

ACE "IT"



Participants at the Job hunting and Interview skills workshop

Our Library Section held a week long workshop on Job hunting and interview skills. The workshop ran from 26th September until 30th and all units of DLM were visited.

The purpose of this workshop was to coach the unemployed citizens of our municipality. The objective was to equip them with the necessary skills to ace any future interviews. The workshop covered the following aspects:

- Best practices when networking
- What are the pros and cons of using employment agencies
- How to get referrals
- What are the job applications stumbling blocks
- The tips for completing applications
- Most frequently asked interview questions and how to answer them
- The salary negotiation rules
- Why people get fired
- How to get ahead
- What employers look for
- Skills employers want
- Why job hunting is a process
- How to choose an occupation
- How to show that you can do the work
- What are the nuts and bolts of a resume
- How to get your resume out there

The Power Point presentation which was used will be made available on the staff intranet.



Participants in Fouriesburg library

Ace "IT"	Page 1
World Festival Competition	Page 2
Arbor Week 2016	Page 4
Be a good employee	Page 5
What is Breast Cancer?	Page 6
Curbing Debt	Page 7
International day for the eradication poverty.	Page 7
Hospitals plan vs Hospital Insurance	Page 9
Don't let your talents go to waste	Page 11
Photo Collage	Page 12

WORD FESTIVAL COMPETITION

1. Background

This programme was aimed at the Grade 6 and Grade 9 learners. The programme unfolded in a form of a competition between the schools and these competitions were held at schools.

The intended outcome of the programme is to inculcate the culture of reading and support lifelong learning in the schools around Dihlabeng Municipality, especially farm schools. The programme is aimed at training the learners to be innovative with letters, to think fast, work as a team and also learn how to spell.



Overall winners of the library word competition

2. Project Objectives

- To increase awareness of the library service in Dihlabeng municipality, and the promotion of library resources and services.
- To contribute towards Dihlabeng community wellbeing.
- To develop a love of literature and improve literacy skills
- To identify gifted learners and attract learners into our Libraries.
- To enhance creative thinking, and assist learners with spelling.

3. Project Management

The programme forms part of SDBIP of Dihlabeng Local municipality. The following stakeholders were needed in order for the programme to run:

- The township and farm schools in the Dihlabeng Local Municipality.
- School Principals and Teachers
- Library Staff
- Friends of the Library/ Library Committee

FIRST ROUND

Name of School	Date	Activity	Targeted Grade	By Whom
Ipokelleng Senior Secondary versus Breda Farm School	12 September 2016	Competition between Schools	Gr9	Acting Manager Libraries and Bethlehem Librarian
Helena Slubberts Farm School versus Tshepano Intermediate	13 September 2016	Competition between Schools	Gr6	Acting Manager Libraries and Bethlehem Librarian
Reaboka Farm School versus Nonnashoek Farm school	14 September 2016	Competition between schools	Gr6	Acting Manager Libraries and Bethlehem Librarian
LK Nhlabathi Intermediate versus Khanyeng Intermediate	15 September 2016	Competition between Schools	Gr9	Acting Manager Libraries and Bethlehem Librarian

All the learners who participated received the certificates.

The following schools won the first round and went over to the Final Round which was held on the 22 September 2016 at Breda Farm School.

Tshepano Intermediate School (Gr6)

Reaboka Farm School. (Gr6)

Tshepano Intermediate School won the Grade 6 finals and received Gold Medals and a floating trophy.

Breda Farm School. (Gr9)

LK Nhlabathi Intermediate (Gr9)

Breda Farm School won the Grade 9 finals and received the Gold Medals and a floating trophy.



Learner receiving a certificate of attendance

ARBOR WEEK 2016



MMC Tshidi Mokoena planting trees at Nthute Primary School

On the 6th of September 2016 the FS Provincial Department of Economic Development Tourism and Environmental Affairs held World Arbor day celebration at Nthute Primary school in Bethlehem. Learners around Bethlehem and Clarens attended the celebration to learn more about the importance of trees.

South Africa is celebrating Arbor Week under the theme; "Forests and Water". This year's campaign is being used to promote the role of forests in addressing food security, multiple land use approaches such as Agroforestry and the importance of forests in stimulating rural economies.

South Africa celebrates Arbor Week in the first week of September annually. The Department of Agriculture, Forestry

and Fisheries (DAFF), as the custodian of forestry in South Africa, is responsible for the campaign.

