ABATSHA OKANYE • ABANYUSELWEYO

ABAQESHIWEYO

Janyuwari 2017	
uJD Smith	uMabhalana oPhezulu kuQokelelo
Februwari 2017	
uEH Gillespie	iNcutshe yemBane
uRM vd Merwe	umQhubi iSwitshibhodi
Matshi 2017	
uCO Kazie	uMabhalana oPhezulu kumaTyala
uCSP van der Byl	uMabhalana oPhezulu kuQokelelo
Apreli 2017	
uCB Moos	umNcedisi ngokuBanzi
uQP Pletschke	umNcedisi ngokuBanzi kwiCandelo leziTalato neziKhukula
uK Van Wyk	umNcedisi ngokuBanzi kwiCandelo leePaki
uY Ellis	umNcedisi oPhezulu kwiThala leeNcwadi
uK Marthinus	umQhubi weZiko eliNcinane

ABAQESHWE BENGAPHAKATHI

Janyuwari 2017	
uJJ du Toit	umNcedisi oyiNtloko kuNyanzeliso lomThetho neQela loQuquzelelo
uR Daniels	umQhubi oyiSuphavayiza

ABAQESHWE BENGAPHAKATHI

Februwari 2017	
uH Jacobs	iGcisa lomTywini eliNcedisayo
uSE Hans	umQhubi weTractor
uSH Williams	iGosa lamaZibuko KM
uRW Hansen	iGosa eliPhezulu lezeNdlela
uPJ de Gruchy	iGosa eliPhezulu lezeNdlela
uL Hanekom	uNtsumpa kukwenziwa komSebenzi
uYR Smith	uNtsumpa kukwenziwa komSebenzi
uDG Jansen	iGosa eliPhezulu lezeNdlela
uL du Plessis	uNtsumpa kukwenziwa komSebenzi
Matshi 2017	
uAT Baadjies	umQhubi
uLC Mamama	iGosa loLawulo kwiCandelo leZindlu
uBC Spanellis	umNcedis womLawuli weeNkonzo zoLuntu
uSL Booysen	umNcedisi weGcisa
Apreli 2017	
uV Hans	iGosa eliyiNtloko kwiiNkonzo zeeMitha
uX Titus	iNtsumpa eyiNtloko kukwenziwa komSebenzi
uAC Skots	umMeli woLawulo kwiZiko loVavanyo lweziThuthi
uPWJ Africa	umNcedisi oyiNtloko kwimiSebenzi yezeNdlela
uTS Mqikela	umLungisi womBane
uR Barkhuizen	umQhubi weTractor

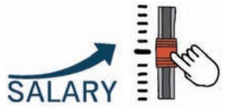
UNGAKUQINISEKISA NJANI UKUPHATHA KAKUHLE IZIMALI ZAKHO

Ucweyo lokuphatha izimali ngendlela lwabasebenzi bakamasipala luthe lwabanjwa kwiOdithoriyumu yaseHermanus ngowama-30 kuMatshi 2017. Umcimbi obusindlekwe yiConsolidated Retirement Fund (CRF) ne-Efficient Wealth, ubonelele amalungu eCRF ngeenzuzo ezahlukeneyo ezikhoyo kwakunye nokuba ungaluqinisekisa njani utyalo-mali olungcono xa sele ufikelela kumhlalaphantsi.

Uvavanyo lweHlelo lweNzuzo enoMngcipheko othile ongasetyenziswa ngamalungu wathi waphakanyiswa ukuqinisekisa izidingo zomntu ngamnye ezikhethekileyo zithe zahlangatyezwa. Inkcazelo enenkcukacha yezintlu ezahlukeneyo zeenzuzo ezinomngcipheko ikho kwiwebhusayithi yeCRF kwa-www.crf.co.za.

