



Tsebo– Lwazi Bulletin

Knowledge is Power!

March 2018



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Acting Municipal Manager

I am pleased to introduce to you the first edition of our internal publication termed "Tsebo-Lwazi Bulletin" developed by employees for employees.

From the Editor.....

It is the very first of its kind for the institution and am convinced that its information sharing objective, unifying element and panache essence will live up to its title and equally justify its existence.

In going about our daily tasks, it is our duty as employees to uphold the Batho-Pele principles and our Corporate Vision and Mission statement.

Employee wellness and development is an integral part to any organization's performance excellence, sustenance and growth. Through this copy you will observe how Dipaleseng is leaning towards investing in this aspect of human capital.

We managed to maintain our an Unqualified Audit Opinion for the 2016/17 year is a huge achievement for us all, simply because this was a collective effort. We are grateful to each and every

one of you for working toward the attainment of this outcome.

The municipality is and will undergo major changes such as the Turnaround Strategy/Financial Recovery Plan as well as implementation and adherence to policies, which will require collective rallying towards a common objective.

Dipaleseng Local Municipality is a special and remarkable place with a magnitude of potential for growth and development.

With all the institutional challenges we face, being at the helm of an institution like Dipaleseng brings me great pleasure and immense satisfaction.

I hope we will continue to resiliently forge forward with determination to build an even stronger internal foundation as the administrative force behind the municipality.

Keep reading and enjoy!!!!

Dipaleseng serious about employee training

MISA Artisan Recognition of

Prior Learning (ARPL), the aim of the programme is to assist employees who have experience but do not have qualification.

The learners will be enrolled for a trade test in order for the to obtain full qualification in Diesel and Petrol mechanic.

The program is as follows involved a three day assessment to identify any gaps in knowledge that the candidates have which required the candidates to complete a self-evaluation questionnaire.

After this assessment, gap training will be recommended after assessment.

- Gap training will take place (the amount of gap training and duration can only be determined after assessments have been conducted)
- Once the SETA has provided trade test approval, 3 weeks refresher training
- 2 day trade test.

The following employees are currently part of this valuable program;

Name	Position	Institution	Learning Intervention	Duration
Joas Mathonsi	Supervisor-Workshop	The Automobile Association of S.A (Midrand)	Assessment MISA APRL-Diesel Mechanic	07-09 February 2017
Vusi Dube	Assistant Mechanic	The Automobile Association of S.A (Midrand)	Assessment MISA APRL-Petrol Mechanic	07-09 February 2017

Executive Mayor's Foreword

I am extremely happy that our newsletter is getting revived after a very long time.

I would like to compliment the editorial team of the newsletter for taking pain and effort to bring this publication to life.

It should be the endeavour of all of us to ensure that this publication is a regular feature and should be able to cover information and news about our municipality as well as society at large.

The transformation of this institution continues to be plausible.

As the political leadership, we would not only want to communicate with you that which is important, but we would also want to hear from you too. What are our people telling you? How do you think we should build a better Dipaleseng? It is important to keep our ears on the ground and use the feedback as a mechanism to improve on service delivery.

The social contract we have signed with our people demands that we improve the way we communicate with them. We have to ensure that our actions and decisions are communicated better to our people through all relevant channels. Many at times our people protest not of our failure to serve them but

merely because we don't communicate effectively.

I can rest assure you that if we invest more time into the way we communicate with our people a lot more can be achieved and our relationship will be strengthened.

On the 27th of April we will be celebrating 24 years of democracy. We are also celebrating the centenary of our struggle stalwart Nelson Mandela whose ethos and values inspired many people around the world to fight against any injustice wherever they occurred. Had he lived, he would have turned 100 years on the 18th of July. We remember Madiba as the struggle stalwart, freedom fighter and the first democratic president of South Africa.

Throughout his life Madiba inspired people, and his legacy continues to guide us on our path to move our country forward. He showed us that love can conquer hate and that we should help those who are less fortunate in our communities.

The centenary celebration reminds us of Mandela's unwavering commitment to justice, equality and non-racial South Africa. We all have a responsibility to promote freedom and defend our democracy in honour of



**Executive Mayor
Cllr. ML Makhubu**

Madiba's life-long commitment to these ideals.

Let me also take this opportunity and wish you a happy Easter Holidays. Hoping we will all return from these holidays safe and sound.

Let us take Dipaleseng Local Municipality forward!



The municipality wishes you all the best in your attempts to equip and better yourselves!!!!



And the Lord says....

