

WELCOME AND WELL DONE!

PHAMBILI EXTENDS A WARM WELCOME TO A COUPLE OF NEW FACES

V Hans	Senior Clerk: Rates
A Swartz	General Assistant: Water & Sewerage
SL Rossouw	Building Inspector
L Potgieter	Building Inspector
HH Ohlson	Senior Clerk: Revenue
RC Dreyer	Library Attendant
E vd Merwe	Legal Advisor: Additional Court
J de Wet	Senior Clerk: Creditors
GW Jacobs	Artisan Plumber

And congratulations to the following people with their promotions!

AW Mili	Manager: Purchases
R Victor	Learner/Apprentice Electric
LA Pedro	Special Workman/Supervisor Electric
PL Radyn	Handyman Electrical
A Ford	Senior Clerk: Rates & Data Control

“BAGS-OF-LOVE” CAMPAIGN SET TO RING IN CHRISTMAS CHEER FOR THE NEEDY

On Friday, 30 October 2015 the Bags-of-Love Christmas 2015 campaign was launched by Executive Mayor, Nicolette Botha-Guthrie, at a ceremony held at the Overstrand Municipality office.

Soon after taking office in 2010, the Mayor became the patron of the Campaign which marks its tenth anniversary this year. The endeavour takes place annually and is aimed at distributing bags made up of essential grocery items, supplemented by additional Christmas treats, to needy families in our communities.

Interest and support has grown steadily over the years to the point



where a total of 1700 bags were filled and distributed to those identified in Hermanus, Zwelihle, Mount Pleasant, Hawston, Stanford and Gansbaai during the 2014 campaign. This number is expected to increase exponentially this year with an appeal once again being put to the business sector, churches, NGO's, municipal staff and individuals to donate to this worthy cause. As before, the media are on board and will

promote the Bags-of-Love Campaign through all available channels, i.e. local newspapers and radio stations. Readers and listeners are advised to be on the lookout for the advertisements and broadcasts which will be flighted shortly.

The Mayor has further posed a challenge to businesses and interested parties to meet or better the number of bags donated by their peers. Botha-Guthrie said, "Let us up the ante this year. For instance if I donate 5 bags, I will challenge my fellow councillors to either meet that amount or to better it. I urge all those who can, to do the same. In this way we can meet the needs of even more families in dire straits and hopefully this Christmas won't be as bleak for them. Come on Overstrand, let us all do our bit and bring some early Christmas cheer to those in need."

The bags are filled at a cost of R121-00 and are available, ready packed, at Spar supermarkets in Eastcliff, Kleinmond and Gansbaai.

For more information on the Campaign, joint convenors Des Collins and Terry McCarthy are contactable on cell numbers 082 824 1058 and 083 255 8614 respectively.



OVERSTRAND
Munisipaliteit
U-Masipala
Municipality

Our Values



We belong



We care



We serve

O Opportunities for all

V Value the input of our communities

E Economic growth for the benefit of all

R Recreational activities in a safe environment

S Sustain service excellence and productivity

T Teamwork in achieving success

R Recognising the needs of our diverse society

A Acknowledge the need to conserve our bio-diversity

N No to corruption and maladministration

D Development within a sustainable environment

MEET NEW EMPLOYEES



E.v.d. Merwe, Management Services, Legal Advisor, Additional Court



Tania Fisher, Building Control Dept, Senior Clerk



Rossouw Reichert, Water Works, Plumber



Brendon Slade, Water works, Plumber



Ronette Dreyer, Community Services Library, Library Assistant



J.de Wet, Finance, Creditors, Senior Clerk creditors



Munisipaliteit • U-Masipala • Municipality

Phambili!

Vorentoe/Forward

Uitgawe/Issue 5

NOVEMBER / DECEMBER 2015 / JANUARY 2016

EDITOR'S NOTE

A HEARTY WELCOME TO ALL OUR READERS!

In this, the last issue for this year, Phambili once again aims to bring you up to date with the latest happenings in the workplace, share some interesting snippets and bring a couple of concerns to your attention. In particular, we will be focusing on the months of November and December and look ahead at what 2016 has in store for us.

Die "pylvak", in hierdie geval die laaste paar maande van die jaar, is altyd 'n uitdagende tyd. Soveel te meer as mens, soos in die geval van sommige van ons kollegas, 'n geliefde ower aan die dood afgestaan het en nou vir tradisionele jaareinde-feestelikhede moet voorberei welwetende dat hulle nie daar gaan wees nie. Ons innige simpatie en weet ook dat ons aan julle dink.

