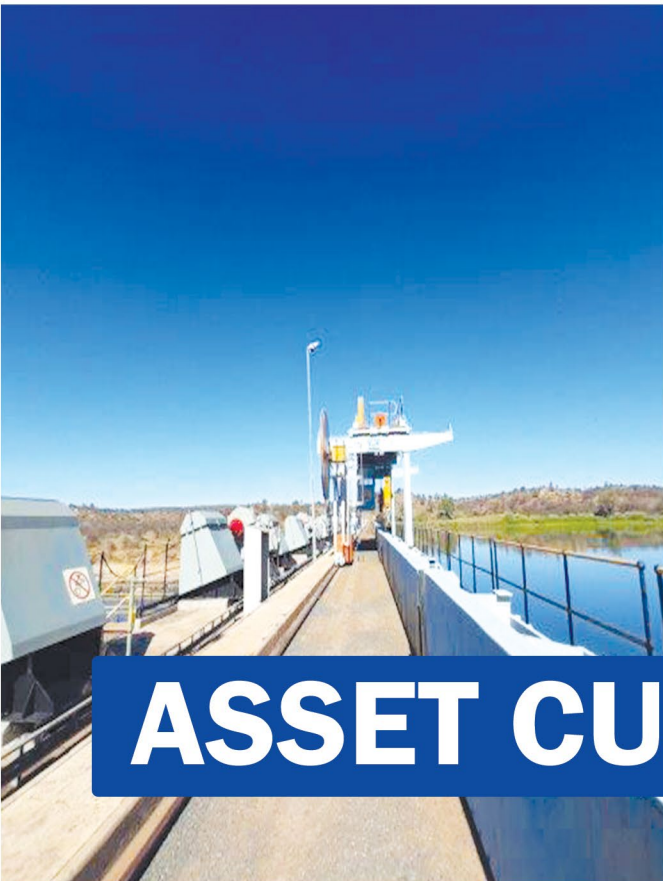
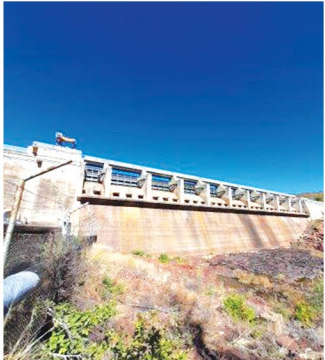


LWW News

June 2021



ASSET CUSTODIANSHIP

Chief Executive's Corner



Youth Month has drawn to a close and it is befitting to acknowledge the strides we are continuously making in empowering young minds within the organisation.

We greatly believe in the value of shaping young minds and thought processes, as empowering the youth is an investment in the future of our South Africa. This is a commitment achieved through, among others, mentorship achieved through the ongoing graduates' and learnership programmes as well as internships that LNW offers.

Instilling values and morals in the youth contributes towards responsible citizenry, which is something we passionately advocate for.

In our line of work we often witness unsettling scenes of vandalism of costly assets. Very often lives are at risk when our employees get threatened when reacting to reports of, among others, illegal connections in secluded environs having to be responded to.

Such incidents rob our communities of the scarce resources we are mandated to co-manage, and as a result we constantly drive home messages emphasising the importance of having to take care of communal assets.

Editorial team letter

As we get increasingly drawn into the winter chill, we're interrogating ways to chase off the blues as much as possible until it's time for the blooms of spring to show off a haze of whites and pastel pinks, purples and apricots again.

In our attempts to achieve this we're serving piping hot news spread across the pages of the latest edition of our monthly newsletter.

The June edition is quite packed with news from home soil, starting with what is happening at the head office and circling out to the schemes further away.

Asset protection and custodianship of what we have been entrusted with feature at the top of our list of priorities. We endeavour to keep our infrastructure safe, despite age playing a role in some instances, in attempts to prolong what we own. The infrastructure, machinery and property given to us to operate and maintain are treated with the greatest of care as these assets resemble our lifeline and that of the people of the province we serve.

