DEAR READERS,

On the 1st of May we recognised and celebrated the invaluable contribution that working men and women make to our nation, our economy and our collective prosperity.

We are experiencing some beautifully sunny, winter days and there is ample opportunity to spend some time in nature, and of course at the new Outdoor Gym in George Rex Drive. Entrance to this gym is free-of-charge so there is no excuse for not going along to enjoy a bit of fresh air whilst getting some exercise.

I want to thank our Social Development Department and the Knysna Alcohol and Drug Centre for facilitating Youth at Risk camps for the children of Rheenendal, Karatara and Smutsville Primary Schools. The camps will focus on the consequences of drug use and teach them how to avoid falling into this trap.

Entrepreneurs recently experienced a helping hand from the Local Economic Development Department in association with Nedbank Business Banking. To date, more than 100 local small businesses have benefited from this initiative – please be sure to read the interview with one of the beneficiaries, Africa Vumazonke on the back page.

The current review of our Organisational Structures has received a lot of attention over the last few weeks. The Municipality is working towards a structure that is open and transparent, focusing on affordability and sustainable service delivery. The costs may seem high in the beginning, but employing permanent staff in strategic positions will minimise the use of outsourced consultants and contractors thus making significant savings in consultancy fees.

Land seems to be a burning issue in our country at the moment. I want to call on all our residents to be patient. Please do not take the law into your own hands. Saying that, I understand your frustration as it has been a long waiting period for some of you. But we are working with Provincial and National Government to address current backlogs to the best of our ability. We cannot do it without them!

It is nearly a year since those dreadful few days when so many of you lost so much in the Knysna fires. Knysna has certainly risen and continues to rise, and you will be in my thoughts on the 7th of June. Stay safe.

Kind Regards,

Eleanore Bouw-Spies
Executive Mayor
Legislation* requires the Municipal Manager to regularly review the existing staff establishment of the municipality and submit his findings to the Municipal Council for approval.

Implementing the Organisational Review & Design Project successfully will enhance the operational abilities of the Municipality by:

- Establishing an approved responsive staff establishment, enabling sustainable governance and high levels of service delivery;
- Formulating a structure to meet operational requirements that is compliant with applicable legislation and statutory prescripts;
- Enable strategic intent as envisaged by the IDP;
- Formulating a staff organisational structure that is able to deliver cost-effective and efficient services.

These are the reasons why a formalised structuring process has become necessary:

- A large number of temporary employees not listed on the current staff establishment creating an untenable situation.
- Compliance with MFMA and the Auditor General’s findings;
- New functions necessitating evaluation to ensure compliance with relevant legislation;
- Increase in service delivery demand;
- The economic and efficient performance of the organisation and the level of resource utilisation;
- Monitoring the activities of the organisation;
- Accountability for areas of work undertaken by groups and individual members of the organisation; and
- Flexibility to respond to future demands and developments, and to adapt to changing environmental influences.

The current review process at the Knysna Municipality consists of three phases:

**Phase 1: Status quo analysis**

Analysis of the status quo with the aim to:

- Engage with staff, unions and management regarding the project’s aims, approach and methodologies and answer any questions;
- Attain insight into the current functionality of structures, roles and responsibilities and staff establishment;
- Gather statistical and other relevant information; and
- Solicit inputs regarding organisational anomalies and challenges.

**Phase 2: Design phase**

Still in progress, this includes the design process and the finalisation thereof with the following activities:

- Interviewing staff on business processes and functional competencies;
- Designing an optimal, functional structure aligned with the statutory and strategic mandates of the municipality, based on universal design principles, of which affordability is an important component;
- Soliciting comments from all municipal stakeholders (councillors, employees and unions);
- Preparing a final draft organisational structure, after considering all proposals and comments, for the municipal manager to submit to council for final approval and implementation.

**Phase 3: Implementation phase**

- Drafting an implementation plan;
- Placement of personnel from the current structure to the new structure according to a placement policy;
- Alignment of placement activities with the current budget to ensure sustainability and affordability in improving service delivery;
- Drafting job descriptions for all employees to ensure a full day’s work with appropriate remuneration.
The restructuring process is only in the beginning phase. The structure submitted to Council on 25 April 2018 started the process of consultation with all municipal stakeholders. It can only be finalised after this process has been completed. Once completed, it will be implemented within the ambit of the proposed 2018/19 budget. Any effect that the (to be approved) organisational structure might have on future budgets will be open to public scrutiny.


