



# Flowmeter


DECEMBER 2017




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*Seasons Greetings  
&  
Prosperous New Year.*



*The Board, Executive Management  
& Staff of Umgeni Water*

*...wish you a joyous Festive Season, a happy Christmas  
and a prosperous New Year.*

Improving Quality of Life and Enhancing Sustainable Economic Development



# FESTIVE MESSAGE FROM THE CHAIRPERSON



**Gabsi Mathenjwa**  
Chairperson

I and the Board of Umgeni Water, would like to wish you and your Family a Merry Christmas and a fabulous 2018.

I truly appreciate the manner in which management and staff have co operated with each other and worked efficiently in achieving Umgeni Water targets. I feel proud to be associated with an organization that has such dedicated people like yourselves. When I reflect on this year, it is a privilege for me that, Umgeni Water has shown a significant growth despite the drought and other challenges over the year and it is all because of you .

We are a great team that has demonstrated an ability to face any challenges and we deserve to celebrate this holiday season.

Again, I would like to thank you for all your hard work and sheer dedication and hope that this will continue for years to come.

Gabsi Mathenjwa  
Chairperson

# FESTIVE MESSAGE FROM THE ACTING CHIEF EXECUTIVE



**Thami Hlongwa**  
Acting Chief Executive

The festive season is upon us again, and I want to convey warm greetings from the Board, Executive Management and Senior Managers of Umgeni Water. Another year has come to an end and it feels as if it was not long ago that we celebrated the festive season of 2016.

I have just one wish, and that is for all of us to enjoy ourselves when we take a break from our work environment and relax among family and friends. During this period there is a chance to shift attention away from work life and indulge in some leisurely festive activities.

As we celebrate, we will all take a stroll down memory lane and remember those who were dear to us who passed on during 2017. As Umgeni Water family, we have also lost our colleagues during this year, and where possible it would be comradeship to send well wishes to their families as a reminder that Umgeni Water appreciates the time; professionalism and dedicated services in them.

This time of the year always brings feeling of peace and joy in the world. It was then – and still is now – a time of wonderful togetherness and re-igniting of the spiritual flame that allows us to maintain the correct balance in life.

This is also a time to reconnect with the true spirit of Christmas and the festive season. This spirit is about caring, sharing, good neighbourliness and tolerance. It is important to pause for a moment and take stock of where we have come from in 2017. This will help us focus on what has been achieved and what still needs to be done in order to successfully meet our commitments in the year ahead.

The year 2017 produced mixed fortunes that were both rewarding and sometimes challenging. From an organisational performance perspective, we achieved some good results that allowed us to strengthen relations with our major stakeholders, including customers. It was through your contribution that these results were achieved. Your hard work and commitment are acknowledged.

In the midst of this positivity there were some challenging moments. It is with a sense of relief that I can state that those difficult moments are now behind us and that both governance and stability have been solidly strengthened. In the midst of this positivity there were some challenging moments. It is with a sense of relief that I can state that those difficult moments are now

behind us and that both governance and stability have been solidly strengthened. An interim Board has been appointed and it is functioning at optimum with support from various sub-committees. I look to the future with optimism and hope. The year ahead holds both interesting and exciting challenges for Umgeni Water and all of us must embrace these challenges with enthusiasm and vigour. We must also work hard in order to ensure the targets that have been set are met.

I want to thank you for guiding our organisation through the successes it has achieved and the turbulence through which it had to navigate. Your role has been invaluable. Now all that's left to be said is: have a joyous Christmas, a wonderful festive season and a Prosperous New Year. If you are going to be driving to far-off destinations, please drive safely.

I also hope that the holidays and 2018 will bring to you a sense of peace within, as well as a feeling of goodwill towards all. I know that when you return from your well-earned break, we will collectively put our shoulders to the wheel and work hard again.

*May peace and happiness be with you and your loved ones.*

# THE MINISTER OF WATER AND SANITATION APPOINTS AN INTERIM BOARD FOR UMGENI WATER



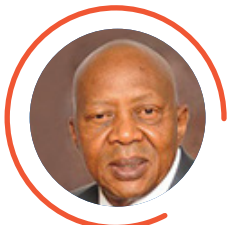
**Ms Ziphazethu Mathenjwa**  
Chairperson



**Ms Nompumelelo Chamane**  
Board Member



**Mr Visvin Reddy**  
Board Member



**Mr David Dikoko**  
Board Member



**Ms Zodwa Manase**  
Board Member



**Mr Midiavhathu Tshivhase**  
Board Member



**Advocate Tshidi Hashatse**  
Board Member

Following the board of Umgeni Water's end of contract as at 30<sup>th</sup> June 2017, the Minister of Water and Sanitation, Ms Nomvula Mokonyane appointed an interim Board that was announced by the Acting Chief Executive on 3<sup>rd</sup> October 2017. This board was appointed in the interest of strengthening governance within our organization. The interim seven-member Board was endorsed by Cabinet. Members of the Interim Board are:

- Ms Ziphazethu Mathenjwa: Chairperson
- Ms Nompumelelo Chamane: Member
- Mr Visvin Reddy: Member
- Mr David Dikoko: Member
- Ms Zodwa Manase: Member
- Advocate Tshidi Hashatse: Member, and
- Mr Midiavhathu Tshivhase: Member

Members of the Interim Board have vast experience in the water sector and expertise in business, finance, legal and management. The Board will during their tenure act as Accounting Authority with full responsibility for governance. This Interim Board will remain in place until the Minister appoints a new Board, in accordance with requirements of the Water Services Act, No.108 of 1997. The process to appoint a permanent board of directors for Umgeni Water is well underway.

# UMGENI WATER BIDS FAREWELL TO THE CE & OUTGOING BOARD

On 04<sup>th</sup> August 2017, the CE's office hosted a prestigious farewell dinner which was held at the Elangeni Hotel in Durban. This farewell dinner followed the resignation of then Chief Executive, Mr Cyril Gamede in June 2017 as well as the end of term of the then board.

Umgeni Water is rated amongst the top 10 water boards that are financially viable and sustainable. Umgeni Water prides itself in the quality of water that is provided to customers and the community at large.

The board members present at the farewell including Mr Gamede had wonderful reflections on their journey as the leadership of Umgeni Water and the journey they had with the employees that have contributed to the success of the organisation.

The Acting Chief Executive, the Executives, and the employees of Umgeni Water wish out-going Chief Executive, Mr Cyril Gamede and the out-going board members all the best.



**Andile Mahlulutje - Chairperson**  
Appointed for 1st Board term  
in June 2009 - 2017



**Dr Takalani Dube**  
Appointed for 1st Board  
term in June 2009 - 2017



**Ms Ziphazethu Mathenjwa**  
Appointed for 1st Board  
term in June 2009 - 2017



**Mr Graham Atkinson**  
Appointed for 1st Board term  
in June 2009 - 2017



**Mr Teboho Nkhahle**  
Appointed for 1st Board term  
in June 2009 - 2017



**Ms Nombuso Afolayan**  
Appointed for 2nd Board  
term in June 2009 - 2017



**Ms Thoko Shezi**  
Appointed for the 2nd Board  
term in June 2009-2017



**Mr Visvin Reddy**  
Appointed for 1st Board  
term in June 2009-2017



**Ms Nompumelelo Chamane**  
Appointed for 1st Board term  
in June 2009 -2017



**Prof Imtiaz Vally**  
Appointed for 1st Board  
term in June 2009.



**Mr Vasu Gounden**  
Appointed for 3rd Board  
term in June 2009.



**Mr Thabani Zulu**  
Appointed for 3rd Board  
term in June 2009

# BOARD MEMBERS EMBARK ON A RIVER CLEAN UP CAMPAIGN AT AMANZIMTOTI

Contributed by Sunita Doodhnath

The Outgoing Board Of Umgeni Water, represented by Ms Gabsi Mathenjwa, Ms Thoko Shezi, Ms Nompumelelo Chamane and Mr Visvin Reddy embarked on the 67 Minute Mandela Initiative to make a contribution that would change the mind-set of the communities leaving around Adams Mission in the South Coast. The board members were joined by the Area Manager-South, South SHEQ

Officer, Amanzimtoti Water Works Staff and South maintenance staff as part of the working team. This team set a day aside to join a group of learners to clean one of the dirtiest river streams (Amanzimtoti river) and plant trees in the park area of this community. 60 learners and 10 educators representing five of the adopted schools in the area along with a few members of the community and stakeholders also participated in the clean-up.

