

## AANSTELLINGS EN BEVORDERINGS

### AANSTELLINGS JULIE 2012

|                   |   |
|-------------------|---|
| Mr L D Wallace    | Legal Advisor                           |
| Mnr F Smallbones  | Telefonie-ondersteuningsadministrateur  |
| Mnr A M Cornelius | Veldwagter                              |
| Mr V Mzim         | General Assistant: Street & Stormwater  |
| Mnr M M Mitchell  | Algemene Assistent: Strate & Stormwater |
| Mnr C A Oppelt    | Aankoper                                |
| Me S A C Heyns    | Rekenmeester: Kosteberekening           |

### BEVORDERINGS JULIE 2012

|                  |                          |
|------------------|--------------------------|
| Mnr A T Minnie   | Assistent Superintendent |
| Mnr Y R Smith    | Assistent Superintendent |
| Mnr D H Reichert | Assistent Superintendent |

### GELYKVLAK OORPLASINGS JULIE 2012

|             |               |
|-------------|---------------|
| Me E Krüger | Kassier/Klerk |
|-------------|---------------|

### KONTRAK AANSTELLINGS JULIE 2012

|                    |                   |
|--------------------|-------------------|
| Mnr G Steyn        | Projek Bestuurder |
| Ms S M Boshoff     | Library Helper    |
| Ms E van der Linde | Library Assistant |
| Mr D J August      | Sport Coach       |
| Mr C Avenant       | Sport Coach       |

### BEVORDERINGS AUGUSTUS 2012

|                   |                                     |
|-------------------|-------------------------------------|
| Mr D B D'Oliveira | Accountant                          |
| Mr A W Mili       | Senior Buyer                        |
| Me A Malan        | Senior Klerk                        |
| Mnr J P H le Roux | Senior Voorman: Strate & Stormwater |

### GELYKVLAK OORPLASINGS AUGUSTUS 2012

|              |                       |
|--------------|-----------------------|
| Mnr F Bruwer | Senior Superintendent |
|--------------|-----------------------|

### KONTRAK AANSTELLINGS AUGUSTUS 2012

|                |                               |
|----------------|-------------------------------|
| Mr J L Strydom | Internship Programme          |
| Ms J Alexander | Library Helper                |
| Ms T D Sampson | IA Manager: Working for Water |

