

PHAMBILI EXTENDS A WARM WELCOME TO A COUPLE OF NEW FACES

Mr Solomons	General Assistant: Streets & Stormwater
Mr PB Spandiel	General Assistant: Streets & Stormwater
Mr JH Visagie	General Assistant: Streets & Stormwater
Mr GO Cupido	General Assistant: Streets & Stormwater
Mr T Cekiso	General Assistant: Streets & Stormwater
Mr F Felix	General Assistant: Streets & Stormwater
Mr RE Africa	Internal Auditor
Mr P Siko	General Assistant Internal Move
Mr JJ Venter	Mechanic

AND CONGRATULATES THE FOLLOWING PEOPLE ON THEIR PROMOTIONS

Mr MC Oliphant	Electrician
Ms K Vorster	Storekeeper
Mr C Cornelius	Storekeeper
Mr B May	Chief Clerk: Metered Services
Ms N Mtholo	Senior Administrator Protection Services
Ms BA May	Principal Clerk Metering Services
Mr S Miller	Senior Foreman

NEWLY APPOINTED PRO TO THE EXECUTIVE MAYOR



Charmaine Resandt

On Wednesday, 1 April this year, Charmaine Resandt took up the position of Public Relations Officer to the Executive Mayor. The appointment is fixed to the term of the Mayor and is based in Overstrand's Council offices. Part of her duties will comprise co-ordinating media campaigns for the Office of the Executive Mayor, preparing material for release to the media, coordinating and developing informational projects to support the goals and objectives of the Executive Mayor and Council, coordinating and implementing internal and external communication strategies to project the values, goals and image of Overstrand Municipality and serving as spokesperson for Overstrand as directed by the Mayor.

Charmaine attained a BTech degree in Public Relations, cum laude, from the Cape Peninsula University of Technology in 2011. Her extensive experience in the field includes a three-year stint as communications officer for the Western Cape Department of Human Settlements in their Directorate Communications and Stakeholder Relations.

In her leisure time, you will find Charmaine on the softball field, either at play or in a coaching capacity. "Softball is in my blood," Charmaine says. "I've played this sport that I'm incredibly passionate about since the age of nine and will do whatever it takes to promote it amongst the youth. Its disciplines have served me well in all avenues of my life."

Charmaine has been married for 28 years and is mom to two grown children – a son aged 30 and a daughter aged 22 – and regards her family as her greatest blessing.

CASHIER AT ADDITIONAL COURT OPEN FOR BUSINESS

As from the beginning of May, all traffic and municipal-related court fines can be settled at the Additional Court in Hermanus. Fines can be paid between the hours of 08:00 to 13:00 and 13:45 to 15:00 on weekdays and must be accompanied by the fine issued or the ID document of the offender.

The Additional Court is now, officially proclaimed and once the Magistrate is appointed by the Department of Justice it will be operational. Memorandum of Understanding (MOU) will be signed by all stakeholders on the 2 June 2015, whereafter Chief Justice will appoint a magistrate.

The Additional Court is situated at Harmony House to the west of Overstrand's Municipal offices in Hermanus.

Please direct any enquiries in this regard to the Court Supervisor, Ynanda Lemmer, on 028 313 8924.

KASSIERE BY ADDISIONELE HOF SLAGGEREED

Sedert die ingang van Mei kan alle verkeer- en munisipale hofboetes by die Addisionele Hof in Hermanus vereffen word. Boetes kan vanaf 08:00 tot 13:00 en 13:45 tot 15:00 op weekdae vereffen word, en moet vergesel word van of die boete soos uitgereik of die ID-dokument van die oortreder.

Die Addisionele Hof is nou amptelik geproklameer en sal operasioneel wees, sodra 'n Magistraat deur die Departement van Justisie aangestel is. Die Memorandum van Ooreenkoms (MVO) sal op 2 Junie 2015 deur die rolspelers onderteken word, waarna die Hoofregter 'n Magistraat sal aanstel.