The schools are located within the Nungwane Dam Raw Water pipeline project area. The project entails replacing the existing 13.5km raw water pipeline from Nungwane Dam to the Amanzimtoti WW. This day was set aside to form part of the boards social upliftment effort as well as to commemorate the late President Nelson Mandela's Birthday and in keeping with the DWS Clear Rivers Campaign,

The day would not have been the success without our partners:

- The trees were sponsored by Natural Resources Department (NRD) of eThekweni Metro Municipality.
- Invasive Alien in the areas were removed and sprayed by NRD Staff.
- Durban Solid Waste provided gloves and refuse bags for the clean-up as well as the removal of the waste that was collected.
- Department of Economic Development, Tourism and Environmental Affairs, Eskom and Umgeni Water provided all participants with foam peak caps, water bottles, and scrumptious refreshments.

Each school was later awarded with a set of garden tools and a tree as a token of appreciation for their involvement.

## BACKGROUND

South Africa is a water stressed country in need for water security. In the face of global climate change and a multitude of human impacts affecting our rivers, streams and dams, there is a call for a national and unified approach to protect our rivers, wetlands, and broader

catchments. This will ensure that all people can benefit from the added-value products of healthy rivers and can have access to clean water for basic human needs. It is for this reason that the Department of Water and Sanitation (DWS) would like to

connect South Africans to their sources of water and the natural infrastructure that are crucial for a water secure future. In order to achieve the above DWS committed to clearing up rivers, as a part of the theme during the 2017 Mandela Month.







## FESTIVE MESSAGE FROM ACTING GM: FINANCE



**Marsha Phillips**  
Acting GM :Finance

As we draw to a close of 2017, we can reflect positively despite the challenges we have faced as an organisation this year. Through your dedication, hard work and commitment we have achieved an excellent performance under tough operating conditions. I would like to extend my heartfelt gratitude to all. We have our work cut out for us in the New Year where the focus will be very much on containing our

costs both operating and capital within the approved budgets as the drought has taken a serious toll on our financial resources. Ranking and prioritisation of our capital project will also be a key focus in ensuring that the water service delivery is aligned to the KwaZulu-Natal provincial and local strategic priorities as well as our customer needs. These measures will allow us to maintain financial resilience as

we try to recoup from the effects of the drought. Please continue with your good work and support. I wish you and your families everything of the best over the festive season. Please take the well-earned time to rest and enjoy good quality time with your family and friends and most important of all, please be safe.

# UMGENI WATER HOSTS A SUCCESSFUL ANNUAL REPORT STAKEHOLDER BRIEFING AT THE HILTON HOTEL

Contributed by Thokozani Hammond

The Chairperson Ms Gabsi Mathenjwa led Acting Chief Executive, Mr Thami Hlongwa, the Acting GM : Finance, Ms Marsha Phillips, the board members and the Executives of Umgeni Water as they delivered the entities pleasing Annual Financial Results for 2016/2017 at the Hilton Hotel in Durban on the 20<sup>th</sup> October 2017 .

The briefings consisted of two sessions starting with the Media in the morning, followed by a stakeholder session in the afternoon which had a mixed representation from local municipalities, banking sector, private sector, and individual stakeholders.

As an organisation we reported that in the year 2016/2017 we achieved a profit of R746m, (R35m, 4% lower than last year ) 4% drop from last year was due to the significant decline in sales volumes for the year as a result of poor rainfalls, coupled with higher direct operating costs.

Speaking at both sessions, Ms Gabsi Mathenjwa said “In order to remain relevant, it is important for

Umgeni Water to regularly analyse it's deliverables and actual performance. Umgeni Water's strategies are closely aligned to the priorities of the national, provincial and local tiers of government. This, on its own, gives impetus to achieving the objectives of a Developmental State and to reducing the triple challenges of unemployment, poverty and inequality.

“In line with radical economic transformation, there has been a significant change to Umgeni Water's Broad-Based Black Economic Empowerment policy which is now focused on more meaningful participation by Black-owned business enterprises in infrastructure development. This participation occurs through a unique concept known as Contract Participation Goals (CPG).

A fundamental requirement of CPG – and for doing business with Umgeni Water - is that 35% of contract value must be allocated to targeted Black-owned enterprises. This condition has been implemented to accelerate the development of the Black owned

business sector into sustainable entities. In the Acting Chief Executives closing remarks he said, “Despite the drought, Umgeni Water maintained positive results in 2016/17 due to continued sound financial management.

The earned surplus for the year will be invested in support of the organisations future five-year R6.1billion (not escalated) capital investment programme and used in debt reduction. As at 30<sup>th</sup> June 2017, a significant portion of capital investments were already committed.

The entity has maintained its reputation as a financially viable entity, creating significant value for customers and shareholders. The strength of the balance sheet and access to other strategic financial resources remain vital for expanding services in KwaZulu-Natal”.





# UMGENI WATER'S 5TH SUPPLIER FORUM

Contributed by Skhumbuzo Mpofu

## **“Together we move South Africa forward through radical economic transformation”**

The Annual Supplier Forum saw more than 225 delegates which included suppliers, CPG partners and 15 Cooperatives. The main objective of the forum was to improve communication and foster strong relationships with our commercial partners with more emphasis on economic and technical empowerment of SMMEs.

## **The insightful event was held on 13<sup>th</sup> June 2017 at De Boirs Conference Centre in Hillcrest, featuring various speakers from Umgeni Water:**

- Mr Steve Gilliam (GM: E&SS): Procurement Plan (Business Opportunity)
- Mr Lwazi Ndlovu (Manager: IDMS): Tendering Compliance
- Ms Thandeka Zulu (Manager: SHEQ): SHEQ Compliance

## **The informative event also featured speakers both from Private and Public sectors:**

Ms Cebile Khanyile (EDTEA) presented the New B-BBEE Codes which aims to achieve increased participation in the economy and the transformation thereof, as well as more equitable distribution of wealth in our country.

Ms Lefentse Chapman (ABSA) presented on the variety of tailored business finance loans offered with the aim of ensuring that each business has the funding it needs. Mr Thula Mkhwanazi (SEFA) presented on access to finance. As the agency that operates as a development finance institution (DFI) and reports to the Department of Small Business Development (DSBD) and in line with its mandate, SEFA provides financial products and services to qualifying SMMEs and Co operatives as defined in the National Small Business Act of 1996 and amended in 2004.

This SEFA accomplishes through a range of wholesale and direct lending channels.

