


Municipal Indaba 2008

Municipal Perspective

F.B.Stevens
eThekweni Water &
Sanitation

A stylized, dark teal mountain range graphic is located in the bottom right corner of the slide, extending from the right edge towards the center.

IMESA IN A NUTSHELL

- ◆ Institution of Municipal Engineers of Southern Africa.
- ◆ Membership of 820 (Engineers, Technologists, Technicians, Consultants and Contractors.)
- ◆ President : Moses Maliba, Council, Exco.
- ◆ 7 Branches throughout South Africa.
- ◆ SALGA Recognition
- ◆ Work closely with IFME, SAIC

Constraining Issues

- ◆ Infrastructure Growth – keeping pace with demands of economy.
- ◆ Addressing Backlogs.
- ◆ Shortage of Experienced Staff.
- ◆ Need for Provision of Guidance, Coaching, Mentorship.

Guidance, Coaching and Mentorship



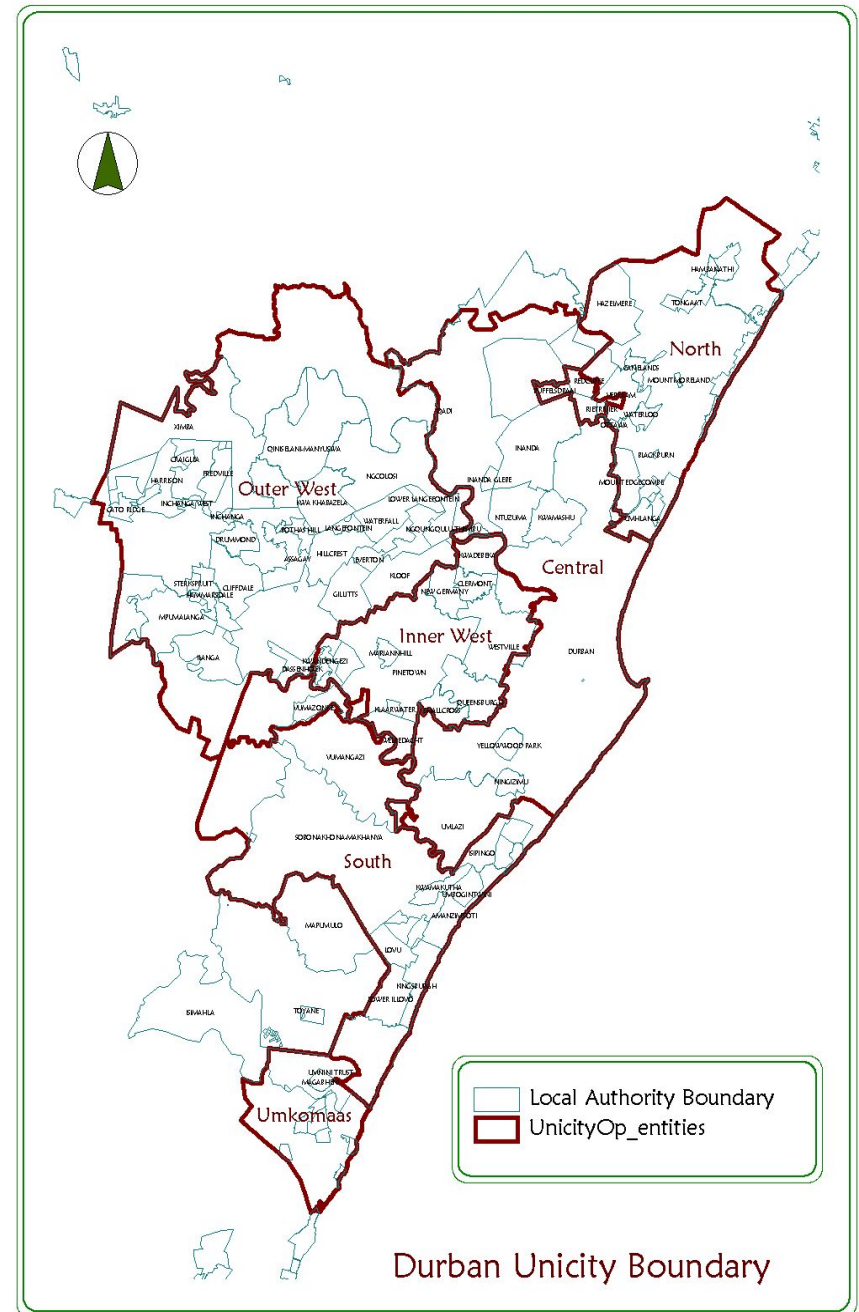
- ◆ IMESA Conference 2007(23 – 26 October 2007) 700 Delegates.
- ◆ Theme :
“Sustainable Municipal Engineering 2010 And Beyond”
- ◆ IMESA Journal
- ◆ Branch Meetings (up to 40 attendees.)
- ◆ IMESA / DWAF Drinking Water Quality Initiative (IWA World Award)
- ◆ Guidelines :
 - Low Cost Roads
 - Traffic Calming
 - Asset Management



