



Internal Newsletter

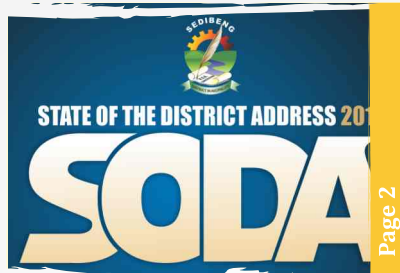
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Editor's Foreword

I am pleased to present the first issue of the Sedibeng newsletter, which will serve as an additional communication channel that will strengthen the internal communication between management and employees. Thanks to those of you who contributed to it as these contributions are essential to the newsletter's success. The newsletter will contain information of interest to our employees about the plans and goals of the management for the institution, also employee's needs and questions of clarity on some of the issues relating to employees and their duties.

This publication comes at the crucial point where the country is celebrating the legacy and the values of OR Tambo, it is in the spirit of unity and honour to our fallen hero OR Tambo. Further than that, the Executive Mayor was tabling the State of the District Municipality Address articulating the developmental path the Municipality will be taking for the next five years, that is the IDP 2017-2021 and the five R's (Reinventing the Economy; Renewing our communities; Reviving a sustainable environment; Reintegrating the Region and Releasing Human Potential). Of note also this was the last month of the financial year of 2016-2017.

In the past few months we have seen how management took the issues of employee's serious, especial personal development training by making sure that those employees who don't have matric go to school and get their matric. The employees who need in-depth skills training and formal qualification also seize the opportunity for new fresh knowledge and creativity.

We pride ourselves as Sedibeng District Municipality for the job well done in the journey of closing up the gap of vacant posts and many acting's. Since from last year departments were suffering due to under-staffed departments.

This newsletter seeks to bridge the gaps between management communication to employees and employees having a platform to raise issues affecting them that are common across the clusters. We as Sedibeng News Team call all employees to participate and own up to this newsletter by contributing positive and meaningful for the benefits of our productivity and healthy working environment.

Sedibeng appoints new MM!

A remarkable time for Sedibeng District Municipality when they welcomed the new Municipal Manager, bringing change is the most important thing in our community and this is the main focus of our new MM. Mr Stanley Khanyile is a very generous and friendly person, through this interview with him we will learn so much more about our new MM.

Tell us about yourself?

I am newly appointed Municipal Manager here at Sedibeng District Municipality and I am very honoured to be given this opportunity. I am a lawyer by profession, I have worked in many places and have a wealth of experience and knowledge to contribute in the municipality and really uplifting the municipality and making it better. I come here from being the head of department of social development in the Eastern Cape and before that I was the head of department for COGTA (Cooperative Governance and Traditional Affairs) in the Eastern Cape.

I've been in Gauteng most of the time but spent 7 years in the Eastern Cape, In 1998 I was appointed as the Municipal Manager in Springs Town Council at that time we were called Chief Executive Officers, in 2000 when Ekurhuleni was established I was the Executive Director for Corporate Services for Ekurhuleni Metropolitan Municipality and in 2007 I went to Lesedi Local Municipality I was appointed as the Executive Director for Corporate Services.

I was the legal advisor to the former Minister of Cooperative Governance and Traditional Affairs Mr Sicelo Shiceka who has passed on in 2012 may his soul rest in peace. I have also contributed to the legal law regulations nationally as I was part of the team, I have worked in government for a very long time and with this I'm bringing a lot of knowledge because of my history and experience.

How does it feel to lead Sedibeng Administration?

It is exciting, awesome, am very delighted to lead the Sedibeng team and I am happy to contribute, I know a lot about local government and try to lead with the best of my ability, I believe I've joined a winning team and I'm happy with the support given by the political officers and I will do the best I can.

I have already had meetings with the management and I am clear what the priorities are needed to be tackled, I am ready to work and focus on the challenges. I believe in motivated, disciplined staff and a team ready to work and serve, this will make our work environment better.

What is your motivation?

What motivates me is passion. I am passionate about what I do. Serving the community and changing people's lives for the better is what keeps me going.

When I take these kinds of positions I go the extra mile to change the people's lives, because I like what I do, if the community is satisfied with services the municipality provides, that to me becomes a motivation. I will want to ensure that we all have one vision and one mind, this can motivate us to build our community for a satisfactory outcome.

What do you love to do on your spare time?

I love to read newspapers, I watch particularly sports, this helps me relax when I'm at home. I love to spend time with my family and even visit my relatives and friends and have that communication and share thoughts of the future.



Any inspirational words for the Sedibeng Staff?

So many things can happen if you become positive, if you embrace change, if you embrace new ideas, creativity, innovation and want to contribute positively. This is what I believe can drive all of us for greater outcomes. It shouldn't matter who you are or where you are you must do what you do best, if all of us work together, the society improves. As the Municipal Manager if I show that I can do my work everybody will work because I took the first step.

I have a problem with the issues of protest because it takes so much time and money to redo something which has been already destroyed. I believe in positivity, I believe in trying to do your best and I believe in people who believe in themselves first. Confidence and ability starts from within, be able to say I can do this, by doing so you are able to deal with criticism.

Finally let's rectify wastage and recognise the physical outlook of the country, which currently is not great. We need to look after what we have, make sure we avail the assets that we have immovable or movable, confidence, self-esteem, positive thinking is key.

I am here but I cannot succeed on my own, everybody must pull their weight in making a contribution and be able to leave a legacy when we leave the municipality, people should remember us as a team that created positive achievements.

STATE OF THE DISTRICT ADDRESS 2017

SODA



In 2016, the African National Congress in our region was given an opportunity to tackle the scourge of unemployment, poverty, inequality and violence. We have engaged our communities and achieved 54.66% of the district election results. It is in the spirit, unity and honour of the "legacy and values of OR Tambo" that we will get basics right. As a result we will have effective and efficient local governance.

We will improve service delivery; promote economic growth and development in our local municipalities – Midvaal Local Municipality, Lesedi Local Municipality and Emfuleni Local Municipality.

In 1977, Thomas Bertram was quoted saying, "If it ain't broke, don't fix it."

And he explained that, "That's the trouble with government: Fixing things that aren't broken and not fixing things that are broken." In the same vein, we have re-affirmed our key pillars of **Growth and Development strategy (GDS)** for our region – the five (5) Rs plus 2 for the next five years.

The key pillars are:

- ☑ Reinventing the Economy
- ☑ Renewing our communities
- ☑ Reviving a Sustainable Environment
- ☑ Reintegrating the region
- ☑ Releasing Human Potential
- ☑ Good and Financially Sustainable Governance
- ☑ Vibrant Democracy

The key pillars of Growth and Development Strategy, the five (5) Rs plus 2, don't need fixing. What needs fixing is our broken social fabric, our community's pool of opportunity to have a better life for all, live and work together as equals in conditions of peace and prosperity. More so, it is very important to mention that as Gauteng City Region, we have ensured alignment to Transformation, Modernisation and Re-industrialization Programme (TMR) jointly with its ten pillar game changers.

The Gauteng City Region (GCRO) Economic Development Plan finds its expression within the five year Growth and Development Strategy of which outlines the competitive areas in line with comparative advantages and strengths. In order to drive local economic growth and development a corridor development approach was applied. The development approach of our region and within the Gauteng City Region is called the Southern Corridor, as are we located on the southern part of Gauteng City Region. Sedibeng District Municipality embraces some of the "South African's big five: South African's bold priorities to inclusive growth" according to McKinsey Global Institute.