The key note address was given by the Acting CE: Mr Thami Hlongwa wherein he enforced Umgeni Water's commitment to forging forward with its economic empowerment agenda in particular of the previously disadvantaged people and businesses. In his speech he stressed that Umgeni Water will shy away from conducting business with companies that are not willing to embrace the organisations empowerment initiative.

The Acting CE concluded his speech by stating that the CPG initiative is not an enrichment programme but an empowerment programme that affords SMMEs an opportunity to obtain technical and soft skills in all facets of business management. The presentations were followed by a panel discussion which comprised of

Senior Managers who engaged the audience and responded to rapid-fire questions from the delegates. Delegates were further encouraged to approach the panel members and presenters should they require further discussion.

The event was attended by the ex-Board members, Senior Managers and colleagues at different levels. Their presence and support demonstrated the seriousness of Umgeni Water's commitment towards economic empowerment.

“Thank you team Umgeni Water in particular the Public Relations Office, Corporate Stakeholder Management Unit, Asset Management- Coastal for providing the car guards and more importantly Supply Chain Management as the custodian of suppliers and CPGs for ensuring that Umgeni Water host a superb and intellectually stimulating forum”.



# FESTIVE MESSAGE FROM THE GM: E & SS



**Steve Gillham**  
GM: Engineering & Scientific Services

Every passing year brings with it a new set of challenges – the nature of which are usually not anticipated, and at times can be very disruptive. These new challenges usually compound those which remain unresolved from the previous year. Any organisation that wants to maintain business stability and grow when faced with such challenges needs to respond to these challenges in a resolute and united manner.

2017 was no exception to this for Umgeni Water. The organisation was struck mid-year with a number of unsettling challenges to the organisation's leadership and governance structures – with a

consequential negative impact on our virtuous reputation and image. Add to this the continued challenge of water shortages brought about by the persistent drought situation within the Mgeni catchment, SAP teething problems and you have what equates to a testing year for the organisation!

However, through the dedication and commitment displayed by you, the employees of the organisation, together with the interim governance structures that were immediately appointed to ensure that compliance was maintained and the continued leadership and guidance provided, Umgeni Water never faltered in the delivery of

excellent quality bulk potable water to its customers.

Thank you for your valuable contribution to the organisation over the past year. May we stand steadfastly together, to continue to keep Umgeni Water functioning in a professional and world class manner in order to make a meaningful contribution to the lives of the people of KwaZulu-Natal.

Christmas is the season of joy, of exchanging holiday greetings, of giving gifts and of uniting families. Treat your family with kindness and love as we joyfully celebrate this season.

*Season's Greetings and a Happy New Year to everyone!!*

# UMGENI WATER'S CLEAN RIVERS CAMPAIGN WITH MPHOPHOMENI CO OPERATIVES

Umgeni Water realised the need to equip out of school youth especially unemployed graduates, with environmental rehabilitation skills which are still uncommon in the previously disadvantaged groups.

The main aim is to empower youth such that they are well established as co operatives, to be able to stand on their own and manage their own business enterprises.

Khulanolwazi Cooperative was appointed by Umgeni Water as part of the organization's Corporate Social Investment (CSI) project.

The Co operative is comprised of out of school youth from around the Mngeni Municipality who were given an opportunity to be part of the environmental rehabilitation programme under the supervision of the rehabilitation specialist working in the Midmar Water Treatment Plant upgrade.

After some research in and around the community of Mpophomeni, Khulanolwazi Cooperative realised the need for environmental education awareness. There is a small stream (Mthinzima) which feeds Midmar Dam with fresh water.

Research has shown that this stream has household waste which affects the environment in which they reside.

The youth then solicited information and were mentored by Umgeni Water on running education and awareness campaigns within the community.

The objective of the event was to empower the community with knowledge and ensure that members of the community understand the impact they have on the environment and to encourage behavioural change.

The clean-up campaign was conducted at about 1km stretch of the stream. The site is very impacted with solid waste (diapers etc.) and rubble material. number of Clean Upbags collected were ±75 and approximately weight of rubbish collected in bags was 70 kg.



The state of the Mthinzima River before clean-up



Mpophomeni learners during the clean-up

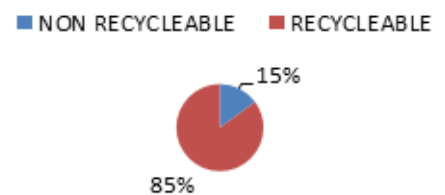


The state of the Mthinzima River after clean-up



The Khulanolwazi Co-op, local Councillors & Umgeni Water members with some of the collected rubble after the clean-up.

## WASTE MATERIAL COLLECTED



The Cooperative learned that approximately 85% of rubbish collected is recyclable and reusable (aluminium cans, plastic drink bottles, papers, cardboards and glass bottles) as presented graphically above. The Cooperative has since formulated a strategy to educate people in their community on recycling and corrective disposal of waste.



# OPS INITIATIVE AT BONGEKILE PRE-SCHOOL

As part of the Mandela Day initiative, OPS (Inland) chose to make a difference at Bongekile Pre-School based in Richmond. The event took place on 1<sup>st</sup> November 2017 wherein the team which included a group of more than 20 people including; GM:OPS, Msizi Cele, Regional Manager, Sunil Maharaj, Senior Managers and employees. This was an unforgettable day to the children and the staff of Bongekile Pre-School. Umgeni Water team installed a Jungle gym, swings, painted the walls and cleaned the garden.

The Principal, School governing body and the parents not forgetting the children were very excited and appreciative to Umgeni Water for making a difference in the Pre-School.



# SOCIAL UPLIFTMENT INITIATIVES

Contributed by Rekha Maharaj

As employees of Umgeni Water we need to realise how fortunate we are. Upon reflection, I noted that there are people in our communities who require assistance in many different ways. To address this growing social dilemma, Engineering Services staff with other employees within Umgeni Water collect funds on a regular basis and make a contribution to those less fortunate than us. As part of this drive, two organisations recently received contributions, namely the Aryan Benevolent Home and the Boake Children's Home.

Through this initiative Aryan Benevolent Home recieved warm furry socks and woolly hats together with yummy treats which were handed to the elderly.

**Boake Children's Home** recieved groceries together with warm pyjamas and cake treats, the team was marvelled to learn that the children of this home have hidden talents which makes them even more special.

*Being unwanted, unloved, uncared for, forgotten by everybody, is a much greater hunger, a much greater poverty than the person who has nothing to eat.*



All gifts were received with warm chats, happy smiles (even giggles) and most importantly love!



# FESTIVE MESSAGE FROM THE GM : CORPORATE SERVICES



**Mketenyane Moleko**  
GM: Corporate services

Warm greetings of Christmas to all Umgeni Water employees! With the holidays upon us and 2017 drawing to a close, it's a great time to look back at this unforgettable year. As an organisation we have made impressive achievements against the balanced scorecard.

I wish to honor and acknowledge the efforts of all employees who ensured that Umgeni Water remains a positively reputable organization that has over the years delivered on its mandate and continues to make a difference on issues that touch millions of lives – issues of ensuring that water reaches the people of our beautiful province.

The organization achieved great results even as we navigated the challenges brought by the droughts in our country. As an organization we made recognizable achievements which would not have been possible without the team work, efforts and cooperation of all employees.

This year has been marked with changes in our organization, as we reflect on 2017 and plan towards 2018 I wish for each of us to be reminded of the analogy shared by Siya Mhlongo at the Staff Information Sessions wherein he spoke about the

changes that often bring opportunities, opportunities that we would have ordinarily overlooked. The New Year will bring its own mix of successes and challenges, we have to remain focused on providing our customers and clients with the best service and continuously enhancing our brand.

