

Phambili!

Vorentoe/Forward



Uitgawe/Issue 3/2011

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EDITOR'S NOTE

A WARM WELCOME

Eerstens, baie geluk en baie welkom aan die raadslede wat op 18 Mei vir die Munisipaliteit Overstrand verkies is. Die mense het gepraat en die meerderheid het gesê hulle is tevrede met hoe ons gelei word.

Ons sien wel 'n groter vroulike teenwoordigheid in die Raad en dit gaan sekerlik 'n mate van verandering teweegbring. Ons glo dat Burgemeester Nicolette Botha-Guthrie 'n groot sukses van haar termyn gaan maak en sien uit daarna om met haar saam te werk.

Die raad is nou aansienlik groter – met 25 lede in totaal. Daar is ook meer wyke en daar sal dus groter druk op dienslewering wees. Maar ons is professioneel en sal ons gou by die nuwe eise aanpas. Of hoe?

Finally, after a lengthy wait, the outcome of the internal TASK evaluations has been announced. Many were pleasantly surprised, but some expectations were not met. In the next issue the TASK team will explain the principles and processes they have followed in getting to a result.

We acknowledge that it was not an easy job, having to check about 1080 job descriptions and paying attention to each one individually and I would like to take this opportunity to thank the team that produced the results for the tireless time spent. It is a job well done.

However, I hope those who are still not happy with outcomes have submitted your names for the review of your gradings.

It is always a pleasure to know that fellow colleagues appreciate the information they receive in Phambili. Often I am stopped by someone to tell me that they get updated on things that are happening around and in other areas via our staff newsletter.

An article that got people talking was Barbara Pearson's column in last month's issue about keeping ourselves healthy. Yes, it is important that we look after our health. To stay healthy one has to be disciplined, committed and follow a healthy diet.

As we approach winter most people are going to be slack in their eating routines and start eating junk food; be careful, you might struggle to get back to your shape. Rather surround yourselves with people who are health conscious.

**NOLUTHANDO
ZWENI**
REDAKTEUR/EDITOR



BIGGER, NEW COUNCIL RARING TO GO

FRONT: Cllr Makhaya Ponoane (ANC), Cllr Moira Opperman (DA), Chair of Protection Services, Cllr Rudolph Smith (DA), Chair of Community Services, Mr Werner Zybrands, Municipal Manager, Cllr Ben Solomon (DA), Chair of Finance and Economic Development, Cllr Nicolette Botha-Guthrie (DA), Executive Mayor, Alderman Pieter Scholtz (DA), Deputy Executive Mayor and Chair of Planning and Infrastructure, Ald Anton Coetsee (DA), Speaker, Cllr Philippus Appelgrein (DA), Chair of Management Services, and Vuyani Macotha (ANC). **BACK:** Cllrs Lisel Krige (DA), Abraham Prins (DA), Michelle Sapepa (ANC), Mercia Andrews (DA), Lianda Beyers-Cronje (DA), Marilyn Pie (ANC), Mpumelelo Sobantu (DA), Elzette Nell (DA), Phillipus May (ANC), Maxi Lerm (DA), Theodorah Ngintata (ANC), Maurencia Gillion (ANC), Mzameni Mshenxiswa (ANC), Nomfizeko Momoza (NICO)*, Dudley Coetsee (DA) and Caroline Mandindi (ANC). * At the start of the Inauguration Meeting notice was given that the National Independent Civic Organisation (NICO) tendered its representative's resignation to the IEC with immediate effect. The representative was not informed in time, therefore she was granted observer status at the meeting.

'N MUNISIPALITEIT VAN KARAKTER

Overstrand se besondere waardestelsel moet deur opleiding en spanboup projekte by ons almal – raadslede en personeel – ingeskerp word sodat ons vir die res van die land as voorbeeld van 'n munisipaliteit van integriteit en karakter kan dien.

Só het herverkose burgemeester Nicolette Botha-Guthrie in haar ampsaanvaardingsboodskap by die inhuuldiging van Overstrand se nuut verkose groter raad van 25 lede op Woensdag 1 Junie 2011 in Hermanus gesê.