Dan moes ons ook 'n paar van ons kollegas groet wat Overstrand se diens om persoonlike redes verlaat het. Ons gaan hulle mis. Ongelukig was daar ook 'n paar gevalle waar personeellede, ná aloop van dissiplinêre verhoore, van hul pligte onthef is weens onbehoorlike gedrag.

As much as we appreciate that no-one wants to be confronted with "bad news", especially at a time where we are all gearing up for a bit of frivolity, fun and festivities, it is important that we face these issues head-on. Reflect on what happened, take note of what transpired, learn from the outcome and make a firm commitment to correct your actions where necessary to prevent a recurrence of such drastic measures.

On the bright side, the last couple of months weren't all bad. Due to your dedication and hard work, Overstrand managed to add yet another couple of feathers to its cap. We walked off with the laurels in two of the Greenest Town competition's categories, the fire department landed a Rosenbauer award for service excellence and Gansbaai was voted Best Responsible Destination by the travel industry. Well done to all concerned!

Terug op 'n realistiese noot: Water is besig om 'n ernstige probleem oral in die land te word. Gegewe dat ons streek as 'n waterskaars-area gekategoriseer word, is dit noodsaaklik dat ons almal ons bes doen om water spaarsaam te gebruik, veral gedurende die vakansieseisoen, sodat niemand hierdie basiese diens ontse word nie.

Voorts, het jy al 'n bietjie nagedink oor waarom jy vanjaar jou bonus gaan bestee? Dat jy dit beslis verdien het, ly geen twyfel nie, maar eerder as om die winkels in te vaar en wild en wakker aan die koop te gaan, oorweeg om jou swaar verdiende geld verstandig te belê en seker te maak elke sent tel.

Bestee jou geld aan jou gesin of belê in die toekoms: Oorweeg dit om 'n ietelike opsy te sit vir jou kinders se skoolonderrig of om hulle volgende jaar by 'n tersiêre instelling in te skryf. Of dalk het die tyd aangebreek om te begin spaar sodat jy jou eie huis kan koop eerder as om te huur?

Never forget that the happiness we all yearn for in life has nothing to do with who we are, what we have, where we are or where we are going: It has everything to do with our state of mind. The power of positive thinking is truly incredible!

Simply put, you are what you think. If you radically change your thoughts for the better, you will radically change your life for the better. In other words, the situation you find yourself in - be it material or emotional - is a direct result of your mindset.

A word of advice, even if 2015 did not turn out to be all you wished for, use the "quiet time" ahead to reflect on all the positive things in your life: The fact that you have a job, a place you can call home, people who love and care for you - and who you can love and care for in return.

By populating your mind with the "positives" in life, you will be ready to face 2016 with the right mindset and the sure knowledge that good things come to those who are prepared to be patient, to remain positive no matter what and to make the best of every opportunity that comes their way.

Ten laaste, 'n groot "dankie" aan al ons ouers wat tydens die eksamens ons matrikulante so getrou ondersteun het. Ons hou styf duim vas dat mens net sjampanjeppie gaan sien vlieg wanneer julle resultate vroeg volgende jaar bekendgemaak word!

On behalf of Phambili, a Merry Christmas and a Prosperous 2016 filled with love and joy to you all!

Mooi bly en kom veilig terug. See you next year.

Noluthando Zweni
Redakteur/Editor

GOING ALL OUT TO KEEP US SAFE

A fire fighter (also known as a fireman or firewoman) is a rescuer extensively trained in firefighting, primarily to extinguish hazardous fires that threaten property and civilian or natural populations, and to rescue people from dangerous situations, like collapsed or burning buildings or crashed vehicles. In some countries, they are also trained in Emergency Medical Services (EMS) and operate ambulances in addition to being fire fighters.

The complexity of modern industrialised life with its greater prominence of hazards has created a need to constantly keep abreast of the latest firefighting technology and to broaden the fire fighter-rescuer's remit.

From 17 June to 7 August this year, three of our staff members attended the Fire Fighter II course in Stellenbosch at the Cape Winelands Fire Training Academy in the company of 21 other students who came from all over the Western Cape. Working their way through a 700-page course module, the attendees had to attend lectures, subject themselves to rigorous physical training regimes and complete a whole array of practical assignments, culminating in a final theoretical and practical evaluation.

The three attendees from Overstrand really had their work cut out for them: Inclement weather conditions despite, they had to leave Kleinmond at six every morning and only got back home 12 hours later, quite often just in time to sign on for the standby shift.