Our developmental priorities are:

- the establishment of business incubation and innovation centres,
- tourism and

- entertainment development,
- Agriculture and agro-processing opportunities,
- Green economy opportunities;
- the establishment of a logistical hub, and
- Advanced manufacturing.

In order to exploit this development priorities jointly with our local municipalities they inclusively represent capital investment opportunity in excess R20 billion.

In the previous financial year 2016/17, the district had agriculture driven capital expenditure in excess of R 3 million rand on:

- The feasibility study for Emfuleni Milling Plant, Vereeniging Fresh Produce Market refurbishment, mechanization and mega agri-parks. We commit to increase our role in the agricultural sector for the upcoming years. The South African agricultural fresh produce sector is R31.2 billion in value, and we see a huge potential of economic development turn around for our region.

This sector presents us with enormous space to invest, grow and develop.

In the next 5 years, we plan to Upgrade the Fresh Produce Market, develop the Vaal Logistic Hub (next to Arcelor Mittal along N1, R57 and R553), and re-industrialise agriculture sector via agri-hubs and agro-processing and alternative energy sector development. We have just seen the upgrade and expansion of Vaal Mall to a tune of R420 million from 2014 and have just completed a construction of a 1.13MWp (1.13 Mega Watt) solar carport solution by Solareff, a specialist provider of Solar Photovoltaic (PV) solutions. Climate change, and environmental risks are real and current, and it is one of the 2017 Global Risks. We all remember cyclone Dineo.

•Furthermore, Gauteng Department of Economic Development, Sedibeng District Municipality and Vaal University of Technology, Southern Gauteng Science and Technology Park partnered to establish Fabrication Laboratory (FabLab) at an annual operational costs of R2.3 million rand for digital manufacturing and to act as business incubator and innovation hub. The FabLab have benefitted just over 74 individuals to date, mainly the youth, the unemployed, students and entrepreneurs.

It is true that working together we can do more. During the week, we had investment on infrastructure for informal traders – "Informal Vender Development Programme" by Coca-Cola Beverages of South Africa. More so, we thank Coca Cola for sponsoring today's event. This initiative demonstrates our commitment to work closely with Coca-Cola to strengthen the capacity of our local entrepreneurs, to eradicate poverty, empower small

“Celebrating the legacy and values of OR Tambo”

businesses and create job opportunities.

- If we are to seriously make a dent to challenges confronting our society, the economy, education and health initiatives are to work seamlessly. In the current financial year, we have spent seven hundred and seventy five thousands (R775 000) for staff development and training and four hundred and fourteen thousand (R414 000) spent on external bursary for students in our region.
- We have also spent R7.6 million rand in AIDS/HIV programmes across the region.
- The District Health currently have enrolled 67 417 adults and 97 children on Antiretroviral therapy (ART), due to intergovernmental relations in fighting this AIDS/HIV scourge, the relationships are yielding positive results in reducing stigma and discrimination, as more people are encouraged to know their status, three hundred and seventy five thousands, three hundred and twenty eight (375 328) in total in 2016 alone tested for HIV within the District, while six thousand and hundred and twenty four (6 124) men undergone voluntary male medical circumcision.
- We have created 200 work opportunities in our community, through the implementation of ward-based programme to mitigate AIDS/HIV. Ward-based programme is a programme to continuously educate our people about AIDS & HIV in our region.
- To date, these dedicated men and women educators have reached one hundred and sixty eight thousand, five hundred (168 500) households and educated two hundred and seventy five thousand, two hundred and thirty two (275 232) people and referred six hundred and seventy three (673) people with various social needs to relevant institutions.

In 2015, the Quality of Life Survey indicated that our community in Sedibeng region is satisfied with services delivery, however they are still looking for more from their local government. Our communities want economic development, jobs, better frontline treatment, and less corruption.

We will invite various stakeholders; business, investors and academic institutions – VUT and North West University to partner with us to unlock various economic opportunities in the innovative repositioning of Suikerbosrand Rand Nature Reserve. Furthermore, our cultural and heritage tourism, boasts a newly declared National heritage site – Sharpeville Heritage Precinct.

We commit and look forward to roll out massive mega-



project to The Gauteng City Region (GCRO) Economic Development Plan finds its expression within the five year Growth and Development Strategy of which outlines the competitive areas in line with comparative advantages and strengths. In order to drive local economic growth and development a corridor development approach was applied. The development approach of our region and within the Gauteng City Region is called the Southern Corridor, as are we located on the southern part of Gauteng City Region. Sedibeng District Municipality embraces some of the "South African's big five: South African's bold priorities to inclusive growth" according to McKinsey Global Institute.

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We commit and look forward to roll out massive mega-project to revive our Aero-dromes and other precinct development, such as Government Precinct, Constitutional Square and the completion of Sebokeng Precinct. We will earnestly engage our various partners on the progress and development of the Vaal River City and the upgrading of the all Sewer Plant in the Region. We need to give our Central Business Districts (CBDs) a special focus for

renewal, such as the seat of the district council, Vereeniging CBD and its nearby areas.

In the short term to medium term, the district with its local municipalities will focus on key productive infrastructure such as roads, electricity, and sanitation – expansion of sewer capacities, mixed residential housing, community services facilities – potential hospital around Savannah City, education and workforce development and sport facilities and waste management capital expenditure. The large expected capital expenditure in key productive infrastructure will help unlock the tourism and agricultural value chain, therefore contributing to tackling the quadruple challenges of our people of the Vaal, Ratanda and Sicelo.

In Savannah City jointly with Gauteng Department of Human Settlement have already approved 4600 applications out of the targeted 7000, and 497 fully subsidized housing were allocated to date. This includes an allocation of a 100 year old woman.

The MEC of CoGTA, Hon., and Paul Mashatile will be launching a pilot project on the Ablution facilities in Sicelo informal Settlements by the end of June 2017.

We have budgeted R2.5 million for Extended Public Works Program (EPWP), which serves as a cushion for the unemployed to enter productive work and a provision skills development and training across the region.

The role of the district is to support, coordinate and integrate the region; therefore the role of Sedibeng District Municipality should be understood in the same spirit. Our district municipality does not have

basic service delivery obligations such as water, sanitation; refuse removal and electricity like its local municipalities.

Therefore, the district have a very low revenue generation potential of R365 million, of which government's grants and subsidies amounts to (74%) percentage of the total revenue. As a result these municipalities are under severe financial stress due to this limited revenue source, and the current fiscal model has not been transformed to deal with these realities. Declining revenue presents a major challenge with short term obligations towards operations and programmes of the District.

- Our equitable share allocation from National Treasury is shrinking on a yearly basis, while our financial obligations keep on ballooning. The provisional equitable share allocation has only grown by 1,55%, whereas the employee-related costs have grown by 7,4 % in the same period. Furthermore, the new funding model for district municipalities has reduced equitable share allocation for 2017/2018.
- On the other hand, due to the inter-governmental relations, understanding that local government is at the coalface of service delivery; Sedibeng District Municipality finds itself performing and funding some functions such as Emergency Medical Services (EMS), disaster management and museums, resulting in zero recovery of used funds from limited district budget
- At times needed infrastructure project takes place without allocation for maintenance during lifespan of the infrastructure.