ICRF ibonelela ngeentlobo ezi-3 zeepotfoliyo zotyalo-mali ezizezi, iGrowth Portfolio, iModerate Portfolio neProtection Portfolio. Ipotfoliyo nganye inemingcipheko neenzuzo zayo kwaye kumele iqwalaselwe ngononophelo kuthatyathelwa ingqalelo kukusondela komhla ubani athabatha ngawo umhlalaphantsi. Amalungu e-Efficient Wealth akhokelwe kwimiba yokonga nokwenza utyalo-mali khona ukuze ufumane ikamva eliqaqambileyo.

UKUNYUSWA KWEMIVUZO KWISITHUBA SEXESHA ELISUKA NGOWOKU-1 JULAYI 2017 UKUYA NGOWAMA-30 JUNI 2018



gokweSetyula enombolo 2/2017 yomhla wama-28 Matshi 2017 ye South African Local Government Bargaining Council (SALGBC), ngokwamaGatya 6.4 no-6.5 esiVumelwano semiVuzo semiNyaka eyaHlukeneyo sango-2015, kunyuswa imivuzo nge-7.36% UKUSUKA NGOWOKU-1 JUL AYI 2017.

Owona mvuzo uphantsi kumele unyuke uye kuma-R6 845.09.

IGALELO LOMQESHI (UMASIPALA)) kolona ncediso lweendleko zonyango luphezulu kumele lunyuke nge- 1.84%. Ukusuka ngowoku-1 Julayi 2017, umqeshi kumele abe negalelo lama-60% kwigalelo lobulungu kuncediso lweendleko zonyango ngenyanga, ukuya kwesona isixa-mali siphezulu sama-R3942.23; ngelixa umqeshwa eya kuba negalelo lama-40%.

Umyinge olinganayo womNikelo wokuba ngumNini-khaya unyuke ngama-R796.61.

SARS
South African Revenue Service

UTYELELO LOMHLA WE-9 MEYI 2017

Nceda wazi ukuba iSARS iya kube ityelele iOverstrand ngowe-09 Meyi 2017.

Indawo: IZiko leThusong eHawston
Ixesha: 09h00 - 15h00

QAPHELA: ABASEBENZI ABAFUNA UKUSEBENZISA EZI NKONZO BAYA KUDINGA UKUBA BAFAKE IZICELO ZEKHEFU LOKUNGABIKHO KWIINDAWO ZABO ZOKUSEBENZA XA BESIYA KUSEBENZISA EZI NKONZO.

Thina apha kwiPhambili siyawamkela amagalelo enu kwaye siyakulangazelela ukufumana naziphi izinto ezinomdla kwidilesi ye-imeyili cresandt@overstrand.gov.za okanye rsteenekamp@overstrand.gov.za. Okanye ungathela thsuphe iqela lethu lohlelo kule nombolo 028-313-5025.

Overstrand Personeelblad/Staff Newsletter

Phambili!
Vorentoe/Forward
Munisipaliteit • U-Masipala • Municipality OVERSTRAND

SIBHIYOZELE USUKU LWABASEBENZI NOSODOLOPHU WETHU

Usodolophu wesigqeba Rudolph Smith

Suku lwabaSebenzi lwamiselwa ngamazwe ngamazwe njengolo lokuwonga abo baqhuba uqoqosho lwethu, bayintsika yoluntu kwaye bathi bazise impucuko.

Lusuku apho sinika imbeko kwaye sixhasa abo bathi babeyinxalenye yamanyathelo okwakha isizwe sethu ngamagalelo abo angathethekiyo agcina kwaye akhulisa uluntu.

"Lo ngunyaka wamagosa"

Egameni lalo msitho womhla wokuqala kuCanzibe, ndingathanda ukuthabatha eli thuba ukunibulela, nina magosa ethu azinikeleyo, nanegalelo ekuqhutyweni kwemisebenzi yaseOverstrand.

Siwubulela kakhulu umgangatho weenkonzo, ukuzinikela nentsebenziswano enisoloko niyibonakalisa kulo masipala.

Njengoko bendibhengezile ngaphambili, lo "nguNyaka wamaGosa". Ngokunxulumene noko, ndingathanda ukunazisa ukuba ndongeze uluhlu olutsha kwiiMbasa zikaSodolophu ezizayo - oko kukuthi, AmaGosa oNyaka aseOverstrand.