The festive season is for each of us to take time to relax, spend time with friends and our loved ones. I hope that you each enjoy and truly experience the spirit of this season.

*Ke le lakaletsa matsatsi a monate!*

# SUNDAY TRIBUNE GARDEN SHOW 2017

Contributed by Thokozani Hammond

Umgeni Water owned its presence at the 2017 Sunday Tribune Garden Show, which was held on Friday 23<sup>rd</sup> September – Monday 25<sup>th</sup> September at the Pietermaritzburg Royal Agricultural Show Grounds.

As Umgeni Water, the aim was to showcase the importance of the environment as well as the beautifully landscaped garden while encouraging all show visitors to save and appreciate water as a scarce resource. The province of KwaZulu-Natal is still facing drought.

The show was filled with fun for children, colour and peace for the nature lovers and as Umgeni Water it was an honour to share the experience with all the families that attended.



# UMGENI WATER PARTICIPATES IN THE HERITAGE SPORTING TOURNAMENT

Contributed by Thokozani Hammond

Saturday the 21<sup>st</sup> October 2017, was a weekend to remember where Umgeni Water's two sporting codes beat Rand Water and Bloem Water hands down in the soccer and pool tournament held in Bloemfontein. The Umgeni Water soccer team scored 1:0 against Rand Water and the pool team scored 7:0 against Bloem Water. The teams believe that attendance

by GM: Corporate Services, Moketenyane Moleko proved to be their lucky charm.

Four sporting codes (soccer/ netball/ volleyball & pool) were arranged for all the participating Water Boards which were Umgeni Water, Rand Water, Bloem Water, Lepelle Water and Midvaal. This one day tournament was started almost 5 years ago by Umgeni Water

and Rand Water with the aim of building and strengthening relations, and has since grown to attract four additional Water Boards.

The weekend was filled with lots of activities which enabled the teams to network, and build good relations with staff members from the other participating Water Boards.

SOCCER	NETBALL	POOL	VOLLEY BALL
1 <sup>st</sup> place (Gold) : Umgeni Water 2 <sup>nd</sup> place (Silver) : Rand Water 3 <sup>rd</sup> place (Bronze): Sedibeng Water	1 <sup>st</sup> place: Rand Water 2 <sup>nd</sup> place: Umgeni Water 3 <sup>rd</sup> place: Sedibeng Water	1 <sup>st</sup> place (Gold): Umgeni Water 2 <sup>nd</sup> place (Silver): Rand Water 3 <sup>rd</sup> place (Bronze): Bloem Water	1 <sup>st</sup> place: Rand Water 2 <sup>nd</sup> place: Umgeni Water 3 <sup>rd</sup> place: Bloem Water







# CORPORATE SERVICES 1ST MANDELA INITIATIVE FOR 2017

Contributed by Mxolisi Ngcobo

Corporate Services Division held its 1<sup>st</sup> Mandela initiative on 6<sup>th</sup> October 2017. The division identified Amagcugcwa Community Early Childhood Development and Arts Centre in the South Coast, Infracombe as their preferred Mandela initiative. Staff from various departments of Corporate Services visited the Day

Care Centre, which is a community-owned development centre. The Development Centre provides childcare (including aftercare services) and after school study support for up to grade 12 learners. The facility is also operated as a crèche which has approximately 4 staff members looking after and teaching the children. As a contribution to the development of

the facility, Corporate Services donated equipment ranging from office furniture to kitchen appliances and food supplies.

Staff at the Magcugcwa Community Early Childhood Development and Arts Centre thanked Umgeni Water for the gesture of goodwill and the support given to the centre.





# THOUGHT PIECE..WHAT IT MEANS TO BE A WOMAN IN SOUTH AFRICA

Contributed by Nomusa Zungu ( Intern) Legal Services



Nomusa Zungu

Being women in this country is the greatest form of resilience I have witnessed and experienced. We are told tacitly by society and the justice system that women are easily disposable, collateral damage in the war of existence. Your existence is a form of boldness. It should be celebrated not only in grand displays and award ceremonies but also on a daily

basis for the small victories, for never doubting your journey and eventually arriving - despite the circumstances in your way.

Your continued existence is agent for change. As we navigate our way around this world may we remember the story of the Elephant and the Rope and how even with the strength and potential, our mentality can often be our own worst enemy.

*'A gentleman was walking through an elephant camp, and he spotted that the elephants weren't being kept in cages or held by the use of chains. All that was holding them back from escaping the camp was a small piece of rope tied to one of their legs.*

*As the man gazed upon the elephants, he was completely confused as to why the elephants didn't just use their strength to break the rope and escape the camp. They could easily have done so, but instead they didn't try to at all.*

*Curious and wanting to know the answer, he asked a trainer nearby why the elephants were just standing there and never tried to escape.*

*The trainer replied;*

*"When they are very young and much smaller we use the same size rope to tie them and, at that age, it's enough to hold them. As they grow up, they are conditioned to believe they cannot break away. They believe the rope can still hold them, so they never try to break free."*

*The only reason that the elephants weren't breaking free and escaping from the camp was because over time they adopted the belief that it just wasn't possible.'*

In a world where you have been taught to be complacent with the structural systems that are relentless in excluding you and content with the chains that hold you down, be the elephant that is free, recognise that you have outgrown and have become stronger than the rope.

It is an act of courage to exist in an environment that requires you to constantly validate and negotiate your space in this world; where before you have even begun to tap into your potential you are exhausted from all the hurdles you had to jump over. You are a friend, you are a professional and perhaps a mother,

you are all these things and more - you are a woman. Don't let society bully you into thinking you can only be one part of all your strengths and having to explain yourself if you are otherwise. Much like most great successes, all things worth anything require time, and while you may fail at some, embrace the defeat it shouldn't last forever. Besides the world looks different from a failure's perspective, just make sure you come out of it having learned, unlearned and developed a stronger sense of self. There are women who dream of changing the world, there are women who are still changing

the world and there are women who have changed the world. The difference between these women is the point at which they had realised that they had outgrown the rope.

So go forth and be bold, break free of the mental ropes of exclusion, lack and mediocrity and be the women of excellence you were met to be. As you embark on this journey may you carry the words of Maya Angelou, "My mission in life is not to survive, but to thrive and to do so with some passion, some compassion, some humour and some style."

# UMGENI WATER CELEBRATED WOMEN'S MONTH IN STYLE





# UMGENI WATER YOUNG PROFESSIONAL FORUM 2016/2017



Umgeni Water Young Professionals (UWYP) forum was established in 2014 as a platform for all Umgeni Water employees, aged 35 and below. The UWYP forum is a solution orientated platform set up to cultivate professional development, leadership and social responsibility in the entity's young workforce. Forum membership as at 30<sup>th</sup> June 2017 was 174. The forum is aimed at:

- Creating an enabling environment for professional growth of young professionals through affiliation and registration with their respective professional bodies
- Encourage active community participation
- Create a solid professional and social network amongst young professionals within the water sector
- Empower young professionals through skills development and resource and information sharing.

## 2016/ 2017 Events Calendar

In the 2016/2017 financial year, the forum continued in its quest to motivate and inspire the entity's young professionals to grow professionally and to be active social citizens by organising and participating in various conferences, seminars and technical tours, both local and international.

## South Africa/ China Training Exchange Programme

Five (5) Umgeni Water Young Professionals had the opportunity to travel to China to attend a seminar on Small Hydropower and Sustainable Development of Rural Communities for Asian and African Countries. In preparation for their trip to China, the five UWYP delegates had to complete a week of lessons in Mandarin and the Chinese culture.



