

## UDESMOND UPHUMELELE ISIDANGA SE-LLB

UDesmond Lakey, uMlawuli oyiNtloko: kweZomthetho wazise ukuba uziphumelele izifundo zakhe zomthetho eUNISA kwaye ezinye zezifundo zakhe uziphumelele emagqabini.

Impumelelo elolu hlobo ifikelelwa ngokusebenza nzima ubila usoma oku kungqinwe nguDesmond. Utshilo ukuba oku ebengenakuwenza ngaphandle kweenceba zoMdali nangenkxaso ngemali nguMasipala.

Kuye liwonga elikhulu ukuba abe uza kubuyisela kumasipala ulwazi olutsha alutya kuye kwakhona, utshilo uDesmond.

Kwinqaku lokuvuyisana noDesmond uSodolophu uNicolette Botha-Guthrie uthe ngokwentetho yezoshishino umntu uphumelelayo ngumntu othobekileyo. Impumelelo yakhe imkhumbuzo isicatshulwa esivela kuRabindranath Tagore, umntu wokuqala ongengowaseYurophu ukuphumelela iMbasa kaNobel yoNcwadi yena othi umntu aazi kulwela ulwandle ngokuma emanzini awajonge. Ngethemba loku-ba umzekelo kaDesmond uza kulandela ngamagosa amaninzi aziphucule kwimfundo.



delwa ngamagosa amaninzi aziphucule kwimfundo.

Ingomso lelabantu abakholelwayo kumaphupha abo, ubhale watsho uSodolophu!

## ISACI SENYANGA

Yenza kwabanye njengoko nawe unga bangenza njalo kuwe

## ABAQASHIWEYO NABANYUSELWEYO

ABAQASHWE NGOJANYUWARI 2013	
Mnu G le Roux	Igcisa: Kwezamanzi
Nks M Mzamo	Igosa lezendlela (Umfundi)
Mnu D J van Zyl	Umhloli wezakhiwo
Nks S M Jansen	Igosa lezendlela (Umfundi)
Mnu F Neethling	Unobhala umkhulu: kwilayisenisi & nobhaliso
Nks J Karelse	Umncedisi-jikelele: Umcoci
Nks L C Appel	Umncedisi-jikelele: Umcoci
Mnu J du Toit	Umncedisi-jikelele: Izitrato namanzi emvula
Mnu D D Meiring	Umncedisi-jikelele: Izitrato namanzi emvula
Mnu M Mayekiso	Umncedisi-jikelele: Ucoco-manzi
ABANYUSELWE NGOJANYUWARI 2013	
Mnu T B Oppelt	Unobhala kwezoxokelelwano (Systems)
Mnu C A Cornelius	Unobhala omkhulu: kwezamatyala
ABAQASHWE NGOFEBRUWARI 2013	
Nks J van Asperen	Senior Besigheidsontleder
Mnu C D Jansen van Nieuwenhuizen	Unobhala omkhulu: kwezemihlaba
Mnu N Nketu	Umncedisi-jikelele
Nks N S Hartog	Umncedisi-jikelele: lipaki
Nks J S Frank	Umpengululizincwadi kamasipala
Mnu A Geldenhuys	IForamani: Ugutyulo
ABANYUSELWE NGOFEBRUWARI 2013	
Mnu F Barry	Umthengi
ABAQASHWE NGOMATSHI 2013	
Nks Me C E Armstrong	Umncedisi-jikelele: Inkunkuma
Mnu R J Johnson	Umncedisi-jikelele: Izitrato namanzi emvula
Mnu S N Makhendiana	Umncedisi-jikelele: Izitrato namanzi emvula
Mnu B R Fick	Umncedisi-jikelele: lipaki

# Phambili!

Vorentoe/Forward



Indaba 1/2013

Janyuwari / Febhuwari 2013

### EDITOR'S NOTE

## YIBA NEMVELISO

Iinyanga zokuqala zonyaka zezona zibalulekileyo. Lithuba lokwenza ezo zinto uzinwenelayo ebomini – ezo zigqibo ubuzithathe ngosuku loNyaka oMtsha. Oku kuthetha ukuba ukuba ungomnye waba bantu bazikhathaleleyo izigqibo abazenzileyo.

