



5.0

CORPORATE GOVERNANCE



5.1 COMPOSITION AND FUNCTIONING OF THE BOARD

BOARD

Umgeni Water has a unitary Board comprised of thirteen (13) non-executive Board members and one (1) Executive Board member, the Chief Executive. The roles of the Chairman and that of the Chief Executive are separate as recommended in the King III Report on Corporate Governance (hereinafter referred to as "King III") to ensure the independence of the two positions and the clear definition of roles and responsibilities. The Chairperson of the Board and all other Board members (with the exclusion of the Chief Executive and one non-executive director), are independent non-executive directors in the manner described in King III. All Board members execute their legal duties in a professional manner, with integrity and enterprise. In terms of the Water Services Act (No. 108 of 1997), Board members (save for the Chief Executive who is appointed by the Board) are appointed by the Minister of Water and Environmental Affairs. The list of Board members is shown in **Table 5.1**.

The Board is accountable for the leadership and control of Umgeni Water. Its responsibilities include the development, review and monitoring of strategic objectives, the approval of major capital expenditure, risk management and monitoring of operational and financial performance.

The government of the Republic of South Africa, represented by the Minister of Water and Environmental Affairs, and the Department of Water Affairs, is the sole shareholder of Umgeni Water.

The Board concluded a shareholder compact with the Executive Authority, the Minister of Water and Environmental Affairs for the 2013/2014 financial year and will continue to actively engage with the shareholder through various forums during 2013/2014.

A Board Charter (reviewed in 2012) provides a framework for fiduciary duties, responsibilities and overall functioning of the Board. The Board Charter, is read in conjunction with the Public Finance Management Act (No. 1 of 1999), as amended together with Treasury Regulations (GG 27338) and as amended from time to time, the Water Services Act (No. 108 of 1997), as amended, and King III.

Non-executive directors receive no significant benefits other than a cell phone allowance and directors' fees. Directors' fees are determined by the Minister of Water and Environmental Affairs on an annual basis and therefore no Board member is involved in determining their own remuneration. Directors' remuneration is fully disclosed in this annual report on page 123.

The Board has established three committees to assist it in discharging its responsibilities, namely:

- Audit Committee,
- Capital Projects, Fixed Assets and Procurement Committee, and
- Human Resources and Remuneration Committee.



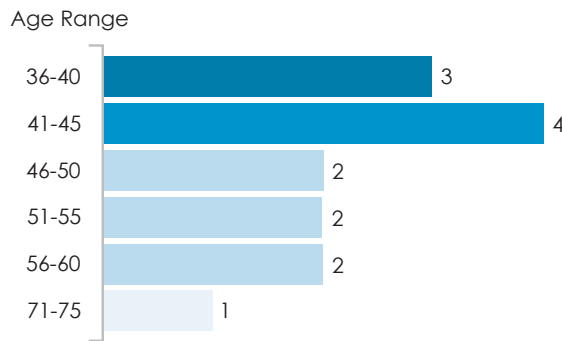
Table 5.1: Current Board and Committee Memberships

Board Member	Gender	Audit	REMCO	Capex
1. Mr A Mahlalutye ¹	M			
2. Prof I Vally ²	M	✓		
3. Mr V Gounden	M		✓	
4. Ms T Shezi	F		✓	✓
5. Ms N Afolayan ³	F	✓		✓
6. Ms Z Mathenjwa	F	✓	✓	
7. Dr T Dube	F	✓		✓
8. Ms N Chamane ⁴	F		✓	✓
9. Mr V Reddy	M		✓	✓
10. Mr G Atkinson	M		✓	✓
11. Mr T Nkhahle	M	✓		✓
12. Mr I Nxedlana	M	✓		✓
13. Mr Thabani Zulu	M	✓		✓
14. Mr C Gamede ⁵	M		✓	✓

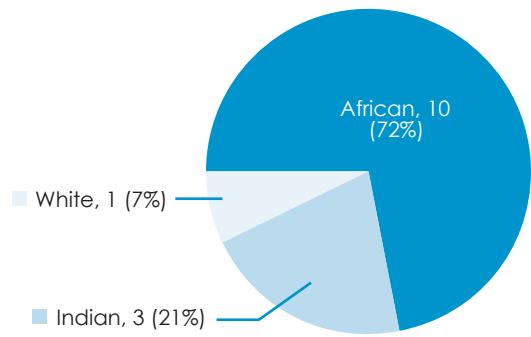
¹ Chairman
² Audit Committee Chairman
³ Capex, Fixed Assets and Procurement Committee Chairman
⁴ Human Resources and Remuneration Committee Chairman
⁵ Chief Executive
 ✓ Member

