



SDM NETBALL SUPPORTS WORLD CUP OPENING IN CAPE TOWN

Mbhoyi Ledwaba

The Sekhukhune District Municipality Netball team recently got the opportunity to attend the Netball World Cup Opening in Cape Town as the tournament was being hosted there at the time. The journey was made to promote the Netball World Cup, which was being held in our country.

Full story on Page 3

Khomotso Ndhlovu - ndlovuk@sekhukhune.gov.za

COMMUNICATIONS

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SEKHUKHUNE
District Municipality

TABLE OF CONTENT

SDM Netball supports Netball World Cup	3
New Chief Audit Executive Ms. Sizakele Mahlangu	4
Get To Know Mr. Levi Madihlaba	5
SDM Truck Drivers' Strike	6
Provincial Communicators' Forum	7
New Interns Profiling	8
Fourth Quarter Performance Lekgotla	9
SDM Heritage Collage	10 - 11
Labour Relations Publication	12 - 13
Municipal Unions	14 - 15

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UPDATE



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The Executive Mayor of Sekhukhune

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Continued from Front Page

The Netball trip was a great initiative for the team as it heads to gear up for the coming SAIMSA (Southern Africa Inter-Municipal Sports Association) games in September, which will be held in Botswana. With that being a positive factor to encourage our District Municipality team, we look forward to positive outcomes ahead of the coming SAIMSA games in Botswana.



A short interaction with Cordelia Mahlase coming back from the Netball World Cup in Cape Town, we interacted with her regarding the experience; along with the experience as a Netball Team supporting the Netball World Cup.

1. How was the experience in Cape Town? (As an individual going along with your netball team)

- It was breath taking to be in the same space with our netball role models, the likes of Proteas' Netball SA captain (Bongiwe Msomi) we really appreciated the opportunity given by our Executive Mayor. It was a very fantastic and knowledgeable trip.

2. What skills in particular did you grasp that you may take from the South African Netball team ahead with you to the IMSSA games?

- Hand-eye coordination is very important especially for Goal Shooters

- Determination skill, that even when the other team is more goals ahead, it's really important to stay determined and competitive in a game.

3. From observing the professional players at the World Cup; what strategies will you be implementing when differentiating their play to yours?

- We need to invest more in our fitness, keep practicing and exercising more often. We must make sure that on our center pass, we must make a score.
- We must try to as fast as possible and try to make 3 center passes to the pole.

4. What motivational quote will you be taking along with your team to the SAIMSA games?

- "Hard work beats talent when talent fails to work hard."

We wish all the best for the Sekhukhune District Netball team ahead of their campaign at the SAIMSA games in Botswana, we hope the experience yields positive outcomes and a formidable team that represents as very well.

GO TEAM SDM!!!





New CHIEF AUDIT EXECUTIVE *Ms. Sizakele Mahlangu*

Tiisetso Mothole

A new Chief Audit Executive joined the Sekhukhune District Municipality team on the 1ST of September 2023. Ms Sizakele Mahlangu is a professional accountant (SA) and holds a bachelor's in commerce (BCOM) accounting.

Ms Sizakele Mahlangu has leadership and communication skills which is essential for the position she holds as the Chief Audit Executive (CAE). These are the skills needed to lead colleagues in the auditing unit and outside the audit function (the board, executive management, and other stakeholders). She also has decision making, critical thinking skills and extensive experience in financial and compliance audits.

Ms Mahlangu aims to set an example to the local municipalities in the district by bringing a collaborative audit philosophy to the position, emphasizing her use of audits to develop positive relationships and build trust, while helping Sekhukhune improve operations and impact positive change. She plans on having a clean audit strategy, which will provide assurance. Management is the first line of defence, followed by compliance and legal, and then internal and external auditors.

An action plan will be developed for monitoring and making sure management implements the auditor general recommendations while dealing with the root cause of the findings. Reduce the consultant strategy, which will help reduce the outsourcing of internal audit work.