September is also heritage month and as we celebrate Arbor Week, the department also focuses on the country's champion trees which include some of the oldest, largest and culturally significant trees. These include the Sophia Town Oak Tree and the Sago-le Baobab Tree in Limpopo, which are part of our heritage.

National Arbor Week is an opportune time to call on all South Africans to plant indigenous trees as a practical and symbolic gesture of sustainable environmental management.

It affords the government, the private sector, non-governmental and community

based organisations and the public to be involved in "greening" their communities. Planting trees and greening human settlements takes place in communities.

It is therefore important for the public to join hands with partners in local government and community-based organisations.

Greening refers to an integrated approach to the planting, care and management of all vegetation in urban and rural areas, to secure multiple benefits for communities

Greening in the South African context takes place in towns, townships and informal settlements specifically because in the past the latter mentioned areas were disadvantaged in terms of planning for parks as well as tree planting in streets and open spaces.

Trees of the year

In order to promote greening, especially the planting of indigenous trees whose occurrence has become scarce, the concept of the **trees of the year** was born some years ago. Previously there were two selected trees of the year comprising of a rare and common species. However, at times there are three trees of the year. For the 2015 campaign, the trees of the year were:

Forest bushwillow (*Combretum krausii*). This tree has been se-

lected from the list of common species. It is handsome, quick growing and reasonably cold resistant. It is recommended for shady areas in gardens with a mild to warm climate. Found from the coast to the midlands in the eastern regions of South Africa and neighbouring Swaziland. The habitat ranges from rocky hillsides at altitudes from almost sea level up to 1 200 m. It grows anywhere from evergreen forest or forest margins to dense woodland.



Parsley tree (*Heteromorpha arborescens*). This tree has been selected from the list of rare species. This small to medium-sized, deciduous tree or straggly shrub is suitable for a small maintenance-free garden. It occurs in wooded grassland, bushveld and on forest margins. It is fairly widespread in the eastern regions of South Africa, from the southern Cape up through Eastern Cape and eastern Free State, KwaZulu-Natal, Swaziland into Gauteng, Mpumalanga and Limpopo. It also occurs further north in Africa.

BE A GOOD EMPLOYEE

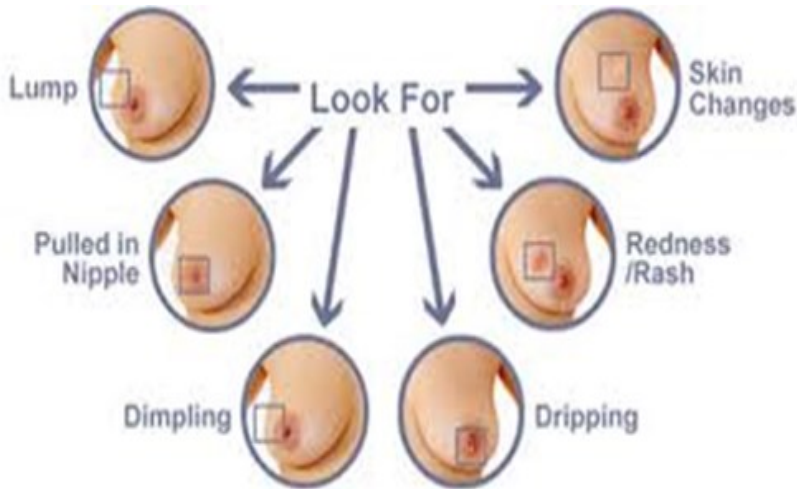


Employers love to hire employees who have the ability to communicate well and express themselves in a clear manner, whether in writing or speaking. Inaccurate/inappropriate communication between employees can cause many problems to the organisation. A good employee never hesitates of taking responsibility or a more responsible position, also ready to work beyond the call of duty in order to meet goals or to solve problems, even if the job in discussion is not one of the regular works they usually assigned. There is no substitute to hard work. Although everyone seems to say

that they work hard not many keep on working after being at the job for a while. So, one has to keep reminding oneself about the importance and significance of working hard as an employee.

A good employee is honest about his/her work and qualifications. Self-criticism and willing to receive feedback (bad as good) is essential to become a good learner. Work rules are made to be followed. There is decorum of every place that ought to be kept. A good employee follows the policies of the company and inspires others to do so too. Any company requires an effective team effort. An employer who can contribute is an ideal worker. Someone who is like a fish in the water (of the organization), who can perform well in a team will become a factor sooner or later.

