

Flowmeter



December 2015



Improving Quality of Life and Enhancing Sustainable Economic Development

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FESTIVE SEASON MESSAGE FROM THE CHIEF EXECUTIVE OF UMGENI WATER, CYRIL VUYANI GAMEDE



The festive season is upon us, and I want to convey warm greetings from the Board, Executive Management and Senior Managers of Umgeni Water. Another year has come to a close and it feels as if it wasn't long ago that we commemorated our 40th Anniversary and Year-End Function and Staff Awards. It was an awesome event that brought back fond memories for many colleagues and retirees who were present. And, as it turned out, it was a wonderful trip down the Umgeni Water memory lane.

Back then we had a ball as we reminisced over 4 decades of Umgeni Water's existence. Now I have just one wish: that all of us enjoy ourselves as we take a break from our daily commitments and relax among friends and colleagues. This season is your chance to break away from the office – savour and enjoy it. So, put the pressures of daily life behind you – at least during this festive season - and indulge in some festive season merrymaking.

During this festive season many of you are likely to think about past similar holidays and the time spent with family and friends. I remember the feeling of peace and camaraderieship that the festive season and Christmas brought. It was then – and still is now – a time of togetherness and rekindling of the spiritual flame that allows us to maintain the correct balance in our lives. It is also a time to reconnect with the true spirit of Christmas. The universal message of Christmas - caring, sharing, good neighbourliness and tolerance – could not have found more relevancy than the present as the world lurches from one crisis to another.

It is important to pause for a moment and take stock of where we have come from this year. 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 Financial Year 2014-2015 ended on a strong note for Umgeni Water as it continued to produce positive results in the wake of one of the worst droughts in living memory. While drought-related water shortages impacted on revenue growth, we were able to weather this and posted a surplus. We also performed well in Bulk Water Infrastructure Development spend and in water quality that has consistently met South African National Standards requirements.

And we could not have hoped for a more pleasant note to end the year: on 13th November 2015 Umgeni Water received the Business of the Year Award, sponsored by Nedbank. The awards ceremony is organised by the Pietermaritzburg Chamber of Business and is one of the major functions on the corporate calendar of KZN. In July this year Umgeni Water received the KZN Top Business Award for being the top performing utility in

the Province. It has been a wonderful year for Umgeni Water – and it's through your hard work that we have received such high-profile recognition.

The year ahead holds both interesting and exciting challenges for Umgeni Water. As you are aware, the process of disestablishment of Umgeni Water and Mhlathuze Water has begun through information sharing by the Minister of Water and Sanitation. It included engagements with the Provincial Government of KwaZulu-Natal, the Boards of Umgeni Water and Mhlathuze Water and with the staff of Umgeni Water and Mhlathuze Water.

A time table has been created for the disestablishment of the 2 entities and the establishment, in 2017, of a single entity that will serve the entire Province of KwaZulu-Natal. This will be implemented in a phased manner, and all stakeholders will be engaged as the programme is rolled out. The Board and Management of Umgeni Water are excited about the formation of one entity as it will result in the streamlining of bulk potable water provision, the achievement of economies of scale and the extension of water services to un-served communities.

In the meantime, as this process gets underway, Umgeni Water will continue its day-to-day functions and the work it has begun in infrastructure provision which will be accelerated to try to manage or reduce the impact of the drought.

I want to thank you for your contribution and commitment to this organisation and for guiding it through the successes it achieved and the sometimes choppy seas it traversed. Your role has been invaluable.

Now all that's left to be said is: if you observe Christmas, have a blessed and joyous Christmas; if you do not, have a peaceful and wonderful Festive Season. I also hope that the holidays and 2016 will bring you a sense of peace within, as well as a feeling of goodwill towards all. As you get together with family and friends to celebrate the season and the New Year, I hope that you will find yourself filled with joy and surrounded by all the things that bring festive cheer.

If you will be driving to far-off destinations, please drive carefully and take breaks in between to ensure that you are suitably rested. I know that when you return from your well-earned break, we will collectively put our shoulders to the wheel in order to meet the targets we have set.