Die geleentheid is onder meer deur mnr Anton Bredell, Wes-Kaapse Minister van Plaaslike Regering, mnr Theo Beylerveldt, parlamentslid en voormalige burgemeester, en mnr Mike Walters, lid van die Wes-Kaapse Wetgewer, bygewoon.

Burgemeester Botha-Guthrie het gesê die nuwe raad is geseënd om 'n kundige en hardwerkende administrasie tot sy beskikking te hê en het die Munisipale Bestuurder, mnr Werner Zybrands, en sy topbestuur verseker van die raad se toegewyde samewerking om Overstrand op die peil te hou waar hy is en selfs nog

verder op te lig.

Sy het bygevoeg dat die munisipale organisasiestruktuur voor oë gehou is met die aanstelling van die lede van die Burgemeesterskomitee en die portefeuljekomitees en dat 'n uitstekende bestuurspan daargestel is om die raad se doelwitte te bereik en die gemeenskappe te verseker dat die munisipaliteit 'n sentrum van uitnemende dienslewering is.

Raadsheer Pieter Scholtz, wat as onderburgemeester verkies is, sal die leiding in die portefeuljekomitee vir Infrastruktuur en Stadsbeplanning neem. Finansies en Ekonomiese Ontwikkeling word gelei deur Rdl Ben Solomon, Gemeenskapsdienste deur rdl Rudolph Smith, Beskermingsdienste deur rdl Moira Opperman en Bestuursdienste deur rdl Philippus Appelgrein.

Raadsheer Anton Coetsee is as Speaker herkies en is ook voorsitter van die Artikel 62 Appèlkomitee en die Artikel 79 Komitee insake Vrugtelose en Verkwiste Bestedings.

Raadsheer Scholtz lei die Disziplinêre

komitee en Raadslid Maurencia Gillion, die Oorsigkomitee, terwyl die afgevaardigdes na die Overberg Distriksmunisipaliteit rdl Dudley Coetsee (DA), Mpumelelo Sobantu (DA) en Michelle Sapepa (ANC) is.

Burgemeester Botha-Guthrie het gesê sy sien uit na 'n beter werksverhouding met die Overbergse Distriksmunisipaliteit, waar die Demokratiese Alliansie die bewind oorgeneem het, en glo dat daar voortaan beter koördinerende en konsultasie van die munisipaliteite aan die suidpunt van Afrika sal wees.

Die lewering van basiese dienste aan almal sal vir haar 'n prioriteit wees en sy het spesifiek na die voorsiening van voldoende water in Groter Hermanus verwys. Sy het ook bekostigbare behuising, ekonomiese ontwikkeling, die beskerming van die omgewing en argitektoniese erfenis, rampbestuur, handhawing van wet en orde, openbare deelname aan munisipale besluitneming en kommunikasie as belangrike sake uitgelig.

BUDGET AIMED AT IMPROVED SERVICE

With a combined budget of R942 million – R728 million for operational expenditure and R214 million for capital projects – Overstrand Municipality flexed its muscles to improve service delivery and quality of life for its residents during 2011/12.

With only three new posts approved, this means that more pressure will be placed on the staff component to increase productivity, which in turn will be a major challenge for managers to ensure that this happens.

The salary budget amounts to R189 million, which comprises 27 percent of the operational expenditure budget. An increase of 6.08% in employees' salaries and councillors' remuneration has been budgeted for, but since the inflation rate has dropped below the level provided for in the three-year wage agreement negotiated nationally, negotiations have been reopened and a change in these figures is still possible.

More or less the same can be said as far as councillors' remuneration is concerned, the latter being determined by the Minister of Cooperative Governance and Traditional Affairs.

The average increase on property rates for 2011/12 is set at 5 percent on residential and 8 percent on business properties. As in the past, exemptions and rebates will be applicable on residential properties to lessen the plight of the poor. There are also rebates applicable to guesthouses, B&Bs, businesses and agricultural properties to stimulate economic development.

With the exception of electricity consumption, tariff increases for water, sewerage, refuse collection and the basic electricity fee will be restricted to 8 percent. Electricity consumption costs will rise by 20,4 percent while the cost of Eskom to the municipality will increase by 26,7 percent. Some relief awaits the poor as an inclining block-tariff structure

was introduced as prescribed by NERSA.