WHAT IS BREAST CANCER?



Breast cancer starts when cells in the breast begin to grow out of control. These cells usually form a tumour that can often be seen on an x-ray or felt as a lump. The tumour is malignant (cancerous) if the cells can grow into (invade) surrounding tissues or spread (metastasize) to distant areas of the body. Breast cancer occurs almost entirely in women, but men can get it, too.

Cells in nearly any part of the body can become cancer, and can spread to other areas of the body. Breast cancer can start from different parts of the breast. Most breast cancers begin in the ducts that carry milk to the nipple (ductal cancers). Some start in the glands that make breast milk (lobular cancer). There are also other type of breast cancer that cancer that are less common.

How breast cancer spreads

Breast cancer can spread through the lymph system.

The lymph system include lymph nodes, lymph vessels and lymph fluid found throughout the body. Lymph nodes are small, bean-shaped collections of immune system cells that are connected by lymph vessels. Lymph vessels are like small veins, except that they carry a clear fluid called lymph (instead of blood) away from the breast. Lymph contains tissue fluid and waste products, as well as immune system cells. Breast cancer can enter lymph vessels and begin to grow in lymph nodes

Ways to keep breast cancer out of your future

Find out how dense you are- when you have more tissue than fat in your breast which is common in younger women it makes cancer harder to detect.

Get moving-exercise seems to protect against breast cancer in several ways it helps control weight.

Limit hormone therapy-the women health initiative found that long-term use of combined oestrogen plus progestin therapy increases a woman risk of breast cancer by 24%.

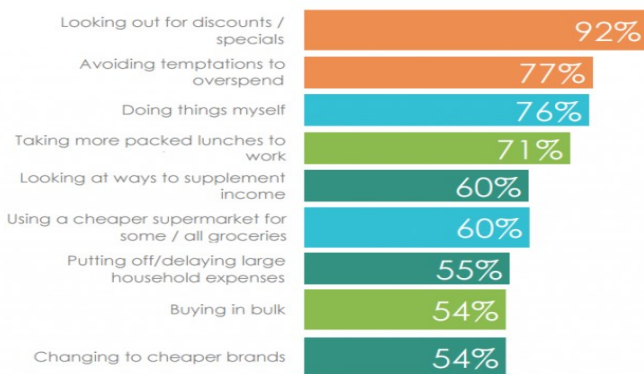
Consider breast feeding-women who consistently breast feed for the 6 month have a 10% reduced risk of death from cancer compared with those who don't.

Know your family cancer history-about 5 to 10% of breast cancer is hereditary, passed from one generation to the next via a variety of mutated genes.

CURBING DEBT

“Crushing debt is keeping South African consumers from saving money at the end of each month, and forcing them to get creative in order to stretch their salaries further” This, according to research, which show that debt as a percentage (%) of income spend is outstripping savings across most household types in South Africa, eating into savings, as consumers tighten their belts. While saving levels as a % of income spend is at similar levels to 2015 (at 15%), debt has increased by 4 percentage points to 16%, while household consumption has dropped by five percentage points to 63%. In just five years, the cost of living has increased dramatically, while saving rates have declined, the report showed. According to the monitor, only 42% of South African have banked cash savings. Worryingly, personal loans are on the rise across all income groups, with all types (from banks/financiers, friends and relatives, and micro-lenders) at the highest point in years.

This is what South Africans are doing to stretch their budgets and save money each month:



From the information above we can deduce that there is an over-reaching clear message “**people need to save more.**” It is already hard for many people to save – and it is going to get even harder. Investment returns will be lower in future, so just as it becomes more difficult to save it becomes necessary to do just that.

People who can save, simply don't save enough, and when they claim they cannot save, it's more often the case that they just prefer not to. This attitude potentially has dire consequences for the future, as many experience a painful drop in living standards in retirement. So I urge all our colleagues to be financially sagacious and as the saying goes “**Let's tighten our belts**”



INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY

Building a sustainable future requires us to intensify our efforts towards eradicating extreme poverty and discrimination, and ensuring that everyone can fully exercise their human rights. The full participation of people living in poverty, particularly in the decisions that affect their lives and communities, must be at the centre of policies and strategies to build a sustainable future. In this way, we can guarantee that our planet and our societies can fulfil the needs and aspirations of everyone – not only those of a privileged few – for this and future generations. This year, the International Day for the Eradication of Poverty holds particular significance because it will be the first observance following the formal adoption of the Sustainable Development Goals by the General Assembly of the United Nations.