Ukwenza amalungiselelo angawo nokusebenza kakhulu zezona zinto zibalulekileyo ukuze umntu aphumelele. Kuyo yonke into oyenzayo suka kuqala ube nemveliso. E-ofisini oku kuthetha ukuba akuzi kulinda de uxelelwe ukuba yenza ntoni kwaye akuzi kuchitha ixesha uthe- tha unobengenani.

Kubo bonke oogxa bethu abaphumelele imatrikhi kunyaka wama-2012, "Ngaxatsha ke!" Ndingomnye wabazali abanebhongo kwaye njengabaninzi benudinebhongo ngempumelelo yonyana wam. Kundithathe iminyaka elishumi elinesibhozo ndingumzali neminyaka elishumi elinesibini ndithetha neetshala kodwa ngoku sikwisigaba sokubathumela kumakhondo abo abantwana bethu. Kum oku kuthetha eminye iminyaka emine yokufunda kodwa ayinakuze iphinde ifane nematrikhi.

Ubomi zizinto esizikhethela zona. Lumkela ukungabujongi kakuhle ubomi wenze izinto ezingakhiyo. Izigqibo zakho ezigwenxa ziza kukubamba ekubambeni kwethuba nto leyo enokwenza ukuba nasemva kweminyaka engamashumi amathathu ungazi apho konakala khona!

Izigqibo ezihle ngokunokwam zivuzwa kakuhle. Yigcine intetho ethi yenza kwabanye oko unqwenela ukuba kungenziwa nakuwe.

Umzekelo omhle kukuvuyela umhla we-14 Februwari njengoSuku lwaBathandanayo. Ngoobani ezona zityebi: ngabo benza konke abanokukwenza bebonisa abo babathandayo ukuba babathanda kangakanani na. Yinto ezenzeke- layo edaliweyo kodwa indlela esinqwene- la ngayo ukuba oku kungenzeka nalapha emsebenzini. Jonga imifanekiso apha ngaphakathi ubone indlela esilubhiyozele ngayo uSuku lwaBathandanayo kwii-ofisi ngee-ofisi. Ndiyathemba ukuba ngoSuku lwaBathandanayo unento oyenzileyo eyodwa okanye ufumene into ekwenze waziva uxabisekile!

Hlala ucinga ngendlela eyakhayo uza kuphumelela!

Kude kube lilixa elizayo!!!!!!!

NOLUTHANDO ZWENI  
UMHLELI



## UTHANDO LOLUNTU

Ugxa wethu uCraig Niemand, waseStanford usibonisele ukuba uyaluthanda uluntu lwakhe ngokuthi anikezele ngesipho sebhodi eneentolo zeentsiba (ii-darts) kwiForum i-lthemba yabakhubazekileyo. Eli qela lidibana qho iiyure ezimbini ngeveki kwaye lizithanda kakhulu iintolo zeentsiba (ii-darts). Ngoku uninzi lwabo lungadlala ngexesha elinye kwaye bangalungiselela ukhuphiswano loMbutho weZitulo zabakhubazekileyo weOverberg.

## ZIZIHLANDLO EZI-6 ZENGXELO ENGENAGXEKE YOMPHICOTHI-ZINCWADI SIPHEPHA AMAKHWINIBA

Kuyazeka kuyo yonke indawo ukuba uMasipala iOverstrand ufumene iingxelo zophicotho-zincwadi ezingenagxeke izihlandlo ezithandathu iminyaka ilandelelana kwingxelo yezemali. Oku kutshiwo nguCebekhulu uPieter Scholtz, iBambela Sodolophu kwintlanganiso eyodwa yeBhunga yomhla wama-23 kuJanyuwari 2013, ngexesha ebesandlala iNgxelo yoNyaka esaYilwayo yowama-2011/2012 yoMasipala iOverstrand.

Njengoko oku kuyimpumelelo encomekayo kuba ngoomasi-pala boMzantsi Afrika namaqumrhu abo abangali-156 kwabangama-343 (45%) abathe bafumana ingxelo yophicotho-mali engenagxeke kwingxelo yezezimali yowama-2011/2012. Sisa-zama ukufumana ingxelo yophicotho zincwadi engenachaphaza njengoko inomasipala abali-13 (13%0 kuphela abaphumeleleyo. Kwabo baseleyo, abali-18% bafumene uphicotho-zincwadi olunegxeke, i-19% kubo lifumene iingxelo ezingamkelekanga, i-13% lohluleka ukungenisa iingxelo zezimali ngexesha lophicotho-zincwadi.

