

Phambili!



Vorentoe/Forward

Uitgawe/Issue 11/2010

December 2010/January 2011

EDITOR'S NOTE

THE CHALLENGE OF BEING EXCELLENT!

In a few days' time we will be entering a new year. Hopefully we will be revitalised after spending Christmas and the summer holidays with family and friends. Hopefully we will be able to take beautiful memories that were created during this festive season forward with us.

Hopefully somewhere along the line we were reminded of the true meaning of Christmas. We celebrate Christmas to remember the day of Jesus Christ's birth, and we are thankful that we were given the precious gift of the Son of God.

We are reaching the end of the year, which is an excellent time to examine your working life. It is amazing how much you can learn when you look back at your journey during this time.

Mark the positive turns you took, notice the negative detours that held you back from reaching your goals, the stop signs you had to contend with and the bridges that you have crossed. Now is the time to hold your own personal review and stop focusing on other people and what they do so that you can recognise which areas of your life need to be changed.

As werknemers van die Overstrand Munisipaliteit in die Nuwejaar, is die belangrikste saak waaraan ons moet aandag skenk, om ons werkslewe onder die vergrootglas te plaas en die gebiede waarin ons nie goed gedoen het nie, te ondersoek. Indien ons die Sentrum van Uitnemendheid wil bly, moet ons ophou om spertye te jaag en vroeëtydig begin beplan en organiseer sodat ons bo kan bly om uitstekende resultate te behaal.

Soms onderskat ons die tyd wat ons benodig om projekte te voltooi, en dit veroorsaak probleme. Ons moet daarvan wegstroom om alles tegelykertyd te wil doen en liefes 'n projek puntsgewys aanpak. Indien enigsins moontlik, probeer om werk 'n paar dae voor die sperdatum te voltooi. Neem kennis dat om gehalte werk te lewer en by jou spertyd te hou baie daartoe bydra om jou reputasie in die werkplek te bevorder.

Terwyl jy in hierdie dae met jou familie gaan feesvier en voorbereidings tref vir die feesyd, dink vir 'n oomblik na aan die 2011 plaaslike verkiesing wat voorlê. 'n Moeilike tydvak lê vir ons politici voor, maar dit gaan ook vir ons 'n swaar periode wees. Alle oë gaan op ons wees om te presteer. Laat ons politiek aan die politiek oorlaat. Fokus op jou werk en doen jou bes.

Tot volgende keer.

NOLUTHANDO ZWENI
REDAKTEUR/EDITOR



PLAN FOR FIRE SERVICES

A plan for improving the management of the Overstrand Fire Services over the next four years and to identify possible risks was tabled in Council during the November meeting.

Municipal Manager Werner Zybrands described the plan as groundbreaking and said it is providing a broad perspective of what an ideal fire service should look like. He warned, however against creating expectations.

According to him the main constraint will be inadequate funding because the fire service has to compete with other municipal functions for funding. The role of the District Municipality must be kept in mind and multi-skilling of the staff in the Protection Services Directorate should also be considered.

According to the plan the Overstrand Municipal Fire Services currently fall on the second lowest level, namely category four. To improve on this classification the existing staffing system should be expanded to provide a 24 hour shift at fire station level, additional vehicles and equipment should be bought and an effective vehicle replacement



Mayor's road show welcoming visitors for the festive season

policy implemented, water supply should be improved and fire hydrants effectively maintained.

Council took cognisance of the requirements in terms of the prescribed

code for community protection against fire, the proposed Capital and Operational projections and the changes to the organogram in terms of the acquisition of staff.

GOD SAVED MY LIFE

In a shocking state, Thandeka Kala a reservist in Protection services (fire department) explains how she managed to get out of a burning taxi and rescue two children aged 3 months and 15 years in an accident from Gansbaai to King Williams' Town on Saturday, 4th of December 2010.

The accident happened in Grahamstown next to the monument in the early hours of the 4th of December 2010. "I was traveling with the taxi to the Eastern Cape on the 3rd of December 2010 to arrive the next day visiting my family for the weekend.

