

UYA KUNQANDWA ZIINKWENKWEZI U-AMELIA

U-Amelia Koert, uMabhalana okwinqanaba eliphantsi kwicandelo leeNkonzo zabaXumi, ekugqibeleni wasifumana isiqinisekiso sakhe sebanga leshumi kwiSebe lezeMfundo ngoLwesine, umhla we-6 Juni 2013.

Kwiminyaka elishumi elinesibhozo eyadlulayo, ngo-Februwari 1995, u-Amelia wangena kuMasipala wase-Overstrand njengomcoci/umenzi weti eGansbaai. NgoMatshi 2003, watshata ugxa wakhe emsebenzini balizwa ngomntwana oyintombazana; kungoku nje intombi yakhe yenza iBanga le-7 kwiSikolo samaBanga aPhantsi iGansbaai.

Ngo-Disemba 2004, kwabhengezwa isithuba somsebenzi kwiSebe lezeMali eGansbaai, yaye ukusebenza nzima nokuzimisela kuka-Amelia kwaba neziphumo ezintle: Wonyuselwa kwisikhundla sokuba nguMabhalana okwinqanaba eliphantsi: kwicandelo leeNkonzo zabaXumi. Kuyo yonke le minyaka, u-Amelia wayephupha ngokugqibezela ibanga lakhe leshumi ngenye imini ukuze abalasele ngokumandla emsebenzini wakhe, ngokukodwa njengokuba phantse zonke izithuba ezibhengezwayo kufuneka umntu ophumelele ibanga leshumi ubuncinane.

Kwathi ngo-Janyuwari 2010, xa iSikolo samaBanga aPhantsi iBlompark sasinikela ngezifundo zakwa-ABET kubantu abanomdla, u-Amelia wabhalisa kwangoko. Wazihlawulela iindleko ngokwakhe kuba wayefuna ukuqhubeka nemfundo abe nekamva elihle. Ukufunda kuye yayingumngeni omkhulu njengoko kwakufuneka aye esikolweni yonke imihla ngokuhlwa kwiSikolo samaBanga aPhantsi iBlompark kathathu ngeveki iyure enye isifundo ngasinye kukho utitshala omnye oncedisa abafundi kumsebenzi wabo wonke.



u-Amelia Koert

wonke.

Omnye umngeni ahlangebazana nawo ziincwadi zokufunda ezazingakhutshwa simahla, nto leyo eyayikhokelela ekubeni abafundi babolekisane ngeencwadi zokufunda. Nangona kunjalo, lwalusoloko lukho uncedo xa beludinga.

Kulo gxa wethu emsebenzini oneqhayiya, ukuba nomyeni nentwanazana eselula ekhaya kwamnika imingeni emininzi nako, kodwa kwakuchulumancisa oku kuba babemkhuthaza ngalo lonke ixesha ukuze aphumelele izifundo zakhe.

U-Amelia wazigqiba iimviwo zakhe ngo-Juni 2012, kodwa kwakunzima kakhulu ukuba afumane amanqaku akhe okugqibela nesiqinisekiso sakhe kwiSebe lezeMfundo. Kube kulo nyaka kuphela, ngentsasa yangoLwesine, umhla we-6 Juni, apho wathi wafumana umnxeba ovela kumyeni wakhe emsebenzini emxelela ukuba ulindelwe ngumngaliso ekhaya. Wayengazi ukuba lo "mmnangaliso" phofu, yayisisiqinisekiso sakhe sebanga leshumi sixhonywe ngeqhayiya ngumyeni wakhe egumbi labo. U-Amelia uthi wayechwayite kanobomi akakhange akwazi ukuzinqanda iinyembezi. Akazange ngaphambili afumane uvuyo olun-gaka, yaye njengoko kwakukho umyeni nentombi yakhe kwayenza lo mini yayekhethekileyo ngokukodwa.

Unqwenela ukubulela uSombawo ngokumthwala kulo msebenzi nokumceda afumane impumelelo. U-Amelia uthi: "Uyakwazi ukuwaphumeza amaphupha akho xa ubeka ingqondo yakho kulo nto uyenzayo. Ndiya kusoloko ndikhuthaza nabani na ukuba aqhubeka namaphupha akhe aphumelele ibanga leshumi, njengoko oku kuvula iingcango ezininzi. Akumdlanga kakhulu ukuba uziphucule yaye ndifuna ukubalasele ngakumbi emsebenzini wam. Umyeni wam naye uxakelile ufunda ibanga leshumi, yaye injongo yam elandelayo kukufumana iphepha-mvume lokuhamba". Simnqwenelela okuhle kuphela aphumeze onke amaphupha akhe neminqweno yakhe ibe yimpumelelo.

OOGXA BETHU ABAKHUTHAZEKE NGOKUTSHA LUSUKU LUKA-MANDELA

IiProjekthi ezenziwe nguMasipala wase-Overstrand ngentsebenziswano neekomiti zeewadi nemibutho yasekuhlaleni ngoSuku luka-Nelson Mandela azizange zikhuthaze nje kuphela abo bathatha inxaxheba, kodwa zakhuthaza oogxa bethu ngokutsha ngokuyinxalenye yeSizwe seBuyambo.