From left to right: Ndumiso Ngubane, Yolisa Mkondweni, Liu Dong Mei, Nwabisa Hina, Ntombifuthi Nzimande and Mcebo Mkhize.



Mcebo Mkhize representing South Africa.

The seminar was aimed at teaching delegates about the various fields of Small Hydropower (SHP) which included the development of SHP, SHP planning and design, civil works of SHP, local manufacturing of SHP equipment, operation and maintenance of power plants. There were seven (7) African countries in attendance (South Africa, Zambia, South Sudan, Ghana, Togo, Nigeria and Rwanda) and three (3) Asian countries (Nepal, Sri Lanka and Myanmar).

## Hitachi-DST Scholarship Programme 2016

South Africa's Department of Science and Technology (DST) and Hitachi Ltd, a Japanese multinational corporation specialising in high-technology equipment including water, invited South African engineers to forward their applications for the 8<sup>th</sup> scholarship training programme offered in Japan.

The objective of the programme is to enhance the capacity of South African engineers in areas of water and sanitation treatment and service in support of South Africa's social infrastructure development programme. Umgeni Water's very own Graduate Trainee and Young Professional from the Process Services Department, Keboihile

Molatodi, were amongst the five candidates selected for the scholarship. The two-month scholarship provided on-the-job training at Hitachi factories, visits to Japanese water utilities and a Japanese introductory course at the Overseas Human Resources and Industry Development Association (HIDA).

## World Skills Competition



From left to right: Asanda Khumalo, PJ Odendaal, Alessandra and Simiso Ntuli

The 2017 edition of the South African National World Skills competition took place at the Durban ICC from 14<sup>th</sup> to 16<sup>th</sup> February 2017. World Skills is a competition held around the world to showcase and inspire world-class excellence in skills and introduces youth to a variety of skills careers. Ms Asanda Khumalo and Mr Simiso Ntuli,

both Inservice Trainees, participated in the Aquatronics category of the competition. Ms Asanda Ntuli was amongst the 22 winners (from 22 different skills area) of the National competition. Asanda and Simiso then participated in the second round elimination of the competition which was held at Festo in Johannesburg, where they were both unfortunately eliminated from the competition.



From left to right: Mzwandile Malishe, Senamile Mbokazi, Asanda Khumalo, Alessandra, Simiso Ntuli, Keneilwe and PJ Odendaal.

### Professional Development Workshop

UWYP hosted its Annual Professional Development Workshop on 9<sup>th</sup> June 2017 at the Albert Falls Dam. The workshop was aimed at creating an enabling environment for professional growth through affiliation and registration with respective professional bodies. More than 170 Young Professionals were in attendance. The GM: Corporate Services, Ms M Moleko, opened the function by highlighting the importance of professional registration and professionalism in the workplace. This was followed by Acting UWYP President, Mr Nkosi

Cele, on what it means to be a UWYP. Ms P Maduray and Ms N Hina then shared their experience in Japan and China respectively. Ms A Khumalo shared her experience and the difficulties she encountered at the World Skills Competition. This was followed by Mr L Sibiya who presented on the importance of publishing and writing papers. Mrs B Malunga, Public Relations Manager, shared with Young Professionals the importance of self branding and using social media in a manner that protects your brand. The formal presentations session ended in high spirits after

Mr T Hlongwa, GM: Finance and guest speaker of the day, presented his struggles in life and enforced the importance of not giving up and always pursuing what you set out to accomplish. The second half of the day was reserved for break away sessions where the respective professional bodies (ECSA/ SACNASP/ SAICA/ SAIPA/ SABPP) presented the requirements to attain professional registration. The question and answer session after the presentations provided much needed information to the YPs.



Ms M Moleko and Mr S Khuboni.

## DWS Youth Indaba

Three (3) UWYP, accompanied by Ms M Moleko, GM: Corporate Services and Ms N Mkhize Skills Development, had an opportunity to attend the Department of Water & Sanitation (DWS) Youth Indaba 2017 held at the Lakes Hotel in Johannesburg. The main objective of the Youth Indaba was to:



UWYP pictured with the Deputy Minister of Water and Sanitation Ms Pamela Tshwete.

- Serve as a platform to consult water utilities and their stakeholders on how the development and delivery of Youth Development initiatives can be improved within the sector
- Offer equal exposure to all water utilities in the advancement of Youth Development
- Achieve fair participation and representation of key role-players in the Water and Sanitation sector
- For the department to reach out to the sector in consultation over Youth Development matters and
- Align Youth Development priorities to government policy and development goals.

For the 2017 Youth Indaba, the DWS looked into three areas that are at the centre of sustainable Youth Empowerment which are Job Creation, Entrepreneurship and Skills Development.

## Green Youth Indaba 2017



From left to right: Phumelele Sokhulu, Nwabisa Hina, Sbusiso Khuboni, Thobekile Gambu and Maipato Thoola who represented the UWYPs at the GYI 2017

On 28<sup>th</sup> – 29<sup>th</sup> June 2017, Green Youth Network in partnership with the Department of Environmental Affairs, FP&M SETA, EWSETA and other sponsors hosted the 4<sup>th</sup> Annual Green Youth Indaba at Sci-Bono, Johannesburg. The theme of the Indaba was “Green Innovations and Sustainable skills development for inclusive Growth”. Five (5) UWYPs had the opportunity to attend this very informative conference. The objective of the Green Youth Indaba was to go beyond exploring opportunities for youth within the green economy and to meritoriously explore and unpack essential strategies. The aim was to create easy access to support and fund green innovations and green careers, empower youth with information and skills transfer needed to eliminate youth unemployment and poverty by tapping into the Green Economy jobs and business opportunities.

The conference aimed to bring together exceptional young people (students, professionals and entrepreneurs) who are changing the façade of the environment in South Africa and those that are aspiring to get into the Environmental Industry (green economy to be specific). Most pressing environmental issues, opportunities and skills needed for youth within government, private

sector and cities in South Africa were discussed in order to develop and sustain the green economy. The indaba educated young professionals about the do's and don'ts on how to look after the environment, agriculture, solar power, and everything green. They also provided abundant opportunities within these fields. The Indaba generated practical

ideas that may alleviate poverty and intensify employment. This spectacular event invited entrepreneurs and speakers from different provinces to motivate and instil a sense of independence, as well as confidence, in the conference attendees through a number of workshops and panel discussions that were held over the two days.

## EZINGOLWENI CAREER DAY

The UWYP forum continued to grow in stature as a socially-responsible forum by conducting career guidance seminars in rural schools in the province.

One (1) such seminar was successfully conducted during 2016/2017, where twenty (20) UWYPs travelled to the Ezingolweni rural community in the South Coast of KwaZulu-Natal and conducted a two-day career guidance and application session with grade 12 learners from neighbouring schools. The event served as a motivation and information sharing session which

saw more than 500 learners from five (5) high schools benefiting from the initiative. Day 1 of the Career Day was aimed at informing the learners about the various careers in the water sector and to motivate them to pursue higher education.

Day 2 of the event was aimed at ensuring that the learners apply to study in institutions of higher learning. More than 200 grade 12 learners were assisted with the completion of online University applications for admission in 2018.