As we serve our people and communities, we are to always remember the words of Amilcar Cabral, "Tell no lies. Expose lies whenever they are told. Mask no difficulties, mistakes, failures. Claim no easy victories."

A combined R110 million have been budgeted for contracted services, repairs and maintenance and general expenses; which presents potential procurement opportunities for the local businesses.

The district will in the spirit of OR Tambo engage with other government and non-governmental stakeholders for future long term funding for:

- Sharpeville Heritage Precinct and Boipatong Memorial,
- Regional Tourism Organisation,
- Disaster Management function,
- Refurbishing the taxi ranks;
- Refurbishing licensing service centres;
- Museums;
- Theatres; and municipal administrative buildings.

I am proud to announce that Sedibeng District Municipality will partner with SANTAM through a "Business Adopt A Municipality" (BAAM) to assist and capacitate in Disaster Management and Emergency Services.

In order to propel our economic engine, the district needs to take its primary mandate to support, coordinate and integrate the region. Key focus development areas that will receive immediate attention are:

- The Economic Sector Development Strategies in Tourism, Agriculture and Agro-

processing and others,

- The Investment, Skills and Private Public Partnership Strategy,
- Strengthening of Innovation and Entrepreneurship Strategy

We stand together to transform, modernise and re-industrialise our region and always focus at getting the basics right. And we are never to settle while the quadruple challenges of our society remain. At the centre of getting the basics right is the pillar of "good governance and vibrant democracy". In 2015/16 financial year, the district received the unqualified audit outcome from the Auditor General. Our district is on schedule to ensure alignment with the mSCOA (municipal Standard Chart of Accounts).

We will tirelessly work on our shortcomings in order to reclaim the 3 consecutive clean audit, we had received prior to 2015/16.

We look forward to strengthening our intergovernmental relations via Ntirhisano Service Delivery Outreach Programme. It is a joint programme with our local municipalities to create a one stop-service delivery opportunity for our communities to listen; to resolve their complaints and concerns within our region. To date we have held five (5) outreach programme in the region. Our people come first. We are a caring and responsive organisation, rooted in the batho-pele principles, which guides us on how we serve, interact and respond to our communities. We take our people serious in attending to their interests and to serve them.

On the other hand, to the technological savvy – the district will be leveraging on internet and communication technology (ICT) to increase access to Vehicle Licensing Centres online for all of its functions. To date we have 93 km stretch of fibre optic in our region and more future investment is planned.

We will together with our local municipalities, people, business, government and the investors both domestic and international join hands - bound by the spirit of " legacy and the values of OR Tambo" to promote economic growth and development. Then we will rest only when – our region is free and happy and peaceful. Then we will rest only when – we live and work together as equals in conditions of peace and prosperity, united and non-racial democracy.

Our revolutionary, the freedom fighter – I love and respect his courage and benevolence, when he punched above the rest and said, I quote:

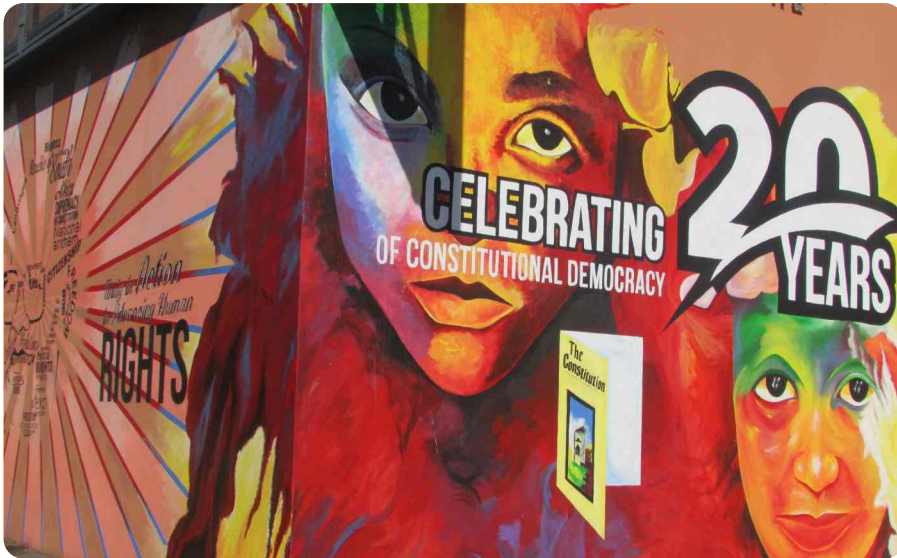
"The children of any nation are its future. A country, a movement, a person that does not value its youth and children does not deserve its future."

Therefore, we must always keep in mind that the scourge of unemployment, poverty, inequality and violence is more dehumanizing for our youth, women and children.

We have a lot to do – to increase the size of the cake than to only ration it out. We are to deliver on the legacy and values of OR Tambo – for the youth, women and children of our region. Indeed, local government is everyone's business.

I thank you.

Human Rights Commemoration



Human Rights day is a day of celebrating, remembering and commemorating our heroes who fought for our freedom. The date 21 March is a day marked to celebrate our human rights and to act upon them. As the great Nelson Mandela said "to deny people their human rights is to deny them their humanity".

On the 21st of March 2017 Gauteng Premier Makhura lead the 20th human rights celebration that took place in Sharpville along with the Sedibeng District Mayor Busisiwe Modisakeng and the MEC of Sports, Arts, Culture and Recreation, MEC Faith Mazibuko, to honor fallen heroes who fought for human rights. The program started at Phelandaba Cemetery where the government officials showed gratitude in honoring those who lost their lives by performing a ceremony of laying of wreaths.

The program then went to Sharpeville monument where families of fallen heroes were given condolences by the government dignitaries. The day went on being a success at George Thabe stadium

where community members gathered; celebrated and cheered as one. Various activities were done on the day; exhibitions took place from various departments, Ntirhisano, Department of Infrastructure, and Health to name a few.

Cllr. Busisiwe Modisakeng mentioned in her speech that the whole event has uplifted the region from geographical space and planted it in the heart of the world, she urged community people to say NO to racism and xenophobia. Premier David Makhura closed the event with a powerful speech stating, "next year I want to invite all political parties, we want to unite the communities, we want to unite the people we must fight drugs and protect our youth, we Africans should stand together" he closed by sending condolences to the family members of people who died in 1960.

Ntirhisano

We Care. We Act



The Gauteng Service Delivery War Room is set to radically change the way government serves the people.

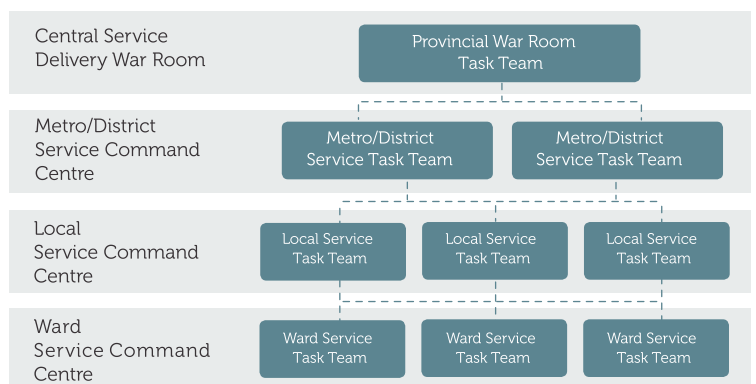
The Service Delivery War Room is a province-wide, integrated, comprehensive and sustainable service delivery model that seeks to radically restructure interface between government and the people to better respond to the needs of the people.