Ngako oko, amagosa aya kuqwalaselwa ngezintlu zoNikezeloNkonzo, iNkonzo kubaSebenzisinkonzo noKwenza iNguqulelo.

Ngako oko, ndikubongoza ukuba uchonge oogxa bakho ocinga ukuba bankonza uMasipala ngcono ngokwezo nkalo; kuyo yonke inkqubo yeentengiso oku kuya kwaziswa kwixesha elizayo. Ngale ndlela, kuya kubulelwa ngokufanekileyo abo bazinikezeleyo kumsebenzi wabo omhle ongundoqo ekuqinisekiseni ukuhanjiswa kwenjongo yethu yokwakha isizwe esisekelwe kwinkululeko, ubulungisa namathuba kuwo wonke umntu.

Njengoko sicinga ngomhla womsebenzi nge-1 Meyi, masi

khumbule ukubaluleka kokuba uthi chatha kuzo zonke iinzame zethu.

Khumbula, akuyi ukuvuzwa ngokwenza umsebenzi ofanele ukuba uwenze.

ufumana umvuzo kuphela ngoko! Uvuzwa kuphela ngokuthi wenze uchatha; wenza ngaphaya kokulindelekileyo.

Ukuze uphumelele ebomini kufuneka ube neliso elibukhali, utshale imikhala kwaye ukulungele ukwenza ngakumbi, cinga ngakumbi, ube nombono ephelele ngakumbi kwaye uye ngaphaya komsebenzi obekelwe ukuba uwenze.

Yimincili yodwa ngempumelelo yamaqela ebikwi-Cape Epic

Bemcumil' ecaleni kukuzingca kwitheko lokubhiyozela iindebe ezimbini zaseHermanus zoku phumelele iwonga le-Best Town Spirit nesiKolo samaBanga aPhakamileyo esiphume emagqabini kuKhuphiswano lwe-Flyover ngokulinganisa umsila womnenge kukhuphiswano lomdyarho weebhayisekile i2017 Absa Cape Epic, uSodolophu uSmith uthe "Sothulela umqwazi bonke abo bazibandakanyileyo - ezi mbasa zingumnqophiso wokukwazi ukusebenzisana kwethu nokusebenzisa izakhono zethu sisonke ukusindleka iminyhadala emikhulu enjengale ibeyimfezeko engathethekiyo, ngelixa sikwabonakalisa iOverstrand njengendawo ongadlala, usebenze uhlale kwaye utyale imali kuyo."

UmPhathi weCape Whale Coast Tourism uFrieda Lloyd wongeze kolu luluvo ngokuthi: "Amagosa aseOverstrand asebenze nzima engazibonakalisi ukuqinisekisa ukuba ukuququzelelwa komyhadala okwizinga lehlabathi kubonakala kungekho nzima kwaye kusulungekile kwabo bazimasayo. Aba bantu bazinikezeleyo bamele ukunconywa".

Ukukhuthaza ukuqhutywa komsebenzi ngokugqwesileyo

Overstrand isindleke abameli abavela kuMasipala iKouga ukuze kuboniswane ngentsebenziswano kulawulo. Olu tyelelo yindlela ebalulekileyo ukwabelana ngolwazi nabanye oomasipala kwaye inika ithuba lokufumana izisombululo ezingcono ukusombulula imicelimngeni yengingqi. Amandwendwe athe aboniswa iiprojekthi ezahlukeneyo eHermanus.

INQAKU LOMHLELI

Kusuka kwimpumelelo yeEpic, ukuya kwimibhiyozo yabasebenzi, ngokumalunga nemisitho yokuthi ndlelantle, amabali enkuthazo kwakunye neengcebiso zokuphatha izimali....olu hlelo lunazo zonke.

Ndiyathemba ukuba uya kulonwabela eli hlelo njengoko sikonwabele ukulwenza.

Charmaine Resandt
Redakteur/Editor/Umhleli

UDINGA IKHEFU?