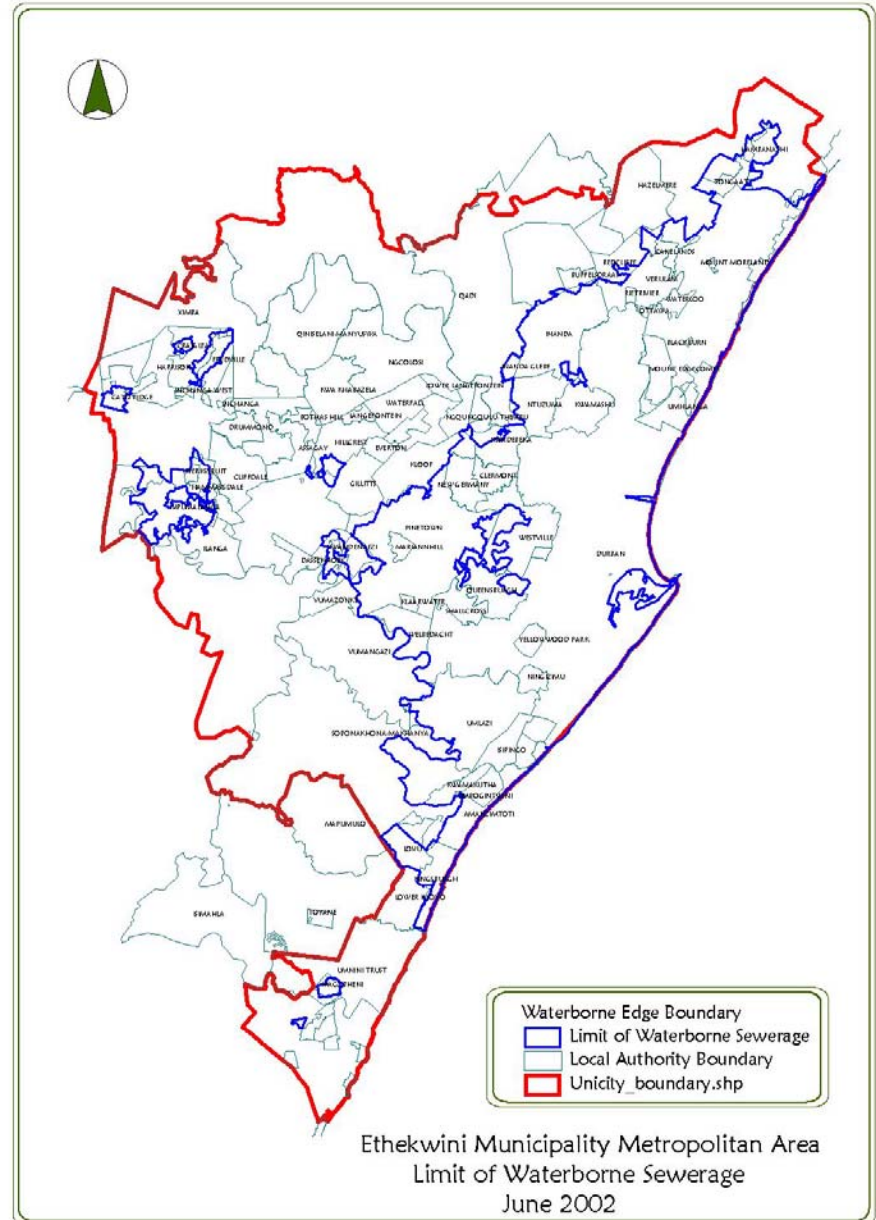
IMESA's Efforts to Overcome Shortage of Experienced Persons