Figure 5.1: Board Member (a) Age, (b) Race and (c) Gender Profiles

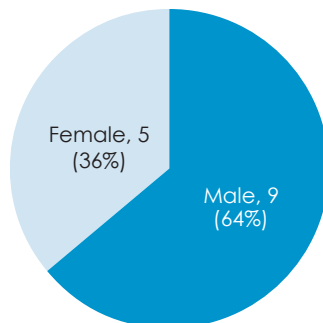
(a) Board Member Age Profile



(b) Board Member Race Profile



(c) Board Member Gender Profile





SUMMARY OF BOARD AND COMMITTEE MEETINGS AND ATTENDANCE IN 2012/2013

Board and Board Committee meetings were held according to the organisational Business Cycle and were well attended. The average per cent attendance for 2012/2013 was 87%, comprising:

- 86% for Board: Five (5) normal meetings, two (2) special meetings, one (1) strategy session and two (2) site visits,
- 74% for Audit Committee: Six (6) normal meetings,
- 93% for HR and Remuneration Committee: Five (5) normal meetings, one (1) special meeting,
- 88% for Capital Projects, Fixed Assets and Procurement Committee: Six (6) normal meetings, and
- 100% for Governance Committee. Two (2) normal meetings.

PERFORMANCE MANAGEMENT

The critical issues that were dealt with were the formulation of organisational strategy, oversight of organisational performance and the expectations of the Executive Authority, among others. As recommended by King III the Board evaluates the performance of all divisions including the finance division. This was done twice in the reporting year. The Members of the Board have skills that were put to good use in providing leadership, guidance and directing strategy during the period. Overall the Board functioned at a strategic level and delivered outputs in line with its mandate.

Table 5.2: Board Meeting Attendance in 2012/2013

Board Member	Gender	Board Meeting Attendance					Board Strategy	Special Board Meeting		Site Visits	
		18-Jul-12	26-Sep-12	21-Nov-12	13-Mar-13	15-May-13	26-Feb-13	08-Aug-12	14-Aug-12	12-Jul-12	1-Dec-12
1. Mr A Mahlalutye ¹	M	✓	✓	✓	✓	≠	≠	✓	✓	✓	✓
2. Prof I Vally ²	M	✓	✓	✓	✓	✓	✓	✓	≠	✓	✓
3. Mr V Gounden	M	✓	✓	✓	✓	≠	✓	≠	✓	≠	≠
4. Ms T Shezi	F	✓	✓	✓	✓	✓	✓	✓	✓	≠	✓
5. Ms N Afolayan ³	F	✓	≠	✓	✓	✓	≠	✓	✓	✓	≠
6. Ms Z Mathenjwa	F	≠	✓	✓	✓	✓	✓	✓	✓	≠	≠
7. Dr T Dube	F	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
8. Ms N Chamane ⁴	F	✓	≠	✓	✓	✓	✓	✓	✓	✓	✓
9. Mr V Reddy	M	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
10. Mr G Atkinson	M	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
11. Mr T Nkhahle	M	✓	✓	✓	✓	✓	✓	✓	≠	✓	✓
12. Mr I Nxedlana	M	✓	✓	✓	✓	✓	≠	≠	✓	≠	≠
13. Mr T Zulu	M	✓	✓	✓	✓	✓	≠	✓	≠	✓	✓
14. Ms N Gevers ⁵	F	✓	-	-	-	-	-	✓	≠	✓	-
15. Mr C Gamede ⁶	M	-	✓	✓	✓	✓	✓	-	-	-	✓

¹ Chairman

² Audit Committee Chairman

³ Capex, Fixed Assets and Procurement Committee Chairman

⁴ Human Resources and Remuneration Committee Chairman

⁵ Acting Chief Executive from 01-Jul-2012 to 19-Aug-2012

⁶ Chief Executive – Appointed 20-Aug-2012

- Not a member

✓ Attendance

≠ Absence with apology

BOARD COMMITTEES

The Board Committees are formally constituted and are chaired by non-executive Board members. The Board Committees assist the Board in the performance of duties and enables effective decision-making through providing more detailed attention to matters within the terms of reference.