Most importantly we may not forget that these assets belong to the Limpopo taxpayer, which should be reason enough for us to take the greatest care of what we have been entrusted with. This is done in accordance with the necessary organisational control measures in place and the prescripts of the law guiding our work.

We are acutely aware of the risks involved in managing infrastructure and successfully running operations. Therefore, we can't not take the greatest care of LNW assets. The commitment with which we guard against misappropriation, theft or abuse of what is specified as inscriptions on our asset register remains non-negotiable.

Regards,
Ahuiwi Netshidaulu

As usual we first make a turn at the Chief Executive's Corner, before visiting the lead story that addresses custodianship and maintenance of very costly assets serving as this month's theme.

Happy scrolling, till we meet towards the end of Mandela Month. May goodwill prevail, not only in July but throughout the year.

Stay safe!

Regards from the team in communications



Bearing the weight of the custodian

In Lepelle Northern Water (LNW) terms, the safeguarding of moveable and immovable property remains a constant, as it resembles the lifeline of the organisation. Especially when taking into consideration that national key points Ebenezer, Olifantspoort, Flag Boshielo and Nandoni Schemes along with head office infrastructure, plants and package plants worth multi-millions count among its assets.

While owning five water schemes within its three regions of operation in Capricorn, Mopani and Sekhukhune, LNW further serves as custodian of 21 facilities managed on behalf of five district municipalities across the province.

The team of experts at the heart of LNW operations and maintenance points out that despite the costly infrastructure owned and managed by the organisation, immovable property in the form of an extensive vehicle fleet, machinery and equipment as well as civil, mechanical and electrical infrastructure requires that the necessary maintenance measures and emergency and early warning systems are in place at all times.

In all instances adequate security measures are dedicated to avoiding asset loss and ensuring that no interruptions occur during daily operations at plants and that LNW employees as well as visitors allowed access to facilities or contractors working on site are protected, while the organisation continues to fulfil its service delivery mandate of delivering bulk water supply.

As the organisation remains committed towards safeguarding its human capital to ensure that they are adequately protected while performing their daily duties, it has security measures in place for a secure and safe environment. Although surveillance cam-

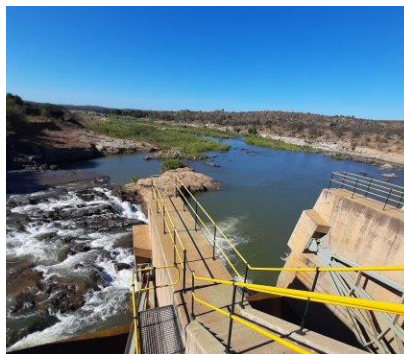
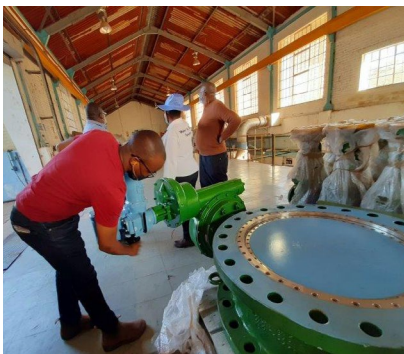
eras, video systems, remote monitoring and armed response for outstations are in place, after-hour security, insufficient lighting in remote locations and sub-standard perimeter fencing require constant attention.

The myriad challenges experienced in securing assets around the clock include theft, vandalism and unauthorised connections, while factors such as encroaching vegetation at outstations, perimeter fencing and adequate lighting have to be constantly monitored. These are all impacted on by budgetary constraints.

Annually LNW makes sufficient budget allocations towards the maintenance of infrastructure. The operations and maintenance environment is in a constant state of evolution and related technology and the vocabulary are ever-expanding, it was emphasised. Hence, during the 2016/17 financial year LNW took a decision to conduct infrastructure condition assessments of mechanical, electrical and civil structures and instrumentation at the 28 water schemes it then operated. The assessment included bulk pipeline networks and ancillary infrastructure and the development of a water master plan for schemes.

