



## INKOMATI CMA PRESENTATION

DATE : 17 OCTOBER 2006  
TO: POTFOLIO COMMITTEE  
VENUE: OLD ASSEMBLY CHAMBER

PRESENTED BY: NDLOVU R.S  
C.E.O  
: NYAKANE-MALUKA T.P  
GOVERNING BOARD CHAIPERSON



vision

WATER FOR ALL IN INKOMATI

# GOVERNANCE

- The Governing Board held its inaugural meeting on 22 September 2005
- It meets regularly as per the schedule agreed.
- The Board has constituted itself into five committees for ensuring proper working of itself.
- Training of the Board takes place as planned.
- We are in the process of appointing the audit committee
- Appointment of the internal audit is also in progress



# ESTABLISHMENT PROCESSES

- The institution is almost 80% complete in terms of establishment
- The Business Plan has been submitted as prescribed by the NWA
- As from September, we have started with the process of the development of the Catchment Management Strategy.



# Human Resources

- We are currently finalising the filling out of all the positions which we have planned in our Business Plan to fill this financial year. They will all be filled by 1 November 2006
- We have agreed on the pillars of our organisation growth which is anchored on
  - (a) Learning
  - (b) Work excellence
  - (d) Conditions of service
- The above forms the basis of our organisational culture.
- Our institutional philosophy is : learning for work excellence. This seeks to ensure that learning is and becomes an ongoing process within the institutions across all divisions. In fact, we believing in turning around a staff mentality which believes in thinking how to do the job to a staff that knows how to do the job.
- As we appreciate that we will receiving staff from the Department, we have started to induct them on the culture and the business of the CMA for speedy integration
- In terms of skills development, we are planning to give bursaries to about 5 students to further their studied in the next academic year.



## Secondment and transfer of staff

- The secondment has not been finalised due to the labour issues already stated. This problem results in two institutions finding themselves providing service to the same client.
- The fact that labour has not agreed on the terms and conditions of transfers, it becomes difficult for us to start to deal with issues of staff migration to the ICMA
- Despite the above, we have been able to place all the DWAF staff in our structure to ensure that there are no super numerals when the integration process starts.



## Institutional performance

- We have realised that we need to take the institutional performance as a whole serious if we need to ensure effective and efficient service delivery.
- In order to achieve the above, we have decided to benchmark the institution with at least 5 local and 4 international institutions. At the international level, we take advantage of the twining agreements which the Department has.
- The benchmarking is based on three areas namely
  - (a) people ( this include HRD, governance, etc)
  - (b) processes
  - © systems
- We have started with the implementation of the Balance Score Card as the chosen performance management system of the institution.



# STAKEHOLDER ENGAGEMENT

- The institution is currently implementing a programme where we are visiting local government, provincial government, national departments and stakeholders in order to ensure that the institution is involved in their planning processes.
- We seek to ensure alignment of our programmes with their plans for example with IDPs,PGDs.
- In order to embed the work of the institution in the communities, we are appointing champions who we will train so that they effectively represent the institution on day to day basis.



## Transformation of water institutions

- In conjunction with the Department, we have started to work to transform the remaining 26 Irrigation Boards to Water User Associations
- This process needs refinement so that there should be no WUAs which only change the name but remain racially and gender exclusive.
- One of the critical issues in the transformation of the institutions is to ensure their financial sustainability. It has become apparent that some of the Water User Associations will require financial support from the CMA.



## Support to HDIs

- One of the important projects planned was the implementation of the rain water harvesting . This was to be done through assisting the Department in its implementation in our water management area..
- In order to create awareness in the community on the project, we planned to use champions in each ward who we plan to train so that they assist in supporting the project from the community side.



## Participation in international institutions

- Our water resource management area is bordering Swaziland and Mozambique.
- As there are agreements and protocols between our country and these countries, we participate in the implementations of these.
- We are taking effort to ensure the participation of Mozambique from the administration side so that all sides take part.



# Challenges

- There is a need to develop the resource as there is a huge gap between demand and availability.
- There is a need to have dedicated programmes to support emerging farmers as much of the programmes in the past just assured supply to existing users
- Revenue generation will remain a problem. This is due to the fact that there are farmers who do not want to pay based on disagreements with the Department. Farmers use almost 92% of the water in the catchment.
- International agreements are not being fully complied with more especially the provision of the quantity due to Mozambique. The situation requires attention.



## Conclusion

- We are the first CMA in the country which the Department is experimenting with.
- We hope to gain experience in the course of our work .
- Above all, we seek to set the trend in water resource management.
  
- **The Minister will be officially launching the ICMA on the**

**DATE : 2<sup>nd</sup> November 2006**

**TIME : 09h00**

**VENUE : Ka-Maqhekeza Stadium.**

**INKOMAZI MUNICIPALITY  
MPUMALANGA PROVINCE**

**EVERYBODY INVITED**



# conclusion

Inkomu