The committees report to the Board on activities at every meeting. In terms of the Water Services Act, the Board is authorised to delegate powers to the Committees established by the Board. The functions and powers delegated to Committees are set out in the written Terms of Reference which are formally approved by the Board.

AUDIT COMMITTEE

The Committee consists of seven (7) non-executive Board members and its chairman is Professor Imtiaz Vally.

The Committee is mandated to achieve the highest level of financial management, accounting and reporting to the shareholder and to meet the requirements prescribed in section 51(1)(a)(ii) and 76(4)(d) of the Public Finance Management Act (No. 29 of 1999), as well as Treasury Regulations, 2005 (Chapter 27.1). The Audit Committee further performs a critical function of risk management by ensuring the effectiveness, quality, integrity and reliability of Umgeni Water's risk management processes.

The terms of reference of the Audit Committee takes into account the recommendations in King III, the Companies Act (No. 71 of 2008), the Public Finance Management Act (No. 29 of 1999) as amended and Treasury Regulations, 2005, to ensure alignment to best practice and legislation.

The Ethics Committee and Corporate Risk Committee also report through the Audit Committee.

Table 5.3: Audit Committee Meeting Attendance 2012/2013

Members	Committee Meetings					
	10-Sep-12	07-Nov-12	27-Feb-13	27-Mar-13	29-May-13	26-Jun-13
Prof I Vally ¹	✓	✓	✓	✓	≠	✓
Ms N Afolayan	✓	✓	≠	✓	✓	≠
Mr I Nxedlana	✓	✓	≠	≠	✓	≠
Mr T Nkhahle	✓	≠	✓	✓	✓	✓
Ms Z Mathenjwa	✓	✓	≠	✓	≠	✓
Dr T Dube	✓	✓	✓	✓	✓	✓
Mr T Zulu	≠	✓	✓	✓	✓	≠

- ¹ Chairman
- ✓ Attendance
- ≠ Absence with apology

ETHICS COMMITTEE

King III and the Companies Act No. 71 of 2008, read in conjunction with regulation 43 of Companies Regulations, oblige all state-owned enterprises to establish a Social and Ethics Committee. In 2012/2013 Umgeni Water established an Ethics Committee with a mandate to promote ethical behaviour, which includes preventing incidences of fraud, bribery and other corrupt activities and to monitor the organisation's compliance with relevant social, ethical and legal requirements and best practice codes. The establishment of the committee shows a deepened commitment by Umgeni Water as a responsible corporate citizen to all its stakeholders.

The Ethics Committee has an Independent Chairperson - who is neither a member of management nor a member of the Board. The Ethics Committee reports matters within its scope of mandate to the Board through the Audit Committee.

In the 2012/2013 period Umgeni Water developed and communicated a new Code of Ethics which establishes a set of principles to promote and encourage ethical behaviour and decision-making by all employees, board members and stakeholders.

Umgeni Water continues to provide an external whistle-blowing hotline service managed by an external service provider. This facility provides an anonymous and confidential communication channel for all customers and stakeholders to report perceived misconduct or observed unethical conduct. All hotline calls are investigated and appropriately followed through using a fraud assessment protocol developed for this purpose. Information is further used to improve internal controls to ensure fraud is addressed appropriately and timely.



CORPORATE RISK COMMITTEE

The Corporate Risk Committee, which comprises a member of the Audit Committee, the Chief Executive, the Executive Management, the Company Secretary and the Risk Manager, assists the Audit Committee in discharging its duties relating to implementation of the integrated risk management framework.

INTERNAL CONTROL

The Board is accountable for the system of internal control. Umgeni Water policies, procedures, structures and delegation of authority frameworks clearly define and provide appropriate levels of responsibility.

The internal control systems are designed to provide reasonable assurance that assets are safeguarded and that liabilities and working capital are efficiently managed. Principal features of the organisation's internal finance controls are:

- A system of financial planning, budgeting and reporting which allows continuous monitoring of performance,
- A materiality and significance framework,
- Clearly-defined delegations of authority,
- The establishment of a short, medium and long-term funding strategy,
- The tariff model which determines the financial impact of capital expenditure and the bulk water tariff on Umgeni Water's debt curve, and
- Established policies and procedures.