Luke 13:6-9

- 6** Then he told this parable: "A man had a fig tree growing in his vineyard, and he went to look for fruit on it but did not find any. 7 So he said to the man who took care of the vineyard, 'For three years now I've been coming to look for fruit on this fig tree and haven't found any. Cut it down! Why should it use up the soil?' 8 "Sir," the man replied, 'leave it alone for one more year, and I'll dig around it and fertilize it. 9. If it bears fruit next year, fine! If not, then cut it down.'" **Pastor Themba Kumalo**

Your Safety is Important

Let us keep our offices and walk ways from any tripping hazards, by practising good house-keeping by;

1. *Picking up all papers and tripping objects on the ground, that may cause safety risk.*
2. *Electrical cables and extensions should be arranged in such a way that they wont cause tripping hazards.*

What is house-keeping?

“It is a place for everything, and everything on its place”

Always Be Safe!!!



**Who's
getting
older?????**

During the month of March, a number of employees celebrated their birthdays. We hope you had an awesome one... filled with love, joy and happiness!!!!

K Tshimage—1st

BC Tsotetsi (Radebe), TH Masoeu, EP Mosia - 04th

PD Dlamini, X Shozi - 6th

DP Ndlovu—8th

PA Mira—9th

D Pretorius, MA Mofokeng - 10th

TS Molamu—12th

SL Tshabalala-13th

PE Sidu –14th

SA Mkhwanazi—16th

TJ Molotsi—20th

TA Moagi - 22nd

NH Tshabalala - 23rd

MZ Nxumalo, MN Mavuso —25th

PA Nhlapo—26th

AM Mokgoro 28th

MJ Makhanya - 29th

FC Makgene—30th

DID YOU KNOW ???? ?. . . .

The municipality has changed and has a new Vision, Mission and Corporate Values as expressed in its Integrated Development Plan document.

Vision

“Centre of quality, affordable service, good governance and sustainable economic opportunities”

Mission

Provision of sustainable services to communities and ensure that they are served by accountable and effective Municipality.

Corporate Values

A customer centred approach shapes the values of Dipaleseng Local Municipality.

This

defines the character of the Municipality and how leadership and make decisions.

Transparency

Community centeredness

Performance Excellence

Honesty and Integrity

Co-operative Governance

It is important that all employee know and understand their role within the bigger scope of achieving the institutional goals as set out in the IDP and its implementing tool, the Service Delivery Budget & Implementation Plan.

Look after your body—it will look after you

- ♦ Get some exercise while going about your day by using stairs instead of lift/escalators.
 - ♦ Drink lots of water, this will help you body to flush out toxins as well as stay hydrated.
 - ♦ Cut down on sugar as your body stores this excess energy as fat in your body.
 - ♦ Get ready for the World Health Day planned by Wellness unit in April
-

DIPALESENG DOES IT AGAIN!!!

The municipality managed to maintain the same audit outcome when the Auditor General issued an Unqualified Audit Opinion for the 2016/17 financial year at the Special Council meeting on 13th December 2017.

The Auditor General stated that the financial statements present fairly, in all material respects the financial position of the institution as at 30 June 2017, and its financial performance and cash flows for the year then ended in accordance with the South African Standards of Generally Recognized Accounting Practice.

The municipality also tabled the Mid-year Budget and Performance Report for the 2017/18 financial year, which was approved by council on the 30th January 2018 for the period commencing the 1st July to 31st December 2017 (where actual financial performance of the municipality was monitored).

This mid-year performance assessment is complied as determined in Section 72 of the Municipal Finance Management Act, 56 of 2003.

After careful consideration of the financial assessment and forecasting of figures on the 2017/18 annual budget based on the first six months of the financial year, the municipality realized that an adjustment budget for the said financial year is required.

It is further suggested that revenue and expenditure for the financial year be reviewed for the various votes to reflect the additional revenues and to utilize the projected savings on expenditure to prioritize service delivery votes in line with the SDBIP (SDBIP).

Executive Mayor, Councilor Mafunda Makhubu said "As we are enforcing the Credit Control Policy and are in the process of installing smart meters, we are positive that these initiatives will assist in generating enough revenue to enable us to pay our creditors within the prescribed 30 day period", as he rendered his statement of

communication during the council meeting.

By law, as stipulated in the Municipal Finance Management Act, an adjustment budget may be tabled to Council at any time after the Mid-year Budget and Performance Assessment has been tabled to Council, however, it should not be later than the 28th February of each year.

Consequently, the adjustment Budget was tabled to Council for consideration and was duly approved.

The municipality hopes to once again maintain or better yet, improve this outcome in the next year review through team work and collective efforts by all.



Municipal Political and Administrative Leadership
all smiles after receiving an
Unqualified Audit Opinion.

*“A good head and a good heart are always a formidable
combination.”*

Nelson Mandela

Who does what???? — Planning & Economic Development



What is your name?

My name is Nomusa Molefe

What is your job title?

I am the Administration Officer in the Human Settlement Unit

under the

Planning & Economic Development Department.

When did you start working for the municipality?

I stated here on the 1st of February 2017.

What does your job entail?