## BIRTHDAYS IN SEPTEMBER / VERJAARSDAE IN SEPTEMBER

| NAME                         | DAY | DEPARTMENT                | TOWN      |
|------------------------------|-----|---------------------------|-----------|
| Gillion, Theresa             | 1   | Area Management           | Hermanus  |
| Cekiso, Minawwe              | 1   | Operational Management    | Hermanus  |
| Aries, Jonwin                | 2   | Protection Services       | Hermanus  |
| Eksteen, Donovan             | 3   | Operational Management    | Hermanus  |
| Gcobo, Lindelwa              | 3   | Operational Management    | Hermanus  |
| Mathunjwa, Ethel             | 3   | Operational Management    | Kleinmond |
| Smit, Tanya                  | 3   | Operational Management    | Gansbaai  |
| Gibson, Verlene              | 3   |                           | Hermanus  |
| Rust, Christian              | 4   | Finance                   | Hermanus  |
| Page, Loretta                | 4   | Town Planning             | Hermanus  |
| Gwadiiso, Jongikaya          | 4   | Electrical Services       | Gansbaai  |
| Newman, Leonard              | 4   | Operational Management    | Gansbaai  |
| Mthetho, Philemon            | 5   | Operational Management    | Hermanus  |
| Sitemela, Charmaine          | 6   | Area Management           | Hermanus  |
| Preez, Liezel                | 6   | Supply Chain Management   | Hermanus  |
| Swardt, Rhenier              | 6   | Electrical Services       | Hermanus  |
| Le Roux, Johannes            | 6   | Operational Management    | Gansbaai  |
| Lourens, Dirk                | 6   | Electrical Services       | Gansbaai  |
| Mili, Ayanda                 | 7   | Supply Chain Management   | Hermanus  |
| Jara, Colin                  | 7   | Operational Management    | Hermanus  |
| Makka, Devan                 | 7   | Operational Management    | Kleinmond |
| Links, Gideon                | 7   | Operational Management    | Gansbaai  |
| Jones, Ingrid                | 7   | Building Control          | Kleinmond |
| Mteyise, Zwelibanzi          | 8   | Operational Management    | Hermanus  |
| Ntsoto, Xolisani             | 9   | Operational Management    | Hermanus  |
| Litoli, Patrick              | 9   | Operational Management    | Kleinmond |
| Maholwana, Abednego          | 9   | Operational Management    | Gansbaai  |
| Mbanyaru, Mncedi             | 9   | Operational Management    | Gansbaai  |
| Cupido, Deon                 | 10  | Area Management           | Hermanus  |
| Mamama, Lungelwa             | 10  | Protection Services       | Hermanus  |
| Mojaki, Mokgele              | 10  | Area Management           | Kleinmond |
| Geldenhuys, Antoinette       | 11  | Income                    | Hermanus  |
| Rousouw, Johannes            | 11  | Operational Management    | Kleinmond |
| Mayile, Ncomeka              | 11  | Area Management           | Hermanus  |
| Floors, Frans                | 12  | Operational Management    | Hermanus  |
| Moolman, Marian              | 12  | Area Management           | Hermanus  |
| Fisher, Edward               | 12  | Protection Services       | Hermanus  |
| Ndlazi, Sanele               | 12  | Operational Management    | Gansbaai  |
| Matinka, Xavier              | 13  | Operational Management    | Hermanus  |
| Samuels, Desmond             | 13  | Operational Management    | Hermanus  |
| Smith, Yvonne                | 13  | Protection Services       | Hermanus  |
| Spandiel (nee Poole), Juwene | 14  | Area Management           | Hermanus  |
| Jansen, Hurman               | 14  | Councillor Support        | Hermanus  |
| Neethling, Magnieta          | 14  | Expenditure               | Hermanus  |
| Kuchar, Alfred               | 15  | Infrastructure & Planning | Hermanus  |
| Steyn, Leon                  | 15  | Infrastructure & Planning | Hermanus  |
| Ponoane, Puluko              | 15  | Electrical Services       | Hermanus  |
| August, Elgervin             | 15  | Operational Management    | Kleinmond |

## DEVELOP @ YOUR LIBRARY

Zwelihle library responded to a national call to develop its own community or client base by:

- Conducting a competition on 2 July to motivate people and children from grade R-Grade 7 to visit the library and understand the importance of reading and get educated; and
- Inviting schools around Zwelihle to take part in a competition between the following grades: Grade R-1, 2-4, 5-7.

Acting librarian Charmaine Steme-la told Phambili that the idea of Develop @ Your Library was to link libraries to Government imperatives, such job creation. While li-

braries cannot create jobs, they do however contribute to this initiative by developing the nation through,

empower him/herself and granting access to computers and online tools, enabling users to develop their

computer skills as well as providing tools that allow them to draw up a CV or search for job opportunities. Charmaine acknowledges that the theme was fairly broad this year, but libraries was allowed to adapt the services they provide in order to achieve development in their "communities" or client base.

"It is important that we encourage our families to go to the library especially children as their future without proper education is doomed," she said.



Zwelihle Library

for example, programmes that focus on skills development, providing access to information that allows the user to develop and



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AUGUST/SEPTEMBER 2012

### EDITOR'S NOTE

#### A Month marked for woman

A very warm welcome to all of you once again. It is a pleasure for me to bring you first-class news at your leisure.

August is a very interesting month. It marks women as an important pillar of society. Some will not agree with this statement, but it is a fact. Women are seen as very powerful persons in our society. They are keepers of peace at home, cook nice meals for the family, take care of most of the things at home and are still expected to go to work and tackle the challenges of each day. They are generally seen as good managers for they manage their time effectively.