Dubbed Ntirhisano – a Tsonga word for working together – the collaborative War Room Machinery aims to improve government's service delivery capacity and build an activist public service that is responsive to the needs of the people. It further seeks to empower communities to propel their own development.

Ntirhisano further seeks to strengthen partnership between government and social partners and mobilise local resources to address socio-economic needs.

The model will ensure the servicing of people where they live, and this will result in reduced duplication and inefficiencies in resource allocation.

War Room Service Model:



Together Moving Gauteng City Region Forward



Guidelines to arranging a legal strike.

Legal Strikes and Lockouts

Every worker has the right to strike, and every employer has the option to lock out workers, if –

1. a dispute has been referred to a council or the Commission for Conciliation, Mediation and Arbitration (CCMA);
2. a certificate that a dispute remains unresolved has been issued;
3. 30 days have elapsed since the referral; and
4. 48 hours' written notice of a strike is given to
 - a. the employer; or
 - b. a council (if the dispute relates to a collective agreement to be concluded in a council); or
 - c. to an employers' organisation (if the employer is a member of an organisation that is a party to the dispute); or
5. 48 hours' written notice of a lockout is given to
 - a. the trade union; or
 - b. to the workers (if they are not trade union members); or
 - c. a council (if the dispute relates to a collective agreement to be concluded in a council).

Workers' Rights

During legal strikes workers may not –

- be dismissed; or
- have civil legal proceedings brought against them.

Employers' Rights

During legal strikes employers –

- do not have to pay workers, unless workers ask that payment in kind (accommodation, food, basic amenities) be continued; and
- may fairly dismiss a worker for misconduct or for operational needs.
- After a strike has ended, an employer may recover the monetary value of payment in kind through civil proceedings in the Labour

Court.

During legal lockouts, employers may –

- not have civil legal proceedings brought against them during legal lockouts; and
- recover the monetary value of payment in kind through civil proceedings in the Labour Court after legal lockouts.
- Special Procedure for Refusal to Bargain
- When a party refuses to bargain, an advisory award must be obtained before a strike can be held. An award cannot force a party to bargain.
- When Strike or Lockout Procedures Do Not Apply

Strike or Lockout Procedures do not apply if –

- members follow the procedure in a council's constitution; a strike or lockout follows a collective agreement procedure;
- workers strike in response to an illegal lockout; employers lock workers out in response to an illegal strike; and
- employers one-sidedly change workers' working conditions and refuse to restore them.



Safety in the workplace

by Eunice Ramatlapeng - HR



1. Eliminate hazards.
2. Prevent slips, trips and falls.
3. Stay sober.
4. Clear cluttering.
5. Wear protective equipment to suit the task/job.
6. Reduce workplace stress.
7. Good housekeeping can help prevent injuries and improve productivity.
8. Take note of evacuation processes.
9. Avoid the use of lifts during emergency situations.
10. Employees to report any hazardous or risky situations immediately to the supervisor or OHS Officer.

Municipal revenue increases

Municipalities across the country received an income of R333 billion from all sources of income, which represents an increase of R27 billion compared to R306 billion in 2015.

"The largest contributor to municipal revenue for the year ended 30 June 2016 was grants and subsidies received (30.9%), followed by electricity sales (28.3%), property rates received (14.7%), other revenue (11.0%), water sales (8.9%), sewerage and sanitation charges (3.5%) and refuse removal charges (2.7%)," Statistician-General of South Africa Dr Pali Lehohla said.

The revenue for metropolitan municipalities in 2016 was R191 billion compared to R178 billion in 2015, while the revenue for local municipalities for 2016 was R116 billion compared to R106 billion in 2015.

The revenue for districts municipalities in 2016 was R250 billion compared to R229 billion in 2015.

Dr Lehohla released the results of the 2016 Financial Census of Municipalities in Pretoria on Wednesday.

The survey collected a variety of financial information from local, district and metropolitan municipalities.

The financial data is for the period 1 July 2015 to 30 June 2016 for all 278 municipalities.

The municipal expenditure patterns showed that municipalities spent a total of R311 billion in 2016.

"The largest contributor to municipal total operating expenditure was employee related costs (26.3%), followed by electricity purchases (22.6%), depreciation and amortisation (8.9%), other expenditure (8.2%), bad debts (6.7%), contracted services (5.9%), water purchases (5.6%), general expenditure (5.5%), repairs and maintenance (4.4%), interest paid (2.8%), grants and subsidies

paid (2.0%) and remuneration of councillors (1.1%)," Dr Lehohla said. According to the statistics, expenditure for metropolitan municipalities in 2016 was R175 billion compared to 2015 when it was R161 billion. The expenditure for local municipalities in 2016 was R115 billion compared to R107 billion in 2015, while expenditure for district municipalities was R209 billion last year and in 2015 it was R196 billion.

Dr Lehohla said the cost structure of district municipalities differs from local and metros because they are organised differently.

"The main income source for metros is from sales of electricity and for local and district municipalities is from grants and subsidies. Salaries take quite a big chunk of local and metro municipalities," he said.

About a quarter of the locals and metro municipalities expenditure is on salaries.

The total employee related costs for 2016 was R81.8 billion compared to R73.4 in 2015.

Employee related costs for 2016 in the metros was R45.9 billion, in local municipalities it was R29.0 billion and districts municipalities it was R6.9 billion.

"As at June 2016, municipalities owed their lenders, suppliers and other creditors a combined amount of R210.7million [which is] 7.5% more than what they owed as at 30 June 2015.

"The provinces which showed the highest percentage increase between 2015 and 2016 were Free State (27.6%), Northern Cape (17.9%) and Mpumalanga (9.0%)," Dr Lehohla said.

Purchases of electricity increased from R62.2 billion in 2015 to R70.3 billion in 2016, while sales of electricity reflected an increase from R85.6% billion in 2015 to R94 billion in 2016. – SAnews.gov.za



Public Service must be professional, accountable: Minister

Public Service and Administration Minister Faith Muthambi says for service delivery to be efficient and effective, there has to be a professional, accountable and development-oriented public service. "Chapter 10 of the Constitution of the Republic of South Africa requires that the public service must, amongst others, maintain and promote a high standard of professional ethics and be accountable," Minister Muthambi said.

Speaking at the National Labour Relations Forum held in Durban on Wednesday, Minister Muthambi said all public servants must conduct themselves in a professional and ethical manner when executing their responsibilities.

"The public service must be professional, transparent, accountable, responsible and developmental.

"I am clear that for us to succeed we require professional, effectively coordinated and well managed state institutions with highly skilled public servants who are committed to serving our people," Minister Muthambi said.

Minister Muthambi said government invests a lot of money and time developing individuals to be good managers and skilled administrators but little time or effort is placed instilling the culture of service.

"Our departments are still plagued by high levels of ethical and integrity issues, maladministration, fraud and corruption continue to be the scourge towards developing a professionalised public sector, thus contributing to poor levels of service delivery," the Minister said. She said what is most worrying is the sheer ignorance of some officials in the employment, especially those responsible to manage and maintain labour peace within their departments.