The 2011/12 budget however, was not adopted unanimously by Council, as members from the ANC and the National People's Party recorded their opposition against it.

Mayor Nicolette Botha-Guthrie said in her budget speech that it was a challenge during the process to find the balance between affordability and the need to address the backlog in municipal infrastructure.

She said Overstrand is a major retirement region, and many of our area's residents are depending on pensions and the returns on their investments to make ends meet.

As a traditional holiday and retirement area, Overstrand Municipality's infrastructure was not developed to serve the demands of the much more densely populated area it is today. The backlog is estimated at R2,4 billion, and the municipality embarked on a 25-year upgrading programme which will require capital projects of between R100 and R200 million per year. Savings on operational expenditure are needed in order to provide more money from our own sources for infrastructure projects.

Despite the fact that the budget process was brought forward with a month because of the municipal elections, the Mayor said a thorough and comprehensive process was followed, especially to ensure that all the residents of this area's voices are heard – through the ward committees and with the public participation process after the draft budget was published for public comment.

"This final product presented here today is in my opinion fully accountable and hopefully transparent to all. We had the best interest of our ratepayers in mind and I believe we present to you a real people's budget," Cllr Botha-Guthrie said.

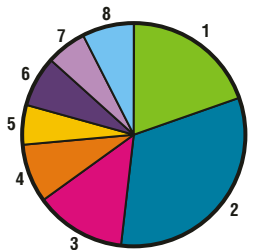
2011/12 OPERATIONAL BUDGET ANALYSED BY MAJOR EXPENDITURE TYPE IN RAND

EXPENDITURE BY TYPE	2010/11	2011/12	% INCREASE	% TOTAL
Salaries & Wages	184 831 700	196 737 483	6.1%	27.0%
General Expenses	308 581 675	304 045 522	-1.5%	41.7%
Bulk Electricity Purchases	103 276 380	129 763 420	20.4%	17.8%
Repairs & Maintenance	62 926 440	65 220 050	3.5%	9.0%
Capital Costs	22 645 440	32 665 170	30.7%	4.5%
TOTAL	682 261 653	728 431 645	6.3%	100%

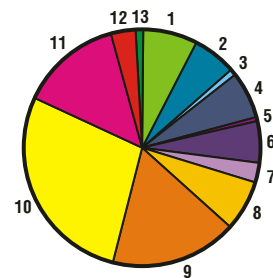
2011/12 REVENUE BUDGET ANALYSED BY MAJOR SOURCE OF REVENUE

SOURCES OF REVENUE IN RAND

1	Property rates	134 817 680
2	Electricity	223 307 350
3	Water	91 524 454
4	Sanitation	59 777 146
5	Refuse	40 389 000
6	Operational Grants	49 691 000
7	Capital Grants	41 271 000
8	Other Revenue	50 442 470
TOTAL		691 220 100



SUMMARY OF 2011/12 CAPITAL PROJECTS



CAPITAL PROJECTS (RAND VALUE)

1	Corporate	15 905 000
2	Property Services	13 060 000
3	Community Buildings	1 450 000
4	Sport & Recreation	14 186 778
5	Public Safety	790 000
6	Housing	12 250 000
7	LED	5 700 000
8	Roads	14 969 982
9	Electricity	37 505 000
10	Water	59 432 526
11	Sewerage	29 463 521
12	Storm Water	7 568 193
13	Waste Management	1 690 000
TOTAL		213 971 000

SCARY FACTS ABOUT UNDER-ASSURANCE ARE NOT A SALES PLOY

People often respond to research undertaken by the life assurance industry that shows how under-assured most South Africans are by saying that this is just another sales ploy by the industry and that the situation is not as dire as it is made out to be.

People's responses to under-assurance include these remarks:

- My retirement fund provides me with group assurance
- The chances of me dying prematurely or of being disabled are fairly slim, and I have more pressing issues on which to spend my money
- I checked about seven years ago, when my second child was born.

Very few people actually know how much life assurance they have or need.

Research has shown that it is not just the low income earners who are

hard hit with the loss of an earner due to death or disability but that consumers earning more than R16 700 per month will leave their families with the biggest financial shortfall when they die or become disabled.

This is based on averages, so some people will require more assurance and others less.

As a percentage, low-income people have the worst levels of assurance cover.

