ABAQESHWE ABANYUSELWE

ABAQASHIWEYO KU AGASTI 2014	
Mnr J de Villiers	Umphathi omkhulu kwinkonzo eziqhubekayo
Mnr M G Montaque	Umsebenzi jikelele kwezombane
Mnr D C Willemse	Umsebenzi jikelele kwezombane
Mnr M H Jeftha	Umsebenzi jikelele kwezombane
Mnr E Germishuys	Umsebenzi jikelele kwezombane
Mr S I Vana	Umsebenzi jikelele kwezombane
Mnr D W Pekeur	Umsebenzi kwezombane
Me E G Juries	Umhloli wezindlu
Me H Dignas	Unobhlala
Mnr Y Tayob	Uncedisi jikelele kwezamanzi
Mnr R T Stewart	Umsebenzi kwezonyanzelo mthetho
Mr Z Ndoloshe	Uncedisi jikelele kwimijelo ahamba amanzi amdaka
Mr S W Matyaleni	Uncedisi jikelele kwimijelo ahamba amanzi amdaka
ABANYUSELWEYO KU AGASTI 2014	
Mnr L S Gardiner	Umphathi omkhulu: kwindlela ne mizila yendlela
ABAQASHIWEYO NGO AGASTI 2014	
Mr J L Strydom	Umfundi
Mr C Avenant	Umqeqeshi wezemidlalo
Mr D J August	Umqeqeshi wezemidlalo
ABAQASHIWEYO NGO SEPTEMBA 2014	
Me J-A Gillion	Unobhala omkhulu kwezendlela
Mnr H E Jakobs	Igosa lezendlela
Mnr M Crause	I oparatha yomatshini
Mr L Mbuthuma	Umncedisi jikelele kuthutho lwenkunkuma
Mr H Ncedana	Umncedisi jikelele kuthutho lwenkunkuma
ABAQASHIWEYO NGO SEPTEMBA 2014	
Ms K D Jeptha	Umfundi
Ms Z Mayekiso	Umfundi
Mr J V Aplon	Umfundi
Mr N Van Dyk	Umfundi
Ms N Barnard	Umfundi
Mr A Dirk	Umncedisi woMphathi weProjekthi
Ms J Hendriks	Ojongene nokhuseleko ebaleni kunye nezemali
Mr T Dry	Ojongene nomgangatho wamanzi

KHAWUNYOVE IBHAYISEKILE NOMNTU ONGABONIYO

Ukubujonga kwakhona ubomi ngenye indlela

UJohan Potgieter, yinzalelwana yaseNamibia kwaye ngoku usebenza kwicandelo lezithuthi zakwamasipala, waye wapheleka abakhweli zibhayisekile ezazivela kwiSA National Tandem Association for the Blind and Visual Impaired xa babekukhenketho lwaseNamibia ukusuka ngomhla wesi-4 - 12 kuJulayi.

Uthi uJohan, uhambo olo 'lwaluneemeko ezimvul' amehlo umntu': "andizange ndikhe ndisebenze kufutshane nomntu oyimfama. Oku ngenene kwandivul' amehlo - thina (bantu babonayo) asinalwazi lokuba zinto zini na adibana nazo umntu oyimfama yonke imihla le. Izinto ezingenamsebenzi, ezifana nokuya ngasese kwindawo entsha kuye, kumphathela iingxaki ezizodwa. Yayingamava amnandi khona kwaye ndiziva ndinenyhweba ukubayinxalenye yokukhuthaza umdyarho weebhayisekile nje ngomnye wemidlalo nakubantu abangaboniyo."

Ukhenketho lwaseNamibia lwaluqala eKeetmanshoop apho umlenze wokuqala wawutsala uye kutsho eLüderitz. Loo ndlela inye yabayingxaki ngosuku olulandelayo. Umlenze wesibini wawuqala kwindawo yokuweza eBrakwater cebu eWindhoek ukuya kutsho eDaanViljoen Game Reserve kwabuywa kwangayo. Umlenze wokugqibela wawunokuhamba phakathi kweSwakopmund neHenties Bay, kodwa kwafuneka urhoxiswe ngenxa yenkungu eyayivale mba kwanendlela eyayimanzi imtyibilizi. Endaweni yoku kwaye kwatyelelwa kuDune 7 eWalvis Bay nakumatywina aseCape Cross. Eli qela azange likwazi ukuncokola ngela lizwe nabantu balo abanobubele.