Olu suku lwamiswa ziZizwe eziManyeneyo njengethuba lokwenza imisebenzi yobuntu, injongo ikukuba wonke ubani kufuneka achithe ubuncinane imizuzu engama-67 – umzuzu omnye kunyaka ngamnye ebomini bakhe uMandela wawunikela

ekuphuculeni ubulungisa kwezentlalo, ukulingana nokukhusela amalungelo abantu – ukwenza into elungileyo eluntwini lwakhe.

Kulo nyaka, iinkxalabo ngempilo engentle yalowo wayefudula engumongameli nokuba ebegqiba iminyaka engama-95 zizo ezikhuthaze uthatho-nxaxheba olumandla. Phantsi komxholo othi, "Thatha amanyathelo; phembelela utshintsho; yenza yonke imihla ibe luSuku luka-Mandela", kwaqhutywa imisetyenzana enomdla kakhulu, njengoko oku kungqineka kuvimba wemifanekiso yethu.



Overhills

Kummandla wamatyotyombe ase-Overhills, amalungu abasebenzi be-ofisi yase-Kleinmond bachitha ixesha elithile behombisa indawo apho umasipala wayefake izixhobo zepaki yokudlala. Kwangoko bagaleleka abantwana bagcwala lo ndawo inezo zixhobo bengananzanga nemozulu enesitshi, nto leyo eyamowabisa kakhulu uMphathi weNgingqi, uCecile Jonkheid, noCeba weWadi, uLisel Krige.



Ukuhlaziya kweziko lokucina abantwana

Amalungu ecandelo lase-Hermanus leeNkonzo zoCimo-mililo noHlangulo basebenza ngaphandle belungisa igadi yeZiko lokucina abantwana iNomzamo kummandla wase-Zwelihle xa uSodolophu uNicolette Botha-Guthrie abatyelaleyo ukubanika iithuba lokuphumla emva komsebenzi omhle. **Ukusuka ngasekhohlo ngu-GcobisaPilingane, Shane Booysen, MaluziNompuzo, MasixoleLan-gatye, Wayne Haman, Carl Galant, LovuyoMay-ile no-Stanley Moses.**



Indaba 3/2013

AGASTI/SEPTEMBER 2013

INQAKU LOMHLELI

MASIYENZE IBE NKULU KAKHULU KULO NYAKA NGO-SUKU LOKUNGAZINOPHELI KAKHULU

Kamsinya nje siza kuphinda sibe nelungelo lokuthatha inxaxheba kwimibhiyozo yoSuku lokungazininopheli kakhulu. Inkxaso naxaxheba yakhe wonke ubani ngolu suku iya kuthetha lukhulu kwabo bagokeke ngokwamalungu omzimba, kodwa ubani kufuneka akhumbule ukuba olu suku luthemba ulonwabo oluminzi kwabo bazimisele ukunxiba impahla ehlekisayo okanye batshintshane ngemisebenzi. Yaye ke oko kuko okwenza uSuku lokungazininopheli kakhulu lube nomdla kangaka kuye wonke ubani!

Unyaka ngamnye, ulwesihlanu wokuqala ngo-Septemba ubekelwa bucala wonke ubani eze emsebenzini enxibe impahla nje ukusuka kwezithlekisayo nje ukuya kwezo zingaqhelekanga. Kulo nyaka, uSuku lokungazininopheli kakhulu luza kuba ngoLwesihlanu, owe-6 Septemba 2013. Kodwa ukuze ufumane ilungelo lokuvulela emsebenzini unxibe impahla engafanelanga ncam ukungena e-ofisini, umthathi-nxaxheba ngamnye makanikele nge-R10, ubungqina book buya kuba siSitha esisesikweni soSuku lokungazininopheli kakhulu esiza kunxitywa ngolo suku.

Kutheni kufuneka sonke sithathe inxaxheba? Impendulo icacile: Ngale ndlela sibonisa imvume lwano namawaka-waka abemi boMzantsi Afrika abasebenzisa olu suku ukubonisa ukuba nezona zinto zininane zenza umahluko omkhulu. Ngaphezulu, olu suku ludla ngokukhokelela ekwenzeni ubuhlobo obumandla emsebenzini, ngenxa yolonwabo olungephi oluziswa luSuku lokungazininopheli kakhulu kwimeko-bume yomsebenzi esoloko inoxinzelelo.

Kulo nyaka, umxholo uthi "Yenza kaKhulu kwiNdawo yoLonwabo". Ngenxa yoko, umyalezo ucalile: Cinga ngokuphangaleleyo ube nemibono! Linwele ezifakelweyo ezinkulu, othayyi abakhulu, amazinyo amakhulu, iindondo ezinkulu, iidiyasi ezinkulu, iilokhwe ezinkulu, iibhulokhwe ezinkulu, nditsho nezigqumathelo zamavili ezinkulu emotweni – amathuba akapheli yaye ngawe ozikhethelayo.