For internal audit to be successful it needs a controlled budget by the internal audit unit, tools of trade like laptops and for the CAE to provide support to the team. Motivating internal staff starts with the CAE being motivated.

Ms Mahlangu's vision for the institution is for it to have an audit opinion that is financially unqualified (clean audit), which indicates that the financial statements are free of material errors and that there have been no significant findings regarding performance data or legal compliance.





Zanele Khumalo

GET TO KNOW

Mr. Levi Madihlaba

In a complex world of evolving innovations, Human Resource Managers play a pivotal role in setting a harmonious and efficient workplace, ensuring that human capital within an organization is nurtured, motivated, and well aligned with the vision of the organization.

Mr. Levi Madihlaba is a seasoned HR Acting Manager with a career spanning more than 10 years predominantly in the Sekhukhune District Municipality. In his years of working in the SDM, he is set to be the first young and vibrant individual to be an Acting Manager of Cooperate services, therefore with such responsibility he aims to reinforce talent management and continue to build a high-performance culture institution.

"I am passionate about recognizing synergies and opportunity. I am an enthusiastic, value driven individual who advocates for inclusivity, Equality amongst employees but differ in responsibilities to maintain office productivity," Said Madihlaba. Mr. Levi Madihlaba's career with SDM began as an internship program and grew his way up to Senior Officer and currently he is the Acting Manager of Cooperate Services.

What sets him apart from previous management is that he is young, vibrant, and enthusiastic, but his shared vision and goals which align with the greater good of the institution. The three months that he has been placed, work relationship amongst staff members has improved, challenges that directly had an impact on Cooperate services are resolved.



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FRUSTRATED TRUCK DRIVERS STRIKE!



Zanele Khumalo



In an unprecedented turn of events, Sekhukhune District Water Tanker truck drivers embarked on an 8 days go-slow from the 12th of July 2023, following a dispute over salary disparities between them and the management posing a threat of service delivery to the communities of Sekhukhune.

The truck drivers are responsible for distributing water across the district as an intervention to lack of access to clean drinkable running water. As a result of management's alleged failure to hold the scheduled meetings that were set for the week before the strike began, the truck drivers ostensibly went on a go-slow.

Speaking on behalf of the drivers, Donald Mailula said that they were frustrated with the municipality's lack of interest in finding solutions to their problems. The drivers claimed that on March 28, 2023, they met with the Executive Mayor Cllr. Maleke Mokganyetji, who made a promise to them to respond to their issue within 14 days but has yet to do so.

As the strike persisted, Union leaders were appealing for understanding from both the management and the truck drivers. While the truck drivers' concerns are valid and reflect the importance of dignified working conditions, the residents' well being cannot be compromised.

Urgent efforts are being made by both the IMATU and SAMWU to facilitate negotiations and find a resolution that addresses the drivers' grievances while ensuring that the basic needs of the community are met.





PROVINCIAL COMMUNICATORS' FORUM

Tiisetso Mothole and Zanele Khumalo

Limpopo Provincial Communicators converged in Zebula Golf Estate, Bela Bela under Waterberg District Municipality on the 17th and 18th of August 2023 to scrutinise the Provincial Communicators' Overview and skills on how to improve government communication as well as to discuss strategic plans for the year 2023/2024.

Communicator's forum serves as a vital platform for fostering effective communication and collaboration. It offers a space where departments from the Limpopo Province can come together to exchange ideas, share insights, and engage in meaningful discussions, by facilitating open dialogue. This forum not only enhances communication skills but also encourages communicators to critically analyse information and refine their thoughts. In a world characterized by rapid information flow, the importance of a communicator's forum lies in its ability to bridge gaps, break down barriers, and cultivate an environment where ideas can flourish and create a positive impact in government.