Die Addisionele Hof word gehuisves in Harmony House wat aan die westelike kant van Overstrand se kantore in Hermanus geleë is.

Rig asseblief enige navrae in hierdie verband aan die hoftoesighouer, Ynanda Lemmer, by 028 313 8924.

OVERSTRAND MUNICIPALITY GOES PAPERLESS

In order to save on printing costs, Overstrand Municipality will in future make all Portfolio Committee, Mayoral Committee and Council documentation available electronically through an application called Filr.

Training on how to access documents electronically was offered to Council members in the course of March, followed by a training session held on 11 May for all the respective heads of administration.

Councillors had the opportunity to attend a two-hour training session during which Craig and Johnnet gave a detailed presentation on the application, with the reassurance that both will be more than willing to assist during a one-on-one follow-up should anyone require more information or further assistance.

In future, all Councillors and the

respective heads of administration will be able to access documentation either through the web or an app downloaded to their computers, tablets or mobiles.

The first fully electronic Portfolio Committee meeting are to be held on 19 May 2015.

Despite the fact that, for a while, this change is bound to affect the lives of those who have to compile, work with and read through these documents, keep in mind that this is a huge step in the right direction: Not only will it improve efficiency but will aid Overstrand in its attempts to help protect the environment.



Phambili!

Munisipaliteit • U-Masipala • Municipality

Vorentoe/Forward

EDITOR'S NOTE

RESTED, RECHARGED AND READY TO ROCK!

Beste kollegas
Met die dat ons 'n paar welverdiende langnaweke in die loop van April en vroeg in Mei kon geniet, is ek seker daarvan dat almal nou gerat is om hulle pligte met nuwe ywer en vasbeslotenheid te hervat.

In this issue, we will look at the deeper meaning of some of the public holidays we have just celebrated and contemplate how the lessons we have learnt from the past ought to inspire us to be the best we can. As you will no doubt gather from the news brought to you in this issue, the people in service of Overstrand don't easily shy away from a challenge and will do their utmost to ensure that the rights and freedoms of all are upheld at all times.

Op daardie onderwerp: Op die 27ste April het Suid-Afrika Vryheidsdag gevier. Ek is oortuig daarvan dat elke Phambili-leser met my sal saamstem dat gegewe dat nie 'n enkele insident van xenofobiese geweld in die area aangemeld is nie, die demokrasie waarvoor Overstrand-ers so hard geveg het, hulle duidelik na aan die hart lê maar dat hulle nogtans bereid is om daardie regte en vryhede wat deur ons wonderlike Grondwet aan hulle verleen is, ook aan almal wat gekies het om hulle bestaan hierdie te maak, te gun. Dit is inderdaad verblydend.

Within the very same week, the country celebrated Workers' Day on the 1st of May. This international event strives to honour solidarity amongst the world's working classes in their struggle against oppression and their fight for equality. Yet again, I believe you would agree that even though the current wage and salary negotiations being conducted on our behalves may, at times, seem tedious and protracted, we ought to honour those who made negotiating about what we regard as fair pay possible in the first place. For many years, such negotiations would have been nothing but a pipe dream and, let's be honest, still is for many the world over.

Om so bietjie terug te spring, op Maandag die 6de April kon ons Gesinsdag vier, gevolg deur die minderampelike eer om moeders die wêreld oor op Moedersdag te versoer. Aangestien sy bes moontlik die vernaamste bindende faktor in enige gesin is, het ons regtig 'n spesiale dag nodig om ons moeders te bederf? Is dit reg dat ons net op een dag van die jaar dankbaarheid teenoor ons moeders betoon, of moet ons dalk elke dag van die jaar 'n bietjie meer simpatiek en waardering wees teenoor die opofferings wat moeders moet maak? Voordat jy hierdie vrae beantwoord, dink na hieroor: As dit nie vir jou ma was nie, sou jy hoegenaamd hierdie aarde bewandel het?