To assist the Board in the discharge of its responsibilities, Internal Audit undertakes an independent assessment of the internal control systems and business risks and reports to the Board through the Audit Committee. SizweNtsalubaGobodo were the internal auditors for the reporting period and has membership with the Institute of Internal Auditors South Africa (IIA SA). The audit plan covers major financial and commercial risks and responds to any changes emanating from Umgeni Water's integrated risk management process.

INTERNAL AUDIT

Internal Audit is an independent outsourced assurance function, for which the purpose, authority and responsibility is formally defined in a charter approved by the Board in line with stipulations of the Institute of Internal Auditors. In line with the requirements of the Public Finance Management Act (PFMA) and Good Governance, the internal auditors give the audit committee and management assurance on the appropriateness and effectiveness of internal controls.

The internal auditors report regularly to the Audit Committee and have unrestricted access to the Committee chairman. An internal audit charter has been approved by the Committee.

As at 30 June 2013 there were three (3) unresolved internal audit findings:

- One (1) finding relating to elements of the human resources strategy not being approved,
- One (1) finding relating to environmental compliance system, and
- One (1) finding relating to adequacy of capital expenditure planning inputs for management of operational assets.

Action plans are in place to address all key internal audit issues. The resolution of these will be achieved with implementation of action plans during 2013/2014.

EXTERNAL AUDIT

The Auditor-General South Africa is the external auditor and is responsible for undertaking procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements, the report on predetermined objectives and compliance with laws and regulations applicable to the entity. This is based on, amongst other:

- Assessment of the risks of material misstatement of the consolidated financial statements, the report on predetermined objectives and material non-compliance with laws and regulations,
- Considering internal controls relevant to Umgeni Water's preparation and fair presentation of the financial statements, the report on predetermined objectives and compliance with laws and regulations,
- Evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Management, and
- Evaluating the appropriateness of systems and processes that ensure the accuracy and completeness of the financial statements, the report on predetermined objectives and compliance with laws and regulations.

The external auditors express an opinion on the consolidated financial statements and report on findings relating to their audit of the report on predetermined objectives and compliance with material matters in laws and regulations applicable to the entity.

REMUNERATION AND HUMAN RESOURCES COMMITTEE

This Committee comprises of six (6) non-executive directors and the Chief Executive and its chairperson is Ms Nompumelelo Chamane.

The Committee reviews and recommends to the Board all matters relating to:

- Human Resources policies, organisational structure and compliance with the Employment Equity Act, (No. 55 of 1998) and other labour legislation,
- Conditions of employment of executive management,
- Appointment of the Chief Executive and members of executive management,
- Remuneration packages for the Chief Executive, members of executive management and staff,
- Succession planning for executive management,
- Policies and practices for Performance Management, and
- Special rewards recommended by the Chief Executive.

Table 5.4: Human Resource and Remuneration Committee Meeting attendance 2012/2013

Members	Committee Meetings				Special Meeting	
	05-Sep-12	17-Oct-12	20-Feb-13	14-May-13	11-Jun-13	13-Dec-12
Ms N Chamane ¹	✓	✓	✓	✓	✓	✓
Ms T Shezi	✓	✓	✓	✓	✓	✓
Mr V Gounden	✓	✓	✓	≠	✓	≠
Ms Z Mathenjwa	✓	✓	✓	✓	✓	✓
Mr G Atkinson	✓	✓	✓	✓	✓	✓
Mr V Reddy	✓	✓	✓	✓	✓	✓
Mr C Gamede	✓	✓	≠	✓	✓	✓

- ¹ Chairman
 ✓ Attendance
 ≠ Absence with apology

CAPITAL PROJECTS, FIXED ASSETS AND PROCUREMENT COMMITTEE

This Committee comprises nine (9) non-executive Board members and the Chief Executive and its chairperson is Ms Nombuso Afolayan.

The Committee assists the Board with capital expenditure programme related decisions, recommends Procurement Policies to the Board for approval and approves the release of capital expenditure above executive management's delegated authority but within the Committee's delegated authority.

It ensures that the organisation's supply chain policy and procedures are equitable, transparent, competitive and cost effective. Contracts which exceed the Committee's Delegation of Authority are referred to the Board for approval. The Committee reviews and recommends amendments to the limits in the delegation of authority, relating to budget approvals for capital projects and procurement, to enable management to expedite the implementation of projects.