Little did I know what was going to happen on the road. "God saved my life" In the early ours of Saturday, 4 December, around 5 am? I was sleeping. Due to a funny movement I felt in the taxi while asleep I woke up and saw the taxi swerving side ways.

When I woke up the taxi was traveling on the gravel off the tar. People started screaming because the taxi was out of



Thandeka Kala

control and not stable on the road. The taxi driver lost control and the taxi rolled off the road. It landed in the bush, rolled about two times and finally landed on the passenger's sliding door.

When I tried to open the door to get out it was locked. I tried to force the door open but there were flames. I then managed to

get out of the back windscreen. A fifteen year old passenger gripped my boot as I was trying to get out then I helped her out. When I was out I saw a 3 month old child lying next to the burning taxi and the flames were starting to get worse. I grabbed her and ran away from the flames. People started to follow, trying to get out whilst the flames were getting worse and worse. Unfortunately some did not manage and they burned to death.

After sometime fire brigade arrived, police, traffic, 911 to rescue those that survived and they were rushed to the nearest hospital. This was the most horrible accident I have ever seen, I still smell the flames and I can't stand the smell of meat.

My advice is that please if you are going to travel long distance make sure to sleep enough and to avoid accidents like this. The taxi was not in a rush it was driving a normal speed I think the driver might have been tired.



Executive Mayor and her committee members

STRATEGIC PLANNING IN PRINGLE BAY

The Executive Mayor and her committee members joined management for a strategic session in Pringle Bay on 25 and 26 November.

The aims were, inter alia:

- To improve team spirit between management and the political authority;
- To obtain consensus on several strategic matters;

- To take directive decisions;
- To identify risks and key issues and how to address these;
- To do introspection about management styles in order to follow a joint approach.

The workshop was led by Dr Mario Denton and Mr Tommy O'Kennedy (two recognised management consultants) and

was extremely successful.

As a result of the very positive outcome, the process will be extended to other members of senior and middle management to also improve their management skills.

CLLR ALLAN BERRY RESIGNS SEAT

Only eighteen months in Council, but that was enough for Allan Berry to make a huge impression on his fellow-councillors. The news of his resignation to emigrate to the United Kingdom dominated proceedings at the November meeting.

Speaker Anton Coetsee started off by informing the Council that it had not been an easy decision for Cllr Berry, as he was very concerned about his ward, but a once in a lifetime opportunity beckoned overseas. According to the Speaker Cllr Berry with his legal background made a much appreciated contribution to the workings of Council's appeal committee.

Mayor Nicolette Botha-Guthrie thanked him for his work and wished him all of the best for the future. In their tributes Cllr Makhaya Ponoane (ANC) said working with Cllr Berry was the best thing ever while Cllr Andrew Komani (NPP) said it was wonderful for him to experience such great legal knowledge in action.

Cllr Berry said his councillorship was an enriching experience. He is not severing his ties with the Overstrand Municipality as he will retain his friendships in Council and within the community of Stanford. The world is not nearly as large as it used to be, he said, especially as instantaneous communication means easy availability these days.

The 55 year old Berry won Ward 3, which covers Stanford and Voëlklip, for the Democratic Alliance in a by-election held on 24 June 2009. Although an attorney with vast experience in civil and criminal litigation in magistrate's and high courts, his interests include environmental conservation, South African history and culture, angling, bee-keeping, woodwork, model-building and gardening. Berry grew up in KwaZulu-Natal, where he matriculated at the Westville Boys High School and graduated with a BA LLB from the University of Natal. He is married to Janine.

In view of the coming municipal elections in a few months' time, the seat will remain vacant. Cllr Coetsee will take care of Ward 3 until the municipal elections and will also chair ward committee meetings.

OPVOLGINGSBELEID AANGENEEM

'n Beleid vir Personeel-opvolgbeplanning is einde November deur die Raad vir die Munisipaliteit Overstrand goedgekeur.

Die doel van die beleid is om 'n opvolgingsplan te ontwikkel en die nodige opleiding en vaardigheidsontwikkeling aan geïdentifiseerde personeellede te voorsien sodat hulle in staat kan wees om sleutelposisies te beklee wanneer dié vakant raak.