# UMGENI WATER'S YOUNG PROFESSIONALS HOST KIDDIES CORNER AT THE EAST COAST RADIO CONCERT SHOW

Contributed by Rachna Misra

On the 25<sup>th</sup> September, Umgeni Water's Young Professionals hosted a kiddie's corner at the East Coast Radio Concert Comedy and craft festival. Despite the terrible wind and weather it was a day of fun and lots of excitement. Armed with crayons, colouring books and water the YP's that volunteered set up the stand and called to parents to send over their kids to colour and learn water saving techniques.

The stand was bustling and kids were running around with water and water saving booklets. The team of Young Professionals staged fun question and answers with the kids that were colouring in on water saving techniques as well as chatting with parents, siblings and guardians who accompanied the kids to the stand. The volunteers for the day, Sli Nkabinde, Velile Chili, Sthabiso Hadebe, Rivaan Ajodapersad and Rachna Misra

eventually shared in on the fun and started colouring with the kids to attract more kids to the stand.

All in all it was a fun day interacting with kids and their parents. It provided Umgeni with an interactive platform to teach kids valuable tips as well as interact with parents on a one on one basis.





# FESTIVE MESSAGE FROM THE GM: OPERATIONS



**Msizi Cele**  
GM: Operations

Having performed so well under trying conditions, it is again that time of the year when we have to take a break, relax and have fun with our families and friends. For us, this break is well deserved since we have continued to deliver an excellent service to our customers and various stakeholders.

Despite the challenges experienced due to the impact of the drought, we have maintained our good reputation. Our competent, experienced and professional teams have responded well to the challenges and have made us proud.

We have performed in accordance with, and in some cases exceeded expectations as reflected in the bulk supply agreements we have with Water Services Authorities, the Shareholder Compact we have with the Department of Water and Sanitation and Performance Objectives and Targets we set for ourselves.

We have also grown our business within our area of supply to include new bulk water infrastructure and have taken over and are implementing new wastewater treatment works within the uMgungundlovu District Municipality. The New Year will be even more exciting as the growth into the uThukela

District will present new challenges. The impending institutional changes will also bring new challenges in new and unfamiliar territories in our march towards ensuring universal access to quality bulk water services within the province of KwaZulu-Natal.

We know that our competent, experienced and professional teams will rise to the challenge. I wish that you all enjoy a wonderful festive season which ends on a joyful note for you and your families, leaving you refreshed and ready to respond to the new challenges.

# UMGENI WATER PULLS ALL STRINGS TO CATER FOR DISADVANTAGED EMPLOYEES

Contributed by Eunice Mpungose & Ziphezinhle Khoza

*We are two ladies living with physically disability challenges who studied Chemical Engineering at Mangosuthu University of Technology. Primarily we would like to state emphatically that we are people whose conditions are viewed as distasteful and we are treated differently. This caused major difficulty in us obtaining in-service training opportunities.*

Eunice Mpungose is living with a condition of albinism. She endured a period of 5 years of unemployment after completing her theoretical studies. This was due to her skin being sensitive and being partially sighted. Companies felt that with her skin condition, she would be limited in implementing her duties in the field.

Ziphezinhle Khoza's right hand is not functional as a result she endured 1 and half years of unemployment, due to this disability. Most organisations assumed that she would not be able to perform her duties with only one hand that is functional.

Umgeni Water granted these ladies the opportunity to pursue their in-service training in the E&SS division under the Process Services department.

The training is a requirement for the completion of a diploma. Process Services provided the ladies with all the facilities that made the working conditions manageable. Eunice was provided with a computer that has a large screen to enhance her sight; she was also provided with a magnifying glass for use should the need arise.

With Ziphezinhle all the sampling points in the pilot plants that were at a height that required climbing a ladder were made available to her on ground level. All the colleagues including Scientists, Process Engineers and Process Technicians were forever willing to assist whenever assistance was needed.

Ziphezinhle and Eunice believe that they obtained a great deal of exposure and knowledge which was a good stepping stone for their careers. The pair went on to say "We have also developed interpersonal skills which assisted us in interacting with fellow colleagues within the department. On 10<sup>th</sup> May we obtained our National Diploma in Chemical Engineering.

We would like to further our studies and become valuable assets to the organisation. With the qualification we acquired, over the years there are multiple department we could venture into within the organisation, which will assist us in climbing the corporate ladder to the managerial level. Umgeni Water made us realise that only the sky can limit us from fulfilling our career goals. We found great interest in the water industry

and are considering taking up water related studies to eventually become water sector consultants." With conviction the pair continued to say "Umgeni Water's willingness to assist during difficult times something we will never forget.

The opportunity to obtain our training within the organisation was never denied from us. The organisation eliminated the risks associated with employing us and instead gave us a sound working environment.

We were given the opportunity to prove our capabilities in every way possible. We would like to extend our humble gratitude to the leadership and the organisation at large for the trust and opportunity provided to us and we hope this door will remain open for other future employees living with disabilities.

We would also like to extend our gratitude to Mr NV Sibiyi in particular, the NT and trainees' supervisor for ensuring that we settled well in the organisation and ensured that we acquire the required skills."

# INLAND WASTEWATER & WATER WORKS HOSTS A STRATEGIC INDUCTION SESSION

Contributed by Thokozani Hammond

The different teams under the Inland Wastewater and Waterworks teams gathered for what was to be a valuable session for all members of the team. The objective of the day was to reflect on the team's journey since the integration of the then uMsunduzi team members into the wider Umgeni Water team. The day was an interactive day which included presentations on the history of Umgeni Water

and the growth perspective for the organisation and how that translates to staff; change management and how as individuals we ought to navigate the changes in our environments; performance review; HR policies and personal and organisational branding. The highlight of the day was the employees reflections on the achievements by the their teams over the last two years and areas which team members believe to be developmental.

The process included robust and interactive break away sessions. In closing, management committed to follow up on the issues of development as identified by the employees.

The day was a positive one which left each team member making a pledge on the positive role they will each play for the benefit of the organisation



# HENLEY DAM SAFETY 2017

Contributed by Thokozani Hammond

Unfortunately, deaths in our rivers and dams are a reality, and it is Umgeni Waters' responsibility to create awareness to learners and communities that live in close proximity to the Umgeni Water dams.

In partnership with Msinsi Resorts and Reserve, Enforce, Fair Dairy, KZN Aquatics & Falethu Security, Umgeni Water held the 5<sup>th</sup> Dam Safety Campaign at Henley Dam on 25<sup>th</sup> August 2017. The main object of this event was to share with our stakeholders the dangers of swimming, building and playing in unprotected areas. Statistics from the World Health Organisation indicate that an estimated 400 000 deaths occur on an annual basis globally, making

drowning the third most common cause of unintentional death worldwide. 12 schools which included both high schools, primary schools and communities from various wards around Henley Dam attended this event.

Attending schools participated in two competition categories, which were Poetry and Arts. The winning schools walked away with R1000 (for third position), R2000 (for second position) and R3000 (for first position) The purpose of the competition was to test and engage the learners on the importance and dangers of water. It was remarkable to see the learners creativity and their articulation of water and its dangers.

Speaking at this event GM Operations: Msizi Cele said "For many years the leadership of Umgeni Water has been concerned about the number of people who have become victims of drowning in rivers and dams. It has been found that the factor that contributed to these tragic incidents was inadequate information relating to safety."

To all the Umgeni Water teams that came together in preparation of this successful event, thank you very much for the hard work, in ensuring that Umgeni Water achieves its goal of creating awareness that could save many lives.



# STAFF AWARDS 2017







# CLASSIFIEDS

To all staff that joined Umgeni Water, Congratulations. The Board, Executives and staff of Umgeni Water wish you a warm welcome and wish you a wonderful stay.