LNW has measures in place to ensure effective maintenance of infrastructure for which plans are annually reviewed and aligned with requirements, critical training needs identified to empower maintenance personnel, preventive maintenance strategies have been adopted and constant maintenance is being conducted by a team dedicated to the implementation of an existing 30-year operations and refurbishment plan.

In the corridors of LNW no reference to custodianship is ever taken lightly.



Continuation of LNW EXCO visits

LNW's Executive Committee (EXCO) is continuing with its programme of visits to the facilities that it manages and operates on behalf of the municipalities across the province which it provides with bulk water.

Thus far the EXCO has travelled to Olifantspoort and Ebenezer Schemes during trips to the infrastructure undertaken last month.

A two-day strategy retreat near Mookgophong, combined with a visit to Doorndraai Scheme in the Moko-pane area, was added to this month's EXCO calendar of activities for members of the executive to meet to come up with an over-arching strategy for organisational restoration.

The continuation of this month's programme for the current collective to respectively acquaint themselves with and get updated on the status of operations at the different schemes and outstations took them to Phalaborwa a fortnight ago and then off to Nandoni and Giyani Water Schemes last week on a two-day visit.

During all visits employees of the organisation were afforded the rare opportunity to meet with the EXCO during the sessions and pose questions during the interactions. It is expected that the programme will be concluded with visits to Politsi as well as the schemes and outstations in LNW's Sekhukhune Region in due course.

Click here <https://we.tl/t-jWvg2E5NOw> for pictures

Monitoring business trends



As a Business Analyst, Mr Brian Tlakula is based close to the heart of the organisation. His role involves the identification of business and investment opportunities, identify business-related risks, ensure compliance and monitoring, conduct market research and study industry trends and give advice.

sibility studies on mergers or takeovers and develop business models in alignment with LNW strategies. Manage LNW's business development projects in line with the corporate plans, investigate and establish customer needs for business expansion, however, this may not always be the case in certain instances as some opportunities are directives from the government."

He points out that LNW, like various other institutions both in the public and private sector, is facing a myriad of challenges, including financial constraints that have mainly imposed by the effects of the Covid-19 pandemic and slow economic growth generally. He further indicates that these challenges require a concerted effort from all employees to curtail spending where possible. "A zero-based budgeting model can help in priority management and cut "unnecessary" spending. Compliance, Monitoring and effective systems integration are also important components for any organisation to thrive and win."

Having worked for Lepelle Northern Water (LNW) for seven years, he talks to work experience, duties, challenges and dealing with difficult stakeholders in his current position. He has gained experience in Finance, Supply Chain Management, Research, Project Management, Corporate Governance, Business and SMME Development while in the employ of various government institutions and departments including parastatals before joining LNW in 2014. Mr Tlakula holds qualifications in Project Management, Commerce and Business Administration.

As his major task entails working with stakeholders, he believes that principles need to apply when dealing with organised groups or individuals generally. "As a public official, it is important to understand the machinery of government and how it works in order to compose oneself when dealing with various stakeholders and their divergent interests or needs. The work of government is resolved through discussions and reaching common ground, not overlooking that the most important stakeholder in our sector is communities we serve."

As part of his duties, Mr Tlakula alludes "I have to organise, analyse and summarise data and information using the appropriate business methodologies and frameworks to give sound business advice. I also have to ensure fea-

Insight on leadership issues

by Elias Moeng

It is important to know that everyone is a leader because he/she influences someone. Not everyone will become a great leader, but everyone can become a better leader.

Most of us have been taught that leadership is a position. People who rely on position for their leadership almost always place a very high value on holding on to their position often above everything else they do. When leaders value position over the ability to influence others, the environment of the organisation usually becomes very tense. Few people follow leaders because of their titles. The success of leading people depends on our leadership abilities. A good leader should get people to work for him/her when they are not obliged. People don't care how much you know until they know how much you care.