Table 5.5: Capital Projects, Fixed Assets and Procurement Committee Meeting Attendance 2012/2013

Members	Committee Meetings					
	03-Jul-12	22-Aug-12	24-Oct-12	13-Feb-13	20-Mar-13	25-Jun-13
Ms N Afolayan ¹	≠	✓	✓	✓	✓	≠
Ms T Shezi	✓	✓	✓	✓	✓	✓
Mr G Atkinson	✓	✓	✓	✓	✓	✓
Mr T Nkhahle	✓	✓	≠	✓	✓	✓
Ms N Chamane	✓	✓	✓	✓	✓	✓
Dr T Dube	≠	✓	✓	✓	✓	≠
Mr I Nxedlana	✓	✓	≠	✓	✓	≠
Mr V Reddy	✓	✓	✓	✓	✓	✓
Mr T Zulu	≠	✓	✓	✓	≠	✓
Ms N Gevers ²	✓	-	-	-	-	-
Mr C Gamede ³	-	✓	✓	✓	✓	✓

¹ Chairperson

² Acting Chief Executive – 01-Jul-2012 to 19-Aug-2012

³ Chief Executive from 20-Aug-2012

✓ Attendance

≠ Absence with apology

GOVERNANCE COMMITTEE

The Governance Committee comprises four (4) non-executive Committee Chairs and its chairperson is Mr Andile Mahlalutye.

The Committee meets on an ad-hoc basis and assists the Board in monitoring and assessing the performance of executive management to ensure

that performance objectives and targets are met. Performance results are considered by the Human Resources and Remuneration Committee in determining the remuneration of the Chief Executive and other executives to be recommended to the Board for approval.

Table 5.6: Governance Committee Meeting Attendance 2012/2013

Members	Committee Meetings	
	25-Sep-12	13-May-13
Mr A Mahlalutye (Chairman of the Board)	✓	✓
Ms N Chamane (REMCO Chairperson)	✓	✓
Ms N Afolayan (Capex Committee Chairperson)	✓	✓
Prof I Vally (Audit Committee Chairperson)	✓	✓

✓ Attendance

BOARD MEMBERS



DELEGATION OF AUTHORITY

A comprehensive delegation of authority framework governs the authority levels for the Board and management. These are exercised through various board and management committees. The Board reviews the framework regularly.



Back Row (from left to right): Mr Graham Atkinson, Mr Thabani Zulu, Prof Imtiaz Vally, Ms Nompumelelo Chamane, Ms Nombuso Afolayan
Front Row (from left to right): Ms Thokozile Shezi, Mr Vasu Gounden, Dr Takalani Dube, Mr Mulalo Razwinani (Company Secretary), Mr Andile Mahlalutye, Mr Cyril Gamede, Ms Ziphozethu (Gabsie) Mathenjwa, Mr Teboho Nkhahle, Mr Ike Nxedlana, Mr Visvin Reddy

**MR ANDILE MAHLALUTYE**

MA Financial Management (London); MBL (UNISA); Graduate Diploma in Company Direction (GIMT); BSc Quantity Surveying (UCT); Certificate in NGO Development and Management (Israel); A Project Management Professional (PMP) & Professional Quantity Surveyor (PrQS) ; Programme Certificate on Economic Regulation from the London School of Economics and Political Science.

Appointed for 1st Board term in June 2009.

Non-executive Chairman of Umgeni Water Board since 2009; MD Ubudlelwane Capital Investments since 2010; Mvula Trust CEO from 2007 to 2010; Coega Development Corporation Executive from 2003 to 2007; General Manager/Project Leader with Blue IQ from 2000 to 2003; A member of the Gauteng Gambling Board since 2011; A member of North West Provincial Audit Committee since 2009.

PROF IMTIAZ VALLY

Master of Accountancy; Chartered Accountant (SA); Chartered Management Accountant (ACMA).

Appointed for 1st Board term in June 2009.

Chairman of Umgeni Water Board Audit Committee since 2009; Professor of Management Accounting and Finance at UKZN. Member of Board of Trustees of UKZN Retirement Fund.

MS THOKOZILE SHEZI

BSc Social Psychology and Education; MA in Measurement and Evaluation; Management Development Diploma (Wits); Project Management Certificate (University of Pretoria).