Iqela eli lalinabakhweli zibhayisekile abangama-60 kunye namagosa asuka eNtshona Koloni, eGauteng, KwaZulu-Natal naseNamibia.

UJohan wacacisa wathi abakhwe lizibhayisekile abaziimfama baye bakhatshwe ngumkhokeli omnye osebenza njengomqhubi phaya phambili. Inani elibonakalayo laba bakhweli zibhayisekile yayingamaqabane nabalingani, umzekelo apho inkosikazi iye yasuka ayabona. Kwakukhona bathathi-nxaxheba abaye bathabatha inxaxheba kwimidlalo emikhulu kwaye bawongwa nangeembasa. "Kodwa yayingenguye wonke ubani owayekulungele oko kwaye enomdla kuko - kwakukwakho nendoda esele ikhulile noko eyayihlal' ihlale ikhe iman' ukuthi mpaku inqawe yayo inyove ibhayisekile xa icacile", wabalisa uJohan. Wafumanisa ukuba abantwana abakwiSikolo seeMfama saseAthlone ngabo nababekhaliphile kulo mdlalo.

I-Tandem Association for the Blind yenza amalungiselelo okhenketho lweebhayisekile ebudeni bonyaka nje, kwaye neHermanus ngokuqinisekileyo iseluhlwini! Ukuba ngaba ungumkhweli weebhayisekile kwaye unqwenela ukuzibandakanya kweli phulo ngokongezelela amandla okunyova ibhayisekile xa iqela lisiya eHermanus nakwiindawo ezingqongileyo.

DIBANA NABAQASHWA ABATSHA

Busisiwe Mtatase, Umsebenzi kwinkonzo zokuhlala eGansbaai

Jean de Villiers, Umphathi omkhulu kwinkonzo eziqhubekayo eGansbaai

Tayob Yusuf, inkonzo zococo lwamanzi eGansbaai

Sophia Boshoff, Umsebenzi kwinkonzo zokuhlala eGansbaai

Edna van de Linde, Umsebenzi kwinkonzo zokuhlala eGansbaai

Elroy Germishuys, Inkonzo zombane eStanford

Marchell Jeftha, Inkonzo zombane eStanford

Marco Montaque, Inkonzo zombane, eHermanus

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Ryan Stewart, Inkonzo zonyanzeliso mthetho, eHermanus

DC Willemse, Inkonzo zombane, eHermanus

Heidi Dignas, Umsebenzi kwinkonzo zokuhlala, eHermanus

Darrel Pekeur, Inkonzo zombane, eHermanus

Sibongile Vana, Inkonzo zombane, eKleinmond

Overstrand Personeelblad/Staff Newsletter

Phambili! Vorentoe/Forward

Munisipaliteit • U-Masipala • Municipality OVERSTRAND

Indaba 2   AGASTI / SEPTEMBA / OKTHOBHA 2014

INQAKU LOMHLELI

MASITHABATHISE

ENYE IKOTA KWAKHONA ENEMITHWALO ESANGXANGILEYO

Siyanamkela kwakhona ngobubele obukhulu kupapasho lukaPhambili, osisigidimi sethu seendaba esikuxelela ngezinto ezinomdla ezenziwa ngoogxa bakho.

Okokuqala, ndivumeleni ndabelane nani ngeendaba ezimnandi: Ukususela ngomhla woku-1 kuJulayi ngowama-2014 isigidimi seendaba esibizwa ngokuba yiPhambili iyakuba sisigidimi seendaba esiphuma qho ngekota. Nangona indlela ebibhalwa nelungiselelwa ngayo iyakuba yefanayo nezinye kodwa sakuba nethuba elaneleyo lokuqokelela amabali angawo naphambili kodwa eyona nto ibaluleke ngakumbi kukuba sakuninika ithuba elaneleyo lokuba ningenise eyenu imisebenzi nezimvo zenu.