**JULY 2017 TO JUNE 2022 VALUATION ROLL NOW AVAILABLE FOR INSPECTION**

The most recent Supplementary Valuation Roll is open for public inspection at the municipal offices/venues listed below from 09 May to 28 June 2018, Mondays to Friday during working hours.

- Knysna Customer Care Centre
- Sedgefield Municipal office
- Belvidere Municipal office
- Karatara office
- libraries in Rheenedal, Hornlee and Jood se Kamp.

In addition the valuation roll will also be available on the following official municipal website - www.knysna.gov.za

Cllr Cathy Weideman, Finance chairperson, said now is the time to lodge an objection with the Municipal Manager in respect of any matter reflected in, or omitted from, the Supplementary Valuation Roll. “This is an opportunity for the public to voice their opinion or concerns, however please note in terms of legislation an objection must be in relation to a specific individual property and not against the Valuation Roll as such.”

She said that rates are used to finance those services not directly financed from a tariff or charge. “These include road provision and maintenance, parks, public spaces, libraries, community facilities, street lighting, traffic and law enforcement.”

Weideman explained that the roll was drawn up in accordance with the provisions of the Municipal Property Rates Act using the generally recognised valuation practices, methods and standards. “These included comparative, analytical and other systems and/or techniques, which include aerial photography and computer mass appraisal systems. The market value of a property is derived by considering the price that the property would have realised if sold in the open market on the date of valuation.”

She said objections must be lodged via completed forms as supplied by the Municipality and returned before 12h00 on 28 June 2018 at any of the venues listed above. “Alternatively it can be emailed or faxed to Gloria Siko, her contact details are listed below. Objections will not be entertained by the Municipality, unless they are timeously lodged on the prescribed objection form and submitted at the venues listed above,” said Weideman.

Weideman concluded by saying that the municipality is required by Law to serve a notice by mail (ordinary or other), on every owner of property listed in the valuation roll with an extract of the valuation roll pertaining to that owner’s property.

“We are in the process of preparing and distributing these notices. If ratepayers did not receive such a notice by mail or email, please check the municipal website and/or physical valuation rolls as mentioned to verify listed information.”

For more information please contact Gloria Siko:
P O Box 21, Knysna, 6570 | valuations@knysna.gov.za | Telephone: 044 302 6453
INCUBATOR PROGRAMME SUCCESSFULLY GROWING SMALL BUSINESSES

“When people doubted my abilities, the quality of my work had to speak for itself. I have photographed more than 80 weddings in the Garden Route. My business has given me an opportunity to be a family brand - most of my work is in people’s homes, forming beautiful memories” - Africa Vumazonke

The 2009 partnership between Nedbank Business Banking and Knysna Municipality continues to help set small businesses on the path to success, boosting the economy and stimulating job creation. Black and White Visual Media is one of these success stories.

What is your business about?
My business offers visual media services. Previously called Black and White Photography, three years ago I decided to upskill and include videography as an additional service. That’s when I changed the name to Black and White Visual Media. Most of my business comes from wedding photography, which is my speciality. Over the years, business has expanded from Greater Knysna to covering the whole Garden Route area.

How did you become part of the Incubator Programme?
I read about it last year April in the local newspapers. I applied - the process included submitting a business plan, interviews and writing assessment tests - and was delighted when I was informed that my application was successful.

How has the incubator programme assisted you with the running your business?
My details were listed on a database and I receive regular updates on available training. I have benefited in terms of skills development. The initiatives that stand out for me are the networking workshop we had last year and a recent training week where we were taught crucial financial skills. We also had another networking workshop in George.

Has the programme improved your business in any way?
Yes, definitely. Thanks to the training and workshop opportunities, my business is run in a more professional manner. My business is also growing - we received three Wi-Fi enabled cameras and three Wi-Fi enabled printers which enable me to expand my business within the multimedia industry.

This equipment will be used in my new business concept “Knysna selfies”. I plan to employ three additional people who will be based at tourist hot spots and at big local events such as the Oyster Festival. Photos of tourists and locals will be taken and printed on the spot on Knysna branded paper.

What are your future plans for Black and White Visual Media?
I would like to open a media hub where I can create and produce videos for adverts for local businesses. I want to move with current technology trends and have the best equipment.

MUNICIPAL MEETINGS

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<td>Finance &amp; Governance Committee</td>
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COMMEMORATIVE DAYS & EVENTS

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<td>29 June – 8 July</td>
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