- ◆ 10 Bursaries per annum.
- ◆ Vacation Work.
- ◆ Encourage students and young graduates to be involved with IMESA activities.
- ◆ Develop a passion for Municipal Engineering.

eThekweni Water & Sanitation Boundaries



Waterborne Edge



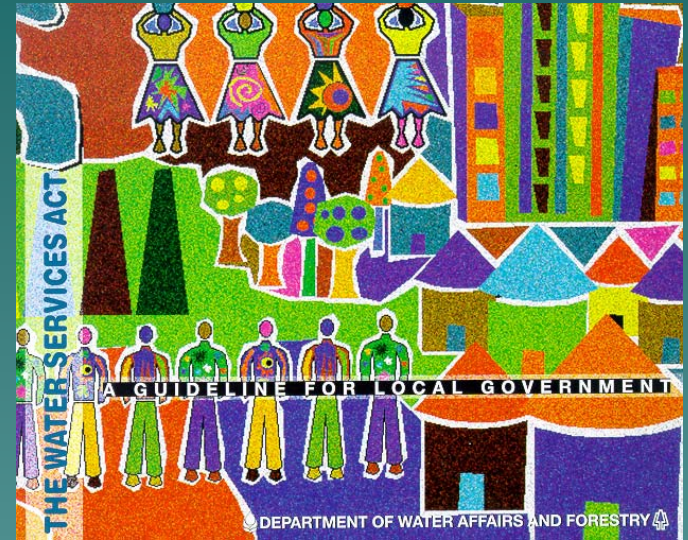
S.A. Water Services Act of 1997

eThekweni Water Services is both

- ◆ The Water Services Authority and
- ◆ The Water Service Provider

It is our responsibility to

- Reach the poor and un-reached in an **affordable and sustainable** manner
- Run the water and wastewater undertaking in a **businesslike** manner
- Conserve **water and the environment**



External View of Plant







Agency Staff Filling Scarce Skill Posts

- ◆ Engineers, Technologists, Technicians, Surveyors, Q/Surveyors, Scientists, Draughtspeople, Artisans, COW, Welders, Plumbers
- ◆ 116 posts.
- ◆ 6 Consulting Engineers staff filling senior engineering posts.

M & E Branch

- ◆ 52 Vacancies out of 92 posts. (ie Artisan level and above.)
- ◆ Have not attracted mechanical artisans for 18 months.

New Engagements (Over past financial year.)

- ◆ 15/300 Scarce Skills
- ◆ 25/300 In-Service Trainees.

Initiatives to Attract/Retain Competent Workforce.

- ◆ Succession Planning.
- ◆ Create Talent Pools.
- ◆ Create Supernumerary Posts. (for Development & Exposure.)
- ◆ Mentorship and Coaching. (Pr Eng)
- ◆ Use Retired Engineers.
- ◆ Establish a Regional Training Centre.
- ◆ Bursaries. (Include for example Survey.)