On 9 August the nation celebrated National Women's Day. The Mayor hosted an event at the Thusing Centre to commemorate women of the Overstrand. I am told the event was well attended, and would like to forward my grateful thanks to all who attended.

These events are made to acknowledge work done by women in society. Women must realise that the efforts they make to better the lives of others are not going unnoticed. They must keep up the good work and stay as role models in their families. Watintabafazi Watintimbokodo, meaning: "If you strike a woman you strike a rock."

Recently we celebrated Madiba Day. All that was needed on this day was to dedicate 67 minutes of your time to provide a service to those in need in your area. Overstrand Municipality took part in different ways, including reaching out to needy people. When I say needy I don't necessarily mean in terms of money. Some people need to be loved and taken care of - those aspects were also attended to.

Burgemeester Nicolette Botha-Guthrie het sentrums vir bejaardes besoek waar sy rose uitgedeel het. Raadslede in Zwelihle het hul 67 minute gebruik om 'n informele struktuur te herbou, terwyl raadslede in Mt Pleasant kinderspeelterreine geveer het. Op Kleinmond het raadslede blomme aan bejaardes gegee, op Gansbaai het raadslede en die Areabestuurder agterplase skoongemaak en strate gegee; op Stanford het raadslede en gemeenskapslede strate gegee en vullis in die informele nedersetting opgetel. Op Hermanus het lede van die publiek die kuswandelpad skoongemaak, terwyl raadslede en inwoners die hawe op Hawston skoongemaak en sop aan bejaardes verskaf het.

Diegene wat meegedoen het, moet weet dat hul bydraes nie ongemerk verbygegaan het nie; doen asseblief so voort. Laat ons elke dag 'n Madibadag maak ter wille van die heil in alle gemeenskappe.

Op 22 Augustus het die Burgemeester 'n presteeersdaand aangebied. Dit is 'n geleentheid wat deur die Burgemeester uitgekies is om erkenning te gee aan die werk wat mense in hul verskillende terreine verrig. Sommige mense doen meer as wat van hulle verwag word om positiewe dinge in die gemeenskap te vestig. Die Burgemeester het die weners aangekondig en sertifikate oorhandig. Sy glo dat elkeen wat genomineer word, 'n wenner in eie reg is.

Baie belangrik is dat SALGA ingestem het op 'n verhoging van 6,5%, terugwerkend van Junie. Ek is daarvan oortuig dat selfs werknemers wat nie gekry het waarvoor hulle gehoop het nie, steeds tevrede sal wees. Ek hoop julle gaan die geld wyslik bestee.

Laaste maar nie die minste nie, die verjaardagly sal op versoek van sommige kollegas vir die laaste keer in dié uitgawe verskyn.

Tot 'n volgende keer.

Noluthando Zweni  
Redakteur/  
Editor



## MORATORIUM ON FILLING OF VACANCIES REMAINS SALARY AGREEMENT IMPLEMENTED

Appreciation was expressed by local union leaders for Overstrand Municipality's positive response and implementation of the multi-year Salary and Wage Collective Agreement concluded at the end of July after drawn out discussions on national level between the unions SAMWU and Imatu and employers' representative body SALGA. An agreement has finally been reached.

The agreement that covers the period from 1 July 2012 to 30 June 2015, can be summarized as follows:

#### Financial year 2012/2013

- Employees shall receive an increase of 6.5% and a further increase of 0.5% with effect from 1 January 2013.
- The minimum wage payable in the sector shall be R4 902 per month with effect from 1 July 2012. From 1 January 2013, the minimum wage shall be R4 927 per month.

#### Financial Year 2013/2014

- The salary and wage increase will be

based on the average CPI percentage for the period 1 February 2012 until 31 January 2013, plus 1.25%. In the event that the average CPI percentage is less than 5%, the average CPI for this period will be deemed to be 5%, and in the event that the average CPI for this period is above 10%, the average CPI will be deemed to be 10%.

