



Uitgawe/Issue 4

NOVEMBER | DECEMBER 2016 | JANUARY 2017

Read all about it: from updates on preparations for the 2016 Better Together Games, to achievements of our own athletic stars; some snippets of a mega-haul of awards being raked in; as well as information to ensure your financial and physiological wellbeing; the ins-and-outs of using systems to ensure proper time keeping... you name it, this bumper edition of *Phambili* caters to everyone's taste.

The Better Together Games is an annual event which brings all Western Cape Government and municipal employees together to participate in a number of sports codes held at various venues in the Metro and outlying regions.

Overstrand athletes stoked for Better Together Games 2016

BETTER TOGETHER GAMES 2016
CAPE WINELANDS/OVERBERG

TEST YOUR BEST.
 All departments call on their sportsmen and women to be champions.

SUPPORT THE REST.
 Support your department and your Western Cape Government colleagues.

Date: 14 October 2016
Time: 08:30 for 09:00
Place: Boland Park Stadium, Worcester
Entries: No later than 16:00, 29 September 2016

So far, 138 Overstrand employees have registered to take part in this year's event that is set to take place on 14 October 2016 at the Boland Park Stadium in Worcester.

By the time registration closed on Thursday 29 September 2016, 31 staff members had signed up to compete in rugby, 51 for soccer, 18 for pool table, 11 for golf, 11 for netball and 7 for darts.

For most participants, the aim is to improve on last year's performance, where other than reaching a podium position in the 100 metre sprints, the rest of the teams failed to attain any notable placings.

Our teams are, therefore, training hard with a view to ultimately reclaim the rugby and cricket crowns won in 2013 and 2014, as well as the 100 sprint gold medals acquired in the same period.

The winners of each code will go on to participate in the Corporate Games which will be held in Cape Town in November this year.

We wish our athletes well and have every confidence in their ability.

Go Team Overstrand!

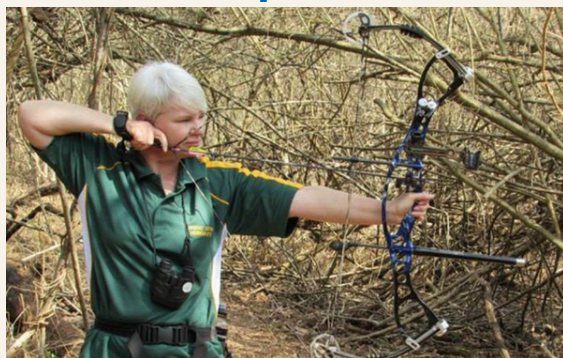
MATATIELE MUNICIPALITY COMES TO VISIT

Recently, Tsietsi Raleting (pictured middle) and his colleague Khoboso Lebenya (far right) from Matatiele Municipality - a local authority situated in the northern parts of the Eastern Cape in the vicinity of Kokstad - paid Overstrand a visit.

Riana Steenekamp (far left) of our Communications Department thoroughly enjoyed showing them the ropes and pointing them in the direction of their ICT cohorts here at Overstrand.



Athletic prowess *alive* and well at Overstrand



ARCHERY is a sport where one shoots at a target using a bow and arrow. Historically, the bow and arrow were used as hunting or combat tools. However, in modern times, archery is a highly competitive sport suitable for the entire family.

Should one consider practising this sport, there are two things to consider: Which style of archery you're interested in (e.g. indoor, field or 3D) and which bow will work best for you (e.g. recurve or compound).

In 3D archery, archers shoot at three-dimensional rubber or foam animal targets. These targets are placed at various distances from the shooting stake, which means archers must

shoot at ever-changing yardages over the course of a competition. Sometimes, the distances are marked but, often, archers have to judge the distances themselves.

What some of you might not know is that Marietjie Harmse, Senior Clerk: Town Planning, is a 3D archery champion per excellence. Crowned SA Champion for three years running, Marietjie also walked off with the laurels at the World Championship in the same year.

Subsequently, Marietjie competed in 12 competitions during the course of 2015 and won eleven gold medals and one silver as a member of the Protea team during the World Championships hosted in Hungary.

Clearly, the saying "the apple doesn't fall far from the tree" holds true in Marietjie's case, given that both her sons took gold and silver respectively during the 2013 World Championships.

It's actually these two who inspired their mother to join the sport about seven years ago after she tired of simply cheering them on from the sidelines. With her competitive spirit sparked, Marietjie wasted no time pitching her talent against the best of the best. At that stage, though, she hardly anticipated the success that lay ahead.