'n Komitee bestaande uit die Munisipale Bestuurder, die Direkteur van Bestuursdienste, die Bestuurder van Menslike Hulpbronne, betrokke direkteurs en bestuurders, asook verteenwoordigers van vakbonde, sal daarvoor verantwoordelik wees om die plan te ontwikkel, deelnemers aan die program te evalueer en vordering aan die Burge-meesterterapporteer.

NORMAL RETIREMENT AGE IS 65

There seems to be uncertainty regarding the retirement age at Overstrand Municipality, which is 65 for the record.

This uncertainty stems from a number of decisions regarding retirement since the establishment of Overstrand Municipality.

Before the de-establishment of the former municipalities of Greater Hermanus, Gansbaai, Stanford and Hangklip-Kleinmond, municipal employees retired at the age of 65 and Council's contribution to the pension or retirement fund continued up till an employee reached the age of 65.

From amalgamation in 2000 to 31 March 2005 it was specified in the appointment contracts or letters that the employee's retirement age would be determined by the rules of the pension or provident fund that the employee choose to join.

From 1 April 2005 to 31 December 2006 the contract of new employees stipulated that they will retire when they reach the age of 60 years, but that there will be an option - in the sole discretion of the employer - to renew the contract up to a maximum age of 65.

As a result of amended rules of the

retirement funds, it was determined in January 2007 that the retirement age on the contracts of all new appointees will be indicated as 60, without any option of extension.

In 2008 the rules were relaxed again when it was decided by the funds that the retirement age may be between 60 and 70, depending on the contract of employment or conditions of service.

In view of this the Overstrand Municipality resolved in June 2009 that the normal retirement age for all permanent employees will be 65.



Tribal Echo

Die musiek-groep, Tribal Echo se gewildheid is besig om vinnig toe neem by Suid-Afrikaanse feeste, teaters en gemeenskappe. Volgens die groep is hulle tans besig met die opname van hul tweede CD en behoort dit teen volgende jaar by alle toonaangewende musiek winkels beskikbaar te wees. Frazer Barry, voorsanger van die groep het aan Phambili meegedeel dat hulle 'n borg vir die opname ontvang het ter waarde van R80 000. Die groep neem hul

KOLLEGAS - BINNEKORT MUSIEKSTERRE?

CD op by 'n professionele opname ateljee in Durbanville en word bygestaan deur 'n professionele klankingenieur. Hulle het ook 'n borgskap losgeslaan vir 'n musiek video wat dalk hopelik te sien gaan wees op die MK musiek-kanal.

Tribal Echo is: Frazer Barry (Kitaar en voorsanger), Sandy Gertse (Sang), Earl Witbooi (Baskitaar), Deniel Barry (Tromme en Perkussie) en Niel Visser (Saxofoon).

Die drie lede wat werksaam is by die Overstrand Munisipaliteit is, Frazer Barry, Deniel Barry en Sandy Gertse. Frazer is saam met Sandy Gertse die voorsangers en liedjie skrywers van die groep. Deniel Barry is op die tromme en perkussie. Sy sal slegs een van 3 vroue wees wat hul verskyning gaan maak op die Big Blues Festival verhoog wat op Kleinmond se strandmeer

gaan plaasvind. Dit gebeur ook nie elke dag dat 'n vrou op tromme diens doen nie!

Tribal Echo het die verhoog al gedeel met top musikante en sangers soos Jamali, Karin Kortje, Emo Adams, Heuwels Fantasties, Anton Goosen, Valiant Swart ens. Die groep is onlangs uitgenooi om by die Burger se Suid-Oosterfees en die Oesfees in die Paarl saam met Jack Parow op te tree.

Tribal Echo se program:

26 Desember 2010: Onrus Karavaan Park
31 Desember 2010: Hawston Thusong
Januarie 2011: Die Burger Suid-Oosterfees
4 & 5 Maart 2011: The Big Blues Festival
26 Maart 2011: Die Oesfees Paarl
April 2010: ABSA KKNK Oudshoorn

LIEF & LEED · JOY & SORROW



Shaun Moses

MASTERS DEGREE FOR SHAUN

Shaun Moses age 31 years, LED manager has made it again to obtaining another degree. Shaun attended a graduation ceremony on the 9th December 2010 to receive his 3rd degree in Bachelor of Philosophy which forms part of his MPHIL and BA Honours degree in Community & Development at the University of Stellenbosch.