Leadership begins with the heart, not the head and it flourishes with a meaningful relationship, not more regulation. The key important issues a leader should consider are communication, recognition and influence. When a leader communicates effectively, this leads to recognition and recognition in turn leads to influence. A real leader knows the difference between being the boss and being a leader, as illustrated below:

The boss drives his workers, the leader coaches them.

The boss depends on authority, the leader on goodwill.
The boss inspires fear, the leader inspires enthusiasm.
The boss says "I", the leader, "we".
The boss fixes the blame for the breakdown, the leader fixes the breakdown.
The boss knows how it is done; the leader shows how.
The boss says, "Go" the leader says, "Let's go".

People who are unable to build solid, lasting relationship will discover that they are unable to sustain long, effective leadership. Needless to say, you can love people without leading them, but you cannot lead people without loving them. As a leader, you win people's hearts by helping them grow personally.

I hope you have enjoyed an insight on leadership issues and looking forward to sharing more leadership issues with you.



Declaration of financial interest

One of the factors contributing to fraud and corruption is poor organisational ethics. Some of proactive measures in fraud prevention are employee ethical conduct, declaration of financial interest and encourage whistle blowing by both employees and third parties.

LNW Chief Risk Officer Susan Satekge stresses that LNW's code of conduct principles guide how declaration of financial interest and permission of extraneous work should be applied. It is set out as follows:

- Board members or employees will be obliged to provide the Company Secretary's office with the nature and extent of interests that could possibly be relevant such as directorship/ board membership, direct or indirect shareholdership in other companies or entities and family connections.
- No board member or employee of LNW shall conduct business as a service provider to the organisation during the course of their tenure and 12 months after the lapse thereof, irrespective of the

grounds that caused such lapse.

- No employee shall, without prior written permission from the Chief Executive (CE) in terms of the Basic Conditions of Employment perform any work or service for remuneration of any kind outside the scope of his or her employment; or actively participate in activities which could be in conflict with the interests of LNW.

- In order for the implementation of the policy to be effective, the general declaration of interest should not only be updated annually, but also when changes warranting amendment occur.

A hotline for stakeholders (employees, clients, members of the public and suppliers) to report corrupt activities has been instituted and is independently managed by an external service provider.

The number for anonymous tip-offs is 0800 204 857, alternatively lepelle@tip-offs.com or www.tip-offs.com.

Chief Risk Officer takes over as Covid committee chair

LNW Covid-19 Steering Committee recently got a new chairperson when Chief Risk Officer Susan Satekge took over from Lebo Sebola.

She was tasked with leading the 20-member committee in managing the response of the organisation to the pandemic.

Upon the country having entered the third wave of infections, she reflects on adherence to regulations related to Covid-19, Satekge advocates for LNW employees to always adhere to all lockdown restrictions to help prevent the spread of the virus.

She further indicates that as a measure to ensure that all employees adhere to Covid-19 regulations at all times, the committee has appointed compliance officers at all schemes and the head office to constantly oversee the implementation of LNW's Covid-19 workplace plan and rules as well as adherence to the standards of hygiene and health protocols.

She concludes by stressing a zero-tolerance approach and states that corrective measures will be implemented following any form of non-compliance identified and reported to the committee.



Voluntary lifestyle screenings for employees

Lifestyle screenings are one facet of LNW's employee wellness programme, offering assistance to the staff complement to keep abreast with managing their health status and for the organisation to obtain an overview of the general health profile.

It is perceived to strike a balance in pursuit of achievement of the strategic objectives through an environment that promotes a motivated workforce and healthy lifestyles.

During the most recent lifestyle screening programmes conducted at the LNW head office and at schemes in its three regions, five main lifestyle diseases tests were offered to monitor blood pressure, blood- glucose, Cholesterol levels as well as body mass index (BMI) indicators and HIV status.