"We fail to understand that the employment relationship cannot be fixed through an arbitration award. The employment relationship is only eroded further when we adopt the posture that we will ask the 'Courts' to decide," Minister Muthambi said.

She commended public servants who on a daily basis display professional, ethical values and behaviour which reflects the values and principles enshrined in section 195(1) of the Constitution to create the ideal public service as envisaged in the National Development Plan (NDP).

"Without dedicated and professional public servants, the image of the public service and service delivery will be impacted in a negative way. "As government we have committed to working together with organised labour in order to build a harmonious working relationship as this benefits service delivery to our citizens. We have undertaken to engage with organised labour in good faith and in cases where we reach agreements through structures such as the Public Service Coordinating Bargaining Council (PSCBC), we shall honour those agreements," the Minister said. Minister Muthambi said there is a need for government to work with the various stakeholders to ensure that there is stability in the public service. "We need to work for a productive and stable public service. As government, we have to collaborate with our labour partners and ensure that the public service machinery functions with the ultimate goal of delivering efficient services to the people. We will ensure that all stakeholders in the public service work with government to ensure that the public service machinery is functioning well," the Minister said. She said a well-functioning public service machinery will ensure government succeeds in addressing the triple challenges of unemployment, poverty and inequality.

She said the NDP asserts that the public service is central to government achieving its objective of improving the lives of people.

"We cannot address the principles of radical economic transformation and we cannot find the missing middle class if the public service is not delivering efficient services to our people," the Minister said. – SAnews.gov.za

The inspiring story of Baba Mpungoso



A man who is proud and happy to have served the council with diligence and commitment and even today he has not broken that commitment. Baba uMjabuliseni Andries Mpungoso is a 54 year old man born in Kwazulu Natal, Ladysmith. He has three kids who are now old enough, first born Mundli Mpungoso, second born Phangisile Mpungoso and last born

Sibonelo Mpungoso. He got here in Gauteng 1983 and stayed in Zone 12, Sebokeng and later on moved to Sebokeng Hostel looking for a job.

Interviewed by Sedibeng News Team, Baba Mpungoso says after sometime he finally got a job as a General Worker Level 18 in 1988 at Vereeniging Town Council as it was called then, changed to Kopanong Town Council, Lekoa-Vaal and then again to Sedibeng District Municipality. Almost 30 years later he gets a promotion that brings a huge difference to him and his family. He prides himself with his work a garden done by Baba Mpungoso will always look clean and professional if the word qualifies the statement.

"I am happy about this positive change and thank you to the current management for recognising the efforts I make". Baba Mpungoso says he is now highly motivated, and wants to finish his matric, he aspires to be a qualified Plumber. He says in three years from now he sees himself as a team leader of other employees and never forgetting to live by good example (Good work Ethics).



Overcoming Life Stagnation

by Tulas Jantjies - Speaker's Office

Personal Growth Coach – Neuro-Linguistic Practitioner, South Africa

Ever had the feeling of being stuck, being filled with emotions of regret and overwhelming sense of being a failure? Most of us have experienced it, sometimes we are at crossroads and stand confused about which life path to take. There are times in life where we stagnate, we feel uninspired, limited and unmotivated.

How do you know if you are stagnating?

- If you have been experiencing procrastination on your goals
- If you don't ever feel like doing anything, you are just not motivated
- If you keep turning to sleep, over eating, games, mindless activities and entertainment for comfort
- If you know you should be doing something, but yet you keep avoiding it
- If you have not achieved anything new or significant in the last few months
- If you have a deep sense of feeling that you are living under your potential
- If you want to give up before you even make an effort to do anything

So how do you get out of stagnation?

1. Avoid Procrastination

Is this going to sound familiar? You start something, get excited and hyped up and in no time those goals and ideas are dead and forgotten. Avoid Procrastination and do not leave things for an undefined date.

2. It is OKAY if you fail

You are not alone; at some point in our lives all of us have failed at

something, when that happens try again and be consistent until you get it right. Failure is rehearsals for success long overdue to you, THIS IS YOUR TIME!!!!

3. Be Motivated

We stagnate because we do not have anything that inspires and motivates us. Living for the moment is nice but you need to set goals and work hard to realize them. Learn to be your own cheerleader and validate and affirm yourself everyday.

4. Cut Yourself Some Slack

Stop trying to be everything to everyone, you only have one life. Your past mistakes do not define who you are. Cut yourself some slack and take time out to meditate, be still and be in peace, for you can only do so much and be so much to so many people.

5. It is never too late to start over

I hope you know that nothing in this life is perfect, mistakes and errors are part of our learning process, and they help us to move forward. So, take small steps and be patient with yourself, eventually it will all come together grant you all your wishes and the Universe shall grant your desires and wishes.



STRESS MANAGEMENT IN THE WORKPLACE

by Nomangwane Mnisi - HR

While some workplace stress is normal, excessive stress can interfere with your productivity and performance—and impact your physical and emotional health. It can even mean the difference between success and failure on the job. You can't control everything in your work environment, but that doesn't mean you're powerless—even when you're stuck in a difficult situation. Whatever your work demands or ambitions, there are steps you can take to protect yourself from the damaging effects of stress and improve your job satisfaction.



DEFINITION OF STRESS

Stress can be defined as:

- “Stress is the result of an imbalance between the level of demand placed on people, as they perceive it, and their perceived capability to meet the demands.”
- Stress is a non-specific response of the body to any demand it is exposed to. It has an effect on the body, mind and emotions.
- “Stress is pressure that is too great for us. Stress is very much a personal issue. Each of us has our own level of tolerance of pressure at any given time, this leads to – “our own capacity for coping or not coping with it”.

WHEN IS WORKPLACE STRESS TOO MUCH?

Stress isn't always bad. A little bit of stress can help you stay focused, energetic, and able to meet new challenges in the workplace. It's what keeps you on your toes during a presentation or alert to prevent accidents or costly mistakes. But in today's hectic world, the workplace too often seems like an emotional roller coaster. Long hours, tight deadlines, and ever increasing demands can leave you feeling worried, uncertain, and overwhelmed. And when stress exceeds your ability to cope, it stops being helpful and starts causing damage to your mind and body—as well as your job satisfaction. If stress on the job is interfering with your ability to work, care for yourself, or manage your personal life, it's time to take action. No matter what you do for a living, or how stressful your job is, there are plenty of things you can do to reduce your overall stress levels and regain a sense of control at work.

HOW TO CHANGE NEGATIVE THINKING IN FOUR STEPS

Step One: Become Aware Of Negative Self-Talk

Carry a pen and a small notebook with you to work. As often as is feasible, even if only once a day, write down your negative thoughts for at least a week. Writing at the same time each day, such as during your afternoon break, helps make this exercise a habit. Are your statements negative? Are you viewing yourself as ineffectual, seeing a situation as an obstacle rather than a challenge? Do your statements imply you are withdrawing rather than becoming involved in life?