In die maande vorentoe het ons een openbare vakansiedag om na uit te sien en nog 'n dag waarop ons, eerder as om lui te wees, die huis rond te lê, moet uitstring en self iets doen – en dan minstens vir 67 minute lank.

On the 16th of June, South Africa will be celebrating Youth Day. This day marks the sad event of the Soweto uprisings and the resultant untimely death of many a young person. Nevertheless, as tragic as these events might have been, in those days, the school children resorted to an orderly march to protest against an unfair school system. Only when this march was met with uncalculated retaliation did they resort to violence. Nowadays, South African youth have a tendency to resort to violence with little or no provocation. Surely they ought to be reminded that the opportunities afforded them in a democratic South Africa should be cherished and not wasted away on time spent behind bars as a result of a moment's unchecked loutish behaviour?

To conclude, on the 18th of July, we will be celebrating Mandela Day. On this day, you - yes, you - are called upon to devote 67 minutes of your time to honour Madiba's memory. Have you given some thought yet as to how you are going to celebrate this phenomenal man's legacy? The one who has so valiantly fought for a free and just South Africa where you, and everyone you hold near and dear, can be all they ever wished to be?

As 'n wegspringplek stel Phambili voor dat jy die inspirerende stories lees wat in hierdie uitgawe gadek word. Menige opdraande stryd ten spyte, vind mense tog die tyd vir selfverbetering, om blydschap aan ander te bring en om groot dinge te vermag.

As hulle dit kon regkry, kan jy seker ook?

We look forward to reporting on your success story in the editions ahead. Come on people: Let's rock!

Yours in striving for greatness,
Noluthando Zweni
Redakteur/Editor



CLEAN AUDIT SECOND TIME IN A ROW

Executive Mayor Nicolette Botha-Guthrie was pleased to announce that Overstrand's Finance and Governance affairs have yet again been handed a "clean bill of health". This was announced at the Council meeting held on 23 January 2015.

The local authority's clean audit status for the past fiscal year was confirmed when Finance Director Santie Reyneke, supported



by the Director: Management Services, Desiree Arrison, presented the Mayor with the Auditor-General's confirmation during the Council meeting on 29 April 2015.

Management would like to thank all staff of the Overstrand municipality for their hard work in retaining our clean audit status.

Big up!! Well done once again to all staff of the Overstrand.

UPDATE ON WAGE AND SALARY NEGOTIATIONS

The first round of negotiations between the three parties, the South African Local Government Association (SALGA) and the two trade unions (the Independent Municipal and Allied Trade Union (IMATU) and the South African Municipal Workers' Union (SAMWU)), commenced on 2 March 2015 under an independent facilitator appointed by the South African Local Government Bargaining Council (SALGBC).

SAMWU rejected the offer presented by SALGA at the SALGBC in the second round of negotiations which was concluded on 23 April 2015. SALGA revised its previous offer of a 4,4% increase to 5,4% and was turned down by the unions yet again after the parties have been locked in three days of intense discussions.

At the end of this round, both the trade unions and SALGA revised their positions as follows:

Trade Unions' Position:

Salary increase

- A one-year agreement
- 11% across the board salary increase or R2 000, whichever is the greater
- The minimum wage to increase to R7 625

Housing allowance

The housing allowance is to increase to R1 100 and be extended to all employees who are renting or owning houses or paying loans towards a housing bond.

Employees who do not own or rent houses are to receive R600 per month, and the remaining R500 is to be deposited into a saving scheme for a maximum of ten years after which the employer is to withdraw the funds and utilise this to assist the employee to buy a house.

SALGA's Position:

Salary increase

SALGA revised its wage offer to a three-year agreement which incorporates a 5,4% across-the-board increase in the first year (an increase from its initial offer of 4,4%), a year-two increase of consumer price index (CPI) plus 0,25% and a year-three increase of CPI plus 0,25%. SALGA has also proposed that the minimum wage should be increased to R5 925 in the first year of the agreement and thereafter by the same increase as the across-the-board salary increase.