Deputy Director General, Mr Segooa welcomed the communicators. He said that "communicators should be conscious about the progressive change in the industry, as they are advisers to politicians and be able to communicate to the community and society about the good that the government does." In her opening address, MEC of Education, Mavhungu Lerule Ramakhayana said, "communicators are the first line of defence and professionals who speak to an audience to inform or persuade them to listen. Good communicators use techniques to engage their audience and describe ideas in ways that capture their attention'.

The CEO of Hayani Hospital and project coordinator of mental health, Mr Tshililo Makhwanya indicated that there is an increase in attempted suicide in Limpopo. Mental health promotion and prevention is the core of reducing the burden of mental health and the biggest investment would be in education. The Government Communications and Information System and Musina Local Municipality gave presentations on the second day.

Mr. Wilson Dzebu, the Communication Manager of Musina Local Municipality, advised that local municipalities have a functional website that must be updated regularly so communicators have direct access instead of relying on service providers. He also advised that the local municipalities have a good relationship with all the departments so that they can communicate on their behalf. Musina Local Municipality has a hotline, which is a good communication tool.

Ms Nkele Sebasa Director of the GCIS emphasised the importance of knowing the government communication policy, which is used for monitoring and implementation of communicator work across government through instruments like the Government Segmentation Model, Government Communication Excellence Tool (GCET) and Media monitoring and content analysis.

We live in a time when information is obtained from a variety of sources, hence it is crucial for the government to communicate with the public to guarantee that our citizens are not misled.

NEW INTERNS PROFILING

Tiisetso Mothole

On the 1st of August 2023, the Sekhukhune District Municipality welcomed 9 young and vibrant interns in the following departments: Cooperate department, Infrastructure and water services (IWS) and Office of the Executive Mayor (OEM).

An induction was held on the day to introduce the eager interns to the organization. Expectations, policies, and responsibilities were highlighted, the interns had the opportunity to engage with each other.



Sekhukhune District Municipality promotes social and economic development through internship programmes that help the interns to prepare for the job market, exposure to the challenges of work environment and putting in their acquired knowledge to good practice. The internship programme also helps interns with an invaluable chance to network and build crucial professional connections before graduating.

This is beneficial for the organization and helps them in expanding their employee candidate pool. Learning is one thing but taking those skills into the workforce and applying them is a great way to exploring different career paths and specializations that suit individual's interests and setting them for a great future.

The internship program is designed for students who enrolled in higher education institution and who must complete an internship to acquire a degree they are presently pursuing. The success of a workplace is greatly influenced by an employee's capacity for cooperation and developing relationships with co-workers. Effective interns actively listen, take instruction, and handle critical feedback. Additionally excellent listening and presentation skills are also very beneficial.

"Through their academic background and freshly gained knowledge, the interns will bring new and innovative ideas to the municipality. We are looking forward to seeing the young intern's flourishing." Mr Chilwane





FOURTH QUARTER PERFORMANCE LEKGOTLA

Zanele Khumalo

The Executive Mayor, Cllr. Maleke Mokganyetji, the Members of the Mayoral Council, and Management of the Sekhukhune District Municipality met on Thursday, August 24, 2023, to discuss third quarter accomplishments. Also, present was Acting Municipal Manager, Ms. Nancy Rampedi.

The 4th Quarter Lekgotla was convened with the primary goal of evaluating the progress of the municipality, strategizing for the future, as well as ensuring alignment with the organizational vision. Directors of various departments reflected on the accomplishments and challenges faced during the third quarter, including financial performance, project milestones, and operational benchmarks. As the meeting continued Members of the Mayoral Committee raised concerns regarding the core mandate of the institution, which is water provision, yet there are no reported achievements on water projects quarterly. A review of potential risks and mitigation strategies was undertaken. These are the Resolutions that were undertaken as the meeting came to conclusion.