Shaun also holds a BA degree with majors in Sociology Information Science and Public & Development Management.

His motivation to other colleagues is that people must not give up in life. Education is the key to success. He also believes that if you want something you must keep on going until you find it. People must not forget that with God everything is possible.

Shaun is a true reflection of a dedicated person; we wish him all the success in his studies and in the future.

Did you know?

Kim Neuhoff (Secretary: Director Oleda) and Riaan Neuhoff (Ass. Supt Traffic - Gansbaai) are Expecting a son end March 2011 and they have an 8 year old girl, named Esté.

Leslie Figaji from Income department got engaged on the 3 December to Melania Oppel. She's from the Northern Cape (Namaqualand) and Leslie is from Hawston. They have not set the day of the wedding yet.

Angelo Ford from Income departments is engaged to Lloy Ann Sias. They met about six years ago and have been going out for four years. They have not yet set the wedding day, but are planning it to be very soon.

We would like to inform you of the following people who have lost their beloved ones:

Andre van Rooyen's mom as well as Sister Marie's daughter passed away. Both work in Human Resources department. Let us keep them in our prayers.

PUIK DIENS MAAK ANENE 'N WENNER

Goeie werk gaan nie ongemerk verby nie. Ons kollega Anene Albertyn, kliëntediensbeampte op Gansbaai, kon haar ore nie glo nie toe sy onlangs deur die plaaslike sakekamer as die September-wenner van dié organisasie se Kompetisie vir Voortreflike Diens aangewys is.

Sy staan nou 'n kans om 'n kontantprys van R2 500 te wen en kan ook 'n verdienstelike organisasie aanwys wat 'n verdere R2 500 sal kry. Die sakekamer bied die kompetisie saam met die Kaapse Verbruikersorganisasie en die Gansbaai Courant aan. Die algehele wenner van die kompetisie sal tydens die sakekamer se algemene jaarvergadering in April 2011 aangekondig word.

Enige werknemer by 'n onderneming of instansie in Gansbaai kan vir die kompetisie genomineer word. Die doel van die kompetisie is om voortreflike

dienslewering te bevorder.

Die persoon wat Anene genomineer het, het haar beskryf as iemand wat geen steen onaangeroer sal laat om 'n ontevrede kliënt tevrede te stel nie. In dié nomineerder se geval het Anene binne vyf uur 'n groot probleem opgelos en vir hom terugvoering gegee.

Hoewel sy op Oudtshoorn gebore is, het sy van babadoekstadium op Gansbaai grootgeword. Na skool het sy in Kaapstad gewerk, maar die hunkering na Gansbaai het te groot geword en sy het vier jaar gelede teruggekeer. Die afgelope drie jaar werk sy by die Munisipaliteit, eers as biblioteekassistent, maar nou reeds twee jaar lank agter die kliëntediensstoonbank.

"Ek geniet die werk wat ek doen en beskou dit as 'n uitdaging om kliënte tevrede te stel. Mense sal verstom staan oor die verskeidenheid klagtes wat ek

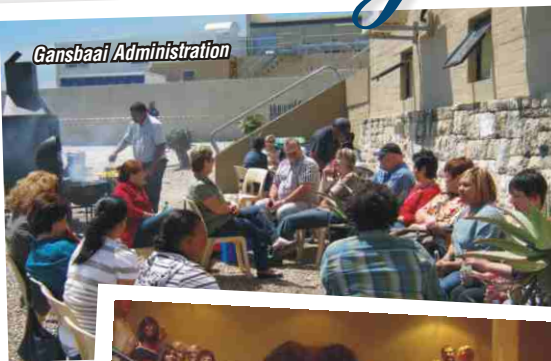


Anene Albertyn

ontvang – baie daarvan is glad nie eens munisipale sake nie!" vertel Anene. Sy voeg egter by dat om goeie diens onder alle omstandighede te lewe vir haar baie belangrik is.