Medical aid benefits

The current maximum employer contribution (cap) is to be retained, meaning no increase to the maximum medical aid contribution for the

next three years. The parties to the SALGBC must also develop a "special purpose medical aid instrument" to give low income earners access to medical aid benefits.

Pension fund benefits

All new employees will only be allowed into defined contribution pension funds. All employer contributions for such new employees will be capped at a maximum of 18% of basic salary.

Service charter

SALGA wants the parties to sign a service charter in order to address productivity and corruption in the sector. The service charter must be based on Constitutional values, improving service delivery, promoting good governance and fighting corruption.

Conclusion/Way forward:

The third round of negotiations is expected to be held on 18 and 19 May. Following that, if things are still not resolved, another round of negotiations is planned for 26, 27 and 28 May 2015 in Cape Town. It is expected that further concessions may be made at this next round of negotiations.

Phambili undertakes to update its readers in the next edition.

MEET NEW EMPLOYEES



Godfrey Cupido,
Street and Stormwater,
General Assistant



John Visagie,
Stormwater,
General Assistant



Peter Spandiel,
Stormwater,
General Assistant



Rayno Africa,
Internal Audit,
Internal Auditor



Tembela Cekiso,
Street and Stormwater,
General Assistant

OUR FIRE FIGHTERS OUTPERFORM THEIR WESTERN CAPE COMPATRIOTS

At an event hosted by the City of Cape Town's Fire and Rescue Service to celebrate International Firefighters' Day at the Zandvlei recreational area in Muizenberg on 4 May 2015, Overstrand's fire fighters came out tops in a team challenge consisting of three drills.

This day, also called St Florian's Day, is celebrated in many countries every year as a "Day of Service". St Florian, the patron saint of fire fighters, was a commander of a fire-fighting squad during the time of the Roman Empire. He and many of his brigade lost their lives in service to the public.

Following on the death of five Australian fire fighters in December 1998, International Firefighters' Day was instituted internationally in 1999. As a mark of respect and to say "thank you",

the community is called upon to recognise the level of commitment and dedication shown daily by fire fighters and to remember those lost or injured in the line of duty.

Overstrand management saw this day as an opportunity to showcase our own fire fighters' capabilities and entered a team under Divisional Commander Brian Lobb, who is also the coordinator and liaison officer for Overstrand's Fire, Rescue and Disaster Management Department. The team, composed of Shane Booyen (team captain), Masikole Langatye, Robin Valley, Alpheus Molhbi and Justin Dreyer, came first in all three challenges, namely a pump-and-hose drill, a



International Fire fighters

FIREFIGHTER'S PRAYER

When I'm called to duty God wherever flames may rage give me strength to save a life whatever be its age Help me to embrace a little child before it is too late or save an older person from the horror of that fate Enable me to be alert to hear the weakest shout and quickly and efficiently to put the fire out I want to fill my calling and to give the best in me to guard my neighbour and protect his property And if according to Your will I have to lose my life bless with Your protecting hand my family one and all.

LIEF & LEED · JOY & SORROW

Kantoorromanse het 'n gelukkige einde vir Marlu en Anandi

"Ons storie het begin toe ons aan mekaar voorgestel is tydens Beskermingsdiens se jaareindfunksie in 2009. Ons het nie veel daarvan gedink nie, en twee jaar het verloop voordat ons mekaar regtig raak gesien het. Van daar af was daar geen twyfel waarheen hierdie verhouding op pad was nie. Ons troudag was een besonderse, emosionele en geseënde dag. Ons het saam met die spesiaalste mense in ons lewens op 25 April 2015 in die Klapmuts-area 'n belofte aan mekaar gemaak dat ons vir altyd bymekaar sal staan, maak nie saak wat die lewe na ons kant toe gooi nie, en dis presies wat ons van plan is om te doen. Ons liefde vir mekaar brand só dat nie eens die beste brandweerman dit sal kan blus nie. Ons toekoms vorentoe kan net voorspoedig wees met God as die middelpunt van ons lewens en huwelik, en ons is baie opgewonde daaroor."