Iingxelo yophicotho-mali engenachaphaza apho iingxelo zezimali zingenako ukusetyenziswa kwezimali okungenangxelo, ingxelo yokusebenza yonyaka engenamakhwiniba, ukungabikho kwamakhwiniba ekulandelweni kwemithetho nemigaqo yosetyenziso lwemali okanye ukuthengwa kwempahla.

Injongo yophicotho-mali kukuninisekisa amaqabane entsebenziswano ukuba iingxelo zezimali zoomasipala azinamakhwiniba aya kuthi achaphazele abo basebenzisa iingxelo zezezimali, ukuqinisekisa ikuba okubhalwe kwingxelo yokusebenza yonyaka kuyasebenziseka kwaye kukuko futhi akukho kungahambi ngokwemithetho nemimiselo okuchaziweyo. Ukuqhwalala kolawulo lwangaphakathi olwenza kube nzima ukufumana ingxelo yophicotho-mali engenagxeke kuyaqwalasela kuze kulungiswe. Uphicotho lwemisembenzi lungenziwa ukuqinisekisa ukuba izixhobo zokusebenza zithengiwe ngokwemeko yooqoqosho kwaye zisetyenziswa ngokukuko nangokufanelekileyo. Ngokwengxelo yezezimali yoMasipala waseOverstrand eyenzi-

we ngomhla wama-30 kuJuni 2012 uMphicothi ziNcwadi-Jikelele uphawule le miba ilandelayo enganikanga ingxelo enegxeke:

- Ukunganonelelwa kwamanzi okwenzeka ngenxa yemibhobho yamanzi engabaliyo, izibonelelo zokusebenza neenkqubo zonxibelelwano kwimibhobho eziphelelwe limesha;
- Iingxelo zezezimali ezingeniselwe uphicotho-mali azilungiswanga ngokufanelekileyo ngokubhekiselele kwiCandelo 122 loMthetho iMFMA, kodwa emva kokuqatshelwa koko kulungisiwe ngabaphicothi-zimali;
- Inkqubo yangaphakathi esebenzayo yolawulo lweempahla zexabiso zikamasipala ibingasebenzi ngokukuko njen-goko bekufanele ukuba kunjalo kwiCandelo63(2)(c) lo-Mthetho iMFMA. Nangona isicwangciso sokusebenza si-phuhlisiwe ngumasipala ngenjongo zokukhawulelana nalo mba, bekungenzekanga ngokwaneleyo ukukhawulelana neengxaki ebeziyimiqobo kwiminyaka edlulileyo kukho nezinye iingxaki eziphindiweyo zenziwa ezibhekiselele kulawulo lweempahla zikamasipala nokubamba imithetho nemimiselo ebekiweyo.
- Iinkqubo zohlolo lwangaphakathi bezingomelelanga ukuqinisekisa iingxelo zezezimali ezizizo.

Uphicotho-mali olungenachaphaza lungenzeka ukuba imiba echazwe ngabaphicothi-zincwadi bangaphandle nabangaphakathi lungafumana ingqalelo yamaxesha onke kubalawuli.

Ngoko ke, kubalulekile ukuqaphela ukuba uMlawuli woMasipala uMnu Coenie Groenewald ubize intlanganiso ngomhla we-19 kuMatshi yabo bonke abalawuli, ooManejala abaKhulu noo-Manejala ukuba kuxoxwe iimigaqo neenkqubo ezinokusebenza zikaMasipala ukuze kulungiselelwe kwangexesha iiNgxelo zezeziMali zoNyaka, iNgxelo yokuSebenza neNgxelo yoNyaka-mali yoNyaka-mali yowama-2012/13.

Ugxininisele ukuba le ntlanganiso ibaluleke kakhulu kwimiza-mo yethu yokufumana uphicotho-zincwadi olungenachaphaza nokuphakamisa ulawulo lweofisi olungenachaphaza.