Marietjie and her husband moved from Tzaneen, Limpopo, to Kleinmond earlier this year, leaving behind their two sons (aged 20 and 23 respectively) to complete their studies.

Even though archery is sometimes referred to as the "boepenssport", Marietjie says it is not to be underestimated. "Archery is an intense mental game," she says. According to Marietjie, the most important part of becoming an archer is acquiring the correct equipment. Bows are tuned to fit one's unique body composition and can, therefore, be rather expensive.

Thus, should you wish to participate in this sport, she recommends joining a club in your area. Locally, archery clubs can be found in Gansbaai, Stormsvlei and the Strand.

Her next goal is to compete in the 2018 World Championships. And, who knows, maybe she'll add yet another gold medal to Overstrand's gallery of achievers.

Marietjie concluded with some words of inspiration to those who want to pursue this unique sport: "Just do it and never think that you are not good enough. Archery is such a fun sport and the entire family can join in."

Marietjie, we welcome you to Overstrand Municipality and wish you the best of luck for the 2018 World Championships.

- by Anandi Rust

MEET OUR SA POOL CHAMP

Did you know that JOHAN VENTER, one of Fleet Management's mechanics, is a SA pool player? Johan started playing pool at the age of 16 and competed for the first time three years later. For the past 10 years, he's been competing actively and, given that he ranks amongst the Western Province Country Region's top-ten seniors, his place on the team competing for the SA Annals is virtually assured.

At the SA's held in May this year, Johan took slot number 140 out of thousands of contestants. Johan plays pool every day and regards his family as his greatest supporters. He is eager to secure the winning spot for his team at the SA's in 2017, but professes that he will retire from competing after that event. Seems like there's more to grease monkeys than merely keeping engines and radiators ticking over nicely, wouldn't you say?

- by Anandi Rust



Staff true to Overstrand values on *Casual Day*

Departments within the municipality challenged one another to help raise much-needed funds in support of this year's Casual Day beneficiary, the Overstrand Association for Persons with Disabilities (OAPD).

With the generous donation of non-perishable foods from the Revenue Department, as well as the 770 Casual-day stickers sold and an additional R1 364 raised from selling boerierolls courtesy of a donation from Pick 'n Pay Hermanus, we were able to hand over R9 064 to this worthy organisation.

Staff however expressed their dissatisfaction at the way things had transpired this year and the following comments were noted in terms of planning for the 2017 event:

- Casual Day is one of the rare occasions where all staff members have the opportunity to enjoy team-building and camaraderie outside their directorates.
- Do a parade between 08:00 - 09:30 through the main roads of the various towns by closing the street and collect toiletries from businesses. Participants in the parade must dress up and also buy a sticker.
- The Casual-day beneficiary, Mayor and Councillors must also take part in this parade and in doing so, raise awareness of opportunities for full inclusion of persons with disabilities into the community.
- The parade will then collect toiletries (like the Santa Shoebox concept but just for toiletries) from participating businesses that will be distributed among old-age and other homes.
- A fixed target must be set in order to approach businesses and individuals with 'nice-to-have' and 'need-to-have' lists.
- Businesses must be canvassed and made aware of this campaign as early as April.
- If marketed correctly, this can really put Overstrand on the map as a serious CSI player.

Regardless of the negative feedback, we would like to thank everyone who bought a sticker, or whatever other contributions were made, for their support of this project - let's keep on making a difference in the lives of the disabled people in our area and assist them in whichever way we can with their special needs and in realising their dreams.



Pictured at the handover to OAPD are the Revenue Department within the Directorate Finance: Germaine Gillion, Rozella Fisher, Sonja Africa, Byron May, Angelo Ford, Lu Mafuya, Rosina Clean (OAPD), Anthea Etalla, Romeo Stevens and Leslie Figaji



We belong



We care



We serve

...and still the caring continues

In solidarity with cancer sufferers - especially children suffering from leukaemia - employees manning Overstrand's revenue department went all out to show their support for the Sunflower Fund (pictured left).

According to Rozella Fisher, the South African Bone Marrow Registry (SABMR) is in desperate need of donors from all ethnic groups. Without

financial support, the work of the SABMR would come to a complete halt and bone marrow transplants would no longer be a treatment option in South Africa. To learn more about the Sunflower Fund, a non-profit organisation dedicated to creating awareness about and facilitating bone marrow transplants, visit <http://www.sunflowerfund.org.za>.



Breast is best... take the test

Breast Cancer Awareness Month is observed in October every year. According to the South African National Cancer Registry, one in 29 women in South Africa will be diagnosed with breast cancer.

Breast cancer, like other types of cancers, is treatable when detected early. It is important for you to examine your breasts regularly and to go for medical check-ups.