Step Two: Replace Distorted Thoughts

Your thoughts are influenced by your past. Childhood experiences colour your present level of self-esteem. A nurturing childhood, with age-appropriate expectations, builds a higher level of self-confidence than one filled with unrelenting criticism, lack of caring, or unrealistically high expectations. Constant fault finding, or pressures created by rigid, perfectionist demands from a parent, sibling, or a teacher cast a shadow of self-doubt which darkens adult self-worth; a

difficult challenge become a bewildering obstacle if you have low self-esteem. You become your hardest critic by internalizing the negative judgment of others. Rather than blame a person or situation for your low- self-worth, improve your self-esteem by curtailing limiting thought patterns. These include judgmental statements regarding you or others.

Step Three: If You Can't Change It, Accept It, If You Can Change It, Do So!

If you find fault in a situation, is there anything you can do about it? Rather than criticize, begin to think in terms of taking action. If feasible, begin to turn your negative energy towards positive solutions. Your involvement may make a difference even indirectly to improve a situation and reduce your own stress in the process. Many inspiring stories originate from people who cared enough to make an effort to change a situation.

Michael complained that he has depression. He had grown despondent largely because his office had no windows! He worked alone and felt isolated. First he worked out tangible changes, setting up full spectrum lighting in his office, initiating walks at lunch with co-workers, and commuting by bicycle.

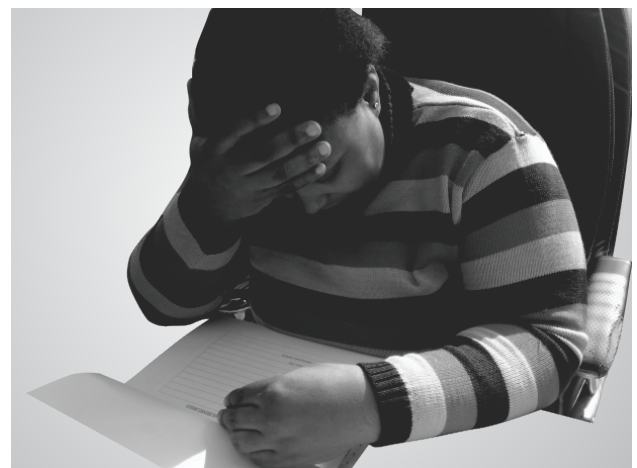
Then he worked on recognizing the advantages of his office. He started to see it as quiet, private place where he could work at his own pace. He became enthusiastic again by both taking responsibility for making changes and reframing his perception of his situation.

Like Michael, can you change your view of a negative work situation? Is there anything you can do or say to make it tolerable? Observe how you feel emotionally and physically when you have more positive thoughts. By changing your attitude, for example, from “I can't stand it” to “Well, I may not like it, but...” Reduce agitation and/or a sense of being overwhelmed. The situation does not change but your acceptance of what you cannot change reduces your stress. You can get a better night's rest!

Step Four: Create A Positive Environment For Yourself

It helps tremendously to have reinforcement as you work on your thinking patterns. Our thoughts are deeply affected by the people we spend time with and how we make use of our leisure time. Co-workers, a counsellor, or a support group can help you through the rough times.

Notice who and what situations drag you back into old negative thought patterns. Use discrimination regarding what you talk about during a coffee break. You can redirect non-productive, negative conversations.



Living healthy to stay healthy

Rhulani Baloyi - Financial Management Intern

I am a firm believer in eating healthy food that has a deliciousness factor. Roasted vegetables are generally delightful to eat, almost every vegetable can be cooked in this way and they have been said to give you super powers! Okay, that might be a bit of an exaggeration, but they are easy to make and they are yummy tasting. All you need to do is to mix a whole bunch of vegetables together, cut everything into little pieces and pile the vegetables into a baking dish then you can get roasting!

Ready? Here we go!

How To Roast Any Vegetable What You Need

Ingredients

- 500g to 800g any vegetable
- 2 to 3 tablespoon olive oil (or more to taste)
- 2 Cloves of garlic
- Salt and pepper to taste
- Dried herbs (sweet basil, sage, thyme, rosemary, wild fennel are all good choices)

Equipment

- Mixing bowl
- Measuring spoons
- Spatula
- Baking sheet, oven-safe skillet, or baking dish

Instructions

1. **Preheat the oven to 180°C with a rack in the middle position.**
2. **Chop up the vegetables**
3. **Toss the vegetables with olive oil and salt, pepper, garlic and herbs**
4. **Spread onto a baking sheet**
5. **Estimate your cooking time:** In general, softer vegetables, like green beans and cauliflower, will cook in 10 to 20 minutes, and tough, hard vegetables, like squash and potatoes, will take 30 minutes or longer. Large pieces will also take longer to cook than smaller pieces.
6. **Roast the vegetables until tender:** Place the vegetables in the oven and begin roasting. Check and stir the vegetables every 10 to 15 minutes. Roast until the vegetables are tender enough to pierce with a fork and you see some charred bits on the edges.
7. **Serve immediately:** Transfer the vegetables to a serving dish and taste, remember to check for the seasoning. Serve while still hot.

This is how good they are.

SO GOOD...



Choose a name!!!

The newsletter team would like Sedibeng employees to vote for their favourite name to be used for all upcoming newsletters.

Voting is simple, send an email with ONLY the name your prefer to reggiem@sedibeng.gov.za / skapn@sedibeng.gov.za

- Sedi Talk
- Sedi Buzz
- Sedi Alert
- Sedi Bulletin
- Sedi Vibe

Fashion Tips for the season

11

Cynthia Morifi - MPAC



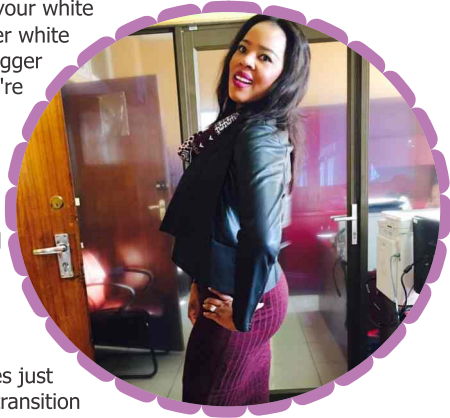
Every season, there are resources that cover the rules of fashion; do's and don'ts list of what we should and shouldn't wear. While we believe that rules are meant to be broken (when it comes to style, that is), we also welcome inspiration on how to look and feel our absolute best while staying informed on the season's hottest trends. – We need to look fabulous all winter long. Here, the duo offer their expertise on winter staple items, how to wear and pair this winter season. You don't need expensive label clothes to look and feel your best.

than stocking up knee-high or thigh-high boots, an oversized coat, a comfy, oversized sweater, a faux-fur vest, a knee length skirt, and a killer leather jacket.

- DO invest in a colored or white leather jacket this season. While black will always be a staple, this season, red and white leather is a hit with A-list designers.
- DO be sure to have confidence. Make sure to be bold, play with various prints, mix and match colors, and work with lengths you

aren't used to. When in doubt, throw on one of your "WOW" statement pieces to turn your everyday outfit into a head turner.