As is clear from the accompanying photo, though, their perseverance clearly paid off: Turlo Samuels (left) walked off with the award for Best Theoretical Student, Jaco Stemmet (middle) with the award for Student of the Course, and third student (right) is not from the Overstrand Municipality.

Well done guys for making Overstrand proud and for your commitment to keep us all safe!

CLOSING OF MUNICIPAL OFFICES OVER FESTIVE SEASON

Notice is hereby given that Municipal offices in the Overstrand area, including libraries but excluding other essential services, will be closed as from 13:00 on Thursday 24 December 2015 and Thursday 31 December 2015 to reopen at 07:45 on Monday 28 December 2015 and Monday 4 January 2016 respectively.

THANK YOU, AND HAVE A BLESSED ONE... Executive Mayor's message

"While the past year has presented some challenges, it has also seen a myriad of achievements and accomplishments at the hands of Council, Administration Management and, mostly importantly, our staff.

On behalf of myself, fellow Councillors and Administration Management, I wish you all the best for a truly blessed Festive Season and joyous celebrations over the next couple of weeks. I look forward to your safe return to office in the New Year and hope that 2016 will be a year of abundant health, prosperity and goodwill for all."

... Municipal Manager's message

I wish to express my sincere thanks and gratitude to all my colleagues for their hard work, dedication and support during the past year. We have indeed worked hard to accomplish our vision to be a Centre of Excellence for all our communities.

Christmas and New Year is just around the corner. It is a time to reflect on the year that has been ... some good times, some tough times ... It is however times like these when we say thank you for treasures like family, friends and colleagues that bring such pleasures. Let us never forget the blessings we have had, because when we count them, things are not so bad. May the Joy, Hope and Peace that Christmas brings be with you and yours this season and throughout 2016.



Nicolette Botha-Guthrie



Coenie Groenewald

PLEASE USE ESSENTIAL SERVICES RESPONSIBLY - especially over the Festive Season

With the anticipated influx of visitors expected over the season, and the subsequent increase in the use of essential services and public facilities, Overstrand Municipality would like to appeal to all concerned to use these amenities responsibly.

Given that the Overstrand region is generally regarded as a 'water-scarce area', water in particular should be used sparingly. Furthermore, to counter any dangers or disasters inherent to the upcoming fire season, the municipality urges its residents and visitors to be cautious when making fires. Notwithstanding the above cautions, we are all too aware that people want to indulge in a bit of revelry and celebration at this time of year, especially on New Year's Eve. Consequently, allowances have been made for the discharge of fireworks at designated places on certain of the region's beaches, but then only between the hours of 23:30 and 01:00 on that evening.

The designated places on the respective beaches are as follows:

Hermanus:

- Grotto Beach East near lagoon mouth
- Hawston Beach only (Please note, anyone who discharges fireworks from the adjacent camping site, the parking area or the harbour will be in violation of the law and face a hefty fine as well as the risk of being arrested on the spot.)

Gansbaai:

- Uilenskraalmond Beach
- Stanford Bay Beach

Kleinmond:

- Kleinmond Beach

Anyone, be it an individual or an organisation, who wishes stage a firework display must first submit an application for such a display to the relevant area manager's office. This application will then be referred to the Fire Chief for approval. Note, too, that those who wish to stage such displays will be required to sign an indemnity form on approval.

A final request: Please be considerate towards and protective of our area's wildlife.

For your own safety and in particular their protection and conservation do not disturb any wild animals - especially baboons - that might cross your path by attempting to feed or engage with them. These animals should remain undisturbed and left to co-exist with one another in the confines of their respective natural environments.

Overstrand wishes everyone - be they of the human or the not-so-human kind - the very best over the Festive Season. May it be a time of joy, love, peace, merriment and harmony for all - a time filled with wonderful memories we can cherish forever.

In case of an emergency, our Community Protection and Security Forces can be contacted as follows:

Municipal Services: 028 313 811

Traffic / Law Enforcement / Fire and Disaster 028 312 2400

APPEAL TO ALL STAFF MEMBERS OVER THE FESTIVE SEASON

As the Community Protection and Security Agencies, along with their personnel, are readily preparing for the heightened use of public facilities and services by both our communities and the influx of visitors expected over the Season, the management would like to appeal to all staff members to share with visitor to use amenities when visiting beaches responsibly.

The use of water, in particular, should be done sparingly. This is especially given that the Overstrand Region is regarded as a 'Water-Scarce Area'.