Within this new development framework, designed to replace and carry forward the aims of the Millennium Development Goals, all countries were asked to participate in fighting poverty

in all its forms and dimensions. Current patterns of production and consumption, for example, are neither meeting the current needs of millions of people who live in extreme poverty nor sustainable. A sustainable future requires social change that respects and protects human rights, cultural diversity and the environment,



reduces economic inequalities and achieves social inclusion everywhere. It requires economic growth and development that does not plunder and destroy our natural resources or undervalue labour, but actively protects our environment and supports workers' rights. The success of this transition towards a greener and fairer economy goes beyond mere reliance on technology and more investment. Our increasing economic, social and environmental interdependence requires that we must also build sustainable and mutually respectful relationships between and among individuals, communities and nations, and share knowledge at all levels. The economic and social policies, strategies and priorities adopted during the last decades that have contributed to environmental degradation, unsustainable growth, unparalleled inequalities and social injustice must be changed or abandoned.

We must distinguish between activities that should be nurtured because they meet the basic needs of all citizens and are sustainable, and those activities that must be discouraged because they only meet gratuitous needs or are not sustainable. In particular, Governments must ensure that those in extreme poverty are no longer compelled to work at the lowest wag-

es and/or in the most difficult conditions, where there is neither job security nor social protection. We must learn from the painful lessons of the recent global financial and economic crisis, following which stimulus policies that supported social protection and the livelihoods of the most vulnerable were replaced by austerity measures which shifted the burden of adjustment to ordinary people, especially those living in poverty or at its margins. Although Governments rushed to rescue financial institutions, which had largely caused the onset of the crisis, they also drastically curbed public spending, which caused most harm to people living in poverty. It must be recognized that people who are socially, economically, culturally or otherwise marginalized or discriminated against are vulnerable not only to the impacts of climate change and environmental degradation, but to harm caused by policy action to adapt to or mitigate such impacts. Policies that raise food prices, for example, will disproportionately disadvantage people living in poverty.

Therefore, it is crucial that actions at all levels to promote environmental sustainability adhere to the United Nations Guiding Principles on Extreme Poverty and Human Rights to ensure that they do not adversely affect ordinary people, especially those living in extreme poverty. A sustainable world cannot exist when there is poverty, discrimination and abuse of human rights. A sustainable world leaves no one behind. On 17 October each year, we are invited to demonstrate, on that day and every day of the year, the solidarity between people living in poverty and people from all walks of life, and how we are all working together to overcome extreme poverty and abuse of human rights through our individual and shared commitments and action. It represents an opportunity to acknowledge the efforts and struggles of people living in poverty, a chance for them to make their concerns heard and a moment to recognize that poor people are in the forefront in the

fight against poverty. It was proclaimed that poverty is a violation of human rights and affirmed the need to come together to ensure that these rights are respected. These convictions are inscribed in a commemorative stone unveiled on this day.

This day presents an opportunity to acknowledge the effort and struggle of people living in poverty a chance for them to make their concerns heard and a moment to recognize that poor people are the first ones to fight against poverty. Participation of the poor themselves has been at the centre of the Day's celebration since its very beginning. The commemoration of October 17th also reflects the willingness of people living in poverty to use their expertise to contribute to the eradication of poverty. Building a sustainable future coming together to end poverty and discrimina-

tion building a sustainable future requires us to intensify our efforts towards eradicating extreme poverty and discrimination, and ensuring that everyone can fully exercise their human rights.

The full participation of people living in poverty, particularly in the decisions that affect their lives and communities, must be at the centre of policies and strategies to build a sustainable future. In this way, we can guarantee that our planet and our societies can fulfil the needs and aspirations of everyone, not only those of a privileged few but for this and future generations.

“The full participation of people living in poverty, particularly in the decisions that affect their lives and communities, must be at the centre of policies and strategies to build a sustainable future.”