## USUKU LWABANDANAYO NGENDLELA YE OVERSTRAND



Umhla we 14 ku Febhuwari ngumhla wabantu abathandanayo esithi ngelamakhumsha (Valentine's day). Olu lusuku lokubonisa abosibathandayo indlela ababalukeye ngayo kuthi. Ukunika umntu into iphuma entliziyweni ungajonganga mbuyekezo kwanokuthi ndiyakuthanda utsho unyanisekile. Abanye ke baye ngolusuku babathumele intyatyambo abo babathandayo nezipho zothando ukubonakalisa inkathalo ngabo nothando abanalo kubo. Aba-sebenzi bakamasipala eziofisini nabo ke baye bazivisa kamnandi kuzozone ingingqi zikama-sipala ngolusuku lwezithandani.





## UNOGADA WENDAWO YOKUPAKA IIMOTO UBE LUNCEDO

Kwiintsuku ezimbalwa ezidlulileyo ukuqaphela izinto kukanogada ojonga iimoto kwindawo yokupaka iimoto eHermanus kuhlangule uJacques Buys, umsebenzi wa-sebharini owothuke waphantsa ukufa xa ecinga ukuba imoto yakhe iphantse yaduka ekhona.

Kuqala uJacques ucinge ukuba oogxa bakhe basem-sebenzini bayamdla isa xa bebembuza ukuba unentombi entsha athandana nayo na, kuba babone gqiyazana lithile lihamba ngemoto yakhe. Ubabonisile ukuba izitshixo zemoto yakhe zisesepokothweni yakhe, kodwa uthe akuphuma phandle wafumanisa ukuba imkile iFord Laser.

Yonke le nto idale unxunguphalo. Kufike amapolisa, uJacques noogxa bakhe basemsebenzini bengungelene kwindawo leyo ibipake imoto ukuzama ukufumana umkhondo.

Unogada osebenza kwindawo yokupaka iimoto uIngrid Segkemetsi uyibonile le ngxwabangxwaba wasondela kubo. Ngethamsanqa, ukuhlala eziqaphele izinto kube luncedo ekusombululeni le ntsumantsumane.

“Kusasa ngale mini ndibone inenekazi limisa imoto yalo apha, uhlobo olufanayo nolo lukaJacques kodwa lona lwahluke ngombala. Ethubeni elide ndibone kufika elinye inenekazi kule ndawo yokupaka iimoto, libhekabhekile laya ngqo kwimoto kaJacques eyiFord Laser, layivu-

la laqhuba lemka.

“Inenekazi lesibini ndidla ngokulibona apha, liyazana neli lokuqala futhi ndinalo nofifi lwendawo elisebenza kuyo.

“Ngenxa yolu lwazi amapolisa ahambe aya kweli nenekazi lokuqala, lona lingqinile ukuba lilinikile inenekazi lesibini isitshixo salo ukuba lithathe imoto yalo liyise ekhaya ukuze iindawo zokupaka iimoto zivuleleke kubantu abaziindwendwe.

“Inenekazi lesibini litsalelwe ukuba libuyise imoto ka-Jacques ngokukhawuleza, ube edanile futhi eneentloni ngempazamo ayenzileyo. Ngethamsanqa akubangakho mntu umangalele ukulahlekelwa yimoto yakhe. Wonke umntu umke apho enovuyo futhi esebenzisa isithuthi esisesakhe,” uIngrid uxelele uPhambili eyihleka.

Ngokomlawuli wakhe uMnu Paul Pfister, le meko ibonisa ukuba la magosa awabekelwanga ukuqokelela imali eluntwini kuphela. “Sigala usuku ngokubamba iintlanganiso phambi kokuba amagosa okupaka iimoto aqale umsebenzi wosuku. Ndibaxelela yonke imihla ukuba banoxanduva lokuba liliso loluntu. Bayinxalenye yoMasipala banenxaxheba ekufanele bayenze kulawulo olululo. Ndiyazingca ngoIngrid obengumzekelo omhle kwabanye oogxa bakhe nophucule indlela ababonwa



Jacques Buys and Ingrid Segkametsi

ngayo oonogada bepaki noMasipala luluntu!”