May peace and happiness be with you in this Holy Month and beyond.



CHRISTMAS MESSAGE FROM GM FINANCE



Thami Hlongwa
General Manager: Finance

We have come to the end of 2015, a year that has been difficult for all South Africans, especially our province of kwaZulu-Natal, due to water shortages. As a result of this we are facing possible price hikes for fresh produce. We still urge staff, their families and relatives, including general communities, to use water sparingly, Even though we are seeing bits of showers here and there, it is still not enough to pull us out the danger zone.

While, on the other hand, it has been a very good year for Umgeni Water staff after the Board and the Executive decided to improve our bonus pay out. I would like to urge staff to create reserves whenever such happens, as this may not be continuous but it is mainly dependent of how well we perform as an organisation, therefore it is important for each and everyone of you to save as much as you can.

For those that will be taking long drives to various holiday destinations, please drive safely and cautiously as the roads of South Africa are slowly becoming a leathal weapon. **STAY ALERT** when on the road.

As we begin 2016, let us come back refreshed and ready to work hard and ensure that are able to deliver on our mandate.

May you and your families have a Merry Christmas and a happy 2016.

CHRISTMAS MESSAGE FROM GM E&SS



Steve Gillham

General Manager: Engineering & Scientific Services

The drought situation, which has been tightening its stranglehold over the past few years on large parts of the country, and particularly on KwaZulu-Natal, has been a harsh reminder to everybody of the importance of water and how precious a resource it really is. There is now an honest appreciation for a healthy downpour of rain, and for water flowing from a tap. Unfortunately, there are many households in the province whose supply of water has totally dried up and they are left reliant on the erratic delivery of water by municipal tankers.

Umgeni Water has, to date, responded admirably to the water supply challenges being posed by this drought situation, in ensuring that the bulk supply of water to our customers is being sustained and is of excellent quality, albeit at a reduced quantity in some areas. This is testament to the hard work and commitment of all the employees within the organisation. It requires a holistic team effort from everybody, whether you are in the front lines or working in the back room, to achieve what we have over the past year in the face of the challenges thrown at us. I would like to thank you all for your contribution. I believe that together we make a difference.

According to the weather forecasters, the drought is set to remain with us for a while longer so we cannot afford to relax our efforts at this stage, but rather we need to intensify them to ensure that we minimise the suffering and hardship experienced by many communities during this very dry spell. The large infrastructure programme, which is currently being implemented at a rapid pace by the dedicated staff of Umgeni Water, will certainly assist. The resource, water quality and process challenges brought about by this drought will increase, but I have every confidence that our skilled and committed staff will be able to cope with these.

We have reached year end already! So amongst all the numerous challenges that we are all dealing with, we need to make time to share with our family and friends. It is an important time well spent as it revitalises your soul and energises your system. Thanks once again for your hard work, dedication and commitment to the organisation's success over the past year. Enjoy yourself responsibly, and let's start next year more motivated and enthusiastic than ever before!



CHRISTMAS MESSAGE FROM GM OPERATIONS



Msizi Cele
General Manager: Operations

It is again that time of the year when most of us 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 including areas outside our current gazetted area of supply. Despite the challenges experienced due to the impact of the drought, we have maintained our good reputation, which has resulted in requests for our interventions in areas outside our area of operation. Our employees have responded well to the challenges and have made us proud.

We have performed in line with, and in some cases exceeded, expectations as reflected in the bulk supply agreements we have with Water Services Authorities, Shareholder Compact and various legislation, and have also grown our business within our area of supply to include wastewater treatment works and new bulk water infrastructure.

The New Year will be even more exciting as the impending institutional changes will bring new challenges in new / unfamiliar territories in our march towards ensuring universal access to quality bulk water services within the province of KZN. We know that our competent, experienced and professional teams will rise to the challenge.

We wish that the festive seasons ends on a joyful note for you and your families, leaving you refreshed and ready to respond to the new challenges.