Symptoms of Breast Cancer

The most common sign of breast cancer is a new lump or mass. A lump that is painless, hard and has uneven edges is more likely to be cancer. But some cancers are tender, soft and rounded. It's important to have anything out of the ordinary checked by a doctor.

Other signs of breast cancer include the following:

- * Swelling of all or part of the breast
- * Skin irritation or dimpling
- * Breast pain
- * Nipple pain or the nipple turning inward
- * Redness, scaliness or thickening of the nipple or breast skin
- * A nipple discharge other than breast milk
- * A lump in the underarm area

The Western Cape Provincial Department of Health has embarked on a Women's Health

Campaign targeted at women across the Western Cape, who will now be able to access any public health clinic in the province for cervical cancer and breast cancer screening, family planning assistance, antenatal care, contraceptive choices and chronic disease management.

In an effort to bolster this campaign, the department has also extended the operating hours of certain facilities to accommodate working women.

During the extended hours, patients can access the following services:

Adult curative, promotive and preventative care

Antenatal care and family planning

Screening for cervical cancer

Communicable diseases

Should you need to go for a medical check-up, you can visit the Western Cape Provincial Department of Health facility nearest to you.

The extended hours will continue even after this initiative has run its course.



Western Cape
Government
Health

BETTER TOGETHER.

Differently abled... not unable



André Felix

South Africa commemorates National Disability Rights Awareness Month annually between 3 November and 3 December. Instituted as the International Day of Persons with Disabilities, 3 December is also commemorated as National Disability Rights Awareness Day.

In keeping with its values, namely to belong, to care and to serve, Overstrand Municipality has steadfastly provided employment opportunities for people with disabilities over the years.

André Felix, a 34-year-old office assistant reporting to Paul de Villiers of the Parks Department in Gansbaai, was paralysed following a rugby injury in 2009.

André underwent intensive therapy to try and recover from the C4 motor and sensory incomplete tetraplegia diagnosis he received at the time. Against all expectations, and through tremendous effort, André eventually recovered to the extent where he is no longer dependent on a wheelchair or any other walking aids.

His catastrophic injury did, unfortunately, prevent him from returning to the Water and Sewerage Department as a Small Plant Operator. In a 2010 and subsequent 2015 work assessment by an Occupational Therapist, a recommendation was made that he receive further computer training that would equip him to do administrative work. Not one to rest on his laurels, André is also in the process of doing his matric through the municipality and will look towards further studies once that goal has been accomplished.

"After thinking that my life had come to an end, it is wonderful to go to work each day knowing that I can make a meaningful contribution and am able to support my wife and kids. For that, I will always be grateful to the municipality," said André.

It goes without saying that André's rugby playing days are a thing of the past. Rather, he has taken to watching the much-loved sport from the comfort of his living room and remains actively involved by serving on the management body of local rugby club, the Black Leaves.

Are your finances keeping you up at night?



Financial health is important...

How many of us suffer from sleep deprivation, headaches or high blood pressure just because our finances are a mess and our debt is out of control? Let's face it: Debt is a reality and a necessary evil if we wish to survive. But do we know how to manage our finances and debt efficiently?

I'm sure most of you attended the Financial Wellbeing Workshop initiated by HR in August. The aim of this workshop was to educate employees on how to manage and plan their personal finances.



Let's recap the main topics that were discussed:

- **BUDGET** - Do you currently manage a personal finance budget that you adhere to and does it balance?
- **BANK CHARGES** - Are you aware of exactly how much you are paying towards bank charges?
- **DEBT** - Do you have outstanding debt and do you know how to deal with this debt?
- **SAVINGS & INVESTMENTS** - Do you plan for savings and investments?

Attending to the above can be quite overwhelming, but we need to start somewhere to secure a better financial future for ourselves. You can start by implementing a monthly budget planner. This will help you manage your income and expenditure, settle your debts and start saving.

Also, be sure to set short-, medium- and long-term financial goals for yourself and don't be ashamed to ask for help.