If you have any dependents – and these can include parents, as well as children or even grandchildren – you need life assurance. The only exception is if you are filthy rich.

You may not need much life assurance if you are single. In fact, research shows that because of the group life assurance attached to occupational retirement schemes, many single people

are over-assured against early death.

But you will need quite a bit of disability cover if you are young and single because a disability may well result in your having to support yourself for the rest of your life.

The only place to start to assess exactly how much life and disability assurance you need is by having a skilled financial adviser undertake an analysis of all your financial needs, from life assurance to retirement planning. This should not be a once-off event.

Every few years and every time there is a significant change in your life, whether it is the birth of a child or a major salary increase, you should check your life assurance requirements.

And you may even find that when you reach your fifties and do not have dependent children and have accumu-

lated more assets, you will be able to reduce your cover, enabling you to save more for your retirement.



LIEF & LEED • JOY & SORROW

ONTMOET
BABA LUANDI

Louis en Edna van Zyl se baba is op 11 Februarie 2011 gebore – haar naam is Luandi. Louis werk by Gansbaai Waterwerke en Edna by die Gansbaai-biblioteek.



CLASSIFIEDS

In the Overstrand family, we like to help each other, but then we must know what to do. This is the purpose of our Classifieds column. Let us know if you want to buy, sell, exchange or rent something. If space allows, we will advertise it for you in Phambili. Contact Noluthando Zweni at 8911 or on Groupwise.

FOR SALE: TOYOTA COROLLA - 2004 1400 i; 156 000 km; service history included; very good condition & extremely fuel efficient; R70 000

WANTED TO RENT: 2 bedroomed house/cottage, preferably with built-in cupboards, fully walled/fenced and secure, in Hermanus area. Please contact Glenda Saunders @ 084 255 8104 or on Ext 8156.



IN FOR THE LONG RUN

Four of our employees recently took part in the 2011 Wheels & Runners race of which the Overstrand Municipality was a sponsor. From left to right: Fanie Krige who did the 10km race, Barbara Pearson who completed the 21.1km and Ailene Theart and Lee-Ann Rauch who both took part in the 5km race.

PROUD
RUGBY MOMS

Belinda May: My son Conlin went on a rugby tour to Argentina. They departed 30 March from Cape Town and came back 11th April 2011. This has been a tremendous experience and opportunity for him and the rest of the team. I just want to thank all my colleagues and friends who contributed in various ways to make this tour possible. "mom I couldn't believe to see so many beautiful senioritas!" The team won most of the games.



Merle Solomons van Kleinmond se seun, Zinzan, het Boland-laerskole se A-span gehaal vir vanjaar se Craven-week wat vanaf 27 Junie tot 01 Julie 2011 by die Afrikaanse Hoër Seunskool in Pretoria gehou word. Volgens Laerskool Kleinmond se hoof maak Zinzan geskiedenis deurdat hy die eerste leerder van skool is 'n Craven-week-span haal. Zinzan speel binnesenter.

TESTING FOR HIV/AIDS IS IMPORTANT

Not the expected number of people turned up for the HIV/Aids testing that took place in the auditorium on Friday, 15 April 2011. The testing was targeted at all municipal employees from all the areas in Gansbaai, Stanford, Hermanus and Kleinmond.

There are about 1080 employees in the municipality, however only 50 came out for testing. This shows that people are still resistant to know their status.

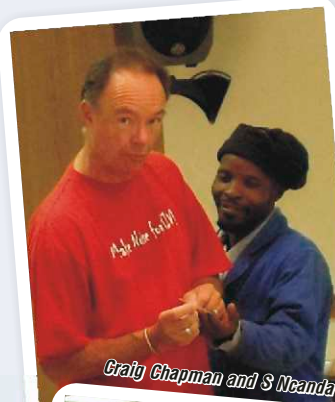
Mayor Nicolette Guthrie-Botha was the first person to get tested for HIV/Aids on the day. Nicolette believes people must know their status and urges everyone, especially municipal employees, to do the same. "It is important for people to get tested for HIV/Aids as you will get time to know your status at a very early stage and be able to take treatment and stay healthy. The municipality has taken an extra mile in employing an in-house sister to assist those who need this service. She is available during working hours to assist with all kinds of sicknesses or refer you to a relevant doctor. This service is open to all staff members, especially those who do not have medical aid. If you know your status it will make it easy for her to arrange medication for you and that will be kept confidential," said Nicolette.