- DO layer all winter long. Pair a sweatshirt under a leather jacket, under a longer winter coat. Not only will this look keep you warm, it is one of the hottest trends this fall, so you will still look and feel your best when you remove your bulky winter coat.
- DON'T retire your white clothes. Winter white is back and bigger than ever. We're seeing it all over the runways with jackets, accessories, sweaters, and dresses... you name it.
- DON'T put away your summer pieces just yet. You can transition your summer clothes by adding a chunky sweater and ankle boots to a maxi skirt or dress, throwing a leather coat over a summer blouse, and wearing tights with mini skirts
- DON'T fall into the winter funk of wearing all black or dark colors. While your main outfit can consist of neutrals, be sure to add some color with a chunky scarf, booties, or a bag.
- DON'T Neglect your hair and makeup because of cold, You still need to look beautiful irrespective of weather and also to complement your outfit



Mercedes-Benz Concept X-CLASS

Thato Xaba - IT



Welcome to a new breed of Mercedes-Benz – the X-Class. Combining the best of both worlds, this bakkie comes in two variants.

Powerful adventurer illustrates that the future X-Class will possess all the strengths of a classic pickup – tough, functional, strong, and with off-road capability. The Concept X-CLASS stylish explorer goes a step further and shows what will distinguish the pickup bearing the Mercedes-Benz star.

The Mercedes-Benz X-Class will be available with a variety of features to personalise the exterior and interior of the vehicle. The engine line-up includes a powerful V6 diesel engine in conjunction with 4MATIC permanent all-wheel drive. This high-torque engine ensures great driving dynamics both on and off the beaten track. The powerful drive system and robust ladder chassis will allow for payloads greater than 1.1 tonnes and a towing capacity of up to 3.5 tonnes.

Just like all other Mercedes-Benz vehicles, the bakkie will be fitted with class-leading safety systems. Modern driver assistance systems will increase the vehicle's levels of safety and comfort.

The production version will be launched internationally in June, and it's coming to South Africa in the second quarter 2018.



MS PM MOKOENA |
 MRS JM SENOKOANE-MALAY |
 MRS I PRETORIUS |
 MR RW MANN |
 MR OA MKHWANAZI |
 MR MJ SEROBANYANE |
 MR TJ TSOHO |
 MR TT MALEKA |
 MR PJ NIEUWENHUIZEN |
 MISS DD MOLEKE |
 MRS TB MOHANOE |
 MRS VA SOLOMON |
 MR TR MAKHAJANE |
 MR M MANQA |
 MR NW SESING |
 MISS H NKWANYANA |
 MR LS MKHWANAZI |
 MRS NI SHONGWE |
 MISS CZ SITHEBE |
 MR NB MASHIYA |
 MR TA MIYA |
 MRS MA POOE |
 MR WP PEETE |
 MR MF THEKISO |
 MISS MR KHOASE |
 MR JM MOKOENA |
 MRS MS SEDIE |
 MS N MAHLANGU |
 MS RA MBULAHENI |
 MR SM MAKHOBA |
 MRS DJ TEBA |
 MISS D MOETI |
 MS SS KOALEPE |
 MR JR MATLAELA |
 MRS SR ADAMS |
 MR MW MTHIMKULU |
 MRS PM RADEBE |
 MR MS SKOSANA |
 MISS M MOKADI |
 MISS VI NYAUZA |
 MISS L KOATLA |
 MR BJ SEKOBELA |
 MISS MJ RAMONANA |
 MR AP VORSTER |
 MR PL MODIMOENG |
 MR PB TSOTETSI |
 MR MMD TALJAARD |
 MR MBB MOSEBI |
 ME NG LENKA |
 MRS NV SOMWAHLA |
 MR MS MKHWANE |
 MRS MJ JOKAZI |
 MR MP NCOKOANE |
 MR NA MACHAEA |
 MR TJ MOTSIRI |
 MR TZ MORABEME |
 DR MATOMELA |
 MR MT KHOZA |
 MRS NS NKUMBI

MR MJ MBHELE
 MR PV MTHIMUNYE
 MR EM MAINE
 MR MW ZONDO
 MR EM MTHIMKULU
 MISS NC MTHIMKULI
 MR DJ THINANE
 MR DS MOLLO
 MRS FDP MAKGALE
 P MABOKO
 MR KD MARANDA
 MR SA MASUDUBELE
 MS PS MOKHOANTLE
 MRS MS MOKOENA
 MISS MN SEKETE
 MRS ML MBHELE
 MR MI DIPALE
 MS PY LEBEPE
 MRS ME MPHALO
 MR NJ RADEBE
 MR KA PHOTOLO
 MR MJ MABESELE
 MS MM PHETO
 MR MG NTSINDE
 MISS MA SEHLOHO
 MISS SM LETSHABA
 MISS IS SELLO
 MRS SL TSOTSOTSO
 MRS LI MAJOLA
 MR YJ MAHOMMED
 MRS MC MORIFI
 MS JM FUNEKA
 MR ZN MNCUBE
 MR GM MADIKGETLA
 MRS MM NTUKAME
 NP TSHABALALA
 MR S SHABANGU
 MISS A MOLAPISANE
 MISS TM MOKOENA
 MR TR RAMONGALO
 MISS MD PHETISA
 MISS MM KAKOLA
 MS ML SENKHANE
 MS AT MATSEMELA
 MRS MR PHIRI
 MR SM MAUTSOA
 MR NJA FELIX
 MR MN MABULA
 MRS MM LEBUSA
 MS ML KHOMOEASERA
 MS MA LEOTLELA
 MR PW JACOBS
 MR MS MANELE
 MR MG MOHAPI
 MR TP RACHOENE
 MR IS ZAZA
 MRS EM MATEANE
 MR MJ SEKAJAME
 MA MOSEAMS

QM MOFOKENG
 MISS GM MOSAE
 ME NT MOFOKENG
 MR LE MOLOI
 MR SA KHUMALO
 MRS JM MOHAPI
 MR SRL PHOLO
 MR NS MOFOKENG
 MS MP MOHLOKOANE
 MR P MATHONSI
 MISS WN MABONA
 MRS L NDLOVU
 MISS MN XOWANE
 MRS MJ MOLOI
 MR T NKOSI
 MRS C VILJOEN
 MS MR MAFOJANE
 MISS MK PLANK
 MR BL PHETO
 MR M GASENEWE
 MISS MA MLAMBO
 MISS BM SHABALALA
 MR VE TSHATSHA
 MRS KE NKADIMENG
 MRS B MBALI
 MR PC DAVIDS
 MS NE HLATSHWAYO
 MISS P S MADE
 MR ME MALEPE
 MRS NE MOGOTSI
 MR JM DLANGAMANDLA
 MISS LSA GAMEDE
 MR T MUTLANENG
 MS BP MOFOKENG
 MR CT PHOKANE
 ME NE MALOKAME
 TP MARAKA
 MISS NF GULE
 MR LE MABIZELA
 MR VJ NTUTHU
 MISS P BOGACU
 MS SL DUBE
 ME AM STEPHENSON
 MR LSF MOFURUTSI
 MRS G N MOLELI
 MRS NM SEOBI
 MISS PH MOKOENA
 MR A MOKOENA
 MNR J SITTIG
 MRS MM MOLOPI
 MR JN MEYER
 MR Y CHAMDA
 MISS MA TAU
 MRS PM NZUNGA
 MR IL MOTLOUNG
 MS S MAHLASELA
 MRS ME SEBAKA
 MR MD MAWELELA
 MRS SP MOLIEA
 MR OS PONTULE
 MR DD MAJORO
 MR MJ LETSOBE
 MRS PT HLONGWANE
 MISS NA MKHIWANE
 MR PM GOMES
 MR SH MASEKO
 MISS DE LOUW
 MR TL NGUBENI
 MR BJ SCHOLTZ
 MISS I HONOKO
 ME MJ MOLOI
 MR S CEBA
 ME I MOKOENA
 MR LJ TALE
 MR M MOHAPI
 MRS MR MOKOLOKOLO
 MR TJ MOFOKENG
 MS TT TSHABALALA
 ME PN JANTJIES
 MR TJ MAGUBANE
 MR TS MGUDLWA
 MRS DN MAKHOBA