Cinga izinto ezinkulu; zingca kakhulu; cinga uchwayite kakhulu; cinga ngaphandle kwebhokisi kakhulu.

Nxiba ufane nomlinganiswa omthandayo ombona engaphezu kobomi kwimiboniso bhanya-bhanya, nokuba ngu-Shrek, The Hulk okanye uKing Kong. Okanye nxiba njengepanda enkulu okanye unopopi omkhulu wodlule bonke ononopopi abakhulu.

Kodwa okubaluleke kakhulu kunokukhumbula ukuxhoma lo flegi yenkcitho-mali kuwe kumngqazi wakho omkhulukazi nawo, kukuba kufuneka nangawuphi umzuzu ungalibali ukuncuma olukablan-kethi ngalo lonke olo suku.

Masidibane sonke senze olona Suku lukhulu lokungazininopheli kakhulu ngokunikela kakhulu, ukukhuthaza oogxa bethu abaninzi kangangoko sinakho - kuqkwa nabangaphandle emsebenzini - ukuba bathenge izitshika zabo bonwabe nathi. Ngubani othe umntu makaxibe izitshika esinye? Yenza kakhulu unxibe izitshika ezininzi kangangoko ufuna: Naku ke umngeni!

Khumbula, ukuze uthathwe njengoyena "omkhulu" ngoSuku lokungazininopheli kakhulu, kufuneka ubonise ubuncinane isitshika esinye esisemthethweni naphi na emzimbeni wakho. Kukhomekeke kuwe ukuba mawusibekephi...

Nolutlhandlo Zweni Editor/Umhleli



SIZIMISELE NGAMANYATHELO OKHUSELEKO

Amalungu eCandelo loLawulo leeNkonzo zoKhuseleko zoMasipala wase-Overstrand kunye neSebe loCimo-mililo kwiSithili sase-Overberg ayezimase iseshini yeentsuku ezintathu yokuFundiswa ngoCimo-mililo noKhuseleko loBomi ngo-Julyayi. UMncedisi woMlawuli: kwiiNkonzo zeQela loCimo-mililo ovela kuRhulumente wePhondo leNtshona Koloni, uMnu. Rodney Eksteen, nguye owayesenza inkcaza. Le ndibano yayichotshelwe e-MQ House eHermanus, yaye kwakugxilwe kuyilo, ukuqulunqwa, ukumiselwa nokuphononongwa kweenkqubo zokufundisa ngokhuseleko loluntu. Ababezimasile baxhotyiswa kananjalo ngezakhono zokufundisa uluntu, eziya kubenza bakwazi ukuya ekuhlaleni ngoluvo lokubhengeza ukhuseleko loluntu ngendlela yokuqinisekisa ukuba kutshiswa imililo embalwa ngokungenankathalo.

Ngaphambili ukusuka ngasekhohlo ngu-A Mars (icandelo loCimo-mililo lase-Overstrand), N Williams (ezothutho e-Overstrand), E Isaacs (ezocimo-mililo e-Overstrand), C Brink (ucimo-mililo e-ODM), R Johann (ucimo-mililo e-ODM), B Abrahams (ucimo-mililo e-Overstrand), M Mzamo (ezothutho e-Overstrand), Z Tsefu (Overstrand LEO) no-M Acker (ucimo-mililo e-Overstrand); ze kumgca ongasemva ibe ngu-T Xovula (ucimo-mililo e-Overstrand), O Steward (ucimo-mililo e-Overstrand), K Oncke (ucimo-mililo e-ODM), A Aplon (ucimo-mililo e-Overstrand), uMncedisi woMlawuli R Eksteen, uCimo-mililo noLawulo lweNtlekele kwi-PAWC, S Booysen (ucimo-mililo e-Overstrand) no-H Hendricks (ucimo-mililo e-ODM).

SIYISEBENZISE NJANI IMALI NGO-2012/13?

Ingxelo yesine yohlahlo-lwabiwo-mali lwekota kunyaka-mali ka-2012/13, nebicwangciswa liCandelo loLawulo lezi-Mali ukuze inikezelwe kwi-ofisi kaNondyabo weSizwe, isinika isikhokelo esilungileyo sendlela esetyenziswe ngayo imali kuMasipala wase-Overstrand kulo nyaka-mali odlulileyo.

Ngokwale ngxelo, eyayinikezelwe ukuze iqwalaselwe kwintlanganisano ekhethekileyo yeBhunga ngo-Julyayi, ingeniso yokuqala esetyenzisayo kamasipala yonyaka-mali ka-2012/13 exabisa ama-R642 ezigidi, neyi-R15 ezigidi okanye umyinge we-2,37 ngaphantsi kwama-R658 ezigidi abiyeyo. Oku kungabekwa kwingeniso encinane kunaleyo ibilindelwe kwintengiso yombane namanzi. Ingeniso eyehlileyo yombane ibangelwe ubukhulu becala kukuba abasebenzisi bombane omninzi batshintshela kumaqondo amaxesha athile okusebenzisa umbane kananjalo ichaza ukuba abasebenzisi bayawaxhasa amaphulo okonga umbane.