### OONOGADA BEZITHUTHI ABASEBENZE KAKUHLE

Kuqatshelwe oonogada bezithuthi abangabona basebenze kakuhle kwiinyanga ezintathu ukusuka ku-Septemba ukuya kuNovemba 2012 kumsitho obungoLwesihlanu, 11 Janyuwari 2013. Ukusuka ekhohlo nguPaul Pfister, uMlawuli weProjekthi, uRichard van Heerden (owesibini), uSakhiwo Sineyi (owesithathu), uNeville Michaels, uMphathi woKhuselo loLuntu, uBongani Mvumbi (owesine), uRudi Fraser, iNtloko yeZithuthi noNtombomzi Sylvia Nkwenkwezi, onguyena wenze kakuhle kubo bonke.



## AMANQAKU OKHUSELEKO LWE-OFISI YAKHO ASUKA

### KUMLAWULI: IINKONZO ZOKHUSELEKO

<b>1</b>	Tshixa zonke iingcango neefestile xa kungekho mntu e-ofisini (emva kwexesha lomsebenzi njl njl.)	<b>11</b>	Yonke impahla enokuthathwa mayinonjolwe ukwenzela ukuba ibonwe xa ilahlekile
<b>2</b>	Faka amalaphu efestile; faka i-blinds okanye ufake into eyenza umntu angayiboni into engaphakathi xa ekrobe ngefestile.	<b>12</b>	Yonke into ebiweyo okanye elahlekileyo mayixelwe ngoko nangoko.
<b>3</b>	Xa iizibane zingasetyenziswa zicime. Qinisekisa ukuba akukho mntu ushiyeke ngaphakathi e-ofisini.	<b>13</b>	Ukuba umsebenzi ugxothiwe iGosa eliYintloko loKhuseleko malaziswe ukwenzela ukuzicima ngoko nangoko iindlela zakhe zokungena.
<b>4</b>	Izinto ezifana nekhaltiyuleyitha nezinye izinto ezincinci mazihlale edroweni.	<b>14</b>	Ukuba umsebenzi ufuna ukusebenza emva kwexesha lomsebenzi sebenzisa indlela yokuphuma e-ofisini uhamba nomnye umsebenzi.
<b>5</b>	Zitshixele edroweni okanye ekhabhathini izinto zakho ezifana nengxowa yemali, izitshixo, iselula njl njl.	<b>15</b>	Iinombolo zexesha likaxakeka mazibhalwe kuzo zonke iifoni.
<b>6</b>	Makulawulwe ukungena koluntu ezi-ofisini ngexesha lomsebenzi. Umntu ongamazayo ombona ehamba hamba kwipaseji okanye ezi-ofisini mbuze ukuba ufuna ntoni na.	<b>16</b>	Qinisekisa ukuba iifayile ezinamahlebo zikhuselekile xa kuvalwa. Sebenzisa isefu okanye i-drowa etshixwayo.
<b>7</b>	 Iingcango zokhuseleko mazisoloko zivaliwe ngalo lonke ixesha.	<b>17</b>	Qinisekisa ukuba akukho msebenzi ungomnye uyaziyo ikhowudi yakho okanye ikhowudi yakho yefoni.
<b>8</b>	Lumkela ukubeka ifanitshala phambi kwesixhobo sokhuseleko okanye phambi kwekhamera.	<b>18</b>	Qinisekisa ukuba akukho zindawo ekunokuzinyelwa kuzo apha e-ofisini.
<b>9</b>	Musa ukuzibeka kufuphi nefestile izinto zexabiso.	<b>19</b>	Musa ukubeka izinto ezithintelayo phambi kwamasango okuphuma xa kukho ingxaki.
<b>10</b>	Izitshixo zee-ofisi, ezeseфу, ezeedesika nezezitora mazilawulwe ngerejista esayinwayo. Inani lezitshixo ezifumanekayo malicutliwe.	<b>20</b>	<b>Xa kukho ingxaki zola. Amehlo akho neendlebe mawathi qwa.</b>

# UVUYO NO SIZI

## ABANTWANA ABANENGQONDO BABASEBENZI



Abantwana babasebenzi abathathu baseKleinmond baphumelele imatrikhi ngowama-2012. Abo:

- ngunyana kaCharmaine Erasmus, uBen Lombard;

- ngunyana kaLoumaré Goosen, uSW ;
- nentombi kaNolita Afrika, uZiyanda Princess.

EHermanus unyana kaNoluthando Zweni uChuma umvuyisile umama wakhe.