MR MP MAYA
 MS NM MOLAPO
 MRS OM
 JORDAAN
 MR BB SELEKOLO
 MR RS MAPHOHOSHA
 MR S MNGUNI
 MRS NM MAHAPA
 MRS GM PITSO
 MISS PF MACHOLO
 MR MI MATHONKHA
 MISS L QOZA
 MISS NG DUBE
 MRS ATL TABANE
 MR LL MASISA
 MRS MM RUELE
 MISS MA MAINE
 MR BJ NHLAPO
 MS SD DUBE
 ME E MOSIA
 MR H CALEB
 MR SP SENGOATSI
 MSS PC MOKOENA
 MR LS MATLALA
 MRS KL MOHAMI
 MS MA MOLOTSI
 ME TC SIKHOSANA
 MR A LUBBE
 MR MW RAMOTSEDISI
 MR LS MOFOKENG
 MR BA MAFA
 MISS DL MASUKELA
 MR BM DIKOBE
 MRS AN KHOALI
 MRS SJ NAAPO
 MR ML POOE
 MR E LEWAAK
 MS SM SCHUTTE
 MR SE PITSO
 MS TA MATLALA
 MR CE STEYN
 MR ARM MOLOI
 MRS R SINGH
 MR LM MATIWANE
 MNR CS HEUNES
 MRS MM MONAHENG
 MR BI MTHEMBU
 MR EL MALIEHE
 MRS NV KHANG
 MR L MASEMOLA
 MR DRS LIKHOLELE
 MR M MOTLOUNG
 MR JM NGONELO
 MISS NE MOSELLA
 MR IR MOFOKENG
 MRS PM MOKOENA
 MRS GM SENEKA
 MISS MQM MATSIE
 MS L MOTHIBE
 MR EM MAZIBUKO
 MR M SIKUKULA
 MISS PS VAN WYK
 MISS MJ MASHILO
 MR EE NGUBENI
 MISS L HOWA
 MS MM MAEPA
 MR PK RAMOTSEDISI
 MRS A VAN WYK
 MS PP RAKGETSI
 MRS CDL BELL
 MRS JM LENAKE
 MR HI NTIMKULU
 MR ME MNCUBE
 MISS MS MOTSOARI
 MRS LM BOGACU
 MRS MS MAGALEFA
 MR JJ HOFFMAN
 MNR GF VOSLOO
 MISS MS KHOASE
 MISS TC KHENE
 MR SE MOHONO
 MR TT MOTAUNG

APPOINTMENTS!

We would like to congratulate everyone that got appointment letters, we wish you luck in your future endeavours.

Finance

Salary Clerk	T Shezi
Acquisition Specialist	SE Mareletse

Mayor's Office

Pa: Executive Manager	EM Mateane
Office Manager	BM Shabalala
Admin Assistant	MI Mbhele
Ass. Manager (stakeholders)	TT Maleka
Ass. Manager (War Room)	TP Nhlengethwa
Service Delivery Coordinator	S Shabangu

Speaker's Office

Manager: Mpac	M Mokako
Office Manager	MJ Molo
Admin Assistant (mpac)	L Koatla
Ass. Manager: Stakeholder Relations	ED Tshabalala
Ass. Manager: Capacity Building	T Jantjies
Co Ordinator - Committee	SP Mofula
Coordinator: Petition	SP Mofokeng
Councillor Welfare	FK Khosi
Administrative Assistant	C Morifi

Chief Whip

Cordinator Research & Protocol	K Plank
Manager: Chief Whip Office	TS Mgudlwa
Coordinator Committee	SN Davenhuis

Office of the Municipal Manager

Personal Assistant	M Mtshali
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Corporate Services

Ass. Manager: Hr Development	L Nkoli
Ass. Manager: Hr Personnel	CM Serame
Ass. Manager: Compliance	C Wiese
Skill Development Facilitator	M Kakola
Ohs Officer	EM Ramatlapeng
Committee Section Officer	NS Selepe
Mmc: Admin Assistant	KE Nkadimeng
Graphic Designer	KR Buthelezi
It Technician	G Mgwevu, M Reule,

I Ramoganyana, M Mothibi, K Montle, M Sitei

TP Mokoena, SM Khoane, JM Mokwele, TP Gaba

Machine Operator	EP Aphane
Control Room Operator	L Majoe
Vip Officer	TJ Motsiri
Manager Fleet	T Mokoena
Manager Fresh Produce Marke	TM Nkele

Administrative Assistant (fpm)

Head Vip

Driver

Driver

General Worker

Personnel Officer

Administrative Assistant (hr)

Senior Computer Operator

Senior Computer Operator

Manager It Operations (emfuleni)

Technical Administrator

Technical Administrator

Network Adminstrator

Ass. Manager Networking

Ass. Manager Networking

Ass. Manager: Workplace

Supervisor

E Sondlo

S Masudubele

LJ Tale

LP Khanye

MS Mothia

M Mafela

E Mosia

CC Sighn

B Mbali

B Mashiya

C Phokane

MJ Nhlapo

IR Mofokeng

MG Mothebele

Z Engelbrecht

M Morajane

M Mpongose

TIE

Examiner Of Vehicle

Manager – Air Quality

Admin Ass. – Mmc Environment

Admin Ass. – Mmc T & I

Supervisor - Vts

Cashier – Mvra

TM Motsoane, Ls Matlala , Np Tshabalala, Tj Mofokeng, L

Ndlovu, Ds Motaung, Pc Mokoena, Pn Maphalla, Ps Ikaneng

Manager Licensing

SC F Steenkamp

MP Nemangaya

M Mashego

T Ntuka

MP Ncokoane

MP Radebe,

A Mokonane

SPED

MANAGER. HUMAN SETTLEMENT SELLO PITSO

MANAGER: DEVELOPMENT PLANNING T MUTLANENG

ASS. MANAGER COMPLIANCE S DLODLO

COMMUNITY SERVICES

ASS. MANAGER: CRIME PREVENTION P KELE

CCTV OPERATIONS OFFICER V MOETI

COORDINATOR: CRIME PREVENTION Z NQAYI

CORPORATE SERVICES

MANAGER IDP RD RAMAGAGA

ADMINISTRATIVE ASSISTANT M M MATSOME

PMS OFFICER A MAPHOLI

INTERNAL AUDITOR MS MOKOENA

IDP OFFICER M P NTHEBE

IDP OFFICER P C DAVIDS

SNAPPED! - Keep an eye out for the newsletter team, this could be you next time.





**Sedibeng District Municipality
welcomes and congratulates
the new Head of Departments
on their appointments.**



Mr. S Khanyile
Municipal Manager



Mrs. Kajal Wiese
Chief Financial Officer



Mr. Motswaledi Makhutle
Corporate Services



Mrs. Jabulile Nxumalo
SRAC&H, Community Safety



Mr. Zwelibanzi Majola
Strategic Planning &
Economic Development