Ons is geweldig trots op Anene en hou saam met haar duim vas vir daardie tussen-in bonus.

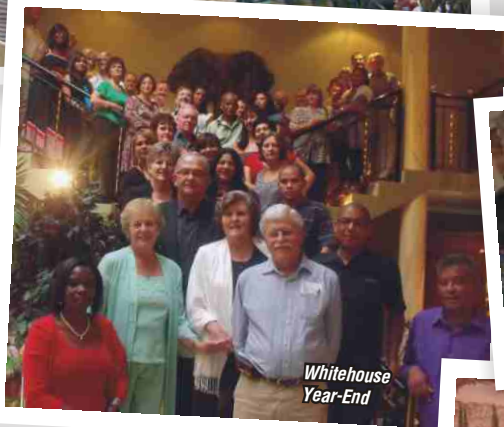
Closing The Year



Gansbaai Administration



Housing Department



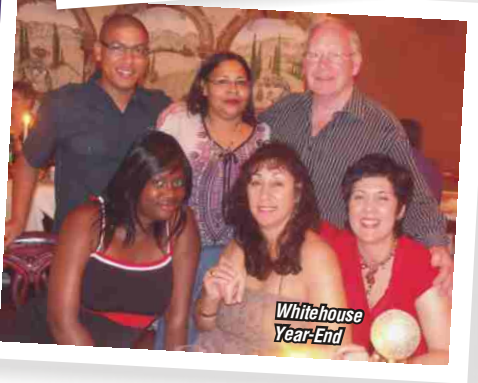
Whitehouse Year-End



Kleinmond Administration



Gansbaai Administration



Whitehouse Year-End

BEDRYF VAN STORTINGSTERREIN WORD UITGEKONTRAKTEER

Goedkeuring is einde November deur die Raad verleë vir die sluiting van 'n langtermynkontrak met 'n privaatkontrakteur vir die bedryf van die Gansbaai-stortingsterrein en aflaaifasiliteite op Stanford, Pearly Beach en Baardskeedersbos.

Al die vereiste prosesse wat die kontrak moet voorafgaan, is afgehandel en daaruit het dit geblyk dat die uitkontraktering van die diens nie net vir die Munisipaliteit 'n kostevoordeel sal inhou nie, maar ook dat geen Munisipale poste in die gedrang sal kom nie.

Die belangrikste vereistes vir 'n publiek-privaat vennootskap is dat dit bekostigbaar moet wees, vir die Munisipaliteit waarde vir geld moet bied en voldoende risiko na die kontraktoer oorplaas. Ten einde maksimale finansiële voordeel uit die kontrak te verkry, sal die duur van die kontrak agt jaar wees.

Volgens die kontrakoorreënkom, wat ter insae vir die Raad aan die verslag geheg was, is die kontrakteur Enviroser Waste Management en sal die kontrak R25,3 miljoen oor die agt jaar periode beloop.