HOSPITAL PLANS VS HOSPITAL INSURANCE

Thousands of people who have health insurance are waking up to the fact that the term can be a classic contradiction. Far too many consumers are confused between the terms hospital plan and health insurance. This is not made any easier by the fact that health insurance is available in two forms – GAP Cover and hospital insurance.



Certain individuals as well as organisations have approached the National Treasury to persuade it to make amendments to the Demarcation Act (this act seeks to address and relate the contentions that certain health insurance products which provide similar benefits to medical

schemes in the long-term and short-term insurance market cause harm to the medical schemes environment by attracting younger and generally healthy members out of medical schemes). In terms of medical aid schemes and medical insurance.

Currently, medical aid schemes and the hospital which are available not considered as insurance because medical schemes are non-profit, strictly controlled and regulated by the Council for Medical Schemes and the Medical Schemes Act 131 of 1998. However, medical insurance policies are 'for profit' companies. The recommended changes to policy will also address when insurance is paid out – the industry is pushing for this to come into effect from day one as opposed to a waiting period of a few days.

Medical Aid Hospital Plans

A hospital plan provides you with basic, yet important medical cover. They differ from scheme to scheme but in essence this plan – regulated

by the Council for Medical Schemes – includes cover for all your required in-hospital procedures and check-ups. So when you are admitted into hospital for a procedure or due to an accident or illness, your expenses are covered – within the limits set by your particular plan. You are required to cover almost all of the other day-to-day out of hospital costs (such as visits to the doctor, specialists and medicine). The law also requires that medication for 27 chronic conditions – known as Prescribed Minimum Benefits or PMBs – must be covered by all medical plans, including hospital plans.

These include:

Addison's disease, Asthma, Bronchiectasis, Cardiac failure, Cardiomyopathy, Chronic obstructive pulmonary disorder, Chronic renal disease, Coronary artery disease, Crohn's disease, Diabetes insipidus, Diabetes type 1, Diabetes type 2, Dysrhythmias, Epilepsy, Glaucoma, Haemophilia, Hyperlipidaemia, Hypertension, Hypothyroidism, Multiple sclerosis, Parkinson's disease, Rheumatoid arthritis, Schizophrenia, Systemic lupus erythematosus, Ulcerative colitis and Bipolar Mood Disorder. However, at times there may be a shortfall between what the Plan pays and the actual tariffs charged by the hospital and specialists. You will be expected to make up the financial difference and this is where GAP Cover or a Hospital Insurance policy can help cover the shortfall.

Health insurance

The pros:

GAP Cover as the name suggests, assists with additional insurance cover to help pay for the difference between specialist charges and the amount paid by the hospital plan. Again the amount of cover differs from policy to policy. Many consumers purchase GAP Cover in conjunction with a hospital plan to provide for additional cover, however it can only be used for specialist service costs and not general

healthcare related costs. A plea was also made to the National Treasury to ensure that GAP Cover includes any and all shortfall costs for health related services and products, ie, between the costs that medical schemes are obliged to cover and what is charged by the medical practitioner. GAP cover complements medical schemes – it has never been a problem as it covers the costs between medical scheme tariffs and benefit limits. It is legitimate and a good cover for shortfalls.

The cons :

Hospital insurance is not a medical aid but rather provides you with cash benefits that are paid to you while you are in hospital due to illness, accidents or intensive care of convalescence. You are able to use the money however you please, to cover your medical expenses or daily household costs.

In short, hospital insurance is: Governed by the Financial Services Act (Short-term Insurance Act)



Does not cover Prescribed Minimum Benefits (PMBs), these can include personal accident risk cover such as disability and loss of limbs, inability to work, salary protection, death and/or funeral covers. Paid directly to the Insured, used in conjunction with Medical Aid not tax deductible, so why is it considered a con?

Firstly it is a set amount which might not cover your hospital or medical bills, leaving you financially short and, in many cases, it does not kick in until a waiting period of three to five days. You

will be responsible for settling all your medical bills and although the thought of being paid R5 000 a day while you're are in hospital sounds appealing, this usually falls way short of the actual costs charged by surgeons, anaesthetists and hospitals.

Turning cons into pros:

The new amendments propose introducing payment from day one rather than having a waiting period and, as with gap cover and hospital plans, hospital in-

surance will be far more regulated going forward to ensure the practical protection of a consumer's medical needs. The best news though is that the guidelines are opening the door for collaboration between medical schemes and insurance providers to offer a broader product range. Notable improvements in the health insurance products over the past few years has been observed. This is mainly due

to medical aid being prohibitive for low income earners. So in summation colleagues please shop around for the best plan that covers you and your family's healthcare needs as well as your pocket.