Appointed for 2nd Board term in June 2009.

Senior Manager KZN Department of Agriculture, Environment and Rural Development; Non-Executive Director KZN Playhouse Company.

MS NOMBUSO AFOLAYAN

MBA (Finance) Luton University; Executive Leadership Development (UCT); Organisational Development Practitioner.

Appointed for 2nd Board term in June 2009.

Chairperson of Umgeni Water CAPEX Committee since 2009. Founder and Executive Chairperson of FS Capital Investments; Chairperson of KwaZulu-Natal Sharks Board; Non-Executive Director at Ithala Development Finance Corporation; Executive at multinational shipping, maritime and petroleum companies in African markets.

DR TAKALANI DUBE

MBChB, Medical (UKZN); Diploma in Anaesthesia (DASA); Diploma in Health Services Management (UKZN); Certificate in Business Development and Management (eThekweni Business Development); Postgraduate Diploma in HIV Management in the Workplace (Stellenbosch University).

Appointed for 1st Board term in June 2009.

Director of eThekweni Community Church since 2005; Founder and President of Centre of HOPE (HIV and Community Development Organisation) since 2000; President of Women of Virtue (Women Empowerment and Investment Organisation) since 2002.

MR GRAHAM ATKINSON

BSc Civil Engineering (UKZN); Post-Graduate Diploma in Town and Regional Planning (UKZN).

Appointed for 1st Board term in June 2009.

Member of KZN Planning and Development Commission from 1998 to 2004; City Engineer of Pietermaritzburg from 1977 to 1986; Chief Executive of Umgeni Water from 1987 to 1994; Board Member of Umgeni Water from 1978 to 1986; Honorary Member of the Water Institute of Southern Africa (WISA) since 2002; Honorary member of the former Union of African Water Suppliers (UADE).

MS NOMPUMELELO CHAMANE**Appointed for 1st Board term in June 2009.**

Chairperson of Umgeni Water Board HR and Remuneration Committee since 2009. Councillor with eThekweni Municipality. Experienced liaison officer with provincial structures of COSATU. Member of Albert Luthuli Hospital Committee. Board member of EU-funded Cato Manor Development Association (CMDA); Chairperson of Finance Committee of St Benedict Catholic Church.

MR VISVIN REDDY

Educator (Mathematics & Computer Science) by profession. Various Diplomas and Certificates in Management and Communications.

Appointed for 1st Board term in June 2009.

Seventeen years local government experience. Served on the Executive Committee of eThekweni Metropolitan Municipality as well as Chairman of the Infrastructure Committee. A member of various community bodies.



MR VASU GOUNDEN

MA Law (LLM) (Georgetown University); Graduate of Harvard / Wits Business School Senior Executive Programme.

Appointed for 3rd Board term in June 2009.

Founder and Executive Director of the African Centre for the Constructive Resolution of Disputes (ACCORD) since 1992; Member of the International Advisory Board of the International Negotiation Journal since 1996; Member of the Editorial Board of the Peace and Conflict Studies Journal since 1996; Elected by the World Economic Forum as a Global Leader for Tomorrow (GLT) in 2000. Board Member of the Gandhi Development Trust since 2003; Board member of Finland-based Crisis Management Initiative since 2007; Board member of the Old Mutual Science Education Foundation since 2007 and appointed Chairman of the Board since 2009; Board member of the Dutch based Inter-Church Organisation for Development Cooperation since 2009; Member of the Governing Council of the Hawaii based Centre for Global Non-Killing since 2009; Member of the Advisory Board of the Insight on Africa Journal since 2010.

MR IKE NXEDLANA

MBA (Business School Netherlands / International Management Centre); Financial Management Practices Certificate (Royal Institute of Public Administration London); Diplomas in Marketing and Sales Leadership Development; Diploma in Business Management; Certificate in Personnel Management; Graduate of the Wits Business School Executive Development Programme.

Appointed for 1st Board term in June 2009.

CEO of Richards Bay IDZ since 2009; CEO of Ithala Development Finance Corporation from 2008 to 2009; Public Sector Banking Head at Absa Head Office; CFO for Cape Town City; CFO of the Department of Public Enterprises.

MR THABANI ZULU

Chartered Accountant; B.Comm degree and Post Graduate Diploma in Accounting from UKZN.