Iindleko zokusebenzisa, ezifikelela kuma-R746 ezigidi ekupheleni konyaka, zazimalunga nomyinge we-1,77 okanye i-R13 lezigidi ngaphantsi kunoko bekulindelwe. La manani asenokulungiswa xa sele

kuqukuljelwe unaniselwano lonyaka wokugqibela. Nangona kunjalo, iziphumo zibonisa ukuba akukho manyathelo okulungisa aza kufuneka okwangoku, kodwa ingeniso yonyaka ozayo kuza kufuneka iqwalaselwe ngenyameko.

Imali ekhoyo kamasipala isemi kakuhle yaye unyaka omtsha uphele kakuhle ngemali eseleyo efikelela kuma-R84,3 ezigidi. Ekupheleni konyaka-mali, ixabiso elisileyo kwiimali-mboleko lifikelela kuma-R382,1 ezigidi.

Kulo nyaka-mali umiyo, umasipala uchithe malunga nomyinge wama-83,8 wohlahlo-lwabiwo-mali lwawo lweemali ezinkulu, kodwa kwenziwe amalungiselelo eeprojekthi ezixabisisa ama-R23,4 ezigidi eziza kudluliselwa kulo nyaka uzayo.

Kwakule ntlanganiso inye, iBhunga laqwalasela iNgxelo yokuMiselwa koLawulo lweMisebenzi eBonelelwa ngoLuhlu lwaBaxhasi kwikota eqala ngo-mhla woku-1 Epreli ukuya kowama-30 Juni 2013. Kwathathelwa ingqalelo ulwazi lokuba iibhidi ezingama-53 ngexabiso elifikelela kuma-R25 ezigidi zanikezelwa kusetyenziswa inkqubo yekomiti yogqatso kwikota yesine, nto leyo eyenza xa ziphelele kulo nyaka zifikelele kwi-143

nama-R244 ezigidi kulo nyaka, nezi-nokuthelekiswa neebhidi ezingama-96 ezanikezelwa kunyaka-mali ka-2011/2012 ngexabiso elifikelela kuma-R241 ezigidi. Kwikota yesine, kwaphunyezwa izicelo zokunxaxha ezingama-27 kuphela yaye xa ziphelele kulo nyaka zazili-149. Oku kukunciphisa okuphawulekayo ukusuka kwizicelo zokunxaxha ezingama-266 eza-phunyezwa kunyaka-mali ka- 2011/2012. Esinye isiganeko senkcitho-mali engagunyeziswanga safunyanwa nokwaphula umthetho amatyeli amathandathu nokutathathwa njengemibandela yokungathobeli umthetho.

Kananjalo iBhunga lathathela ingqalelo ingxelo ngendlela yokusebenza koMasipala wase-Overstrand kwikota yesine (Epreli ukuya ngo-Juni 2013) ngokuphathelele nonikezelo lweenkonzo nokusetyenziswa kohlahlo-lwabiwo-mali. Ngokwale ngxelo, umasipala wafikelela kumyinge wama-47 okanye i-10 lezikhokelo zakhe eziphambili zendlela yokusebenza kakuhle kakhulu, 82 okanye i-17,5 wenziwa kakuhle, 276 wama-58,8 waphunyelelwa, 34 okanye i-7,2 zaphantse zenziwa kakuhle ze ama-30 okanye i-6,4 awuzange wenziwe kwaphela.

SISONDELE KWINKQUBO EFANAYO YOLAWULO LUKARHULUMENTE/LOLUNTU

ISebe leeNkonzo zoLuntu noLawulo lifake kwiphephandaba lombuso uYilo loMthetho oSaYilwayo loLawulo lweMisebenzi yoLuntu, obonelela ngenkubo efanayo yolawulo loluntu kumacandelo onke kazwelonke, ephondo nawengingqi karhulumente. Ngokungqinelana nememorandam enika inkcaza ngalo mthetho uYilwayo, ukungabikho koququzelelo phakathi kwamacandelo ohlukeneyo karhulumente, nto leyo engathinteli nje kuphela ukezelelo lweenkonz kodwa ekwakhokelela ekuphinda-phindweni nasekusebenzeni ngemimiselo kwemithombo yoncedo. Ukuhlanganiswa kweenkonzo zikarhulumente, iinkqubo nabasebenzi kunganceda ekujonganeni nale mingeni. Ngaphezulu, ukuze kuphuculwe unikezelelo lweenkonzo oluququzelelweyo nokukhut-hazwa kwabasebenzi, ukususa ukungafani okun-genasizathu okusenzeka kubasebenzi bakwarhul-umente kuhleli kuyinto enyanzelekileyo. Ngokwememorandam, lo mthetho usayilwayo usahlonipha amagunya omgaqosiseko kamasipala, ngokukodwa amagunya abo okugqesha, ukulawula nokugxotha abasebenzi babo. Nangona kunjalo, uyilo lomthetho luqelethe