- The minimum wage shall increase by the same percentage as determined for salary increases.

• Any other benefit or condition of service that ordinarily increases by virtue of its link to the increase in the salary of an employee shall increase by the same rate as the salary increase in each financial year, subject to the special provisions relating to the increase of the maximum employer contribution to medical schemes.

#### MORATORIUM ON FILLING OF VACANCIES

In the effort to accommodate the salary and wage increases that were higher than budgeted for, the moratorium placed on the filling of vacancies during this year's wage negotiations concomitant with the appeal against the grading of the municipality and the effect this might have on the municipal salary budget, will remain in place until further notice. Management, however, gave the assurance that retrenchments as an option to reduce employee costs to the municipality is not considered at all at this stage.

## MIG GRANT WELL SPENT

Overstrand Municipality received recognition for spending the full amount of the Municipal Infrastructure Grant allocated to it in 2011/2012 effectively and efficiently.

At the Western Cape MIG: PMM/Municipality Coordination Meeting held in Worcester on the Friday, 25 May 2012, Cecile Faro, administrative assistant at the Engineering Services Department, received a certificate on behalf of the Municipality.

The Municipal Infrastructure Grant (MIG) is a new funding arrangement that combined all capital grants for municipal infrastructure into a single consolidated grant, which covers the Urban Transport Fund, the National Electrification Programme, Local Economic Development Fund Community Based Public

Works Programme and Water Services Projects

It also puts municipalities in control of infrastructure projects within their area

of jurisdiction, enhancing cost effective planning and integrated service delivery.

MIG is aimed at assisting the poor to gain access to infrastructure, MIG funds can only be used for infrastructure for basic levels of service. MIG funds may be used to build new infrastructure or to rehabilitate existing infrastructure, so long as the infrastructure is for basic services for the poor.

We would like to congratulate everyone that was involved in making this a success, may you continue to make the Overstrand a proud institution.

On the picture handing over the certificate is Amanda van Schoor of Department of Local Government with Cecile Faro



Amanda van Schoor of Department of Local Government with Cecile Faro



# BE THE BEST YOU CAN BE



Dominic Van Heever

It makes us really proud when a colleague is not only contributing in making Overstrand a Centre of Excellence but also

shares his knowledge and expertise with officials at other municipalities and province. Dominic Christopher Van Der Heever, Internal Audit Manager, has been appointed as Deputy Chairperson of the Western Cape Municipal Chief Audit Executive Forum and a member on the Western Cape Municipal Risk Management Forum. It is a forum that required a person who serves on it to be able to carry out the following tasks:

- enhance the achievement of the objectives of the MFMA, National Risk Management framework;
- build institutional capacity and relationships, facilitate and encourage knowledge sharing;
- establish formal and informal communication channels and support networks;
- consult on strategies and priorities;
- promote sound financial governance and accountability;

- improve planning, co-ordination and prevent duplication of effort and sharing and adopt best practices;
- keep abreast of all changes to risk management and control system; and
- ensure that common understanding is updated.

*Congratulations on your appointment on both the forums mentioned above. We hope you will continue to shine in whatever that you will come across with.*

## IMATU AUGUST 2012 NEWS

Imatu Overstrand and all our members wish to thank our employer for meeting the requirements of the wage negotiations.

Shop Steward Elections were held in

Kleinmond on 26 June 2012 and Hermanus 27 June 2012 respectively. The committee consist of a new Chairperson, Deputy Chair and Secretary and were all elected by the committee members.

The result were as follows: Chairperson: Ulita Swart, Deputy Chairman: Joe Schoeman, Secretary: Isak Henecke, with Danny Phillips, Patrick Litoli, Ricky Thoresen, Bulelani Boto and Jan Nel as additional members.

Imatu Overstrand invites all employees to consult with these committee members. An informed member is a content member who promotes a positive productive attitude in a healthy working environment, which is mutually beneficial both to employer and employee.

Imatu's Intranet site is kept updated on a daily basis to enable all members to immediate and current updates. Shop stewards will ensure that notice boards are updated.