AANSTELLINGS EN BEVORDERINGS

AANSTELLINGS IN NOVEMBER 2010		AANSTELLINGS IN DESEMBER 2010	
W P Auret	Projek Bestuurder: Werk vir Water (3 Jaar)	L Hanekom	Assistent Superintendent: Verkeer
L Bezuidenhout	Bestuurder: Omgewingsbestuurder	L.C. Mbali	Supervisor/Driver: Parks
R J Buckle	Elektrisiën	C C Rossouw	Assistent-Interne Ouditeur
V Bhonga	General Assistant: Water & Sewerage	M Gillion	Bou-Inspekteur
R Smit	Algemene Assistent: Strate & Stormwater	V van Heerden	Senior Klerk: Invorderings
K Ramosala	General Assistant: Streets & Stormwater	G M Gillion	Klerk Graad I: Gemeterde Dienste
S Makeleni	Worker: Electrotechnical Services	M C Antonides	Administratiewe Assistent: Waardasies
M L Mbombo	Worker: Electrotechnical Services	Z Botma	Kassier / Klerk Graad I: Kliëntediens
A J Andries	Werker: Elektrotegniese Dienste	V E Gibson	Biblioteek Assistent (Kontrak)
S B Marais	Senior Klerk: Invorderings	H F Arinds	Aflos Biblioteek Hulp (Kontrak)
A Ackerman	Senior Klerk: Invorderings	Z D Ngwendu	Aflos Biblioteek Hulp (Kontrak)
L Groenewald	Senior Klerk: Invorderings	M Thoresen	Tikster/Klerk
P.P. Mayile	Senior Clerk: Collections	P Wiltshire	Werker: Water en Riool
A C E le Roux	Klerk: Invorderings	E Brits	Toesighouer / Drywer
T Dreyer	Klerk: Elektrotegniese Dienste	F N Kayser	Voorman: LLPP Kontrak
S T Teylinzima	Worker: Parks	R G Geldenhuys	Beheerbeampte: Bootanseerarea Kleinbaai
B C Fitzgerald	Klerk: Invorderings	BEVORDERINGS IN DESEMBER 2010	
BEVORDERINGS IN NOVEMBER 2010		E F Coetzee	Senior Kamp Toesighouer
W.G. Niemand	Masjienhanteerder	A R Johnson	Biblioteek Assistent
S H Magwasa	Machine Handler	J Basson	Assistent Rekenmeester

VERJAARDAE IN JANUARIE | BIRTHDAYS IN JANUARY

NAAM	DAG	DEPARTEMENT	DORP
Siko, Pvintsshi	1	Operational Management	Hermanus
George, Sakhumzi Isaac	1	Operational Management	Hermanus
Siegels, Clive	1	Operational Management	Hermanus
Louw, Thabo Marena	1	Operational Management	Hermanus
Plaatjies, Dylan Mitchell	1	Operational Management	Hermanus
Potgieter, Johan Jacobus	1	Operational Management	Hermanus
Krige, Fanie	1	Management Services	Hermanus
Booyesen, John	1	Operational Management	Gansbaai
Mosi, Mzwandile Albert	1	Operational Management	Gansbaai
Lindoor, Elton	1	Operational Management	Gansbaai
Matakata, Ntuzana	2	Operational Management	Hermanus
Faro, Andrew Peter	2	Area Management	Hermanus
Kanayo, Zanelithini	2	Operational Management	Hermanus
Mxokozeli, Bonga	2	Operational Management	Hermanus
Mgoqi, Mzonzima Alfred	2	Operational Management	Kleinmond
Ngengwana, Buntubunjani Yoto	2	Operational Management	Gansbaai
Booyesen, Flip	2	Operational Management	Gansbaai
Nofemele, Mzwamadoda	3	Operational Management	Hermanus
Jali, Kwawuzeni	3	Operational Management	Hermanus
Vetyu, Zimisele	3	Operational Management	Hermanus
Dosi, Luyanda	3	Operational Management	Hermanus
Coetzee, Evert Fredrick	3	Operational Management	Kleinmond
Van Der Merwe, Karin Annalie	3	Management Services	Hermanus
Hansen, Ralmon Wayne	3	Protection Services	Hermanus
Le Roux, Alida Catherina Elizabeth	3	Finance	Hermanus
Shumane, Buyiselo Andries	4	Operational Management	Hermanus
Bucchianeri (nee Marais), Velia Olivia	4	Finance	Hermanus
Bango, Thandikhaya Patrick	5	Operational Management	Hermanus
Avenant, Cornelius	5	Area Management	Gansbaai
Minnaar, Piet	6	Operational Management	Hermanus
Tshefu (Mlindazwe), Nomie	6	LED	Hermanus
Magwaza, Siphiso Homeboy	7	Operational Management	Hermanus
Linganiso, Christopher	7	Operational Management	Hermanus
De Villiers, Celeste	7	Protection Services	Hermanus
Tshangani, Vuyisile Patrick	7	Electrical Services	Kleinmond
Jacobs, Hendrik	8	Operational Management	Hermanus
Abrahams, Jonathan Elroy	8	Operational Management	Kleinmond
Schmidt, Alinda	8	Finance	Kleinmond
Moss, Xolisani	8	Operational Management	Gansbaai
Groenewald, Louise	8	Finance	Gansbaai
Joorst, Charlton Peter	9	Operational Management	Hermanus
Swart, Susanna	9	Area Management	Gansbaai
Lusiba, Sonwaba	10	Operational Management	Hermanus
Botha, Gideon Daniel Joubert	10	Finance	Hermanus
Siswana, Thembinkosi	10	Operational Management	Gansbaai
Dauids, Mervin	11	Operational Management	Hermanus
Gogwana, Mcingeleni	12	Operational Management	Hermanus
Mgqeba, Malibongwe	12	Operational Management	Hermanus
Notshokovu, Elliot	12	Operational Management	Kleinmond
Kwayimani, Patrick Sivuyile	12	Operational Management	Gansbaai
September, Stefanus Johannes	13	Operational Management	Hermanus