Sidney Maleka, who is responsible for employee wellness at LNW explains that the development of the chronic diseases is through shared risk factors following prolonged

Covid-19 awareness

As the world has entered into the second year of the Covid-19 pandemic, organisations are facing a whole new series of challenges.

Pandemic fatigue, described as the collective exhaustion from adhering to Covid-19 protocols (including physical distancing and the use of masks), is real and spreading, especially as new vaccines emerge and confidence grows that the end of the pandemic may be in sight.

The Coronavirus has brought many challenges to the work environment and to employers over the last year. Counting among the most recent related challenges is encouraging employees to vaccinate against the Covid-19 virus without actually enforcing the shots.

According to the LNW Covid-19 Steering Committee "employers have a duty under the OHS Act 85 of 1993 to eliminate, or if that is not reasonably practicable, minimise the risk of exposure to COVID-19 in the workplace, and many organisations are therefore working on ways to get their employees to sign up for the vaccinations, but it can be a fine line to walk on when it comes to employees and their health".

Chelsea Smith, a labour and employment attorney at the national law firm Hall Estill, Smith who has reportedly been helping employers navigate the details surrounding vaccines and the workplace, is quoted saying "If an employer wants to make a vaccine mandatory, it must be job-related and consistent with

exposure to modifiable lifestyle behaviour posed by an unhealthy diet, physical inactivity, alcohol consumption and smoking. "A good state of physical wellbeing is not the absence of disease or appearing fit but having to constantly make better choices about your health to avoid preventable health complications from affecting other areas of your life."

He concludes by emphasising that physical wellbeing may seem to be the easiest to measure but it is surely not the only driver for employee wellbeing in terms of productivity and workplace satisfaction. "Poor employee wellbeing ultimately impacts employee engagement, productivity and performance, therefore LNW's Employee Wellness office urges and encourages employees to contemplate to take care of each one of the components of wellbeing, namely emotional, physical, spiritual, social and intellectual."

Click here <https://youtu.be/fLwg1YwoU-8>. <https://youtu.be/dzj1layLaME> to view video

business necessity or justified by a direct threat".

The LNW Covid-19 Steering Committee continues emphasising the importance of applying all reasonably practicable Covid-19 safety protocols as per approved emergency response strategy of the organisation that demands:

- Self-monitoring of COVID-19 symptoms
- Wearing face masks covering mouth and nose when in public spaces
- Physical social distancing
- 20 seconds of hand washing with warm water and soap over regular intervals
- Regular sanitising
- Practicing coughing/sneezing etiquettes by using tissues or by covering the mouth with the upper arm
- Avoiding attending mass gatherings, including funerals if not of close relations
- Avoiding touching the eyes, nose and mouth
- Sanitising and disinfecting communal areas
- Participating in testing and screening questionnaires conducted by security personnel
- Adhering to access control restriction measures in place determining the number of people allowed to access the workplace at a given time
- Cooperating in contact tracing, testing and quarantine processes
- Staying at home when feeling sick or not well and subsequently reporting to the immediate supervisor.

Enviro Unit advocates for awareness

Tumi Kgafane from LNW's Environmental Unit is an ardent advocate for environmental consciousness and issued a reminder to colleagues to be aware of day-to-day routines impacting their surrounds.

"When we are at work, these important principles are sometimes forgotten, instigated by several reasons such as workplace stress, conflict and pressure distracting us, budget restrictions preventing changes from being made and a lack of awareness of the environmental problems unique to the workplace".

Despite these challenges this is the reminder to all of us to practise the following:

- Write, print and copy on both sides of a sheet of paper

- Print and copy only when necessary
- Rather use emails for memos, meeting notes and announcements
- Report any water leaks around the workplace and at home
- Make sure that water taps are tightly closed
- Water the garden early in the mornings or late afternoon
- Use heating and/or air-conditioning systems only when needed (based on a thermostat with agreed settings)
- Report oil spills and use a spill kit for cleaning
- Be environmentally conscious when purchasing any material
- Follow correct disposal measures pertaining to hazardous waste such as cartridges, fluorescent tubes or expired chemical and medical waste.