The fact of the matter is that every individual needs to get tested for HIV/Aids. It is not for unmarried people or a certain culture only, it is for every person, whether young or old, coloured, white or black. Aids sees not colour, age or culture - it attacks everyone.

Craig Chapman mentioned some reasons why people must know their status, "To get your treatment early, to avoid infecting other people, to start eating healthy and stay healthy in order live a healthy life. Research has shown that most people have the wrong impression about who can get Aids and who cannot. They think if you are married you will never get Aids, but this is simply not true. You can get Aids even if you are married or engaged to be married. The reason is that you are not with your partner 24/7. When your partner is at work, do you know what he/she is doing? To avoid getting infected because you do not know, I

suggest you get tested with your partner - by doing so you will know and prevent both you and your partner from contracting diseases such as STIs, HIV/Aids etc from each other. Get tested and know your status," said Craig.

Sister Heleen Mouton will in future again organise for people to get tested. She urges people to grab these opportunities and use them. Whatever the results you get on the day will remain confidential - only you will know. It depends on you if you want to tell sister so that she can organise treatment for you.





SEWE BELOON VIR LANG DIENS

Nie minder nie as sewe amptenare het sertifikate van die Burgemeester, rdl Nicolette Botha-Guthrie, tydens die raadsvergadering op 30 Maart 2011 ontvang vir ononderbroke diens van twintig jaar. Sy het die ontvangers gelukgewens met dié merkwaardige prestasie. By haar staan van links Gertruida Hull, Hiljand Johanna Booysen, Bonga Mxokozeli, Wendy Joan Bergendahl, Zamilé Wesley Mafilikana, Jeremias Daniels en Khanakhani Bidwell Bhula.

APPOINTMENTS & PROMOTIONS

APPOINTMENTS MAY 2011

N B Ngciki	Library Helper WC0320266
T.L. Ponoane	Clerk: Collections WC0325136
L Mafuya	Clerk Grade II: Collections WC0324730
D May	General Assistant: Solid Waste WC0325084 KM
C Hendricks	General Assistant: Solid Waste WC0325088 KM
S Boo	General Assistant: Solid Waste WC0325086 KM

PROMOTIONS MAY 2011

N Socikwa	Transfer Station Attendant: Solid Waste WC0320726
T Smit	Senior Clerk: Operational Services WC0320968
C Gillion	Artisan: Electrician WC0321600
R D Pietersen	Caretaker/Clerk: Hawston Swimming Pool and Caravan Park WC0325058

VERJAARDAE IN JUNIE | BIRTHDAYS IN JUNE

NAAM	DAG	DEPARTEMENT	DORP
Swartz, Roxane Marsha	1	Human Resources	Hermanus
Warren, Daniel John Joseph	1	Operational Management	Gansbaai
Mayisela, Velani Joseph	2	Operational Management	Hermanus
Daniels, Jacobus Daniel	2	Operational Management	Gansbaai
Roux, Suritha	3	Finance	Kleinmond
Xama, Jusey Jonathan	3	Operational Management	Gansbaai
Poole, Wendall Glen	4	Area Management	Hermanus
Solwandle, Japhta	5	Building Control	Hermanus
Kutuka, Tembinkosi	5	Operational Management	Gansbaai
Mteyise, Mthembu Vincent	6	Operational Management	Hermanus
Plaatjies, David William	6	Operational Management	Hermanus
Koli, Andile	6	Protection Services	Hermanus
Liebenberg, Elsabe	6	Finance	Hermanus
Sitemela, Raymond Mluleki	7	Corporate Projects	Hermanus
Ntozakhe, Bonginkosi Gerald	7	Operational Management	Kleinmond
Myataza, Mcoseleli	8	Operational Management	Hermanus
Moses, Floors	8	Area Management	Hermanus
Dynaard, Verna Joyce	8	Operational Management	Hermanus
Samuels, Omoria	8	Operational Management	Kleinmond
Mtshizana, Mhlanganiseli	9	Operational Management	Hermanus
Khala, Sabelo	9	Building Control	Hermanus
Nkunkumana, Mgoduseni	9	Operational Management	Hermanus
Pretorius, Francois	9	Operational Management	Hermanus
Liwani, Luzile	10	Operational Management	Hermanus
Moli, Fukamile	10	Operational Management	Hermanus
Fakusasa, Patrick	10	Operational Management	Hermanus
Moss, Nthandazo	10	Operational Management	Gansbaai
Smith, Rudolph John	10	Councillor	Hermanus
Cupido, Alfonso	11	Operational Management	Hermanus
Cronje, Danwill Malcolm	11	Operational Management	Kleinmond
Ahrends, Solomon	11	Operational Management	Gansbaai
Bosman, Johannes	11	Operational Management	Kleinmond
Mzilikazi, Mthunzi Eric	12	Operational Management	Hermanus
Mntuyedwa, Lewis	12	Operational Management	Kleinmond
Rainbird, Lauren Inge	12	Operational Management	Hermanus
Mangondwana, Normisile	12	Operational Management	Gansbaai
Reynolds, Sandra Sophia	12	Area Management	Stanford
Adams, Desdry	13	Operational Management	Hermanus
Floors, Nigel	13	Human Resources	Hermanus
Smith, Terence Charles	13	Operational Management	Gansbaai
Baardman, Desmond	14	Operational Management	Kleinmond