Siyalamkela ngokwenene kambe igalelo, iingcebiso noluvo lwakho: Ngaphaya koko iPhambili ingawe, esifuna ukukuva "lilizwi" lakho. Khawusinike loo mabali akho; siyathembisa sakuzama ukuwamkela ngobuninzi bawo.

Kwesi sigidimi sakube sijolise kwinyanga exakeke kakhulu ka-Agasti ukuyakuma kuOktobha: Ngenxa yeenkqubo ezilandelayo ezizezi: Imbasa zikaSodolophu ezikufuphi nje, USuku lwabaKhubazekileyo olucwangciselwe uSeptemba noMboniso woMasipala elungiselelwe uOktobha, oko kuthetha ukuba wonke ubani uzibona exakekile kakhulu ngaxalimbi ibe lixesha lokuphelelwa ngumonde...?

Phantsi komxholo othi "Bonisa okuhle kodwa", oko kukuthi ungaya edolophini uyokubonisa inkxaso yakho kwabo bakhubazekileyo kulo nyaka. Thenga "itikiti lokungena" -lifumaneka kuNobhala woMlawuli wakho - ngemali engange-R10 ukuze ube yinxalenye yolonwabo loSuku lwabaKhubazekileyo olwakube lungoLwesihlanu umhla wesi-5 kuSeptemba ngowama-2014. Imali eqokelelweyo yimali eyakubonelela iimfuno zabakhubazekileyo, okunye ke kukunika wena ithuba lokuba uzonwabise nabo usebenza nabo kwi-odithoriyam ngaloo mini.

Kwenye indawo kwakweli phepha uyakufumana indawo echaza ngoMboniso woMasipala. Sithi ngxe kubasebenzi abaya kube behlabe ikhefu ngeli lixa leeholide zikaOktobha kuba bayakuphoswa ziinkqubo zokhuphiswano ezinomdla kakhulu, asithethi ke ngezipho ezihambisana noko ezakunikezelwa ukususela ngomhla wesi-3 ukuya kowesi-6 eziyinxalenye yomnyhadala iWhale Festival eyenziwa rhoqo ngonyaka.

Eli lixesha elilungileyo kwabaqalayo ukusebenza ukuba bafunde ngakumbi ngomasipala nangeenkqubo iOverstrand ezinikezelayo kubantu bayo. Kwaye nabo kudala bekhona besebenzela umasipala bakuxelela ukuba eli lixesha elimnandi lokuzonwabisa nabanye abasebenzi apho ubani engafuni ukuphoswa nakancinci lilo, imeko yokuphumla nokuzonwabisa. Nceda yiza nabahlobo nosapho nizokuzonwabisa!

Qaphela ke, nangona kubalulekile ukuba onke amacandelo athabathe inxaxheba kodwa kulo nyaka kwakuxhomekeka kulo mlawuli welocandelo ukuba achonge abantu abathile abaya kuthatha inxaxheba kwimiboniso.

Kushicilelo olulandelayo lukaPhambili, siyathembisa ukuba sakuza namabali amangalisayo enzingo neembandezelo enidlule kuzo ukususela ngoAgasti ukuya kuma ngo-Oktobha... oku kundibuyisela umva kwinto ebizwa ngokuba "ngumonde."

Rhoqo, kumaxesha apho sixakeke kakhulu siyesiphelelwe ngumonde wokulindana omnye nomnye ukwenza oko kufanele ukuba kwenziwe. Ngokuya siqhubeka singxama kukokukona kanye sichukumisekayo. Ngamanye amaxa side sense izinto njengabantwana kuba sifuna oko sikufunayo kwaye sikufuna ngoku!

Ngoko ke ilizwi lokuxhobisana: Xa uziva ukuba ukwiqondo lokunganyamezeli ngenxa yokuba ubani akakwazanga ukwenza izinto ngohlobo lwazo nangexesha elimiselweyo, thatha inyathelo elincinane ubuye umva. Zibuze umbuzo othi: Ingaba oku ndizakwenzayo kubalulekile na okanye ndikwenza ndinomsindo' omkhulu ndifuna kujongwe kum kungekho sizathu sokwenza njalo?