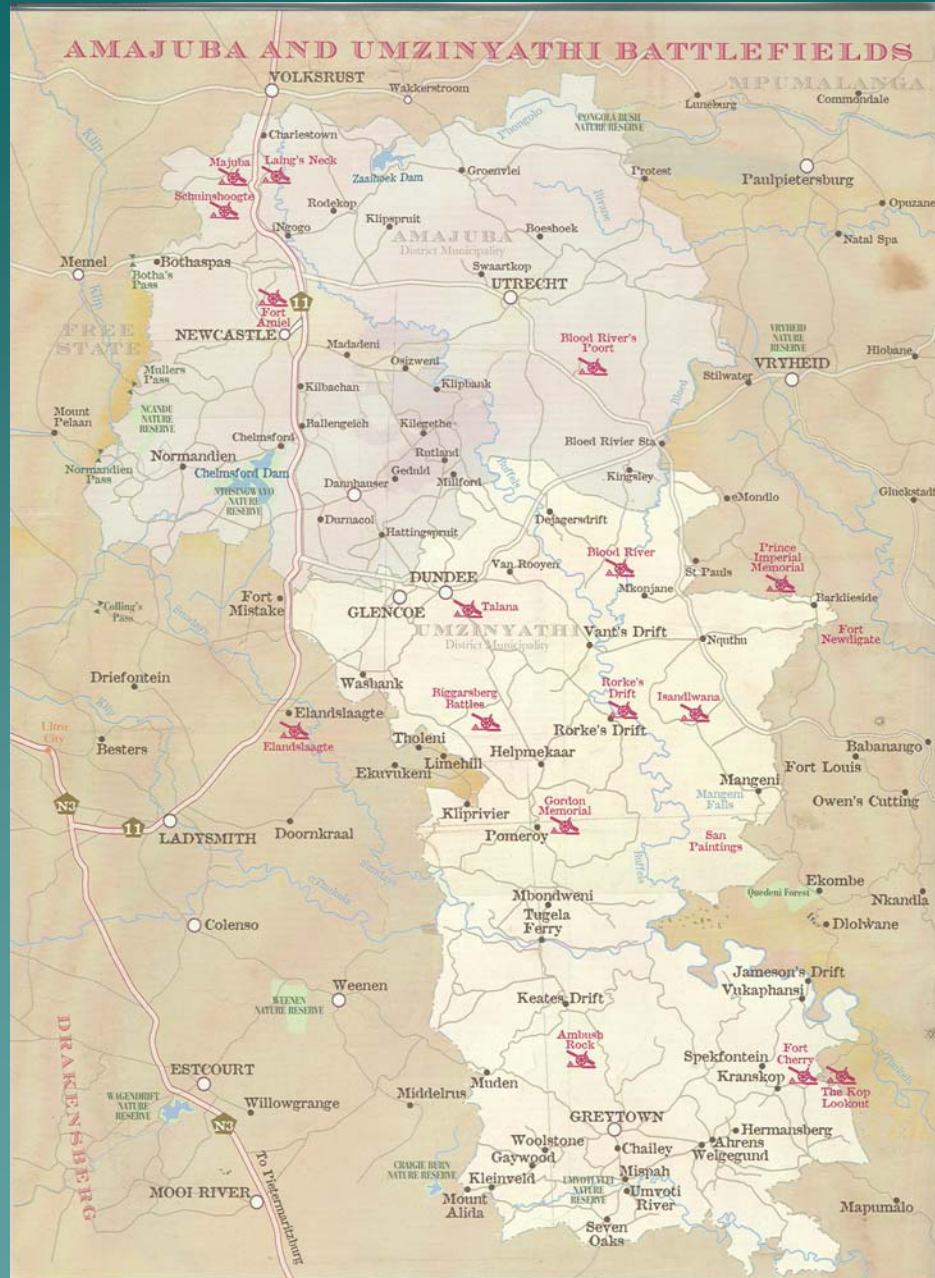
Bursaries

- ◆ 8 Ranging from 1st to 4th year.
- ◆ 2 Unite Students.
- ◆ Experiential Training (16 at present.)
- ◆ Meaningful Vacation Work

Initiatives (Continued)

- ◆ Candidate Engineers.
- ◆ Convert Agency Temp Staff to Permanent.
- ◆ Advertise posts 9 months before retirement.
- ◆ Market Related Remuneration.
- ◆ Scarce Skills Allowance. (Unions)
- ◆ Locomotion.
- ◆ Flexible Benefits.
- ◆ Training and Development.
- ◆ Challenging Work.
- ◆ Payment of SAICE, IMESA, WISA annual fees.
- ◆ CPD Points.

uThukela Water



Madadeni WWTW



Durnacol Waterworks



Hennie Basson





THANK YOU.