CHRISTMAS MESSAGE FROM GM CORPORATE SERVICES



Moketenyane Mayongo
General Manager: Corporate Services

Another year has passed with a lot of work having been done. As we reflect on what we have achieved in the past year, we are aware of those who have worked hard to ensure that Umgeni Water achieves its strategic objectives.

As Corporate Services being a service division, we have given that service to the organisation. We have also received a lot of support from the different divisions.

Our thoughts turn to your contribution and would like to say thank you for your dedication. Having such committed and dedicated employees is the reason for our success.

We have a challenging year ahead and new goals to achieve.

Enjoy the break that you are going to have and come back in the New Year full of energy to tackle what awaits us in 2016. Xmas is the time of the year when we show love, care and friendship by spending time with friends and family. Have a blessed and happy holidays. Make sure that no one drinks and drives because we want to see all of you back at work in 2016.



BUSINESS OF THE YEAR

Integer placerat sollicitudin arcu, eget venenatis urna fringilla et. Curabitur sodales accumsan accumsan. Nunc faucibus mollis ultricies. Aenean laoreet diam scelerisque efficitur volutpat. Aliquam turpis est, sollicitudin eget metus gravida, dapibus blandit leo. Integer elit magna, tincidunt non ante vel, ultrices tempor felis.

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MINISTER OF WATER AND SANITATION ADDRESSES UMGENI WATER STAFF

Moves are afoot to disestablish Umgeni Water and Mhlathuze Water and form one entity to serve the entire province of KwaZulu-Natal. The Chief Executive has issued various communication on this matter.

Further to these communiques, the Minister of Water and Sanitation also visited Umgeni Water on the Thursday, 29 October 2015, to address staff on the subject and re-assure them on job security. During this two hour visit held at the Imperial Hotel In Pietermaritzburg , the Minister also assured staff that there will be no job losses. She, however, stated that staff must be ready for change as they may not necessary remain at the station where they are based.

Staff will be kept informed of the progress as the picture becomes clearer.



MALAWIAN WATER BOARD VISITS UMGENI WATER

On 5th November 2015, the Executive and Senior Managers hosted a delegation representing Lilongwe Water Board from Malawi. The visit was part of Lilongwe Water Board's endeavours to established links and benchmark its core business activities with that of water institutions in the Southern African Development Community. Presentations were done on the organisational profile of Umgeni Water, the role and functions of the Operations Division, Umgeni Water's infrastructure planning process and the internal audit process at Umgeni Water.

All the questions were responded to adequately.

Lilongwe Water Board, like Umgeni Water, is a State-owned entity. It was established in 1947 to supply potable water to the City of Lilongwe and surrounds. Its clients are domestic, institutional, industrial and commercial users of water. Some of its core functions, especially the abstraction and treatment of water, are similar to those of Umgeni Water and it is in this context, therefore, the organisation was seeking to learn from Umgeni Water in order to enhance performance and deliverables. An invitation was issued to Umgeni Water to visit Lilongwe Water Board with a view to identifying areas for improvement.

Questions that were posed by the visitors related to:

- The growth and expansion strategy of Umgeni Water
- Current institutional arrangement
- The institutional reform and re-alignment process
- How and with whom are bulk water infrastructure projects conceptualised
- The role of internal audit



STAFF AWARDS FUNCTION 2015

On 4th December 2015, Umgeni water held its annual Staff Awards, as well as Staff Long Service Awards, at Albert Falls Bona Accord. A number of staff members, divisions and sites were well rewarded for their hard work.