NAME	DAY	DEPARTMENT	TOWN
Nkontso, Pumzile Patrick	14	Operational Management	Gansbaai
Mhlaba, Mafonxo	15	Operational Management	Hermanus
Swartz, Mallony Joan Shaann	15	Area Management	Hermanus
Rhojie, Christopher Sandile	15	Operational Management	Hermanus
Sales, Elmarie	15	Electrical Services	Hermanus
Dlongwana, M Arnold	16	Protection Services	Hermanus
Botha, Karel	16	Operational Management	Hermanus
Diedericks, Christo	16	Operational Management	Stanford
Pearson (Rogers), Barbara-Ann	17	Infrastructure & Planning	Hermanus
Moore, Anin	17	Sup Chain Management	Hermanus
Jantjies, Louis	17	Sup Chain Management	Gansbaai
Batha, Nozibele Victoria	18	Area Management	Hermanus
Cupido, Eugene Gregory	18	Electrical Services	Hermanus
Msengana, Zolile	18	Operational Management	Gansbaai
Stemele, Danile Maxwell	19	Operational Management	Hermanus
Tobias, Piet Timoteus	19	Operational Management	Stanford
Theron, Ronett	20	Finance	Hermanus
Lourens, Annelie	20	Finance	Gansbaai
Windvogel, Petrus Johannes	21	Sup Chain Management	Hermanus
Engel, Jacobus Johannes	21	Operational Management	Gansbaai
Maliwa, Winnet Vuyani	22	Operational Management	Hermanus
Mathiso, Ntobeko Hubert	22	Operational Management	Hermanus
Lowings, Elizabeth-Ann	22	Building Control	Hermanus
Jonathan, Ahmelio	22	Operational Management	Hermanus
August, Charmaine	23	Human Resources	Hermanus
Stemmet, Heinrich	24	Operational Management	Kleinmond
Nyangiwe, Dywilisi	25	Operational Management	Kleinmond
Ntoyakhe, Thulani	25	Finance	Hermanus
Vermeulen, Johanna Catharina	25	Finance	Gansbaai
Johnny, Anton	25	Electrical Services	Gansbaai
Abrahams, Maghie	26	Area Management	Hermanus
Ndabambi, Siswani	26	Operational Management	Gansbaai
Xhinti, Mandlenkosi	26	Operational Management	Gansbaai
Bauermeester, Jacobus Schalk	27	Finance	Hermanus
Hartnick, Susan	28	Area Management	Kleinmond
Ruiters, Abraham Daniel	28	Operational Management	Hermanus
Kotze, Aletta Johanna	28	Area Management	Hermanus
Van Der Westhuizen, Marisa Danielle	29	Operational Management	Hermanus
Arendse, Bjorn	29	Operational Management	Hermanus
Samuels, Robyn Lynn	29	Protection Services	Hermanus
Olivier, Dawid	30	Operational Management	Kleinmond