imiqathango yokuba, kwiimeko ezizodwa, luya kuxhobisa uMphathiswa weNkonzo kaRhulumente noLawulo ukuze amisele imilinganiselo yemi-gaqo nemiqathango yokugqesha kwabasebenzi baka-masipala. Nangona kunjalo, le miqathango ayisayi kubeka emngciphekweni okanye ithintele oomasipala ekusebenziseni amalungelo abo okanye ekwenzeni imisebenzi abayinikezelwe nguMgaqosiseko. Uyilo lomthetho luxhobisa amabhunga kamasipala ukuba onyule abaphathi bakamasipala nabo banika ingxelo ngqo kubo, kunye, nabaphathi bakamasipala ukuba bagcwalise zonke izikhundla eziseleyo eku-miselweni kwabasebenzi. Ngokufanayo, amabhunga kamasipala nabaphathi bakamasipala baxhotyiselwa ukwenza izigqibo ngazo zonke iziganeko zamakhondo emisebenzi ephathe-lene nabasebenzi babo, kubandakanya imicimbi eyelele noluleko, ulawulo lwendlela yokusebenza, ukutshintshelwa kwabasebenzi kwamanye amasebe, njalo, njalo. Ngamanye amazwi, bona bodwa ban-amagunya okugxotha abasebenzi. Ngokulinganayo, abasebenzi kuvumeleke ukuba batshintshwe kuphela okanye bafuduselwe komnye umlasipala ukuba ib-hunga likamasipala liyavumelana noko. Nangona

kunjalo, kangangoko imigaqo nemiqathango yengqesho imisela: oku kuya kuqhubeka kuboniswana ngo-kwiBhunga leeNgxoxo zoRhulumente weNgingqi. Nangona kunjalo, eli lungelo, "Iinyanzelwa yimi-qathango evumela uMphathiswa, ngokuhamba kwexesha, ukuba ajongane nokungafani okun-genasizathu kulawulo lukarhulumente, kuqkwa ukungafani okungenasizathu phakathi korhulumente wengingqi namanye amacandelo karhulumente". Ingqiqo yoku kukuba umthetho osayilwayo ujisilwe ekuvumeleni nasekuququzeleleni ukusebenza kakuhle kweenkqubo, iimeko zeenkonzo kulawulo lukarhulumente ngokuhamba kwexesha, neziphaka-miso zabaqeshi engaphumeleli ukujongana okanye eyenza mandundu imeko yokungafani kweemeko zokusebenza nazo ziya kujongwa. Ngokufanayo nakwabanye abaqeshi bakwarhul-umente, abaqeshi borhulumente bengingqi abavumelekanga ukuba baqukumbele izivumelwano ezibandakanyayo eziphathelelene nemicimbi ethile echaziweyo ngaphandle kokugunyaziswa kwan-gapambili nguMphathiswa, isigunyaziso eso si-nokukhatywa kuphela ukuba uMphathiswa ukholelwa ukuba isivumelwano eso sizisa ukungafani okun-

genasizathu. Kananjalo uMphathiswa ugunyaziselwe, ngen-jongo yokususa okanye ukuthintela ukungafani okun-genasizathu, ukuphakamisa imigaqo nemiqathango yengqesho ukuba kuboniswane ngayo kwibhunga leengxoxo. Ngokuphathelelene norhulumente weng-ingqi, oko kuthiwa thaca kwengxelo kuya kwen-ziwa kusetyenziswa uSALGA. Ukuba kungafikelelwa kwisivumelwano, eso sivumelwano siya kwenziwa sibophelele bonke abasebenzi ngokomimiselo owen-ziwe nguMphathiswa. Ukuba akufikelelwa kwisivume-lwano, uMphathiswa unakho ke phofu ukwenza um-miselo. Lo mmiselo uya, okokuqala nokubalulekileyo, kunyanzelisa imvume kaSALGA kwaye, okwesibini, akufanelanga ukuba kuhintelele abasebenzi ekubeni bazibandakanyayo kugwayimbo olusemthethweni. Eminye imiqathango yomthetho osayilwayo inyan-zelisa ukuba uSALGA aphumelele xa kuchapha-zeleka iimfuno zikamasipala. Oku kuqkwa ukwenzeka ngaxeshanye kwemigaqo nemigangatho yonikezelo lweenkonzo yamalungu eNkonzo yabaPhathi abaP-hezulu ngokunjalo nemiqathango kangangoko ichap-hazela oomasipala.