Below is a list of all staff that received prizes in various categories

WINNERS OF AWARDS

Category	ESS	Ops	CS	CE	Finance
Employee of Year	Tatum Donnelly	Isaac Msezane Inanda Dam	Andrew Aubrey	Taryn Naude	Blessing Malamba
Young Professional of the year	Sihle Mngadi	Themba Mthembu Hazelmere	Nothile Hlombe	Njabulo Ngema	Rijata Sing
Site of the Year/Dept of Year	Engineering Services	1. Wiggins WW 2. DV Harris Waterworks	ICT Department	Chief Executive office	Treasury
Manager of the Year	Peter Thompson	Jimmy Lomax Hazelmere	Reuben Dlamini	Nirasha Sampson	Kajal Singh
Division of the Year	Division of the Year				

LONG SERVICE AWARDS

30 Years Service

Div	Paypoint	Surname	Full Names
OPS	Mkondeni	Katise	Zimoshile Charles
OPS	Amanzimtoti Water Works	Mahlase	Walter Michael
OPS	Amanzimtoti Water Works	Maphumulo	Frances Khimama
OPS	Workshop Civil/Mech Mkondeni	Mlotshwa	Jeremiah
OPS	Hazelmere Plant	Mvuyana	Clifford Themba
OPS	Midmar	Ncwane	Felimali Philemon
OPS	Amanzimtoti Water Works	Ndelu	Mbongiseni Agreement
OPS	Workshop Elect/Instr Mkondeni	Ntenga	Dabulizwe Walter
OPS	Maphephethwa Water Works	Nzama	Thomas Themba
OPS	Coastal Workshop Instruments	Phakathi	Bha Michael
OPS	Coastal Workshop Electrical	Rougier-Lagane	Michel Herve
OPS	Henley Dam	Sokhela	Ndabakhe Lawrence

20 Years Service

Div	Paypoint	Surname	Full Names
ESS	Engineering Services	Baillie	Mark Steven
GMF	Creditors	Ball	Karen Nicolette
OPS	Midmar	Chetty	Rohan
OPS	Wiggins WaterWorks	Chili	Bhekani Richard
ESS	Darvill - SS	Dannyeswar	Deepak
OPS	DV Harris	Davenhill	Jennifer Mary



20 Years Service

Div	Paypoint	Surname	Full Names
OPS	Midmar	Dlamini	Mlungisi Promis
OPS	Darvill Water Works	Dlamini	David Jabulani
OPS	Craigieburn	Dlamini	Themba John
OPS	Craigieburn	Dunbar	Vincent William
OPS	Durban Heights	Dzanibe	Joseph Mduduzi
CEO	Chief Executive	Ellis	Fiona Delia
OPS	Hazelmere Plant	Govender	Mevendran Perumal
OPS	Umzinto	Gumede	Thuthukani Ronald
CE	Chief Executive	Hammond	Thokozani P
ESS	Laboratory Services	Harripal	Fathima Bibi
OPS	Mkondeni	Hlela	Themba Samson
OPS	Mkondeni	Kadathlal	Omprakash
OPS	Craigieburn	Khambula	Johannes Mhlabu
OPS	Craigieburn	Latha	Welcome Phathes
OPS	Craigieburn	Mabaso	Reginald Bhekisisa
GMC	ICT	Maharaj	Tamendree
OPS	Craigieburn	Majozi	Innocent Nkosinathi
GMC	ICT	Makhaye	Menzi
ESS	Scientific Services	Makhaye	Lungile
OPS	Pineside	Malunga	Monica
OPS	Ixopo Water and Waste	Mbanjwa	Lawrence
OPS	Craigieburn	Mnyandu	Dumisani
OPS	Mkondeni	Mtambo	Emmanuel
OPS	South Coast Craigieburn	Mthembu	Phineas
OPS	South Coast Umzinto	Mzizi	Sibusiso
OPS	Craigieburn	Ncwane	Elijah
OPS	Mkondeni	Nene	Sikhumbuzo
GMC	Library	Ngcobo	Priscilla
OPS	Midmar	Ngubane	Amon
OPS	DV Harris	Ngubane	Msawenkosi
OPS	Craigieburn	Ntobela	Mbuyiselwa
OPS	Coastal Workshop Mechanical	Nursingh	Kameshnee
ESS	WQ - Water Quality	Nxasana	Buhle
GMC	IS - ICT	Padayachee	Radhakrishnan
OPS	Umzinto	Ramessur	Ashwin
OPS	Wiggins WaterWorks	Rensburg	Seth Erwin
GMC	Registry	Sibiya	Margaret
ESS	Planning Services	Sithole	Sandile
OPS	Darvill Water Works	Sithole	Mbongelwa
OPS	Mkondeni	Woodroffe	Berance
OPS	South Coast Umzinto	Zikalala	James
OPS	Craigieburn	Shange	Ndoda
OPS	South Coast Mtwalume	Zikalala	S'busiso Basil
OPS	Umzinto	Mbhele	Mjaliswa
ESS	Laboratory Services	Sithole	Nathi
ESS	Laboratory Services	Sithole	Zanele
OPS	Craigieburn	Cele	Bhekizizwe