Appointed for 1st Board term in December 2011.

Director of Ngubane & Company (Auditing firm); General Manager / Head of Internal Audit for Provincial Treasury; Member of SAFCOL Audit Committee; Member of UDW Audit Committee; Member of Ndwedwe Audit Committee; CEO of the KZN Gambling Board. Management Accountant of Unilever SA; Financial Accountant at Mercedes Benz of SA (now Daimler Chrysler SA).

MR TEBOHO NKHAHLE

Registered Professional Scientist; MPhil Stellenbosch University; Environmental Auditor (IRCA).

Appointed for 1st Board term in June 2009.

Owner and MD of Environmental Impact Management Services (EIMS); Non-Executive Chairman of Lesotho Highlands Development Authority (LHDA) from 2007 to 2011; Board member of US-based Global Decisions Inc. (Development of global environment, health and safety regulations and standards database) since 2008; Member of Institute of Directors-SA since 2007; Vice Chair IoD Sustainable Development Forum from 2008 to 2009; Environmental Auditor with Eskom from 1998 to 2004.

MS ZIPHOZETHU (GABSIE) MATHENJWA

MBA (UKZN); MSc in International Business Management (University of London); BSc (UZ); Post-Graduate Diploma in Business Management (UKZN); Post-Graduate Diploma in Strategic Management and Corporate Governance (UNISA/ ICSA) and Certificate in Financial Management and Investment (UNISA).

Appointed for 1st Board term in June 2009.

Founder and Owner of Gabsie's Business Solutions (GBS) Board Member of Denel SOC ; Chairperson of the Denel owned Pretoria Metal Pressings (PMP); Chairperson of Mpumalanga Provincial Department of Economic Development, Environment and Tourism Audit Committee.

EXCO MEMBERS

From left to right: Mr Thamsanqa Hlongwa, Mr Ednick Msweli, Ms Nica Gevers, Mr Cyril Gamede, Ms Prudence Gwala, Mr Steve Gillham



**MR CYRIL GAMEDE**

BSc (Eng) Mechanical; MSc (Eng) Industrial; MBA; Advanced Diploma in Labour Law; Certificate in Corporate Governance; Registered Professional Engineer (ECSA).

Appointed as Chief Executive Umgeni Water in August 2012.

President of ECSA 2012; Managing Director of K2S Consulting from 2010 to 2012; Director AEL Mining Services from 2002 to 2010; Director of Operations, Umgeni Water, from 1996 to 2002.

MS NICA GEVERS

Chartered Accountant (SA); Post-graduate diploma in Cost Management Accounting.

Appointed as General Manager Finance in 2003. Contract ends September 2013

Board member of Mhlathuze Water from March 2011 to present; Director of Umgeni Water Services (Pty) Ltd since 2006; Director of Guznoh Investments (Pty) Ltd since 2010;

Member of Msunduzi Local Municipality and uMngeni Local Municipality audit committees since 2013.

MR EDNICK MSWELI

B Tech (Civil Engineering); B Tech (Management); Registered Professional Engineering Technologist (ECSA)

Appointed as General Manager Operations in 2011.

Non-Executive Director of Durban Water Recycling; Deputy Head (Operations) eThekweni Municipality from 2006 to September 2011.

MS PRUDENCE GWALA

BA Economics and German; Post-Graduate Bachelor of Philosophy in Knowledge Management, Value Analysis and Policy Studies; Post Graduate Diploma in Health Management.

Appointed as General Manager Corporate Services in 2008.

Director Planning and Programme Management Mpumalanga Department of Roads and Transport, from 2005 to 2008; Deputy Director Strategy Planning Mpumalanga Department of Health from 2002 to 2005.

MR THAMSANQA HLONGWA

Chartered Accountant; B.Com Honours.

Appointed as General Manager Finance in July 2013.

Chief Financial Officer, KZN CoGTA from 2007 to June 2013.

MR STEVE GILLHAM

Registered Professional Engineer (ECSA); BSc Engineering (Civil); BCom.

Appointed as General Manager Engineering and Scientific Services in 2012.

Director of Msinsi Holdings (Pty) Ltd from 2012; Planning Manager from 1999 to 2012; Engineer Umgeni Water from 1997 to 1999; Engineer with the Department of Water Affairs from 1984 to 1997.