IN BRIEF: Stakeholder news

This month we are introducing a slot dedicated to news from our external stakeholders, with the Department of Water and Sanitation (DWS) in Limpopo taking the lead with the warning that dams in the province are showing a decline in water levels.

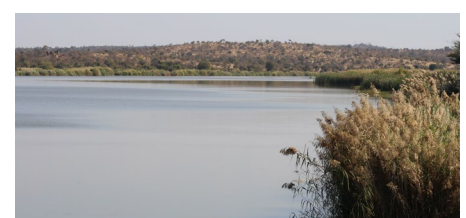
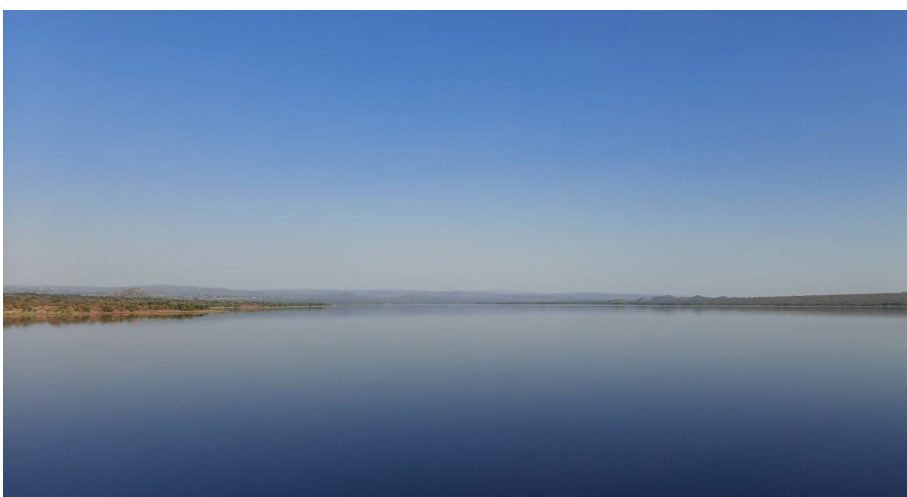
Koroso Moloto, communicator at DWS in Polokwane, stresses dam levels gradually decreasing during winter, with the average of last week's 86,9% declining to 86,7%. "Water storage in the province has also declined and stands at 1124,1 cubic metres out of a full capacity of 1 296,8 cubic metres, based on last week's reservoirs report of the Department of Water and Sanitation." The latest levels of dams in the province are still, however, considered to be higher than the same period last year when a level of 71,6% was measured "The Polokwane Water Supply System, providing water to Polokwane and surrounding

areas, is currently at 93,2%, a notable decline from 94,0% recorded in mid-June.

Therefore, the Department of Water and Sanitation calls on the residents of Limpopo to be cautious when using water. Consumers need to use water for household, industrial, agricultural and mining use sparingly.

"Water still remains a scarce resource in the country, and this season is affecting the levels of the country's dams and Limpopo is not spared.

The Department of Water and Sanitation yet again reiterates its call to water consumers, particularly in Limpopo, to continue using water sparingly, as the dams continue to weekly decrease."



Speaking IT lingo

LNW's IT Department has alerted employees to a basic guideline for protection against threats when working in a digital space. This to avoid becoming a victim of hackers and cyber criminals.

**I shall use strong password
I shall use strong password
I shall use strong password
I shall use strong password
I shall use strong password
I shall use strong password
1 5ha!! u53 \$4rong-p@5swo0rdz!**

Strong passwords are minimum of 8 characters in length
and include uppercase, lowercase, numbers and special characters

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