Kumaxesha amaninzi oko kungadala izinto zibe nzima nangakumbi.

Akukho ndlela ilula nekhawulezayo yokulawula iimeko ezifana nezi, kodwa ndinethemba lokuba le yenye yeendlela esinokufunda omnye komnye. Ngoko ke kunganjani ukuba ungasibhalela wabelane nathi ngawakho amava okulawula imeko yoxinzelelo nokuphelelwa ngumonde esithi sonke sidlul ekuwo kumaxesha ngamaxesha?

Side sibuye sibonane.

Noluthando Zweni
Umhleli/Editor

UMBONISO KAMASIPALA KWIFESTIVALI YEMINENGE

LIXESHA LOKWENZA IZINTO NGENDLELA ENGCONO NENOMDLA!

Kulo nyaka umsitho wokubonisa ngako konke okwenziwa ngumasipala uya kube uyinxalenye yomnyhadala iWhale Festival ukususela ngomhla we-3 ukuya kowe-6 Oktobha 2014. Injongo ephambili ekwenzeni oku kukubonisa ukuzinikela kweOverstrand ekusebenzeni noluntu nokubonisa ngokwenza ngokuzimisela kweOverstrand ekunikeni inkonzo eyiyo. Onke amacandelo akuba yinxalenye yomboniso kwaye ndimema wonke ubani ukuba azimisele kangangoko ekwenzeni lo msitho walo nyaka ukuba ube ngonempumelelo, okanye ube mkhulu njengowonyaka odlulileyo.

Uvulelekile kuluntu lonke, kumacandelo afana naweziMali, eloPhuhliso loQoqosho loLuntu, iiNkonzo zoLawulo, eleZiseko ezingundoqo noCwangciso, iiNkonzo zoKhuseleko neeNkonzo zoLuntu, zonke zakufumana ithuba lokuzibonakalisa ngeendlela abenza ngcono ngayo iinkonzo abazinikezela eluntwini. Ukwangeza, silindele ukuba kungenelele namahlakani ethu angaphandle afana noWorking with Fire nabangamahlakani enza indima ephambili kulo mmandla

Abasebenzi bakusebenza kwiindawo zemiboniso ukusukela ngentsimbi ye-09:00 ukuya kweye-16:00 besamkela iindwendwe eziphuma kuzo zonke iindawo bephendula nemibuzo eziyibuzayo bekwenza oko ngeelwimi zeenkobe zeendwendwe ezo. Lithuba elilodwa eli apho abasebenzi bethatha inxaxheba kuko konke okwenziwayo nalapho bazonwabisa ngokunxulumana nabantu behlabathi jikelele, into apho abanye bethu bangafane bayixhamle kwaphela kwixesha lethu lemihla ngemihla yomsebenzi.

Kungako ke eli ilixesha lokwenza ngcono isakhono sakho sonxibelelwano nexesha apho wena kufanele uzixhobise ngolwazi oluthe vetshe ozakulusebenzisa xa uncokola nabantu ngohlobo oluvuselela ingcingane yabo. Khumbula ukuba injongo ephambili kukubonisa ngomasipala ophambili nowenza indima eyiyo kubomi bemihla ngemihla babantu. Ngokunjalo nathi basebenzi sazi futhi sibone ukuba abanye boogxa bethu zinto zini abazenzayo kumacandelo abo sifunde kuzo.

Kuko konke oku, lo mboniso lithuba elihle lokufunda elifuna ucwangciso oluvumelana nemeko nolunika umtyhi kwizinto ezithile ezivelayo nebezingezizo ezicwangcisiweyo. Ngoko ke asazi ukuba imeko yezulu iya kusibeka phi kodwa njengabantu baseOverstrand asinako ukuvumela loo meko ukuba isitheze amandla.