RESOLUTIONS

◇ Quarterly visits to projects by MMCs be carried out

- ◇ Presentation of Forward Planning and Acceleration Plan in the Quarterly Performance Makgotla including fast-tracking appointment of consultants and contractors before the start of each financial year
- ◇ Consequence management be applied on non-performing contractors after following appropriate procedure
- ◇ Consequence management be also implemented on officials who are especially not performing
- ◇ An oversight on IWS be done to analyse service delivery challenges and Remedial Action Plan be developed for identified challenges
- ◇ A specific IWS Strategic Planning Session be convened to consider IWS challenges in detail
- ◇ A strategy to impose fines on non-paying government departments and local municipalities be developed to improve collection
- ◇ Letters be written to SARS to assist the municipality in recovering VAT
- ◇ A workshop on mSCOA be organised for councillors
- ◇ A Financial Recovery Plan (FRP) be developed and adopted by Municipal Council by end of October 2023
- ◇ Decentralisation of fleet and facilities' services including their maintenances to user departments including IWS and Community Services with corresponding budget.
- ◇ Facilitate filling of vacant funded posts including targeting recruitment of people with disabilities.
- ◇ Revisit the resolution of selling Hoep-Hoep Street House and ERF 488 donated to SDA for alternative office space use to reduce contracted services on the budget
- ◇ Explore utilisation of mobile offices to mitigate office space constraints
- ◇ Fastrack training of councillors as part of capacity building for councillors





LABOUR RELATIONS PUBLICATION

1ST QUARTER 2023/2024

WORKPLACE HARASSMENT

What constitutes harassment in the workplace?

- Bullying;
- Spreading malicious rumours, or insulting someone, in particular on gender, race or disability grounds;
- Ridiculing or degrading someone – picking on them or setting them up to fail;
- Exclusion or victimization.

What is not considered workplace harassment?

Legitimate and reasonable management actions such as actions taken to transfer, demote, and discipline an employee provided these actions are conducted in a reasonable way are not considered workplace harassment.

Does the EEA prohibit any form of discrimination or harassment?

Section 6 of the Employment Equity Act (EEA) prohibits unfair discrimination against an employee on arbitrary grounds, including race, sex, disability, age and many others. Not all discrimination, however, is unfair. In other words, certain types of discrimination can in fact be fair, according to the act.

3 Types of Workplace Harassment

1. Verbal/Written

Verbal or written is probably the most obvious workplace harassment example and the one you come across most often. Here are some instances where it can occur:

- Sending emails with offensive jokes or graphics about race or religion
- Repeatedly requesting dates or sexual favors in person or through text
- Asking about family history of illnesses or genetic disorders
- Making derogatory comments about someone's disability or age
- Imitating someone's foreign accent behind their back

2. Physical

Physical harassment might be a little harder to recognize because it can sometimes be very subtle.

- Lewd hand gestures or other gestures meant to convey curse words
- Unwanted touching of a person or their clothing
- Frequently following or standing too close to a person on purpose
- Making sexually suggestive facial expressions
- Playing music with offensive or degrading language

3. Visual

Visual is probably the hardest to spot because it's the most subjective and really requires you to put yourself in the shoes of the other person.

- Wearing clothing with offensive or vulgar language
- Displaying posters or pictures of a sexual nature
- Showing other people sexually suggestive text messages or emails
- Watching pornographic or violent videos
- Drawing violent or derogatory images.

CASE LAW

In Campbell, an employee made unwelcome sexual advances towards another while they were on a business trip together. This was held to constitute sexual harassment despite the fact that such sexual harassment did not occur at the employer's workplace. With reference to the case of Hoechst (Pty) Ltd v CWIU and Another, [9] the Labour Appeal Court in Campbell held as follows:

The appellant was entitled to discipline Mr Simmers for misconduct which was both related to and impacted on his employment relationship with the appellant.



The Independent Municipal and Allied Trade Union (IMATU) is a politically independent trade union organizing in the local government and allied sector. IMATU has 8 Regional Offices, which represent over 70 000 members across all South African Municipalities

OUR PURPOSE

IMATU provides outstanding professional service to our members through the protection and representation of their labour relations interests.