### Important to remember:

Regional Office representatives visited our area on the 28 August 2012. If you missed out on the day you are

welcome to contact the shop stewards for more details.

Imatu Overstrand wishes to express to all members that they are important and



Patrick Litoli, Danny Phillips, Ricky Thoresen, Jan Nel.  
Back row: Deputy Chairman: Joe Schoeman, Bulelani Boto,  
Chairman: Ulita Swart and Secretary: Isak Henecke



Shop Steward Elections

the committee value you as a member and a colleague.

### MEDICAL AID PRESENTATION 01 NOVEMBER 2012 AUDITORIUM

#### OFFICE PERSONEL

08H30 - 09H10  
09H10 - 09H50  
09H50 - 10H30  
10H30 - 11H10  
11H10 - 11H50

BONITAS  
SAMWUMED  
HOSMED  
LA HEALTH  
KEY HEALTH

#### OUTSIDE PERSONEL

12H30 - 13H10  
13H10 - 13H50  
13H50 - 14H30  
14H30 - 15H10  
15H10 - 15H50

BONITAS  
SAMWUMED  
HOSMED  
LA HEALTH  
KEY HEALTH

### MEDICAL AID PRESENTATION 31 OCTOBER 2012 KLEINMOND (STADSAAL)

#### ALL PERSONEL

08H30 - 09H10  
09H10 - 09H50  
09H50 - 10H30  
10H30 - 11H10  
11H10 - 11H50  
15H10 - 15H50

KEYHEALTH  
BONITAS  
SAMWUMED  
HOSMED  
LA HEALTH  
KEY HEALTH

### MEDICAL AID PRESENTATION 02 NOVEMBER 2012 GANSBAAI (LIBRARY)

#### ALL PERSONEL

08H30 - 09H10  
09H10 - 09H50  
09H50 - 10H30  
10H30 - 11H10  
11H10 - 11H50

KEYHEALTH  
BONITAS  
SAMWUMED  
HOSMED  
LA HEALTH

## EMPOWERING TOURISM OFFICERS

Tourism Manager Suné Greeff coordinated a two days workshop attended by all tourism bureau staff members in the Overstrand area.

Customer Care Training was the focus of this capacity building exercise. The workshop was held at Hermanus in the Glaskas on Tuesday, 31 July and

Wednesday, 1 August 2012.

The interactive course was presented by Head Up Training & Development. Some of the important topics that were covered in the course outline included customer care, telephone etiquette and office conduct. Those who completed the two-day course received certificates.



Back, from left to right: Adinda Jantjies (Overstrand Municipality), Lee Ann Hoogbaard (Stanford Info), Marweyah Williams (Facilitator: Head Up), Gardean Lucas (Hermanus Tourism), Chantel Swart (Hermanus Tourism), Doulene Els (Gansbaai Tourism) and Celeste Scheepers (Hangklip-Kleinmond Tourism).

Front, from left to right: Sune Greeff (Overstrand Municipality), Heinrich Jansen (Gansbaai Tourism) and Eric Davalala (Hermanus Tourism).

# LIEF & LEED · JOY & SORROW

## DID YOU GO TO THE WELLNESS DAY?

Concern was expressed by Sister Heleen Mouton about the low attendance of the Wellness Days organized for staff members of the Overstrand Municipality on 17, 18, and 19 July 2012.

Only 443 employees made use of the wonderful opportunity to have their blood pressure, blood sugar, cholesterol, weight, waist circumference and Body Mass Index measured by professional people at no charge. HIV tests and eye tests were also available.

With 1065 staff members on the payroll, it was disappointing to see so many people not interested in knowing about their health status or just frankly taking care of their health.

According to the reports received from the medical aids, 80 % of the workers who attended the Wellness days are overweight and most of these are women. This of course increases the risk for hypertension, diabetes, cancer and other illnesses.

