season to keep the wheels rolling and ensure that our inhabitants and thousands of visitors were able to enjoy their stay in the Overstrand.

I am of the opinion that notwithstanding the huge challenges in rendering services according to the Overstrand standard, we had a brilliant season - thank you to all of you for your support, dedication and hard work!

2017 will no doubt have its own challenges in view of South Africa's economy, concomitant with the financial climate associated with it. The Budget Steering Committee is currently busy with the Municipal 's Mid-year Review (2016/17 Adjustment Budget) and the compilation of our 2017/18 Capital and Operating Budgets. In so doing, we are mindful of the economic situation and the ability of our ratepayers to pay for services rendered. We are also painstakingly aware of our Constitutional and moral obligation to render proper services to our communities.

The crux is to create opportunities out of challenges. As Dr. Orison Swett Marden (1848 - 1924) said: "Don't wait for extraordinary opportunities. Seize common occasions and make them great. Weak men wait for opportunities; strong men make them."

Let us thus tackle 2017 and MAKE OPPORTUNITIES!!!

FOUR YEARS IN A ROW! CLEAN AUDIT FOR OVERSTRAND MUNICIPALITY

Overstrand Municipality achieved an unqualified (clean) audit for the 2015/2016 financial year, which confirms its reputation as being one of the most financially sustainable and best-managed municipalities in the Western Cape.

This is the fourth consecutive year in the history of the Municipality that a clean audit has been achieved for financial statements and performance management indicating effective management systems and proper internal controls.

Executive Mayor Rudolph Smith thanked each and every employee of the Municipality for their dedicated contribution towards compliance with legislation and team-work to retain the clean audit status.

REKENINGKUNDE SE BAAS!



FOTO - Overstrand amptenare en kursusaanbieders by die gradeplegtigheid-seremonie by die Marine Hotel.

Agter van links na regs: Byron May, Karin Vorster, Lawenda Jacobs, Wehlma Matschke, Hildegard Nutt en AAT verteenwoordiger (onbekend). Voor van links na regs: Hannes Vorster, Johan de Beer (verteenwoordiger van BL 2000), AAT verteenwoordiger (onbekend), Velia Buccianeri, Santie Keyzer, Lorion Jeftha, Annelize Visser, Coenie Groenewald (Munisipale Bestuurder) en Alta de Beer (verteenwoordiger van BL 2000).

Lawenda Jacobs, Annelize Visser, Anthea Etalla, Byron May, Hildegard Nutt, Hilmar Slabbert, Karin Vorster, Lorion Jeftha, Santie Keyzer, Velia Buccianeri en Wehlma Matschke.

Dis die groep Overstrand amptenare wat onlangs hul gradeplegtigheid-seremonie by die Marine Hotel bygewoon het vir die suksesvolle voltooiing van hul LGAC (Local Government Accounting Certificate) kursus.

Hulle het in Junie 2015 weggespring met een doel voor oë en dis om die numeriese monsters van die rekeningkunde wêreld te verower. 'n Jaar later kon hulle terugkyk en met trots sê dat hulle daarin geslaag het.

Op 2 Desember 2016 het die aanbieders van die kursus, AAT (Association of

Accounting Technitions) in samewerking met BL 2000, 'n spesiale dinee, gevul met lekker eet en lewendige vermaak vir die studente gereël ter viering van hulle prestrasie.

Rekeningkundiges kom voor in verskillende sektore van die ekonomie, ingesluit rekeningkundige praktyke, handel en nywerheid en die privaat sektor, maar die LGAC kursus is spesifiek gefokus op plaaslike regering. Die suksesvolle studente het elk 'n NQF 3 sertifikaat met 120 krediete ontvang.

Baie geluk aan elkeen van hierdie amptenare. Overstrand kan voorwaar trots wees op julle!



Human Capital is Overstrand's most valuable asset and its most controllable expense. Yet we still rely on manual or disparate systems to track employee time and attendance.

Without an automated system, it is hardly possible to consistently track, manage, and control employee time and attendance.

The Electronic Time & Attendance system (Kronos) was launched at the Municipality in March last year with the aim to replace the current paper/manual time and attendance system.

Like any newly implemented electronic system, Kronos produced its own technical challenges and frustrations. However, these were resolved and positive feedback was received from staff members with regards to the system.

With the majority of Overstrand's employees now able to clock-in via their desktop computers, and the rest making use of the clocking device, the municipality is now ready for full implementation.

Yes, as from 1 February you will no longer need to complete hard copy attendance registers - which in itself should evoke some celebration amongst staff members.

The frustration of babysitting a register for the month, looking for a manager's signature before submitting and replacing a completed register due to an accidental coffee stain, is all something of the past.

The current process for overtime, as well as standby management and submission, will however remain unchanged for now. This too, though, will also be incorporated into the system in the future.

So, what is your responsibility at present? Clock in and clock out - and do so timeously every day.

If you don't, it will suggest that you did not work for the period and in accordance you will be marked as absent.

This could result in monies being deducted from your salary for the reflected as absent - something, you'd agree, none of us can afford or would ever wish to contend with.