"Hospital insurance is not a medical aid but rather provides you with cash benefits that are paid to you while you are in hospital due to illness, accidents or intensive care of convalescence."

DON'T LET YOUR TALENTS GO TO WASTE

The Department of sports, arts and recreation is held a Talent show for people living with disabilities, which was held in Bloemfontein Dr Rantlai Mdemela Stadium (indoors Centre) on the 16th of September 2016, Gloria Tshabalala admin officer was as the MC at the event. Miss Tshabalala "I had a lot of fun, met different people living with disabilities and MD's of recoding companies. It was also nice meeting our keynote speaker Dj Finzo, event managers, took my numbers because they

like what I did, and they promised to call when there is other events. The department of sports, arts and recreation are empowering young upcoming artists."

Many times we take our talents for granted. We think because we can do something well, anyone can. Often that's not true. How can you tell when you're overlooking a skill or talent? Listen to what others say. Your strengths will capture the attention of others and draw them to you. On the other

hand, when you're working in areas of weakness, few people will show interest. If others are continually praising you in a particular area, start developing it.

We as your fellow colleagues are saying: You have proven yourself to be a very skilled individual who has the capacity to do great things with their life. Continue to make us proud as you face new challenges and adventures!



Attendants of disability event

104 DAYS MAYORAL PROGRAMME



Executive Mayor and Councillors from visiting a home one of the Dihlabeng veterans.



Street sweeping by MMC Desmond Michaels



Street sweeping by Cllr Jane Twala



Street sweeping by Cllr Emely Mabizela & Cllr Mpono Lekhoa



Gravelling of roads



Cleaning of corner dumps



Celebration of Heritage day



Ms. Vuyelwa Mji



Mr Mokhathi and Ms Radebe



Ms Delsa Hlapo rocking an Indian traditional attire



Mr Mokhosi and Ms Mofokeng



Them ladies rocking zulu tradition



Mrs Refilwe Masondo

OCTOBER BIRTHDAYS

MOFOKENG MP	10	1	MOFOKENG PA	10	16
MOTLOUNG MY	10	1	LEOTLELA M	10	17
MOKOENA ME	10	2	MOLIBELI LM	10	17
MASHININI MF	10	2	MASHININI MM	10	18
MOSIA PEP	10	3	NHLAPO JJ	10	18
MAHLOANA MA	10	3	PITOUT SJ	10	18
MOKOENA MP	10	3	MOKOENA PR	10	21
TSHABALALA TS	10	3	MABULA LST	10	22
MOLISE LG	10	4	PHELE NEG	10	23
NZIMANDE ME	10	4	MASEKO TI	10	23
MOTAUNG SE	10	4	MOFOKENG LB	10	24
PHAKATHI NG	10	5	MOSIA MA	10	25
RADEBE MJ	10	6	MOSIA NH	10	25
KGASOANE JM	10	6	LETSEPA SR	10	26
LENGOABALA MG	10	7	MOKOENA NE	10	26
MOFOKENG TH	10	7	CEBEKHULU JA	10	29
MASHININI MP	10	7	JACOBS SM	10	29
MABITSELA ND	10	7	VAN NIEKERK CJ	10	29
MOTLOKOA KP	10	7	NYEFOLO MD	10	30
MOKOENA TS	10	10	NHLAPO SG	10	30
MAKUME NL	10	10	MOKOENA NT	10	30
MOKHATLA KW	10	10	LENTSA MJ	10	31
TSEKI RE	10	10			
RADEBE TJ	10	11			
CHAKACHE E	10	11			
SEAHLOLI MJ	10	11			
BUTHELEZI MP	10	11			
MOKOENA KE	10	12			
MOTAUNG MS	10	12			
RAMALALE TS	10	12			
MOFOKENG FS	10	13			
ZONDO MP	10	14			
DLADLA TV	10	14			
RADEBE MC	10	15			
NHLAPO JA	10	15			



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Give us a call for more information about our services and products

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“Don't
regret growing
older it's a
privilege de-
nied to many-
” unknown

“Everyone, Every Household, Every Entity - A Testimonial of our Excellent Service”



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