Anandi and Marlu

MEET ANVER: A UWC GRADUATE

Anver Wyngaard enrolled with the University of the Western Cape in 2014 and graduated on 17 March 2015 with an Advanced Diploma in Public Administration (NQF 7). Having passed with distinction in three of his six subjects (Managing Information and Communication 84%, Economics and Public Finance 78%, Leadership and Managing People 75%), Anver admits that this took hard work, saying "I continuously admonish myself to simply focus, to plan and to know there's a time for everything. Only you can make it happen."



Anver Wyngaard

Encouraging his fellow colleagues to make use of every opportunity to continue their studies, he said: "I have been behind the books since I started working at Overstrand Municipality in 2006 and am so grateful for the financial aid I currently benefit from as an employee. I must confess that it remains to be a challenge if you have so many commitments and to be disciplined to study at two universities at the same time. But I must also admit it was an awesome feeling to walk on the stage that evening. Although it was my second time, my heart still raced and my legs were shaking because of all the eyes on me. Thank you so much, too, to everyone for their support and good wishes."

Anver is the process of completing his BA degree in Human and Social Studies at UNISA and can't wait to complete the last couple of modules next year.

Well done, Anver!

SISTER MOUTON NOW ALSO QUALIFIED IN OCCUPATIONAL HEALTH

Sister Heleen Mouton has been awarded the sought-after BTech Occupational Health Nursing degree from the Cape Peninsula University of Technology on 15 April 2015.

She did her studies part-time and had to drive to Cape Town once a week in her first year and twice a week after work in her second year to attend class. Although her duties with Overstrand Municipality currently primarily pertain to primary healthcare, she now also has an in-depth knowledge of occupational health. We wish her all the best with her endeavours to utilise her newly-acquired knowledge in the workplace.



Sister Heleen Mouton

CONGRATULATIONS / BAIE GELUK

Baie geluk aan ons nuwe pappas en mamas:

- Colin Jara het op 8 Maart pa geword van 'n seun, Lolwethu Ntlabezi.
- Zillean het op 31 Maart geboorte geskenk aan twee pragtige meisiekinders. Die tweetjies is bitter klein en het by geboorte onderskeidelik maar net 1,5 en 1,9 kg geweeg.
- Neil Lee Cupido het op 4 April pa geword van 'n seun, Neo Colin Sauls.

OUR HEARTFELT SYMPATHIES WITH ALL WHO LOST A DEAR ONE:

- Johan Venter, whose mother passed away. John works at the workshop.
- Malibongwe Thonjeni, whose mother passed away, works at Preekstoel.
- Andreas Fortuin, who lost his eldest son. Andreas is a worker at Onrus Caravan Park.
- Piet Minnaar, 'n werknemer by Vaste Afval, is op 3 April oorlede.

Let us keep these families in our thoughts and prayers during this difficult time.

GUESS WHO IS AN AUNT?

On 17 March, Madeleine Stoman became the very proud auntie of a little bull of a man, Alexander Clifford Clayton, weighing in at 3,675 kg and measuring 51,5 cm. "He stole all our hearts in day one," Madeleine says.

Smoking Control in the Workplace



Since Overstrand Municipality is required to provide a safe working environment and to protect the health and safety of persons at the workplace in terms of the Occupational Health and Safety Act, No 85 of 1993, the municipality adopted a policy on "Smoking control in the workplace" in November 2008 to ensure that the rights of employees who do not wish to be exposed to tobacco smoke in the workplace are protected.

Because Overstrand is moving towards a smoke-free working environment, and given that May is anti-tobacco campaign month, Phambili thought it fit to remind employees about what the policy involves as well as to offer some advice to those who want to quit smoking.