UKULAWULA UMHLALAPHANTSI NGOBULUMKO: IINGCEBISO EZILUNGILEYO

Kutsha nje, besakuba besebenzele umasipala ngaphezu kwama-40 eminyaka, kwafuneka ukuba sithi ndlelantle kubasebenzi ababini: uMnumzana Paul Adams noMnum-zana Wiseman Skenjana bobabini basebenzele umasipala ngentlonipho, yaye sifuna ukusebenzisa eli thuba ukubang-wenelela indlela ekhuselekileyo phambi kwabo ngethemba lokuba baya kuqhubeka besonwabela umhlalaphantsi wabo besempilweni yaye behleli neentsapho zabo. Nangona ingumsitho otshintsha ubomi kwabaninzi, umh-lalaphantsi kukongezelelwa kobomi bethu. Ukuba, ke phofu, sinesicwangciso sokwenza esi sigaba sobomi bethu sibe sesonwabelekayo nesingenankathazo kangangoko. Njengoko uninzi lufumana iinkqubo ezingqongile umhla-phantsi ziphazamisa, uMasipala wase-Overstrand ubone ibubulumko ukuquluna izikhokelo eziliqela ukuncedisa abo bajonge kwiminyaka yobudala, ngokukodwa ngoku-phathelelene nocwangciso lwemali. Okubuhlungu, kwakhona, asingabo bonke abantu abakwaziyo ukuzibekela imali ey-oneleyo ukuze bonwabele umhlalaphantsi wabo nangona besebenze iminyaka emininzi besebenza iyure ezinde. Ngokuchasene nolu lwazi luyimvelaphi, makhe sijonge iin-jongo zomasipala wase-Overstrand ngokuphathelelene noku:

- IINJONGO
 - Ukumisela izikhokelo ezinika iingcebiso ngomhlalaphantsi nokuchaza umxholo wazo kubo bonke abasebenzi, iimanyano zabasebenzi nakubaphathi.
 - Ukuchazela abasebenzi ukuba ubudala ekumele ukuba bathathe umhlalaphantsi ngayo bunempembelelo emandla kukhuseleko lomhlalaphantsi wabo.
 - Ukuqinisekisa ukuba abameli bezemali abavela kwi-ingxowa-mali zemihlalaphantsi bacebisa abasebenzi yaye babanike iindlela ezohlukeneyo zokukhusela iimali zabo kwiminyaka eyohlukeneyo yobudala bomhlalaphantsi.
 - Ukuqeqesha abasebenzi kwizakhono zokuphatsha im-ali ngokufanlekileyo ukuze babe nolwazi ngokonga imali nokucwangcisa ukukhusela imali kwikamva.
- Kwaye, kwiinzame zokufumana ezi njongo zingentla, umasipala wase-Overstrand uzimisele ukuthobela oku ku-landelayo:
 - IINQOBO EZIPHAMBILI
 - Ukumisela isiqhelo sokonga imali kwasebutsheni bakho: Ukuqala kwangoko ukonga kwabasebenzi, baya kuqalisa kwangoko ukonwabela iinzuzo zenzala edibeneyo.
 - Ukukhuthaza ukuthabatha i-inshorensi yobomi nonyango lwexesha elide: Nangona umasipala ekuthaza abasebenzi ukuba batyale imali kwi-inshorensi yexesha elide, kufuneka abasebenzi bathetha-thethane namagosa anika iingcebiso ngezemali beengxowa-mali ezohlukeneyo zomhlalaphantsi abanika inkcaza kwiindibano apho abasebenzi becetyiswa ngokukhula kwemali zabo zemihlalaphantsi nezinye iindlela ezongeziweyo zemali zomhlalaphantsi (indlela yokutyalala imali, yimalini ongayonga, yimalini efunekayo ngexesha

lomhlalaphantsi, njalo, njalo.) Ukuqala ukonga uselula ngeminyaka kunika abasebenzi ixesha elininzi lokukhulisa imali yabo kodwa benesicwangciso ezilungileyo zotyalo-mali. Nokuba uqale kade, ngamanye amaxesha banakho ukuzikhulisela imali eyoneleyo ukuqinisekisa ukuba bafumana umhlalaphantsi ontofon-tofo. Abasebenzi kufuneka bafu-mane iingcebiso phambi kokuba bat-hathe umhlalaphantsi wangapambi kweminyaka evunyelweyo okanye ukulahla emsebenzini ngenjongo yokufumana imali yomhlalaphantsi eyongeziweyo.