These people, how-

ever, received advice and encouragement to lead a healthier lifestyle. With the knowledge available to them, they can also contact Sister Mouton for further advice and follow the regular health updates on the Intranet.

As usual Sister Mouton worked hard to make sure that everything staff members needed to know as far as health is concerned, were there. There were also representatives from Bonitas, Hosmed and Samwumed medical aids to provide information on your plan.

Sr. Mouton is grateful for Hosmed and Samwumed's biokineticists and dieticians who tested the blood pressure, blood sugar and cholesterol of non-members and weighed and measured them and gave health advice.

She also wants to thank Cecilia Vermeulen and Jacques Naude from Herbalife; Liezl Jordaan, a local dietician; Pro Active gym; CANSA, Right to Care and Stellenbosch Optometrists, for their contributions.



Hermanus



Kleinmond



Gansbaai



Kleinmond

## Die Kankerduiwe

Nog n lewte geneem

Dis so hartseer.

Borskanker, velkanker en meer help nie die seer.

Dis moeilik om te sien hoe hulle deur die pijn gaan.

Terwyl jy net daar staan

Dis moeilik want jy kan niks daaraan doen nie.

God kyk altyd na al sy kinders daar's plek vir almal.

Kanker is n duiwel.

Ongeleuklik is my Ouma nou seer.

Borskanker was die einde van haar gesels, drukkies, liefde en meer.

Hoekom is die kanker so n duiwel

Als staan in die Bybel

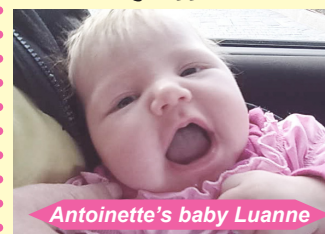
Hy sal haar kom haal, want Hy is lief vir haar.

- Zaanru Fraser (12), dogter van Verkeershoof

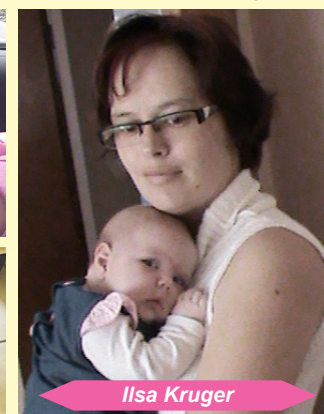
Rudi Fraser, wie se skoonma ernstig siek is

## CONGRATULATIONS!

◆ Antoinette Ackermann (Kleinmond) became a mother on 27 June 2012 of a baby girl named Luanne. We hope Luanne, will bring happiness and joy to the Ackermann family.



Antoinette's baby Luanne



Ilsa Kruger

◆ Ilsa Kruger, became a god mother to Jane Beukes, Jane was born on the 14 June 2012. At the time she was born her weight was 3.5kg. They live in Vryheid, Natal. She is their first child and also the smallest of the family.

◆ Lorion Du Plessis's baby boy Zach turned 1 on the 3th of August. Lorion is in Finance in Income section: DATA & RATE. We would like to wish little Zach many more years to make his mother happy and proud.

## GOD'S TREASURE

When you wake up in the morning; and leave your cozy home be thankful that you may see another break of dawn; that you can go to work and earn, whilst others pray for handouts, yearn

You can reach out and touch the sky; Your abilities are endless - you can fly! Be grateful - you are blessed; You are fed, you are clean, you are dressed.

Whenever you feel down again Remember that He will never leave you - never let you strain You are God's treasure And to care for you is His absolute pleasure.

## CONDOLENCES WITH

• Ayanda Stali, Manager: Sport and Recreation, whose mother passed away on 25 July 2012. We hereby express our sincere condolences towards Ayanda, his father and the rest of the family.

• Louise Groenewald, mother who passed away on the 15 July 2012 after a short illness. We wish her and the family well in this trying time.

• It is with great sadness to inform you of Roxane Swartz mother who passed away. Auntie Lilly Swartz was in service of the municipality finance department since 1989 and took her pension in 2009. Please keep Roxane and her family in your prayers in this trying time.