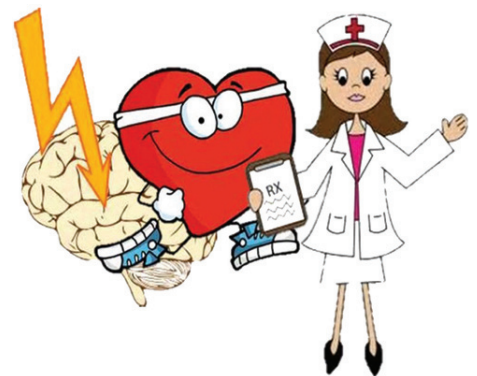
Your financial future is in your hands!
FAILING TO PLAN = PLANNING TO FAIL

...Wellness of a different kind

DON'T MISS OUT ON THIS OPPORTUNITY TO HAVE YOUR VITALS CHECKED

This year, Overstrand Municipality's Wellness Days will be held from 12-14 October as follows:

- **Wednesday 12 October 2016**
Kleinmond Town Hall from 08:30 - 13:30
- **Thursday 13 October 2016**
Hermanus Municipal Banquet Hall and Auditorium from 08:30 - 15:00
- **Friday 14 October 2016**
Gansbaai Municipal Council Chambers and Committee Room from 08:30 - 13:30



Only 366 workers on Overstrand's staff complement of more than a thousand are members of a medical aid. This year, Bonitas will be the only medical aid in attendance and tests reserved exclusively for their members will be carried out in Hermanus.

Registered nurses will test the other medical aid members and non-members in the three towns at the above mentioned dates and times.

Attendees can have the likes of their blood pressure, blood sugar, cholesterol, weight and waist circumference checked and will also be given

advice on their health as and when required.

Sister Mouton will liaise with the respective departments to ensure managers and those in charge of operational teams send their workers in groups at staggered intervals to avoid any substantial impact on the municipality's operations.

Evidently, Wellness Days are proving to be increasingly popular with staff: Last year, a total of 269 staff members (Kleinmond 104, Gansbaai 81, Hermanus 157) made use of this service (up from the 229 people recorded in 2014).

OVERSTRAND SPOG MET ses gesertifiseerde skippers

Danksy 'n gulhartige bydrae deur Walkerbaai se skiboortklub, gaan ses van Overstrand se brandweermanne en wetstoepassers voortaan met groter vertroue 'n boot kan hanteer.

Dié ses het onlangs, ná intensiewe opleiding en uitmergelende praktiese oefeninge, ook hul teoretiese eksamen ter verwerwing van 'n skipperslisensie, geakkrediteer deur die Suid-Afrikaanse Maritieme Veiligheidsowerheid (SAMSA), suksesvol afgelê.

Gesoute skipper en lid van die skiboortklub, Tjaart Olivier, het die manne touwys gemaak en voorsien dat hulle nou gerat is om onwettige visseraktiwiteite langs Overstrand se vele strandmere hok te slaan sowel as om, tot 'n mate, hulp aan die Nasionale Seereddingsinstituut te verleen wanneer die geleentheid hom ook al voordoen.

"Aangesien dit ons missie is om volhoubare en veilige boothengel te bevorder, maak dit sin dat die skiboortklub tyd en geld belê in die beveiliging van Overstrand se viswaters.

Dit was vir ons 'n eer en 'n plesier om saam met hierdie manne te werk, en ons wens hulle alles van die beste toe met die uitvoering van hulle belangrike beveiliging- en wetstoepassingstaak," het blootklubvoorsitter, Walter Mapham, ten tye van die oorhandiging van die manne se sertifikate gesê.



Angelo Aplon (heel links), Nigel van Wyk (agter), Ulrich Titus, Fronwin Marais en Phillip de Gruchy nadat hulle pas 'n skipperslisensie tot hul resums bygevoeg het. Soos dit maar met wetstoepassers gaan, moes die sesde kandidaat - Tohien Bazier - juis by dié geleentheid getuie in die hof lewer.

Raking up a slew of awards...



Proudly showing off their awards received at the Passing-out Parade for the Fire-fighter 1 qualification are Overstrand Fire-fighters (from left to right) Juandre Viviers (Best Practical Student), Fire-fighter Horn (not from Overstrand), Gcobisa Pilingane (Most Improved Student), Tyrol Mackenzie (Best Theoretical Student) and Shaun Mackay (Most Disciplined Student).

At a recent Passing-Out Parade held at the Stellenbosch Fire Station, four of the top five awards went to Overstrand fire-fighters. Of these Tyrol Mackenzie received the award for 'Best Theoretical Student', Juandre Viviers for 'Best Practical Student', Shaun Mackay for 'Most Disciplined Student', while Gcobisa Pilingane walked away with the award for 'Most Improved Student'.

The Fire-fighter 1 course is an accredited international qualification which the fire-fighters have to acquire in order to perform certain activities.

It comprises of three modules, i.e.

- **First Aid Level 3**
- **Hazmat awareness**
- **Practical and Theoretical component for Fire-fighter 1**

The Cape Winelands Training Academy where the course took place, only focussed on the third component in this instance.

