

A vertical stream of clear water falls from the top of the frame into a pool of water at the bottom. The water is captured in a way that shows its texture and movement, with ripples and small bubbles forming where it hits the surface. The background is a soft, light blue gradient.

CHIEF EXECUTIVE'S REPORT



MR. LA LEBALLO
CHIEF EXECUTIVE

Lepelle Northern Water mandate is to provide bulk water services in the gazetted areas of supply. To this end Lepelle Northern Water has ensured that we engage a balanced and experienced staff composition with key competencies to service the requirements of bulk water services. The professional technical expertise of the organisation is to be found in the Operations and Maintenance division which spans from managing the raw water abstraction, alien vegetation control, dam management, treatment and distribution of potable bulk water, collection and treatment of wastewater effluent, potable and wastewater quality monitoring, asset management, water demand and conservation management, infrastructure master planning and project management expertise. The support functions of finance and corporate services lay a solid foundation that enables the organisation to respond to the rapidly changing environment in all spheres of government so that Lepelle Northern Water can continue to play a pivotal role towards solving the water services related problems and challenges in the province. The training programmes particularly those of process controllers, development programmes, internal promotions and appointments and succession planning measures have ensured that we retain the best skills and contain the staff turnover rate at the lowest level of 0.32% during the reporting period.

Organisational Transformation

Our organisational vision for transformation goes beyond compliance and performance scorecards. It is of interest that we make a positive difference in all the areas we serve and ensure the quality of lives of the people in our area of service is changed. The test of the organisational resilience is measured by what it stands for in times of challenge and controversy. It is not what the organisation does when it is comfortable that matters. During difficult times, organisations require effective leadership that will be able to paint optimistic vision of achieving the organisational objectives in the midst of challenges. As part of this leadership and continuous improvement of the organisation a review of the corporate business plan was undertaken during the year under review at which strategic objectives of the organization were agreed with clear priorities to be achieved over the five-year period. These objectives continued to serve as guidance on the basis of which

Performance Agreements were entered between the Chief Executive and Senior Executive Management and cascaded down to all staff members of the organization.

Financial and Supply Chain Management

Lepelle Northern Water is proud to inform stakeholders that we have managed to keep the bulk water tariff increases below the Consumer Price Index (CPIX) during the reporting period. The average bulk potable water tariff increase was 6.5% for the year under review which was within the current levels of CPIX. Lepelle Northern Water has continued to use the low bulk water tariff increases to support the poverty alleviation programmes of government through a positive multiplier benefit to the end consumer. A sound financial base coupled with strong financial control systems enables Lepelle Northern Water to discharge its mandate by ensuring reliable supply of excellent quality water and effluent discharge supported by reliable infrastructure that is refurbished and upgraded continuously. These further ensure that the organisation is able to fund the needs of its employee's remuneration, safe working conditions, wellness programmes and ensuring that Lepelle Northern Water charges the most affordable tariff for bulk water. These control measures are overseen by the Audit and Risk Committee and for years have ensured the organisation does not have qualified audits. The continued streamlining of Supply Chain Management System and the Performance Management System has slowly but surely entrenched the culture of accountability and responsibility amongst all staff in the organisation. Through the improvement of the SCM system, we have been able to improve our acquisition of goods and services in a fair, equitable, transparent, competitive and cost effective manner although some teething problems still occurred in the unit. The operational model adopted by the management of the organisation in this area does not only improve the day to day operations but also offers the conditions for being a leading institution in ensuring skills are developed to smoothly run the operations of the unit.

Municipal Support and National Initiatives

Lepelle Northern Water treasures its clients and stakeholders and views them as the reason for its existence. Lepelle Northern Water has continued its partnership with Water Services Authorities (WSAs) and supporting their visions expressed in the Integrated Development Plans.

Following the Debt Repayment Agreements entered into with the Municipalities of Mopani District, Sekhukhune District and Capricorn District, significant improvements in the recollection rate of outstanding debts has been recorded. Interventions by National Treasury and the Provincial Government have borne fruit in addressing this sustainability threat to Lepelle Northern Water.

During the reporting period, Lepelle Northern Water supported the various national programmes implemented in Limpopo Province. There is a need however for Lepelle Northern Water to contribute to the development of skills in the Province and to this effect have taken part in the activities of the National Community Water and Sanitation Training Institute and the implementation of the National Skills Fund through the Department of Higher Education and Training. Lepelle Northern Water was in the reporting period appointed as an Implementing agent for the Department of Higher Education and Training to train approximately one thousand and twenty (1020) students for the next two years. Further appointment was made by the National Treasury to train and mentor graduate students in Engineering, Surveying and other technical related skills.

In support of the initiative to develop skills particularly scarce and critical skills Lepelle Northern Water has further recruited students to undergo Apprenticeship and Learnerships at our different plants. Some of the students requiring practical training for their tertiary education qualifications were also offered opportunities within Lepelle Northern Water. Students that completed Internships within the organisation have been appointed on a fulltime basis within the organisation particularly in the process controller's roles and artisans. For Lepelle Northern Water to recognise the benefits of the technology and infrastructure used for supplying water, reward programmes and employee wellness programmes were introduced throughout the organisation supported by progressive policies on human resource development.

We continue to be optimistic that in the next five to ten years Lepelle Northern Water will celebrate achievement of milestones it has set for itself. The continued support received from Department of Water Affairs both provincially and nationally remains appreciated. Nothing can be achieved without teamwork and for that we remain indebted to all the staff of Lepelle Northern Water for making the year a success and making the organisation a leader in water services.

“Water is Our Passion”



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