SMOKE-FREE POLICY
This policy stipulates that smoking is prohibited within all municipal buildings and vehicles, except in specifically designated smoking areas as described in the Tobacco Products Amendment Act, No 12 of 1999, Section 2(b). Staff will be allowed to smoke in the designated areas only, of which the location, size and number will be determined by the Municipal Manager. The area must comply with the requirements as prescribed in Government Notice R975, relating to smoking of tobacco products in public places, dated 29 September 2000 and issued in terms of the Tobacco Products Amendment Act, No 12 of 1999.

The smoke-free workplace policy applies to employees, councillors, contract workers, clients and visitors. Heads of Departments are required to oversee that no working hours are lost as a result of smoking by employees, which implies that office workers who smoke are allowed only two smoke breaks of 10 minutes each during the day at 10:00 in the morning and 15:00 in the afternoon, or at such times as have been arranged with the respective supervisors. For this

concession, those who make use of smoke breaks will have to work an additional 20 minutes per day.

DESIGNATED SMOKING AREAS

Where a need for smoking exists among a group of employees, they should, in conjunction with the Municipal Manager, identify a suitable area. The Municipal Manager must confirm the suitability of all such areas. Smokers are obliged to smoke in the designated areas. Employees' work should not be affected by their absence from their work stations.

ASSISTANCE FOR SMOKERS

It is recognised that some staff members who smoke may have some difficulty in adjusting to the above arrangements, particularly those who have been smoking for a long time. It should be noted that smokers are being asked to refrain from smoking in the workplace, not to stop smoking altogether. In an effort to assist individuals in adjusting to this change, counselling can be made available.

PROCEDURES FOR ENFORCEMENT ON BREACH OF POLICY

All reasonable efforts will be made to help individuals meet the requirements of the smoke-free policy. Any breach of this policy may result in disciplinary action for employees and a fine to members of the public, as imposed by the Tobacco Products Amendment Act, No 12 of 1999.

One also needs to take heed of the following concerning smoking:

Smoking is addictive

Tobacco contains nicotine, a highly addictive drug that one starts to crave when you have to go without it. This is what makes it so difficult to give up. Your body and brain soon start to need nicotine in order to feel good, resulting in addiction.

Smoking is unhealthy

With more than 4 000 chemicals in cigarette smoke, it is no wonder that smoking represents such a health risk. Over and above lung cancer, there are a lot of other health problems smokers are prone to develop, for example:

- Pancreatic cancer - smoking increases the risk of developing pancreatic cancer.
- Skin cancer - the risk of developing skin cancer increases.
- Diabetes risk - tobacco may raise the risk of developing type 2 diabetes.
- Double colic risk - pregnant women who smoke have double the chance of having a colic baby.
- Sexual dysfunction - smoking may contribute to sexual dysfunction in men.
- Even if one prefers not to think about the harm smoking does to you, the evidence will stare you in the face when you look in the mirror. Smoking causes wrinkles and pre-mature ageing, which most people want to avoid.
- Your smoke affects others
Just inhaling another person's cigarette smoke can be harmful to one's health. Some of the short- and long-term health effects of second-hand smoke include headaches, eye irritation, a sore throat and an increased heart rate and blood pressure.
- Children who inhale second-hand smoke are more likely to develop allergies, such as asthma, middle-ear infections and colds.
- Exposure to second-hand smoke and smoking while pregnant are both linked to stillborn births, miscarriages and a low birth weight.
- Find healthy ways to replace your smoking habit and, remember, it is a long-term commitment. You can also ask your doctor for nicotine-replacement products or consider participating in a programme to help keep you from relapsing.
- Colon cancer - individuals who smoke for many years have a greater risk of developing colon cancer.

NEXT SARS VISIT DATES IN OUR AREA

Tuesday 9 June 2015

Time: 09:00-16:00

Venue: Moffat hall Hermanus

Wednesday 10 June 2015

Time: 09:00-16:00

Venue: Zwelihle Community hall