The fire-fighters are now eagerly looking towards obtaining their Fire-fighter 2 qualification.

Juandre Viviers will furthermore receive the "Top South African Candidate in the IFE Level 3 Certificate Examination 2016" award which will be presented to him by the IFE South African branch president at a special awards ceremony on Wednesday, 2 November 2016.

In a career that spans more than three decades, Joe Schoeman has established a reputation as being an astute and capable professional fire-fighter.

Joe recently acquired a Level-4 safety certificate from UK-based Institute of Fire Engineers (IFE), the oldest and most prestigious of its kind.

Consequently, Joe is now entitled to enrol for a BSc in Fire Safety Engineering at the University of Lancashire to realise his life-long dream of specialising in either aviation or maritime safety.



Overstrand Fire Safety Officer, Joe Schoeman, proudly displays his coveted Level-4 Safety Certificate awarded by the UK-based Institute of Fire Engineers.

Kronos clocking in and PC devices

Sorting glitches with electronic T&A system: Overstrand Municipality is in the process of finalising the implementation of the electronic Time and Attendance (T&A) Clock-in System.

To date, we have rolled out devices to all major areas but are aware that we still have capacity concerns in certain areas. To address this, and as previously communicated, our service provider has put additional functionality at the disposal of employees in the affected areas, thereby allowing them to clock-in via their computers (PCs) at work.

This arrangement has enabled us to create economies of scale and to roll out more tablets to areas where we currently have too little or no capacity.

Accordingly, our service provider will now follow a plan whereby tablets will be relocated from areas where employees do have the capability to clock-in via their desktop computers to those areas where employees have no alternative as well as to those areas where there are currently too many employees to clock per tablet.

Device Issues and Leave: We are also aware that employees are still experiencing some challenges with regards to devices and the network (currently Vodacom) that is used to communicate data as well as to keep 'leave due' current on Payday.

We are working closely and actively with both Payday and our Kronos T&A provider to resolve the errors experienced with leave as soon as possible and will report back once this issue has been resolved.

In addition, we are looking at a communications solution via the Telkom network which we believe should resolve many of the connectivity issues we are currently experiencing through the Vodacom 3G network. Once this solution has been activated and implemented, we will gauge stability and response.



Manager Training: All managers have now been trained in managing their employees' attendance via Kronos. Provided all employees clock-in timeously, managing timesheets ought to be a breeze.

Reporting of Issues: Your patience during this initial trial period is appreciated, and please continue to report all errors as and when they are encountered.

As a reminder, though, please report all errors to the ICT helpdesk. Your call will then be routed to the appropriate department.

If it is an employee record error, Human Resources will step in to see that it is resolved.

All network-related errors will be handled by your ICT team.

Psst... guess who got the memo?!



Seeing is believing: Now what are the chances that three staff members will pitch up for work wearing outfits with the exact same colour coordination on the exact same day?

Well, if we knew the odds to that one, we'd all be Lotto winners, right?

In the Gansbaai office, though, those odds were significantly narrowed when staff members Madeleine Stoman, Edgar Nutt and Lindelwa Gcobo pitched up for work on Monday 19 September 2016 - all decked out in black and red without ever having conversed on the "dress code" for the day.

I'm definitely with Madelein who said, "Luckily, it wasn't a blue Monday!" - Ed

Have you heard / Het jy gehoor?



Kayno Lukas, leerling te Hoërskool Hermanus, en sy metgesel, Kayla Swartz het sy matriekafskeid gevier op 30 Sept. Kayno is die seun van Marquine en Samantha Lukas.



Winleigh Boshoff, dogter van Sarolyn Coert, by Brandweerdienste, het gebruik in turquoise by haar matriekafskeid op 29 Sept. Winleigh is 'n leerder by Grabouw Hoërskool.



Singing sensation, Lesbury Smith of the Hermanus Traffic Department became one of the Top 20 semi-finalists of the popular Sing for the King 2016 Gospel Competition. She hopes to go through to the finals as one of the Top 10 due to take place on Saturday, 5 November 2016.



We extend our congrats to Tammy and David Gonçalves who welcomed their gorgeous son Giovanni Alberto into their fold early in September this year. Enjoy the latest addition to your family, Tammy and David. May he continue to be a source of endless joy.



Meet the women behind our number one citizen: Executive Mayor Ald Rudolph Smith (centre) poses with his newly appointed PRO Samantha Carelse (left) and PA Doret Taljaard (right).

We at Phambili welcome your contributions and look forward to receiving any items of interest at email address cresandt@overstrand.gov.za. Or, drop the editorial team a line on 028-313-5045.