Div	Paypoint	Surname	Full Names
OPS	Mearns Pump Station	Nxele	Sokesimbone
OPS	Mearns Pump Station	Maphanga	Paul











WORLD AIDS DAY

Umgeni Water commemorated World AIDS Day on 01 and 02 December 2015 at Pineside and Mkondeni. World AIDS Day is observed internationally to remember those who lost their lives in the pandemic. The programme consisted of various speakers from South African Business Coalition on Health and AIDS, Solidarity Speech, Board and an address on behalf of the Chief Executive. All the speakers were advocated the “know your status campaign” and practice safe sex.

The theme for 2015 is:

- ZERO - new HIV and TB infections
- ZERO - new infections due to vertical transmission
- ZERO - preventable HIV and TB deaths
- ZERO - HIV and TB discrimination

The campaign for testing for HIV began two weeks before the commemoration of World AIDS Day. Teams of Peer Educators and Bonitas visited all sites to encourage employees to test. Seven hundred and twenty two (720) employees tested for HIV which shows a huge improvement compared to the previous years.

Malenhle Reuben Dlamini
Employee Relations and Wellness Manager





THE EVER SHINING UMGENI WATER NETBALL TEAM



As part of Umgeni Water's initiative of promoting sports as a means to keep healthy, the organisation has a vibrant and vivacious Netball Team, known as Umgeni Water All Stars. This team has represented Umgeni Water in tests and competitions to which they had been invited. The team has won a number of local games and tournaments. In April this year the team attended The Witness Woz' Phola tournament, which was held at Northdale sports grounds in Pietermaritzburg in which they won the finals against Hulamin netball team.

In September 2015 the team also participated in the annual Heritage tournament which was hosted by Rand Water in Gauteng. The tournament consisted of three water boards, - Rand Water, Bloem Water and Umgeni Water - Vaal Municipality. Umgeni Water Netball team won the tournament by 33-22 against Vaal Municipality.

The team's final participation in 2015 was in the Umgeni Water sports tournament with its customers i.e. Harry Gwala, UMgungundlovu DM, Msunduzi, EThekwini, Ugu DM, as well as Siza Water and Msinsi Holdings. This tournament was held in New Germany (Pinetown). Umgeni Water netball team reached the finals but lost to Harry Gwala DM by 21- 27.

The team would like to thank all the supporters who have attended games, and especially the HR Manager for support and contributions towards the tournaments and the games played.

Congratulations to Umgeni Water netball team and best wishes for 2016.

Hle Dlamini
Netball Team Manager

UMGEN WATER STAFF PARTICIPATE IN MANDELA RACE 2015

Umgeni Water Athletic Club runners took part in another successful annual Mandela Marathon on 30 August 2015.

Dressed in their newly designed running kit, which looked super sporting, more than 20 athletes took to the road and ran the 10 km, 21.1km and the 42.2km races. The team congratulates the 42.2km runners who qualified for the 2016 Two Oceans and Comrades Marathons.

The UWAC committee would like to thank the runners for their continued team spirit and would welcome other Umgeni Water employees to join the team as they strive to get fit and healthy and of course, have fun.





Compiled and designed by the Corporate Stakeholder Management Unit

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