ISIKHOKELO ESILULA SOKUTHABATHA IKHEFU

Ubanye benu longumfanekiso omfiliba wexesha onalo lokuphola, uphumle kwaye ulibale ngokungxama nempambano yemihla ngemihla yaseofisini. Into uninzi oluyilangazelelayo.

Kwabanye, yinto eqhelekileyo ukuyisebenzisa amaxesha amaninzi; endaweni eyezifundo, iinkomfa, imidlalo okanye ukugula okungalindelekanga. Nangona kunjalo, iindidi zekhefu zikhona kubasebenzi - nalapho ezi zilandelayo zisetyenziswa.

Yintoni ikhefu?
Yinto ebonakalisa ukuba wena, mqeshwa, ngesizathu nexesha elikhethekileyo, awusayi kuba semsebenzini ngosuku / iintsuku ebekumele usemsebenzini ngalo / ngazo.

Ingaba iKRONOS iyichaphazela njani inkqubo yekhefu?
Inkqubo ihlala ingaguquki kwaye nje ukuba iphunyezwe kwikhompyutha okukugqibela, ikhefu liye lingeniswe ngokuzenzekelayo kwisixokelelwano senkqubo yeKRONOS.

IINTLOBO ZEKHEFU	IINKCUKACHA
Ikhefu lokugula	• Iisetyenziswa xa ungakwazi ukusebenza ngenxa yokugula. • Isiqinisekiso sikagqirha kumele siveliswe xa uthe awabikho emsebenzini ngaphezu kweentsuku ezimbini (2) kumjikelo weeveki ezisibhozo (8), okanye xa uthe wacelwa ukuba usivelise ngumqeshi apho kukho ubungqina bokusebenzisa ngokungendlela ikhefu lokugula.
Ikhefu lokukhulelwa	• Umqeshwa unelungelo lekhefu lokuhulelwa leenyanga ezintathu (3) ezihlawulwayo ngokuya kubeleka. • Khona ukuze ukulungele ukufumana eli khefu, umqeshwa kumele ukuba abenenkonzo yonyaka omnye (1) ayinikezele kumqeshi.
Ikhefu loxanduva losapho	• Umqeshwa unelungelo leentsuku zokusebenza ezintlanu (5) zekhefu loxanduva losapho elihlawulwayo ngomjikelo wekhefu lonyaka. • Ubungqina obubambekayo bumele ukuba bubonelelwe: • Ikhefu loxanduva losapho lingathatyathwa xa: 1. Umntwana woqeshwa ezalwa okanye egula 2. Iqabane lomqeshwa okanye umlingane wobomi egula 3. Ukuswelekelwa komqeshwa liqabane, umlingane wobomi, abazali, abazali abamkhulisileyo, umamazala notatazala, umakhulu notatomkhulu, umntwana, umntwana amkhulisileyo, umzukulwana okanye isizalwane.
Ikhefu lokufunda	• Khona ukuze ulilungele, umqeshwa kumele abe unikezele ngenkonzo eqhubekekayo yeenyanga ezine (4) kumqeshi. • Lisetyenziswa xa umqeshi ebhala iimviwo kwindima yezifundo ephunyezwe libhunga. • Usuku olunye lungathatyathwa ngosuku ngalunye lokubhalwa kweemviwo kunye nenani leentsuku ezingqinelana nezo ntsuku zeemviwo ukwenza amalungiselelo.
Ikhefu likuvela enkundleni	• Lisetyenziswa xa umqeshwa kumele avele eNkundleni yamaTyala njengengqina.
Ikhefu lentatho-nxaxheba kwezemidlalo	• Lisetyenziswa xa umqeshwa onyulwe ngumbutho wemidlalo owaziwayo nekumele waziwe yiSouth African Sports Confederation and Olympic Committee (SASCOC), ukumela uMzantsi Afrika okanye iPhondo kumakhuphiswano emidlalo kazwelonke okanye yamazwe ngamazwe eyaziwayo.
Ukwenzakala emsebenzini (IOD)	• Lisetyenziswa xa umqeswa efumene umonzakalo okanye engenwe sisigulo ngelixa esenza umsebenzi aqeshelwe wona.