With the fire season upon us and its impending danger, the Municipality further urges its residents and visitors to be cautious when making fires, and to remain vigilant and sensitive to the devastating and destructive consequences affected communities could have in the event of runaway fires.

However, the Municipality is cognitive of its people's need for Festive Season revelry and celebration, and has therefore made allowances in this sense by providing designated places on the region's beaches where the release of fireworks will be permitted.

A final request is that consideration and protection of the area's wildlife is upheld. To this end, a plea has been extended to those involved to please refrain from feeding or engaging with the Baboons, or any other species, that may cross their path during the Season. For their own protection and preservation, these animals should remain undisturbed and left to co-exist with each other in the confines of their respective natural environments.

Should the need arise, the various Community Protection and Security Forces can be contacted as follows:

Municipal Services Telephone 028 313 811
Traffic, Law Enforcement & Fire and Disaster Telephone 028 312 2400

Mayor would like to extend a very best wishes and Seasonal Greetings to all staff members and your visitors alike. May the Festive Season be a time of joy, love, peace, merriment and harmony, and may it be filled with wonderful memories to be enjoyed for all of time.

LIEF & LEED · JOY & SORROW



Justin Vorster

HOUSE BEYERS-NAUDE'S FIRST PRIMARIUS AN OVERSTRANDER

The youngest son of Hannes and Karin Vorster, who is currently a third-year BSc Quantity Surveying student at the University of the Free State, has just been elected

as the first primarius for the 2015/16 term of the newly named House Beyers-Naude. Previously known as House JBM Hertzog, the university decided to change the name with effect from 2016 as part of its transformation process.

Mom Karin, employed as Storekeeper in Hermanus, and dad Hannes, employed as Senior Manager: Expenditure and Assets, are very proud of his achievement and believe that Justin has what it takes to lead House Beyers-Naude through this next step in its transformation since, as residence council member responsible for social interaction of the now defunct House JBM Hertzog during the 2014/15 term, Justin played a crucial role in bringing the

residence's different cultural groups together.

In an interview with the student newspaper shortly after his election, Justin had the following to say when asked about his vision for the coming year: "I want to assist the residence through the following year to adapt to the transformation process. To do this, I will have to be honest with the residents and I will have to take all opinions into account. I want them to believe that we are currently in a great position to create our own legacy - we all want to be a part of something bigger than ourselves and this is our chance to do so. I want to help the residents realise that now is the time that we need to learn from the past but also create our own future - the past will hold you back if you refuse to let go. Rather than holding on to the past, we must salvage the good and build a better environment for everyone. This can only be achieved through change."

Great leaders don't set out to be a leader. They set out to make a difference.

It's never about the role; it's always about the goal - Lisa Haisha

I wish you enough...

I wish you enough sun to keep your attitude bright no matter how grey the day may appear.

I wish you enough rain to appreciate the sun even more.

I wish you enough happiness to keep your spirit alive and everlasting.

I wish you enough pain so that even the smallest of joys in life may appear bigger.

I wish you enough gain to satisfy your wanting.

I wish you enough loss to appreciate all that you possess.

I wish you enough "Hellos" to get you through the final "Goodbye."

Irish Blessing

May your joys be as bright as the morning, and your sorrows merely be shadows that fade in the sunlight of love. May you have enough happiness to keep you sweet, enough trials to keep you strong, enough sorrow to keep you human, enough hope to keep you happy, enough failure to keep you humble, enough success to keep you eager, enough friends to give you comfort, enough faith and courage in yourself to banish sadness, enough wealth to meet your needs and one thing more: enough determination to make each day a more wonderful day than the one before.

DID YOU KNOW / HAVE YOU HEARD

Janade Aplon ties a knot



Amy & Junade

Seven years ago, Junade, who works in the Finance Department, was walking past a house in Mount Pleasant when he noticed the amazingly beautiful teenage girl called Amy who lived there. He promptly asked a friend to get him her number, and the rest is history. "Today, she is my beautiful wife and I love her to the moon and back," a proud Junade beamed. Junade and Amy have a two-year-old little princess, as they lovingly call

her, and are expecting a boy in March. The couple got married at Fernkloof Nature Reserve on 28 November 2015 and shared a fantastic day with family and friends. Junade would like to thank the Almighty God for everything He has done for him and his wife and for what God is still going to do. His message to couples who still want to get married is, "Be completely humble and gentle, be patient, bear with one another in love, and just keep your faith in God".