- Ukuxhasa indlela yokuphila ngokuntofontofo, umhlalaphantsi owonwabelekayo: Ukucwangcise-la umhlalaphantsi yingcamango nokuz-ibophelela ubani akwenzayo elung-iselela ingeniso nobomi obanelisayo kwiminyaka yobudala yokuphila emva kokuba ubani eshiyile emsebenzini. Uninzi lwabantu luchiitha umyinge iminyaka engama-25 okanye ngaphezulu besidla umh-lalaphantsi, ngoko ukucwangcisa ngosose-lelo kuyimfuneko ukuze eli ibe lixesha elimnandi. Ukucwangcise-la umhlalaphantsi kufuneka kuqale ngokukhawuleza ukuba abasebenzi baqale kwimisebenzi yabo yokugqala, kodwa uninzi lwabantu baxakeke kakhulu bekhulisa iintsapho zabo ukuba bacinge ngento ekude kangako njengomh-lalaphantsi. Ngokukhawuleza xa benakho, kufuneka baqalise ukutyalala umyinge othile wemivuzo yabo kumhlalaphantsi.
- Ukutyalala imali ekuthengeni indlu yomh-lalaphantsi: Abasebenzi kufuneka bakhut-hazwe bathenge izindlu ngokukhawuleza mva kokba baqalise ukusebenza. Ukuza kuthi ga ngoku, umasipala ubonelela ngenkxaso-mali yezindlu kubasebenzi aba-nomdla wokuzifumanela ezabo ipropati.
- Ukucwangcise-la ikhondo lesi-bini emva komhlalaphantsi okanye ukuzi-bandakanya kwimidlalo ekhuthazayo: Kule meko, umasipala ujonge ukunceda abase-benzi bamelane nesigaba somhlalaphantsi ngokubakhuthaza ukuba bazibandakanyo kwimidlalo ekhuthazayo, okanye ukuse-benza amaxesha athile ekhaya usebenza ngokubona abantu. Kule meko kufuneka kuqwalaselwe ukuba, ngenxa yokuhla

nokunyuka kwamandla bayaneerhafu, abantu abaninzi abadla umhlalaphantsi banyanzeleka ukuba balandele amakhondo esibini ebpmi.



U Coenie Groenewald, Umphathi kamasipala, uMnu. Wiseman Skenjana nenkosikazi yakhe, uMnu. Paul Adams nenkosikazi yakhe, uRoderick Williams, uMongameli kwiNkonzo Zoluntu

ABAQASHIWEYO NABANYUSELWEYO

ABAQASHIWEYO NGO-JUNI 2013	
Mnu. R M Nutt	Igosa lasesitora
Mnu. K M Johnson	UMncedisi Jikelele: Icandelo leNkunkuma
Mnu. X N Arosi	UMncedisi Jikelele: Icandelo leNkunkuma
Mnu. D Julies	UMfundu weeMitha
Nkszn. J L Gardiner	UMncedisi Jikelele: iNkonzo yokuhlaziyeka/kwezococoko
Mnu. B May	UMabhalana ophezulu: Kwezengenisio
ABONYUSELWEYO NGO-JUNI 2013	
Nkskz. S Reyneke-Naude	UMlawuli: kwezeMali
Mnu. S E Hans	Umsebenzisi wooMatshini abaNcinane
Mr Z Mteyise	Umphathi/umqhubi: Icandelo lenkunkuma
ABAQASHIWEYO NGO-JULAYI 2013	
Mnu. R Smith	Igcisa: Umtywini wemibhobho yamanzi
Nkskz. R Steenekamp	UMncedisi: uMlawuli weNkonzo zoLawulo
Mnu. H D Fortuin	Umsebenzi kwiGumbi loLawulo
Nkskz. H Rautenbach	UMabhalana oPhetheyo: Ezothutho
Mnu. J Roux	UMncedisi Jikelele: Icandelo leePaki
Mnu M Witbooi	UMncedisi Jikelele: Icandelo leNkunkuma
Nkskz. M J Fouché	UMabhalana oPhezulu: Icandelo loLawulo
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Mnu. C W Swartz	Umsebenzi kwiGumbi loLawulo
Mnu. B Booysen	Umphathi/umqhubi: iNdlalela, aManzi eSithi neNkunkuma
Nkskz. M P Bouwer	Umsebenzisi wooMatshini abaNcinane
ABAQESHWE NGEKONTRAKA NGO-JULAYI 2013	
Mnu. D J August	UMqeqeshi kwezeMidlalo de kube ngowama-30 Juni 2014
Mnu. C Avenant	UMqeqeshi kwezeMidlalo de kube ngowama-30 Juni 2014

IMINCILI & USIZI

U-KRISTEN UNGENILE KWIQELA LE-BOLAND

Unyaka wesithathu ilan-delelana, uKristen Block, intombi ka-Sylvia Block, ube nakho ukukhusela isikhundla sakhe njengommeli wamaphondo ohlukeneyo emele iBoland kwitumente ye-hoki kazwelonke, eyayisindlekwe ePotchefstroom kwiveki yokuqala ka-Ju-layi. Ngo-2011, uKristen wonyulelwa ukuthatha inxaxheba kwiqela lesithili labo bangaphantsi kweminyaka eli-18 kwisikhundla sokuba ngunozinti. Emva kokonyulwa kwakhe kumaqela esithili ngo-2011 nango-2012, uKristen wazimisele ukuthatha inxaxheba kwiqela lephondo ngo-2013 yaye wachwayita kakhulu xa weva ukuba ukusebenza kwakhe ngokuzimisela kumzele nez-



Intombi kaSylvia uKristen

sikolo kuqwalaselwa impumelelo yakhe. Ngomhla we-19 ka-Juni 2013 um-butho oyi-Boland High Schools Hockey wasindleka umsitho wokunyuselwa kwamaqela abo akwinqanaba loku-1 nele-2 yaye umdlali ngamnye wafuma-na isiqinisekiso ngempumelelo yakhe.