Ngengcombolo ezithe vetshe kwiintlobo zekhefu ezahlukeneyo, funda isiVumelwano samaQela esinguNdoqo kunye nesiVumelelwano samaQela seseNtshona Koloni ekuthiwa yi-Main Collective Agreement ne-The Western Cape Collective Agreement ezifumaneka kwi-intranethi phantsi kwekhasi labasebenzi.

SOTHULELA UMNQWAZI UNTOMBI MTHOLO

Ukuphumelela isiDanga seOnazi kuLawulo loShishino ekuthiwa yi-BA (Hons) Business Administration yinto enkulu nakuthathatha. Kodwa kuNtombi Mtholo, onguNobhalana oPhezulu kwiCandelo leeNkonzo zoKhuseleko, yimpumelelo ayisebenzele nzima.

"Ukuba ngumfazi nomama osebenzayo wabantwana ababini kuthethe ukuba ukufunda uphangela kungumcelimngeni omkhulu. "Kodwa ke, ngofefe lukaNkulunkulu nenkxaso yomyeni wam, uSiphelele, ndiye ndakwazi ukunika ingqalelo edingekayo kwizifundo zam." utshilo uNtombi.

Le khosi ibude bungunyaka onesiqingatha ifunyenwe kwisiKolo soShishino esizinze eRhawutini ekuthiwa yi-Southern Business School kwaye sineemodyuli ezinjengeCandelo likaRhulumente (Public Sector), uLawulo lweziCwangciso-qhinga (Strategic Management), uBunkokheli (Leadership) nobuDlelwane baMazwe ngaMazwe (International Relations).

Ngaphambi koko, uNtombi waphumelela i-BA Admin neDiploma (N6) kuNcediso loLawulo (Management Assistance) kwiKholeji yaseBhayi iPort Elizabeth College.

Emva kokuthi khebevu ithutyana ukuze avuselele amandla akhe, injongo yakhe elandelayo kukwenza isidanga seeMastizi kwiFilosofi, uBunkokheli noQeqesho

(Masters degree in Philosophy, Leadership and Coaching) neYunivesithi yaseJohannesburg.

Xa uvalo lokufunda lususiwe, kukho ukuqonda ukuba iziqinisekiso zemfundo eziqondakalayo zikhuthaza ukuqhubekeka kwisakhono sokusebenza.

Okona kubalulekileyo ke kodwa, uNtombi unqwenela ukuba ngumthombo wenkuthazo kwintombi yakhe eminyaka ili-12 ubudala, Usphile nonyana wakhe ominyaka isixhenxe, u-Ayola. "Abantwana bam kumele bazi ukuba imfundo isisitshixo kumathuba amaninzi. Umnqweno wam kukuba baya kufunda kumzekelo wam, basebenze nzima kwaye bazingise ukuba ngabemi abanemveliso nentsingiselo ebomini."

"Ndikwabulela kakhulu kumasipala nomLawuli uNeville Micheals ngokundinika ithuba lokuqhubeka nemfundo ngokwenza njalo kube kuvuleleka amathuba angcono emsebenzini. Kumele ukuba ngalo lonke ixesha sizame ukuba zizithunywa zeenguqu notshintso - kwaye imfundo isibonelela ngaloo ndlela," utsho ngovuyo.

IMINCILI & USIZI

URuby Marais (ekuNxele) nomLawuli woPhuhliso loQoqosho leNgqingqi (LED) uSoli Madikane (eKunene) siyavuya ukuba sikhe sanexesha kunye: "Ibilithuba lovuyo kodwa kubuhlungu. Kubuhlungu ngenxa yokuba ndisithi mabasale kakuhle abantu abalulekileyo nabesele bengengogxa bam nje kuphela kodwa belu- Sapho lwam eOverstrand. Into entle ke kodwa kukuba ndiza kube nditshata kwakamsinyane kwaye ndikujonge ngamehlo abomvu ukuqala isahluko esitsha nesichulumancisayo sobomi bam eKapa nabantwana nozakuba ngumyeni" utshilo uRuby Marais owayesakuba ngumNcedisi womLawuli we-LED uSoli Madikane kumsitho wokuthi ndlelantle obuseWhitehouse ngoLwesihlanu, 24 Matshi.

