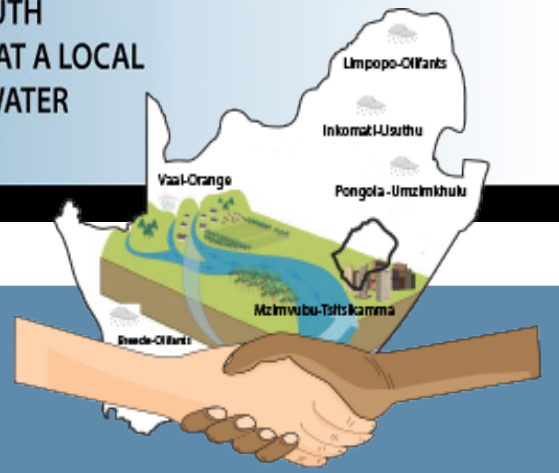


CATCHMENT MANAGEMENT AGENCIES

EFFECTIVELY MANAGING SOUTH AFRICA'S WATER RESOURCES AT A LOCAL LEVEL. THE FUTURE OF OUR WATER RESOURCES IS IN OUR HANDS



In recent months, the challenges of climate change and water scarcity have been brought home in a very real way to all South Africans. Through our work, we at the Department of Water and Sanitation (DWS) are important contributors to building a sustainable, climate-resilient future for all our people.

This implies that we all need to rethink what we do and how we do it to ensure that we are both effective and efficient in addressing the important challenges and opportunities confronting us. To do so, we need to embrace change and adopt new skills as well as new ways of thinking and acting. This means that we do not have the luxury of 'business as usual' and need to harness and mobilise our resources in new and innovative ways going forward.

The challenges and opportunities facing us, including more frequent droughts, natural disasters such as floods, coupled with the need to improve our service delivery - especially the provision of clean water to all citizens, have informed DWS' thinking about the future, its strategy and plans.

A key aspect of the DWS strategy has been, for some time now, the successful establishment and transition to Catchment Management Authorities (CMAs). The journey to establish CMAs and to transition the necessary people and resources to give effect to their mandates has been the subject of a great deal of thought and discussion over a number of years. This process culminated, in November 2022, with the Minister of Water and Sanitation signing off on the final CMA mandate and to the commencement of ongoing consultations and discussions with organised labour in this regard.

The Department has implemented an inclusive transitional process in order to take into account any potential concerns and inputs that our collective bargaining partners and employees may have. As a part of this process, employees within the affected Proto CMAs have been consulted and the Department will continue to engage with employees until the completion of the process to operationalize the CMAs. The consultative process aims to comply with the employment rights of employees and to address any potential

questions or concerns, comprehensively and pro-actively.

The transitional period for operationalising CMAs will be from 01 October 2023 to the end of March 2024. At this point, CMAs will be considered to have been established and responsibility for their ongoing functioning will be transferred to their duly appointed Boards.

The CMA transition process has also included the establishment of a project governance structure, with associated workstreams as well as the development of a comprehensive transition plan. Recruitment for the appointment of Board Members for CMAs has also commenced. In order to streamline the Project Governance Structure, the DG Workstream meeting has been removed and an Integrated Workstream utilised as the highest-level meeting. This meeting is chaired by the Director General and his alternate Deputy Director-General: Regulation on a monthly basis. This will ensure that the CMA transition process has the necessary oversight, good governance and leadership to ensure success.

Figure 1 below shows the project governance for the CMA project.

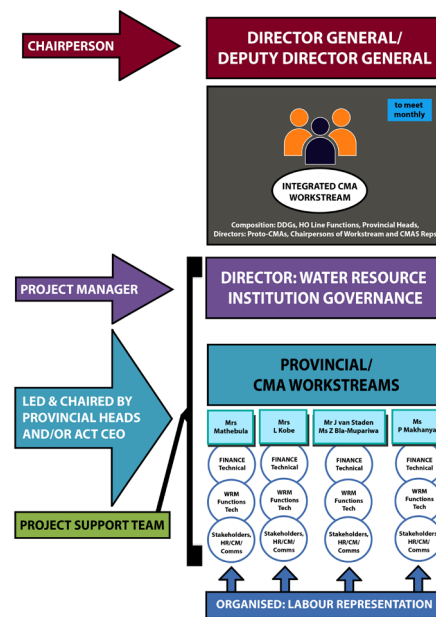


Figure 1 CMA Project Governance

An important aspect of the project governance process for the establishment of CMAs has been the establishment of CMA-specific Change Enablement Workstreams. These CMA-level workstreams will assist in communicating effectively to all key stakeholders, identifying the challenges and opportunities to a successful transition and will continue to engage with all affected employees to ensure that the transition process is well-informed and directed.

The Minister has appointed the Director-General (DG) as Interim Accounting Authority for all established and listed CMAs for the period up to and including the end of March 2024. This appointment is to ensure that CMAs comply with all PFMA and Auditor General of SA prescripts and requirements. The DG, as Interim Accounting Authority, will be able to appoint interim Chief Executive Office and support for CMAs until such time as permanent managers are appointed by their Boards. The DG's appointment as Interim Accounting Authority will then cease when CMA Boards are appointed. Figure 2 below provides for the CMA Boards status, next steps & timelines.

CMA	Status	Next steps and/or approval of decisions by the DG	Timelines
Breede Olifants	The Board appointment process is underway and should be finalised by Jan 2024.	<ul style="list-style-type: none"> Preparation of APP for the next financial year Finalisation of the BOCMA organogram to cater for the new scope of work and staff to be transferred from the Proto-CMA Indication of number of staff going to CMA 	30/11/2023
Vaal-Orange & Pongola Mzimkhulu	The Minister has approved the AC recommendations and recommended candidates are now submitted to Cabinet and if approved the Boards could start by 01 Dec 2023	<ul style="list-style-type: none"> Appointment of Acting Chief Executive Appointment of interim Board secretary Preparation of APP for the next financial year Finalisation of the proposed CMA organogram/structure Discussion with the Board on the transitional plan to ensure smooth transfer of systems, people & management tools. 	16/12/2023
Mzimvubu Tsitsikamma	The Board appointment process has commenced and should be completed by Jan 2024.	<ul style="list-style-type: none"> Consideration of candidates by the AC on the set date of the 7th and 8th of Nov 2023 Approval of AC recommendations and for the recommended Candidates to be submitted to the cabinet 	30/11/2023
Limpopo Olifants	The Board appointment process has commenced and should be completed by Jan 2024 AC approved by Minister	<ul style="list-style-type: none"> Scheduling of dates for the Board selection process. Consideration of recommendations and for the recommended Candidates to be submitted to the cabinet 	30/01/2023

Figure 2 CMA Boards status, next steps & timelines.

Change Regional Champions will shortly be appointed for the other CMA transitions where the Change Enablement Workstream has not yet been established.

Please feel free to send any questions, comments, concerns of feedback through to your Change Enablement Workstream Lead to ensure that we are able to provide you with any relevant information, feedback, support and reassurance, as may be required.

We look forward to this exciting journey and to making an important contribution to the future of the citizens of this province and, indeed, the future of the citizens of South Africa.

WATER IS LIFE - SANITATION IS DIGNITY



water & sanitation

Department: Water and Sanitation
REPUBLIC OF SOUTH AFRICA



SOUTH AFRICA IS A WATER-SCARCE COUNTRY