## U-Mariechen noReggie batshatile

UMariechen Spandiel, owayesakuba ngumabhalana kwiSebe leZemali eKleinmond ohlala eKapa ngoku usishiye neballi lomtshato wakhe wephupha: Ndadibana nomyeni wam uReggie, ngowe-5 Novemba 2011. Wathi nje ukuba andibone ngoko nangoko wafuna ukudibana nam emva koko atshate nam. Andikhange ndiqhankqalaze! Satshatela eFernkloof ngowama-26 Janyuwari 2012, ngemini eyayintle yehlobo. Malunga ne-150 labantu lalizile emtshatweni wethu. Ndiyambulela uThixo ngokuzisa uReggie ebomini bam xa kanye ndasele ndincamile ngothando. Wandiqinisekisa ukuba asekho amadoda achubekileyo kweli hlabathi kwaye ndimele ukuba ndonwabe. Kwabo basajonge ukutshata ndibacebisa ukuba bakwenze oko kuphela besakuqiniseka ukuba bamfumene ngokwenene umlingane. Akukho nto igqitha ukuthanda, uthandwe ulwazise olo thando ehlabathini!



### AKUHLANGA LUNGEHLANGA

#### DEON BROWN

Kubengosizi olukhulu ukuva ngoku-sweleka ngesiquphe kukagxa wethu uDeon Brown, obelelinye lamazwi obuweva xa unxibelelana neziko lethu lolawulo (Control Room). UDeon, obenempilo embi uye wenziwa uqhapho lwentliziyo ngomhla we-4 Februwari 2013, kwaza kwavela iingxaki wasweleka kwangaloo mini yoqhapho. UDeon ushiya ngasemva uma wakhe, umntakwabo uWally noonanya bakhe ababini uMario noCharl. Sibacelela imithandazo xa nithandaza.



#### DOLF HANSEN

Ugxa wethu uDolf Hansen, weeNkonzo zoShishino eHermanus, uswelekelwe yinkosikazi yakhe uLena ngomhla we-7 Februwari. Ixesha elide impilo yakhe ibimbi. Sicela ukuba nimthandazele uDolf nosapho lwakhe xa nithandaza.



### UHUGH-DANIEL UYAYENZA INTO YAKHE NGEKHAMERA

Ugxa wethu waseGansbaai uHugh-Daniel Grobler (umsebenzi wococo-manzi) unekhamera i-Tamron-lens yexabiso le-R10 000, elelinye lamabhaso asanda kuwafumana kukhuphiswano lweefoto. NgoJanyuwari uphumelele elinye ibhaso kulindixesha i-*Weg* nge-“Foto yoNyaka” yowama-2012 wafumana ibhaso lempahla yokutya yexabiso lama-R2,000 kwa-*Cape Union Mart*. Kulo nyaka uphelileyo uHugh-Daniel uphumelele amanye amabhaso amabini okufota angala: ukhuphiswano lwanyanga zonke i-*Camera Land* nokhuphiswano i-*Wild Fruit Juice*. UHugh-Daniel lilungu elisebenzayo leklabhu yabafoti baseGansbaai. Ngoku kuthanda kwakhe ukufota uthe engafumananga luqeqesho wakhula wangumfoti otshatsheleyo ofoto zakhe zithe gqolo ukuphuma kwi-*Gansbaai Courant* nakwi-*Die Burger*. Ukuba ufuna ukuzibona iifoto zakhe yiya kufacebook wakhe ku-*HD Photography*.

Hardus Botha, Gansbaai Courant



## UNOBUHLE OSAKHULAYO

USavannah Tait uvele ekuseni ngeCawe umhla we-6 Januwari 2013 eMedi-clinic eHermanus. Ngobunzima obu-3,785 kg nobude obungama-52 cm, uyise uLyle uyakholelwa ukuba ngumbonisi-mzimba osemncinci lo. Uthi unqwenela ukubulala bonke oogxa bakhe emsebenzini ngenkxaso neentsikelelo zabo. Inkosikazi yakhe iye yomelela ngethuba lokubeleka kwayo kwaye uza kuyizisa le nkosazana ukwenzela ukuba bayibone. Sibangwelelela konke okuhle ngalo mntu mtsha kusapho lwabo.