NGUMNTWANA OYINKWENKWE!



uLucheo Cornelius

◆ Usana uLucheo Cornelius wazalwa ngoMvulo, umhla we-15 Epreli nge-22:22, enomlinganiselo we-4.035 kg nobude be-53 cm. Yinkulu ka-Charl, umabhalana onoxanduva lokujonga inkcitho-mali kwisebe lezemali, no-Mariana Cornelius. Olu sapho lwaluch-wayite kakhulu kukuzalwa luka-Lucheo, yaye siyathemba ukuba baya konwabela amanye amatheko amnandi amaninzi nalo mntwana. Iminqweno emihle!

SITHI NGXE/SIYAKHUZA

Ngenyanga ka-Julayi, iBhunga libethwe olungophiyo xa lithe lalahlekelwa ngabasebenzi balo neentsapho zabo ngqo. Egameni leBhunga nomasipala, uSodolophu uNicolette Botha-Guthrie unqwenela ukuthi ngxe kwaba balandelayo:

UCeba Abraham Prins othe unyana wakhe, uMarthinus Pretorius, wasishiya ngeCawa, owama-30 Juni: uMarthinus wayenesifo seswekile yaye wayeson-dele ukubhiyozela ukugqiba iminyaka engama-50 ngomhla we-4 Julayi. Ushi-ya inkosikazi yakhe, uLinda nabantwa-na abane, ngokunjalo nabazali bakhe, abantakwabo noodadewabo.



uAndré Prins



uJohan Victor

UCeba Makhaya Ponoane, washiywa yinkosikazi yakhe uFunyanwa Limise kwingozi yemoto xa babebuya eMpuma Koloni ngomhla we-2 Julayi: Ngombule-lo omkhulu, yena nabantwana bakhe ababini, Sechaba (4) nosana olungu-Awethu (iinyanga ezi-6) notata wakhe basinda kulo ngozi. UCeba Ponoane wangeniswa esibhedlele eCradock wadluliselwa kwisibhedlele saseBhayi nalapho wenziwa utyando egxalabeni. Sivumeleni sidlulise amazwi ovelwano olungazenzisiyo kuCeba Ponoane ngokulahlekelwa kwakhe yaye simq-wenelela ukuba aphile ngokukhawuleza sinethemba lokuba uya kuthuthuzeleka emva kwesi sehlo selishwa.



UCeba uMakhaya neNkosikazi yakhe engasekhoyo uFunyanwa

Usapho luka-Ralph Myburgh, ow-alahlekelwa ngutata nonyana wakhe: ngentseni yangoLwesihlanu, umhla we-5 Julayi, Ralph Myburgh (57), uM-hloli weZakhiwo kwicandelo loLawulo eHermanus, usweleke ngequbuliso emva kokumelwa yintliziyo ekumgama weemitha nje ukuya e-ofisini yakhe, eshiya abasebenzi bengxwelerhekile emoyeni. Esonganyelwa kukulahl-ekelwa ngumama wakhe kwiinyanga nje ezimbalwa ezidlulileyo, sinovelwano olungazenzisiyo kwabo bashiye ngu-Ralph, utata wakhe, udadewabo noon-yana bakhe abaselula abathathu.



uRalph Myburgh



intombi kaRosella Fisher esiphakathini

U-GABBY UJONGANA NGQO NENTANDANE YEHLABATHI Masimxolele uRosella Fisher, umcwangcisi-zincwadi kwisebe lezengeniso e-Overstrand, ngokusebenza ngokuphazamisekileyo phakathi kwemihla yowe-6 ukuya kowama-23 Julayi: Intombi yakhe, uGabby, ube nakho ukuzifumanela indawo kwiqela lamantombazana angaphantsi kwama-20 eminyaka oMzantsi Afrika abazimisele ukuthatha inxaxheba kwiNdebe yeZizwe ngeZizwe yabangaphantsi kwama-20 eminyaka kwelase-London ngelo xesha. Wenze kakuhle Gabby Fisher ngokuzibekela indawo yakho kweli qela!



SIZENZELA INKULUNGWANE ISIBINI KWI-CAPE ARGUS U-Hanré Blignaut nenkosikazi yakhe, uMarlesa, okoko bathatha inxaxheba kuGqatso lwe-Cape Argus Cycle ukususela ngo-1997. Bagqa luu gqatso isihlandlo sethoba ngeCawa, umhla we-10 Matshi 2013. Kulo nyaka uzayo, banethemba lokuthatha inx-axheba kolu gqatso isihlandlo seshumi, kweli tyeli bephelekwa yintombi yabo, uTertia (17), othembisa ukubanika inkxaso okoko. Niqhuba kakuhle, zihlobo, ngokubonisa ukomelela okungako nokusikhokelela kwindlela yokuphila ngokusempilweni.