Uyavuthwa umdlalo webowls! Ukususela ngomhla wama-30 Janyuwari de kwaba ngowe-3 Februwari uTheo Loubser, uMorné Potgieter, uJohan Potgieter, uRita Neethling noFrancois Pretorius bangenele ukhuphiswano lwaminyaka le lwebowls lwabantu abangoosomashishini eHermanus. Ngethuba lale midlalo yasebusuku abadlali abanamava nabatsha abangazange badlale konke badlala kumaqela abo. abadlali abanyanzelekanga ukuba badlale benxibe impahla yabo yokudlala lo mdlalo bangazinxibela nje izihlangu abo ezingazi konakalisa ibala eli lokudlalela. UTheo uthi yindlela emnandi yokupholisa intloko kwaye abantu bayayothuka indlela umntu afumana ngayo umthambo womzimba. "Kumnandi kananjalo ukuncokola ngeli xesha umdlalo uqhubayo." waleke watsho. Iqela likaMasipala waseOverstrand liphume kwindawo yesine kumaqela angama-42. "Ngxatsho ke!" – Umhleli

PHAWULA UMAHLUKO

ICandelo leziMali eHermanus liluhlaza: (ekuNxele – eKunene) uCarmen Nel, uDaneline Siegelaar, uRozella Fisher noAngelo Ford. Bevathe ezibhlowu, ngabeeNkonzo zoBunjineli:(ekuNxele – eKunene) uMiliswa Mantyi, uDennis Hendricks, uCecile Faro noElton Boshoff. Amathunzi aseKwindla ashushubeza i-Ofisi ye-LED: (ekuNxele – eKunene) umLawuli uSoli Madikane neBambela-mNcedisi uZoliswa Poyo.

Njengenxalenye yenkqubo yokuhlaziya ubume emsebenzini amagosa ezendlela, abasebenzisi bezomthetho nabezemililo sele bonyuselwe. Amathuba amatsha okuqeshwa aza kudalwa kwixa elizayo.

UNeville Michaels, umphathi wezokhuselo unqwenelela abasebenzi bakhe ikamva elihle ngokunyuselwa kwabo woleka wathi kucacile ukuba ukusebenza ngokuzimisela, ukuzinikela, ukuziphatha kakuhle nokuzincama kuya vuzwa.

Efotweni nguXen Titus (iNtsumpa ephezulu: Ukusebenza kukaMasipala), uAndré Skots (Ummeli wabalawuli: Iziko lokuhlolwa kwezithuthi) noPatrick Africa (uSekela-Ntloko: Ukusebenza kwezithuthi, uLawulo, iLojistikhi & imidliwo. Ekhohlo kumi uRudi Fraser (INtloko: Izithuthi , Ukusebenza komthetho & iqela elilodwa) abanikezele amanqanaba.

Iyabulela kwiQela loQuquzelelo oluKhethekileyo uPhilip de Gruchy (ekuNxele) noNigel Floors (R) weCandelo lezaBasebenzi ngokuthi basindise ugxa wabo ophithizelayo, uCharmaine Resandt - okwaziwa njengomHleli

Amanenekazi olawulo lwase Gansbaai baye babamba isidlo sasekuseni ngomhla we 14 ka Febhuwari.

Angelo Ford (weCandelo leziMali eHermanus) ubonwe kumDyarho weBhayisekile eKapa oyi-Cape Cycle Tour ngoMatshi ngaphambi kokuba isivunguvungu somoya sinyanzelisa ukuba umiswe lomdyarho.
"Sakuba nethamsanqa kunyaka ozayo, Angelo." – umHleli