NAAM	DAG	DEPARTEMENT	DORP
Sithole, Manty Brian	14	Operational Management	Hermanus
Benjamin, Easton Leonard	14	Area Management	Hermanus
Booyesen, Solomon	14	Operational Management	Gansbaai
Kol, Ngqungelukwela	15	Operational Management	Kleinmond
Silosinye, Welcome Welile	16	Building Services	Hermanus
Makheke, Siphelo	16	Operational Management	Hermanus
Cekiso, Elia	16	Operational Management	Hermanus
Maphasa, Julius	16	Operational Management	Gansbaai
Fraser, Rudolph John	17	Protection Services	Hermanus
Louw, Johannes Jakobus	17	Operational Management	Gansbaai
Bhonga, Vuyani	17	Operational Management	Kleinmond
Cornelius, Nataley	17	Finance	Stanford
Williams, Stephen Henry	18	Operational Management	Kleinmond
Diergaardt, Hendrik Albertus	18	Operational Management	Hermanus
Henning, Charlman	18	Protection Services	Hermanus
Linnert, Jan	18	Operational Management	Gansbaai
Buckle, Riaan Jacobs	18	Electrical Services	Kleinmond
Bohlo, Lumkile	19	Operational Management	Hermanus
Swart, Frans	19	Electrical Services	Gansbaai
Ndzuzo, Anton Thembelani	20	Operational Management	Hermanus
Abrahams (maritz), Salomé	20	Protection Management	Hermanus
Pietersen, Marthinus	21	Operational Management	Kleinmond
Victor, Johannes Adriaan	21	Electrical Services	Gansbaai
Esa Du Toit, Elizabeth Sandra	21	Finance	Stanford
Rixana, Samkelo	22	Operational Management	Hermanus
Scheun, Elizabeth	22	Finance	Hermanus
Dunjwa, Mlebsi	22	Operational Management	Gansbaai
Siyengo, Maxwell	22	Electrical Services	Gansbaai
Marais, Belinda	23	Finance	Hermanus
Gwenxani, Bangile	25	Operational Management	Kleinmond
Hartnick, Willem	25	Operational Management	Kleinmond
Krüger (nee Koekemoer), Elsa	26	Finance	Hermanus
Devitt, Carol	26	Area Management	Gansbaai
Bottom, Matthys	26	Finance	Stanford
Hendriks, George	27	Operational Management	Hermanus
Mosho***, Dumisani	27	Finance	Hermanus
Jonkheid, Cecilia	27	Community Services	Kleinmond
Mjeje, Makhosandile	28	Operational Management	Hermanus
Mafenuka, Dumisani	28	Operational Management	Kleinmond
Nothing, Yolindi	28	Management Services	Hermanus
Laing, Dané	28	Operational Management	Hermanus
Januarie, Sarel	29	Operational Management	Hermanus
Olivier, Brian Neil	29	Operational Management	Hermanus
Zybrands, Werner	29	Municipal Manager	Hermanus
Naude, Charl Ian	29	Electrical Services	Hermanus
Jantjies, Brian Colin	29	Electrical Services	Gansbaai
Coert, Miralda Geraldine	30	Area Management	Hermanus
Gertse, Sandy	30	Operational Management	Kleinmond
Matsha, Nyamezelo	31	Operational Management	Hermanus
Pheiffer, Elmien Alda	31	Finance	Gansbaai