Division	Org Unit	First name	Surname	Start Date	Contract Type
Corporate Services	National Treasury Graduate Programme	Nokwanda	Nzimande	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Khulekani	Ngcobo	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Phathutshedzo	Phuluwa	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Nompumelelo	Njoko	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Bonke	Dlulisa	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Precocious	Mazibuko	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Mandisa	Ndlovu	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Nompilo	Khumalo	2017/06/01	Trainees



Corporate Services	National Treasury Graduate Programme	Sabelo	Kumalo	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Nomonde	Zondi	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Nhlakanipho	Buthelezi	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Khethukuthula	Khawula	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Siphelele	Dlamini	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Siphathelokuhle	Funeka	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Thabiso	Radebe	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Lunga	Mkafane	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Samkelisiwe	Ndunge	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Nosibusiso	Mbali	2017/06/01	Trainees
Corporate Services	National Treasury Graduate Programme	Brenda	Mthiyane	2017/06/01	Trainees
Corporate Services	Talent & Organisational Development	Stanley	Ndwandwa	2017/05/02	Trainees
Corporate Services	Talent & Organisational Development	Nosipho	Zulu	2017/05/01	Trainees
Corporate Services	Talent & Organisational Development	Nomusa	Zungu	2017/06/05	Trainees
Corporate Services	Talent & Organisational Development	Sphokuhle	Duma	2017/06/05	Trainees
Corporate Services	Talent & Organisational Development	Vuyolwethu	Zulu	2017/05/15	Trainees
Corporate Services	Talent & Organisational Development	Gareth	Van der Merwe	2017/05/15	Trainees
Corporate Services	Talent & Organisational Development	Silindile	Radebe	2017/06/05	Trainees
Corporate Services	Talent & Organisational Development	Mlungisi	Ngcobo	2017/06/05	Trainees
Corporate Services	Talent & Organisational Development	Fanele	Ndimande	2017/06/26	Trainees
Corporate Services	Talent & Organisational Development	Nonkanyiso	Mlaba	2017/07/05	Trainees
Corporate Services	Talent & Organisational Development	Rivaan	Ajodapersad	2017/08/01	Trainees

Corporate Services	Talent & Organisational Development	Mthobisi	Khoza	2017/08/14	Trainees
Corporate Services	Talent & Organisational Development	Unathi	Mhlana	2017/09/01	Trainees
Corporate Services	Talent & Organisational Development	Samukelisiwe	Nkandi	2017/09/04	Trainees
Corporate Services	SAP Applications	Euclid	Tarwireyi	2017/05/01	Fixed Term
Corporate Services	SAP Applications	Rajesh	Singh	2017/05/15	Fixed Term
Corporate Services	SAP Applications	Purnachand	Dundi	2017/05/15	Fixed Term
Corporate Services	SAP Applications	Gilbert	Gurira	2017/05/22	Fixed Term
Corporate Services	SAP Applications	Alden	Mazhawidza	2017/06/05	Fixed Term
Corporate Services	SAP Applications	Srinivas	Boppana	2017/06/07	Fixed Term
Corporate Services	SAP Applications	Harry	Chaonsa	2017/07/01	Fixed Term
Corporate Services	SAP Applications	Tapera	Mangezi	2017/07/05	Fixed Term
Corporate Services	SAP Applications	Hari	Suryadevara	2017/07/05	Fixed Term
Corporate Services	Talent & Organisational Development	Mnqobi	Sibisi	2017/05/01	Fixed Term
Corporate Services	Talent & Organisational Development	Mxolisi	Ntshayintshayi	2017/05/01	Fixed Term
Corporate Services	Talent & Organisational Development	Nompumelelo	Mabaso	2017/05/01	Fixed Term
Corporate Services	Talent & Organisational Development	Noxolo	Mthethwa	2017/05/01	Fixed Term
Corporate Services	Talent & Organisational Development	Nomvuyiseko	Qelu	2017/05/01	Fixed Term
Corporate Services	Talent & Organisational Development	Ntombifuthi	Dlamini	2017/05/01	Fixed Term
Corporate Services	Talent & Organisational Development	Sbusiso	Mvelase	2017/05/01	Fixed Term
Corporate Services	Talent & Organisational Development	Thamsanqa	Biyela	2017/05/01	Fixed Term
Corporate Services	Talent & Organisational Development	Simphiwe	Zulu	2017/05/01	Fixed Term
Engineering & Scientific	Quality	Anele	Dwane	2017/08/01	Permanent
Engineering & Scientific	Inorganic Chemistry	Nqobile	Dlamini	2017/05/01	Fixed Term
Engineering & Scientific	Lab Research & Development	Mcebo	Mkhize	2017/07/01	Fixed Term
Engineering & Scientific	Laboratory Services	Nhlanhla	Jwara	2017/06/05	Fixed Term
Engineering & Scientific	Sampling Services	Thokozani	Ndimma	2017/08/14	Fixed Term
Engineering & Scientific	Water & Environment Services	Sibusiso	Mshengu	2017/08/14	Fixed Term

Executive	Corporate Stakeholder Management Unit	Theresa	Ngcobo	2017/06/01	Fixed Term
Finance	Treasury Account Office	Nonkululeko	Mthembu	2017/10/16	Trainees
Finance	Financial Plan	Revash	Seyambu	2017/06/01	Permanent
Operations	Asset Management Ulwandle	Sikhumbuzo	Cele	2017/08/01	Permanent
Operations	DV Harris Water Works	Nonkululeko	Maphanga	2017/08/01	Permanent
Operations	Howick Wastewater Works	Nkosi	Mvulani	2017/06/12	Permanent
Operations	Lower Tukela Water Works	Millicent	Mkhwanazi	2017/10/02	Permanent
Operations	Lower Tukela Water Works	Qalubheke	Wanda	2017/06/05	Permanent
Operations	Lower Tukela Water Works	Hlengiwe	Hadebe	2017/06/01	Permanent
Operations	Lower Tukela Water Works	Siphiwe	Ngcobo	2017/06/01	Permanent
Operations	Lower Tukela Water Works	Mhlonipheni	Ngwabe	2017/06/01	Permanent
Operations	Lower Tukela Water Works	Bhekithemba	Xulu	2017/06/01	Permanent
Operations	Lower Tukela Water Works	Jefrey	Ngubo	2017/07/01	Permanent
Operations	Lower Tukela Water Works	Nqobile	Zungu	2017/07/01	Permanent
Operations	Lower Tukela Water Works	Sfiso	Mabika	2017/08/01	Permanent
Operations	Lower Tukela Water Works	Nkululeko	Sikhakhane	2017/09/04	Permanent
Operations	Lower Tukela Water Works	Hlengiwe	Mbonambi	2017/09/04	Permanent
Operations	Lower Tukela Water Works	Njabulo	Zungu	2017/09/04	Permanent
Operations	Reliability Engineering	Nonhlanhla	Shabalala	2017/05/01	Permanent
Operations	South (Civil/Mech) Workshop	Pearl	Mngadi	2017/06/01	Permanent
Operations	South (Civil/Mech) Workshop	Simphiwe	Phakathi	2017/09/04	Permanent
Operations	Ulwandle Regional Management	Nonhlanhla	Mbongwa	2017/06/01	Permanent
Operations	Amanzimtoti Water Works	Nomusa	Ngidi	2017/10/01	Fixed Term

Operations	Wiggins Water Works	Nobuhle	Zungu	2017/10/01	Fixed Term
Operations	Wiggins Water Works	Ntombikhona	Ntuli	2017/10/01	Fixed Term
Operations	Wiggins Water Works	Truelove	Ndlovu	2017/10/01	Fixed Term
Operations	Wiggins Water Works	Nkanyiso	Ndlovu	2017/10/01	Fixed Term
Operations	Wiggins Water Works	Mboniseni	Ngcongo	2017/10/01	Fixed Term
Operations	Wiggins Water Works	Sifiso	Maphumulo	2017/10/01	Fixed Term
Operations	Wiggins Water Works	Nondumiso	Ncobela	2017/10/01	Fixed Term

To all the staff that left Umgeni Water, we wish you all the best in your future endeavours.