Ndovuyiswa kukubona imiboniso emihle kwakunye noogxa bam abonwabileyo kulo msitho walo nyaka. Singenza namaqashiso okuba ngubani oya kuphumelela ukhuphiswano lowona mboniso uphume phambili.

NDIKUQINISEKISA NJANI UKUBA NDIHLAWULELWA NGOKUFANELEKILEYO I-OVA NEXESHA LOKUBA LILALELA?

Ufikelele ezindlebeni zabaphethe iOfisi yeeNtlawulo zaBasebenzi umba wokungonwabi nokubhideka malunga nemiba yokufakwa kwamabango entlawulo yexesha elongezeleweyo nelokulindela ukubizwa emsebenzini ukuqinisekisa ukuba iintlawulo ezizizo ziyahlawulwa ngexesha elifanelekileyo nelililo.

NgokweCandelo 10(1)(b)(ii) loMthetho iBasic Conditions of Employment Act, othi "umqeshi akakwazi ukucela okanye ukuvumela umsebenzi ukuba asebenze ixesha elongezelelweyo elingaphezulu kweeyure ezilishumi ngeveki".

Ukuba uza kusebenza ixesha elongezelelweyo kufanele ufumane isiqinisekiso sokwenza njalo kumphathi wakho. Qaphela oku ke ukuba akukho msebenzi oya kusebenza i-ova engavumelananga nomphathi wakhe. Emva kokuba usebenzile naphambi kokuba utyikitye uxwebhu lokusebenza i-ova/ixesha lokuba ubelilalela (ukubizelwa emsebenzini), nceda qaphela oku kulandelayo:

- Ingaba ZONKE IIYURE endizisebenzileyo zibhaliwe phantsi na? Ingaba umsebenzi wam wokusebenza ngexesha lokubizelwa umsebenzi uchaziwe na kuxwebhu olo?
- Ingaba ifomu echaza ukudlulisa kwixesha elimiselweyo iqhotyoshelwe na (ukuba ixesha lam lokusebenza ngeveki ligqithile kwiiyure ezili-10)?
- Ingaba ifomu echaza ukudlulisa kwixesha elimiselweyo yeyexesha elililo na?
- Ingaba ixesha elikwifomu echaza ukudlulisa kwixesha elimiselweyo lizizo ngokwenene iiyure endizisebenzileyo na?

Ukuba ngokwezakho izimvo le nkcazelo asiyiyo, lo mba mawulungiswe ngokukhawuleza ngumphathi wakho phambi kokuba wena ulutyikitye uxwebhu olo. Ifomu eyiyo nelungisiweyo mayifunwek wi-EMIS kusetyenziswe yona endaweni yelo xwebhu lingalunganga.

Nceda wazi ukuba amaxwebhu e-ova/ixeshalokuba lilalela mawafakwe qho NGEVEKI kwiOfisi yeeNtlawulo zaBasebenzi ukuze kulandelwe iinkqubo entlawulo. Amaxwebhu eveki yokugqibela enyanga mawafakwe kwiOfisi yeeNtlawulo zaBasebenzi phambi komhla wesi-8 kwinyanga elandelayo. Ngelishwa, amaxwebhu afakwe emva kweli xesha akuhlawulwa kuphela NGEXESHA ELILILO LOKUHLAWULWA KOMRHOLO wenyanga elandelayo.

Abasebenzi beOfisi yeeNtlawulo zaBasebenzi abanakunikwa uxanduva lokuqinisekisa ukuba ixesha olisebenzileyo nelongezelelweyo lililo na? Luxanduva lwakho nelomphathi wakho ukuqinisekisa ukuba amaxwebhu angawo angeniselwe intlawulo. I-Ofisi yeeNtlawulo aBasebenzi ingakwazi ukwenza iintlawulo ezizizo kuphela xa amaxwebhu angawo afumaneka ngexesha elililo. Ngentsebenziswano yakho neyomphathi wakho ekulandeleleni zonke iinkqubo ezingentla apha, ungaqinisekisa ukuba iintlawulo ze-ova zingaba zezizizo nezenziwa ngexesha elifanelekileyo.