TELL US WHAT YOU KNOW... WHAT YOU REALLY, REALLY KNOW



Staff is required to submit any changes in status that may have occurred to the Human Resources Department at the earliest convenience to ensure that the information recorded on file is accurate and reflects any given changes accordingly. For instance,

- **UPDATING EMPLOYEE INFORMATION:**
Any request for New/Changed Employee information regarding marriage, divorce, change of address, change of contact details, newborn child, the death of spouse/child etc.
- **UPDATING MEDICAL AID INFORMATION:**
- Medical Aid Dependants:-
 - * Please provide the name/s and age/s of medical aid dependants.
 - * On an annual basis (March) provide proof from the relevant tertiary institution if the dependant/s is a student.
- **HOUSING SUBSIDY / ALLOWANCE:**
Staff members are requested on an annual basis (March) to provide proof of an active home mortgage loan (in the case of a housing subsidy) which must be obtained from the financial institution concerned.

In the case of a housing allowance, an updated rental agreement is also similarly required.

PLEASE NOTE THAT: In the event where proof is not submitted the earning / allowance made by Council will be suspended.

LIEF & LEED · JOY & SORROW



Overstrand's Madeleine de Villiers (secretary/receptionist in the Mayor's office) and Francois de Villiers (electrician) recently tied the knot to the great delight of family and friends, who happily shared in the celebration of their union.



Nog trouklokkies lui: Dean & Adèle Hepplewhite (Le Roux) is op 15 Desember 2016 in die huwelik bevestig. Saam met hulle in die foto is hul dogters Sonique (links) en Avanka (voor).

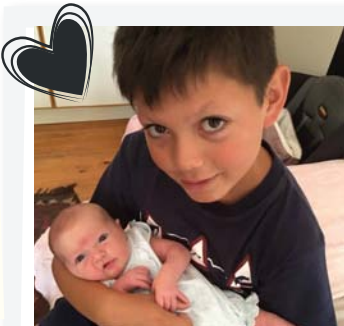
"Great minds dress alike" - so said Tando Wayi (centre) of Purchasing department when he and his colleagues pitched up for work on their first day back from leave in almost identical monochrome outfits! Clearly, they all 'got the memo'!!



Seen celebrating his 60th birthday milestone amidst much fanfare and great revelry in December last year, was none other than Traffic's very own Steven Drury. There to enjoy the moment with their colleague were Xen Titus, Lester Smith, Rudi Fraser and Yvienne Smith.

Vele hande maak ligte werk:

Senior Superintendent Patrick Africa (links) en Calvin Skots (regs), K53-lisensie eksaminator, het een Vrydagoggend ingespring om die verkeerskantoor skoon te maak voor deure vir die publiek oopgemaak is.



Heloise Fortune van Omgevingsbestuur en manlief Kurt het op 16 Januarie nóg 'n woelwater, Baba Jaxon, in hul huis verwelkom. Sy borslap spreek sommer vanself: "Ouma kom haal my - jou kinders maak my mall".



Ooievaarsbesoek: Die ooievaar het vroeg in die nuwe jaar (3 Januarie) die tuiste van omgevingsbestuurder Liezl de Villiers (nee Bezuidenhout) besoek. Op die foto is Clara en trotse ouboet Kian (7), wie ywerig help met goedjies aandra en vashou. Baie geluk, Pierre en Liezl. Mag sy vir julle net vreugde bring haar hele lewe lank.

'Klas van 2016' maak ons trots!

Overstrand se Hanlie by Finansies (Inkomste - Belasting afdeling) en haar man Francois Bruwer (Senior Superintendent-Distribusie) is baie trots op hul dogter Yolandi, wat haar matriek geslaag het met 7 onderskeidings.

Sy het ook 8ste plek in die Provinsie gekry vir Engels eerste addisionele taal en is nou Stellenbosch Universiteit toe om B.Sc Menslike Lewenswetenskappe te gaan studeer.

Yolandi het van kleins af vir haarself doelwitte gestel en hard gewerk om dit te bereik. Een doelwit was om altyd onder die top 10 vir akademie te wees wat sy wel bereik het van graad vier tot matriek. Sy het ook op die laer- en hoërskool se leerlingraad gedien.

Ouers, Hanlie en Francois sê: "Yolandi is nou weer besig om nuwe doelwitte te beplan en soos ons haar ken, glo ons dat sy dit ook gaan bereik."



Yolandi Bruwer - Matric 7 distinctions

FOTO - Yolandi Bruwer (dogter van Hanlie en Francois Bruwer)



Peter Burger

Totsiens, Peter Burger...

"Ek gaan nie net my kollegas mis nie, maar ook die goeie vriende wat ek gemaak het."

Dis die woorde waarmee Peter Burger, Hermanus se Operasionele Bestuurder totsiens sê. Peter het in 1999 begin werk by Overstrand en byna 18 jaar later is dit nou tyd om die lewe van 'n pensioenaris te betree.

Peter sê dat sy tyd by Overstrand hom so baie lewenslesse geleer het, maar om geduldig te wees is heel bo aan die lys gevolg deur die belangrikheid van goeie mense verhoudinge.

Aan die ander kant hoop hy weer dat hy sy personeel kon leer van goeie werksedek, hoe om dissipline te handhaaf en hoe om toegewyd te wees teenoor jou werk. "Die lewe skuld ons niks en niks kom verniet nie, om iewers te kom, moet jy iets insit," sê hy.

Peter hoop dat mense hom sal onthou as 'n man van sy woord en dat hy dienslewering na hoër hoogtes geneem het. Hy is nog onseker oor wat die lewe na Overstrand inhou, maar hoop hy kry tyd vir reis.

Ons wens Peter alle voorspoed toe vir die toekoms en bedank hom vir sy bydrae tot die Overstrand se visie om 'n sentrum van uithermendheid vir die gemeenskap te wees.

Hermanus se Operasionele Bestuurder, Peter Burger, groet na 18 jaar.