Condolences

We learnt with great sadness that the following colleagues recently lost a parent:

- Charles Muller (Hawston Pool & Caravan Park)
- Dawie Esaus (Law Enforcement)
- Loriaan Isaacs (Town Planning)
- Malusi Nompumza (Cadet Fire Fighter)
- Roderick Williams (Director: Community Services)

Our heartfelt sympathies with your profound loss - you are in our thoughts and prayers during this difficult time.

House in Sandbaai to let:
21 December 2015 - 8 January 2016

3 x bedrooms, 2 x bathrooms, swimming-pool, DStv. R1 600 per day. Minimum booking: 4 nights.
Contact Llye or Joy on 082 477 8588 for more information.

Gansbaai takes Bok Friday seriously



Gansbaai administration

South Africans love their sports, and Gansbaai is no exception. From the office staff to the library personnel, everyone dressed up in the green and gold - some in full gear! - to show that they are 100% behind the Springboks during the recent Rugby World Cup.

Seeing people unite as one to support their teams brings back fond memories of the 2010 FIFA World Cup and the Bok's 1995 Rugby World Cup win.

Well done Gansbaai for reminding us what a wonderful unifying tool sports can be. Hopefully, next time our national teams compete in a major international event - be it rugby, soccer, cricket, netball, cycling or the Olympics - all administrations will follow your example by dressing up and getting into the swing of things.



Gansbaai library

SPERDATUMS - SALARISKANTOOR / CUT-OFF DATES - SALARY OFFICE

ITEM	DATUM EN TYD VIR INHANDIGING BY SALARISKANTOOR / DATE AND TIME TO BE SUBMITTED TO SALARY OFFICE
1. Lone / Wages: - Tydstate / Timesheets - Skedules / Schedules - Kontrakte / Contracts - Verlofuitbetalings / Leave payouts - Verandering van bankbesonderhede / Change of banking details	Elke Dinsdag @ 10:00 Each Tuesday @ 10:00
2. Oortyd & bystand / Overtime & standby: - Oortyd en bystand gewerk in maand (bv. oortyd en bystand gewerk in Desembermaand) / Overtime and standby worked for the month (eg. overtime and standby worked in the month of December)	Weekliks elke Dinsdag @ 10:00 met finale indiening teen die 1ste Vrydag van die nuwe maand (bv. 1ste Vrydag van Januarie maand) Weekly every Tuesday @ 10:00 with final submission on the 1st Friday of the new month (eg. the 1st Friday in the month of January)
3. Salariseise, betalings of aftrekkings / Salary claims, payments or deductions: - Reis- en verblyfeise / Travel and subsistence claims - Aflos en waarneming / Relief and acting - Verlofuitbetalings / Leave payouts - Telefoonrekeninge / Telephone bills - Verandering van bankbesonderhede / Change of banking details - Enige ander salarisverwante eise, betalings of aftrekkings / Any other salary-related claims, payments or deductions	Die 16de van elke maand. Eise wat eers deur MH verwerk moet word, moet vóór die 16de aan MH gestuur word sodat hulle dit teen die 16de na salariskantoor kan aanstuur. (Neem asb. kennis dat alle eise - hetsy reis en verblyf, aflos/waarneming of van watter aard ook al - eers in die volgende maand betaal sal word, d.w.s. Desember se eise word in Januarie betaal.) The 16th of every month. Claims that need to be processed by HR first must be submitted to HR before the 16th so that they can forward it to the salary office by the 16th. (Please note that all claims - be it for travel and subsistence, relief/acting or whatever - will only be paid in the following month, e.g. December's claims will be paid in January.)
4. Aantekenregisters en verlof / Attendance registers and leave:	Alle verlof wat tydens die tydperk van 'n spesifieke aantekenregister (bv. 12 Des. - 11 Jan.) geneem is, moet gelaai en goedgekeur wees wanneer die aantekenregister op die 12de van elke maand by salariskantoor ingehandig word. All leave that was taken during the period of a specific attendance register (eg. 12 Dec. - 11 Jan.) must be loaded and approved by the 12th of each month when the attendance registers are submitted to salary office.

Let asb. daarop dat dit steeds die betrokke toesighouer/lynbestuurder se verantwoordelikheid is om toe te sien dat die verlangde dokumente betyds deur die senior bestuurder/direkteur goedgekeur word sodat dit vóór die spertyd aan die salariskantoor gelewer kan word.

Please note that it remains the responsibility of the supervisor/line manager concerned to ensure that the requisite documents are approved by the senior manager/director in time so that it can be forwarded to the salary office before the cut-off dates.