We comprise a committed team of well-motivated office bears, shop stewards and staff, thereby ensuring long term membership growth and excellent service delivery.

EX-GRATIA PAYMENT

IMATU will consider payment , at its discretion, of an ex-gratia or gift on the death of a member, to that person's nominated beneficiary.

We urge members to update their nominations as the beneficiaries to avoid disappointments to their loved ones (going to the magistrate court looking for Authority Letter's)

LEADERSHIP COMMITTEE

Our current leadership which has been elected for a period of 6 years from 2021 till 2026 stand as follows:

NAME & SURNAME	PORTFOLIO	CONTACT	EMAIL
STEVEN NKABINDE	CHAIRPERSON	081 045 8380	nkabindes@sekhukhune.gov.za
SAMUEL MORASWI	VICE CHAIR	072 047 0158	N/A
CASWELL SEREPONG	SECRETARY	0736450157	serepong@sekhukhune.gov.za
ZANELE VAZI	VICE SECRETARY	083 866 5477	vazin@sekhukhune.gov.za
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JAN MAPHAKA	ADDITIONAL	079 022 3307	maphakaj@sekhukhune.gov.za



SAMWU IN SEKHUKHUNE

SAMWU Sekhukhune branch is pleased to be featured in this latest edition of Modiredi News and is also pleased to have received this rare opportunity to contribute information for the benefit of its own members. SAMWU pays homage to all its members in Sekhukhune for remaining loyal to the union despite all trials and tribulations. SAMWU is strong and will remain strong because of the strength, unity and resilience of its members.

SAMWU March

SAMWU Sekhukhune branch organized a very successful march on the 28th March 2023, to raise concern to the management on number of issues including but not limited to overtime and stand-by payments, shift system, salary disparities, implementation of the award on motor vehicle subsidies, employee safety, Covid 19/Danger allowance, outsourcing of EPWP workers, outsourcing of cleaning and security services, and a shortage of employees.

It should be noted that SAMWU held this march not to intimidate anyone but to highlight the plight of its members and will continue to march and raise their voice through various and relevant platforms until the employer (SDM) listens and respond to the workers. We can however report that since the march on the 28 March 2023, an ounce of hope was raised by a positive act in response to our demands, wherein some members who were owed standby and overtime payments for January - April 2023, were paid their moneys.

We can also report that management has reported that they are in the process of finalizing payments for standby and overtime payments for July – December 2022 which is a step in the right direction. We can also report that there are ongoing discussions about a settlement agreement on the motor vehicle subsidy award which matter was referred to the Labour Court by the erstwhile management. It should however be noted with regret that the memorandum has still not been fully responded to despite some of the gains listed above.

SAMWU will continue to defend, protect and represent its members against injustices visited upon them by the employer without compromising the going concern status of the municipality and will do everything in its power to strengthen the resolve of ensuring working class hegemony in the workplace.

Workers Safety

SAMWU has identified a big threat to the safety of its members in the workplace and is concerned about recurrence of incidences of intimidation, poo marches, including assault of the acting Municipal Manager by members of the public. This is against the backdrop of rampant corruption where it is public knowledge that R30 million was used to recover R600 000.00 and many other incidences of malfeasance and maladministration.

SAMWU will continuously discuss this issue with its members and will develop a campaign for the safety of the workplace and to educate members of the public about rules of engagement without use of violence and intimidation and or without using poo as a weapon against Sekhukhune as an institution because it places the health and safety of workers at risk.