I am responsible for ensuring effective and accurate administration, documenting, recording and reporting of information. I also manage beneficiary applications for subsidised housing, attend to housing enquiries from the community and resolve queries and problems timeously.

What do you enjoy most about your job?

I meet many friendly and funny people and they have made a difference in my life and in others. The most enjoyable is being able to assist the community.

W

What qualifications do you possess and where do you see yourself in five to ten year's time?

I have a matric certificate, NQF Level 2, 3, & 4 Certificate in Office Administration, IT End User Computing and National Housing Needs Register Certificate.

I want to place my energy and skills in improving my education specifically in the field that I am currently in.

What is your favourite movie and who is your favourite musician/artist?

My favourite movie is Why Did I Get Married and I just love listening to Lady-Zamar.

Words of encouragement to fellow colleagues?

All that I can say to my fellow colleagues is lets improve the lives of our community through accelerated service delivery.

Welcome to our family

The municipality welcomes the following new members to the Dipaleseng family;



Mohapi Mosese
PMU Technician
February 2018



Ishmael Mafolo
PMU Technician
January 2018



Mr. Thulani Ntshingila
Secretary of the Speaker
January 2018



Ms. Ziyanda Zzuku
Building Controller
January 2018

Employees getting their hands dirty

In celebration of the upcoming Human Rights Day, on Monday, 19th March the municipal officials and leadership embarked on a cleaning campaign in Balfour town, focusing on Jonny Mokoena Drive, from the corner of the where the municipality is situated, adjacent Engen Garage right down to the Spar block which can largely be regarded as the face of the town along which the municipality is located.

The 21st March is celebrated in remembrance of the Sharpeville massacre that took place on *this day in 1960* and occurred as a result of on-going protests against the Apartheid regime in South Africa.



Cleaning up the area, was the municipality's way of demonstrating its respect and recognition to the citizen's human rights, particularly that of a clean and safe environment.

Digging, raking, sweeping and picking up litter were the order of the day as both junior and senior officials as

well as councilors sweated it out in honor of people of Dipaleseng and visitors alike.

The municipality, led by the Acting Municipal Manager, Mrs. Conny Mametja with her Senior Managers also took the opportunity to conduct spot checks on the local shops along this street with the aim of amongst others enforcing its By-laws.

"The town needs a major face-lift and we want to view this exercise as the beginning of that, obviously we need the





assistance of everyone to achieve this,” said the Acting Municipal Manager during engagements with the local shop owners.

The Executive Mayor who also joined his team by doing some spade work outside the municipal premises, said that “This can be seen as team building or uplifting staff morale,” while addressing the staff at the end of the campaign. “We are thankful to all the employees who came out in numbers in support this initiative,” he concluded.





Turnaround Strategy and Financial Recovery Plan

Municipal Financial Management involves managing a range of interrelated components: planning and budgeting, revenue collection, cash and expenditure management, procurement, asset management, reporting and oversight. Each component contributes to ensuring that expenditure is developmental, effective and efficient and that municipalities can be held accountable.

It is against this background that it is deemed critical that a Turnaround Strategy/ Financial Recovery Plan is developed to ensure service delivery to communities and financial viability and sustainability.

Various elements of this Plan must be fully implemented and institutionalized in a coherent, systemic and holistic manner. Reports on the implementation must be submitted to Accounting Officer, must also be standing items at Management and Mayoral Committees.

The Municipal Manager will also closely monitor and evaluate progress and report to Council and Provincial departments being Cogta and Provincial Treasury on a quarterly basis.

As a starting point, the Municipal Manager will during the month of April, embark on a roadshow to further cascade the contents of the Plan, its objectives and implications to all staff members.

MUNICIPALITY WILL BE CLEANING RESVOIRS

The municipality issued a public notice stating that it would be bringing forward the annual routine maintenance process of cleaning and sterilizing the twelve (12) reservoirs since it had regrettably noted that there were water quality challenges within the municipal jurisdiction.

The municipality has since appointed a service provider that will commence with the physical work at the beginning of April lasting about a month creating approximately eight local job opportunities.

The scope of work includes individual pumping out of the tanks, flushing and washing out the sludge and the sterilization of the reservoirs at each plant in various areas within Dipaleseng. The Balfour tanks will be attended to first, then Siyathemba, Grootvlei Extension 1 and 2 then lastly, Greylingstad and Nthoroane.

As a contingency measure, the municipality will also make four water tankers available during this time to provide portable water to areas in need though caution will be taken to ensure that no great interruptions in water supply are caused.

Water awareness campaigns, loud hailing as well as issuing of pamphlets will be conducted per sector of the each area of the community that will be affected will be done . As part of Employee Wellness program, a water awareness and saving campaign will be hosted for municipal staff members during the month of April.



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We are on the web...
www.dipaleseng.gov.za