Division	Organizational Unit	First name	Surname	Start Date	Termination Date	Termination Reason
Executive	Corporate Stakeholder Management Unit	Theresa	Ngcobo	2017/06/01	2017/07/01	Contract Expired
Executive	Internal Audit	Lusanda	Ncoliwe	2014/06/01	2017/10/26	Resignation
Executive	Chief Executive Office	Bonisiwe	Ngubane	1997/01/02	2017/05/01	Retirement
Executive	CEO	Cyril	Gamede	2012/08/20	2017/07/01	Retrenchment
Corporate Services	National Treasury Graduate Programme	Zasembo	Majola	2010/11/05	2017/08/01	Contract Expired
Corporate Services	National Treasury Graduate Programme	Siyabonga	Khumalo	2012/05/07	2017/10/01	Contract Expired
Corporate Services	National Treasury Graduate Programme	Nombuso	Ntini	2012/09/10	2017/10/01	Contract Expired
Corporate Services	Legal Services	Sibusiso	Bophela	2013/08/19	2017/08/01	Contract Expired
Corporate Services	Change Management	Jabulile	Nzimande	2016/06/01	2017/07/01	Contract Expired
Corporate Services	Talent & Organisational Development	Sbusiso	Mvelase	2017/05/01	2017/08/05	Contract Expired
Corporate Services	SAP Applications	Harry	Chaonsa	2017/07/01	2017/09/01	Contract Expired
Corporate Services	Talent & Organisational Development	Nomagugu	Mpanza	2013/03/04	2017/06/01	Contract Expired
Corporate Services	Talent & Organisational Development	Mxolisi	Madi	2013/03/04	2017/10/09	Contract Expired
Corporate Services	Talent & Organisational Development	Ntuthuko	Maphumulo	2013/03/04	2017/10/21	Contract Expired
Corporate Services	Talent & Organisational Development	Vukani	Mbele	2014/02/17	2017/05/11	Contract Expired

Corporate Services	Talent & Organisational Development	Kylen	Naidoo	2015/05/11	2017/05/11	Contract Expired
Corporate Services	Talent & Organisational Development	Sanele	Mhlongo	2015/07/01	2017/07/01	Contract Expired
Corporate Services	Talent & Organisational Development	January	Mahlalela	2015/07/01	2017/06/30	Contract Expired
Corporate Services	Talent & Organisational Development	Idrissa	Shaff	2015/09/01	2017/09/01	Contract Expired
Corporate Services	Talent & Organisational Development	Victor	Mabutsa	2015/09/01	2017/09/01	Contract Expired
Corporate Services	Talent & Organisational Development	Wiseman	Ndaba	2016/10/01	2017/10/01	Contract Expired
Corporate Services	Talent & Organisational Development	Bathobile	Ngiba	2016/10/10	2017/10/01	Contract Expired
Corporate Services	Talent & Organisational Development	Sinenhlanhla	Bengu	2016/10/12	2017/10/01	Contract Expired
Corporate Services	Talent & Organisational Development	Mzwandile	Malishe	2008/05/05	2017/05/01	Resignation
Corporate Services	GM CS Office	Thembi	Radebe	2009/05/01	2017/05/01	Resignation
Corporate Services	ICT Operations	Sibusiso	Khumalo	2009/07/01	2017/05/27	Resignation
Corporate Services	SAP Applications	Mbuso	Mthunzi	2015/05/11	2017/10/31	Resignation
E&SS	Hydrobiology	Kathleen	Milford	2015/09/03	2017/08/01	Contract Expired
E&SS	Quality & Assurance	Harold	Heslop	2014/08/01	2017/08/01	Contract Expired
E&SS	Quality & Assurance	Suresh	Thakurdin	2010/07/01	2017/08/01	Contract Expired
E&SS	Project Office	Aphumle	Mnyaka	2014/01/01	2017/05/01	Contract Expired
E&SS	Process Services	Sharne	Vertuin	2015/01/01	2017/06/01	Contract Expired
E&SS	Hydrobiology	Brandon	Wynne	1991/10/08	2017/07/15	Resignation
E&SS	Process Engineering/ Scientist 1	Keboihile	Molatodi	2013/01/01	2017/09/30	Resignation
E&SS	Scientist Process Engineering - Wastewat	Garth	Mulder	1992/05/01	2017/09/01	Retirement
E&Ss	Sampling Services	Banpersad	Gopichunder	1983/03/18	2017/10/27	Retirement

Finance	Management Accounts	Goodness	Dube	2016/08/01	2017/07/01	Contract Expired
Finance	Treasury Office	Scott	Nicholls	2016/08/01	2017/05/04	Contract Expired
Finance	Key Accounts Projects	Brian	Mathebula	2010/11/01	2017/07/22	Resignation
Operations	Ulwandle Regional Management	Nonhlanhla	Mbongwa	2017/06/01	2017/06/17	Contract Expired
Operations	Midmar Water Works	Rohan	Chetty	1995/07/01	2017/05/30	Dismissal
Operations	North(Civil/Mech) Workshop	Dominic	Dladla	2007/03/12	2017/06/03	Dismissal
Operations	Hazelmere Water Works	Frederick	Phakathi	2008/12/01	2017/05/11	Dismissal
Operations	DV Harris Water Works	Mantombi	Mchunu	2015/09/01	2017/06/01	Medical Boarding
Operations	Amanzimtoti Water Works	Thirugasen	Moodley	1992/01/01	2017/07/01	Retirement
Operations	Hazelmere Dam	Apheus	Mdletshe	1984/08/06	2017/05/28	Retirement
Operations	Wiggins Water Works	Jean	Millien	2017/09/01	2017/09/02	Retirement
Operations	Durban Heights Water Works	Tseko	Mabuya	2016/01/01	2017/07/01	Retirement
Operations	DV Harris Water Works	Zibonele	Mbense	1986/04/16	2017/10/01	Retirement
Operations	Hazelmere Water Works	Mtapo	Gumede	1993/10/01	2017/05/15	Retirement
Operations	Wiggins Water Works	Jean	Millien	1976/03/01	2017/05/31	Retirement
Operations	Albert Falls Dam	Wilson	Madondo	1993/04/01	2017/09/01	Retirement
Operations	Darvill Wastewater Works	Sydney	Ngcobo	2015/08/01	2017/08/01	Retirement

## DEATHS

 To all staff that passed on during this period, may their Souls rest in peace.

Division	Organizational Unit	First name	Surname	Start Date	Termination Date	Termination Reason
Operations	Amanzimtoti Water Works	Walter	Mahlase	1985/12/02	2017/08/06	Deceased
Operations	Lidgetton Water Works	Vusumuzi	Mbanjwa	1989/05/18	2017/05/12	Deceased
Operations	Mpofana Wastewater Works	Dumisani	Ximba	2015/08/01	2017/09/28	Deceased



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Compiled and designed by the Public Relations Department