SEKHUKHUNE
District Municipality

FACES OF COUNCIL

2021-2026

(013) 262 7300

0800 33 0022



Council Speaker
Cllr: Kgwedibotse Chego
ANC
013 262 7450



Executive Mayor
Cllr: Maleke Mokganyetji
ANC
013 262 7350



Chief Whip of Council
Cllr: Johannes Phokane
ANC
013 262 7790

VISION

Integrated Economic Development and Sustainable Service Delivery

MISSION

- Provision of a democratic and accountable government
- Promotion of a safe and healthy environment
- Fostering of community involvement and stakeholder engagement
- Promotion of inclusive and egalitarian economic transformation
- Strengthening institutional capacity
- Promotion of social cohesion



MMC: IWS
Cllr: Bella Kupa
ANC
083 741 0549



MMC: Deputy IWS
Cllr: Meriam Malatji
ANC
079 050 5410



MMC: Deputy IWS
Cllr: Lizzy Lekoatsipa
ANC
071 252 6221



MMC: W, C & P Disabilities
Cllr: Samson Nkosi
ANC
079 326 6288



MMC: Corporate Services
Cllr: Frank Ratau
ANC
079 326 6288



MMC: Community Services
Cllr: Orginia Mafefe
ANC
082 570 5624



MMC: PED
Cllr: Baatseba Leshaba
ANC
079 491 8227



MMC: Youth
Cllr: Kuki Sefala
ANC
082 964 0968



MMC: Budget & Treasury
Cllr: Jan Mohlala
ANC
082 559 7302



MPAC Chairperson
Cllr: Mathale Mabatane
ANC
076 545 9131



EC Chairperson
Cllr: Sarah Magabe
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079 752 9521



Cllr: Thabang Makofane
ANC
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Cllr: Tsopo Makutu
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072 198 5611



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GC Chairperson
Cllr: Peaceful Mgiba
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071 253 1574



Cllr: Khutjo Mokgotho
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Cllr: Lordwill Thobejane
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079 216 2349



PED Chairperson
Cllr: Jan Mohlala
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082 409 0749



Cllr: Leokana Mogabi
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064 979 8299



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082 967 2147



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Cllr: Linkie Mokomane
ANC
072 540 1454



CPS Chairperson
Cllr: Kgalake Thokwane
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082 578 7911



Cllr: Samuel Malau
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IWS Chairperson
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Cllr: Tshepo Mohlamonyane
ANC
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CS Chairperson
Cllr: Sibongile Nkosi
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072 610 5441



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Cllr: Lencel Komane
EFF
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Cllr: Lawrence Matsetela
EFF
082 793 1181



Cllr: Reuben Senong
EFF
072 109 9793



Cllr: Mooiman Mosotho
EFF
071 173 5084



Cllr: Walter Molapo
EFF
061 547 3712



Cllr: Juliet Mabelane
EFF
071 661 6702



Cllr: James Machai
EFF
072 950 4608



Cllr: Marihle Mashegoana
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Cllr: Sandy Maibelo
EFF
072 054 3057



Cllr: Elias Sithole
EFF
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Cllr: Norah Letsela
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"The Executive Mayor of Sehkhukhune" Facebook Page

POLITICAL MANAGEMENT TEAM



Council Speaker
Cllr Kgwediebotse Chego



Executive Mayor
Cllr Maleke Mokganyetji



Chief Whip
Cllr Johannes Phokane

MEMBERS OF MAYORAL COMMITTEE



MMC: IWS
Cllr Bella Kupa



MMC: Deputy IWS
Cllr Merriam Malatji



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Cllr Frank Ratau



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Cllr Orginia Mafefe



MMC Youth
Cllr Kukie Sefala



MMC: Budget & Treasury
Cllr Jan Mohlala



MMC: PED
Cllr Baatseba Leshaba



MMC: Women, Children & People Disabilities
Cllr Samson Nkosi

Vision

Integrated Economic Development and Sustainable Service Delivery

Mission

To improve the quality of life for all communities through:

- Provision of a democratic and accountable government;
- Promotion of inclusive and egalitarian economic transformation
- Promotion of a safe and healthy environment
- Fostering of community involvement and stakeholder engagement
- Strengthening institutional capacity
- Promotion of social cohesion



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The Executive Mayor of Sekhukhune