



*Address by His Worship by His Worship: Cllr Mutavhatsindi .F.D.*

*EAP Fun walk: Makhado Council Chamber*

*Venue: 10 April 2015*

*Time: 08h00*

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*Programme Director: Cllr Rikotso . J*

*Speaker of Council: Cllr L. Mogale*

*Members of Makhado Executive Council*

*All Councilors Present*

*Manucipal Manager : I.P. Mutshinyali*

*CFO and all Directors Present here*

*Municipal Employees Present Here*

*Comrades and Friends*

*Distinguished guests,*

*Ladies and Gentlemen*

*Good Morning, Goei more, Avuxeni, ndi matsheloni, Shalom*

### **Programme Director**

I am pleased as the Mayor of Makhado Municipality to stand before you to address this important gathering, which is dedicated to all employees of the municipality. This even indicates that the Municipality does not only recognise the service you are rendering, but also concerned about your social and health issues as workers.

### **Programme Director**

I welcome the opportunity of being here today amongst the leaders of our municipality with my colleagues in council. We do not get many opportunities to meet with top brass of the municipality , the employees and leaders of our Unions IMATU and SAMWU .The very fact that we are both here under one umbrella should indicate to you our appreciation of unity in purpose towards the running of our beautiful local Municipality.

### **Programme director**

An employee assistance program (EAP) in simple terms is an arrangement between a corporation, academic institution or government agency and its employees that provides a variety of support programs for the employees . EAPs are intended to help employees deal with personal problems that might adversely impact their job performance, health, and well-being. EAPs generally include short-term counselling and referral services for employees and their

household members. Supervisors may also refer employees (supervisor referral) based upon unacceptable performance or conduct issues

The concept of the EAP originated in the 1970s in an effort to reduce substance abuse and intoxication in the workplace. Since that time, EAPs have evolved to deal with a variety of issues such as marital problems, depression, anger management, anxiety and physical illness. EAPs can provide day care for children of employees and elder care for parents of employees. Legal and financial assistance may also be available. I want to congratulate our Municipal management team for a job well done for also taking into cognisance this day to highlight health issues to all workers in our municipality

**Programme Director**

Let me take this opportunity and congratulate all the employees of Makhado Municipality for the sterling work that you doing for your town. Makhado Municipality has moved from the years of intensive care position to a position in the general ward. This has unequivocally come about via strong and sound financial discipline which led to the relative financial stability. There is also a high level of compliance with MFMA as well as relevant legislation directly affecting financial management.

**Programme Director**

For the first time in the history of Makhado Municipality we received an unqualified Audit report from the Auditor-General. Today as we speak, we are proud that we have fulfilled our commitment to our residents of being a well-

run Municipality by a receiving an unqualified audit opinion for the 2013/14 financial year. Our Municipality has a long history of more than 10 years of receiving disclaimers. Indeed this is a great achievement for our town.

**Programme Director**

For us to achieve an unqualified audit opinion, we had to listen very seriously to the concerns that were raised by the -A.G. and also took necessary steps in terms of our internal controls to ensure that we detect and prevent any deviations that may arise. 2013/14 financial year was the first year our municipality received an unqualified audit – a record for our Municipality after many years of poor performance

**Programme Director**

We understand that achieving this outcome is not merely about accounting, it is rather about accountability. Our Municipality is acutely conscious of the fact that we are entrusted with public money which must be used for the benefit of the people who live in this town .We take our responsibility to comply with all relevant laws and regulations seriously, and our unqualified audit finding is testimony to our efforts in this regard.

**Programme director**

The above mentioned achievements resulted from the fact that we have competent staff members and councillors. The cooperation that was displayed by politicians and administration had always been wonderful and fruitful. Now is the time for all of us to double our efforts in keeping the momentum.

Makhado municipality belongs to all of us seated here. Remember that a competitor does not win silver, but loses gold. If you win gold, then you hold on to it forever. Let the unqualified Audit opinion remains with us forever, and this is again incumbent upon us as politicians and our dedicated staff members.

**Programme Director**

We surely need to be mindful and acknowledge the fact that every organization will have its fair share of challenges. What is critical is how we manage these challenges and ensure that the best interests of the municipality as well as that of its people are put at the forefront. The journey to full recovery for the municipality will not be an easy one and will not happen overnight. In order to achieve this, the commitment of council and the administration as well as the support of the communities and other stakeholders is required.

**Programme Director**

I want to particularly thank you our employees for your commitment to our revolutionary cause guided and led by the mighty African National Congress. Perhaps I must make a short reference to the words of one of our successful black women entrepreneurs Mme Wendy Luhabe in her book “Defining Moments” as she said “I worked with decent people who accepted me for who I was, who were helpful, who gave me due recognition, who did not want to marginalize me, patronize me or undermine my capabilities. The only criticism would be that they did not utilize me fully. Perhaps when we accept ourselves, others do too. Perhaps it is our self-definition that determines how the world

responds to us. Taking charge of ourselves is an opportunity to put to rest some of the prevalent myths that dominate us and our choices. So many people have potential that is never realized for a range of reasons, the most important being lack of opportunity and support, or not being able to find someone who believes in or sees their potential.” I want you to demand that the African National Congress utilize you fully not for personal gains, but in recognition of your capabilities and commitment to the goals of the national democratic revolution.

**Programme Director**

In conclusion: I want to refer to the words of the founding father of our democratic South Africa Tate Nelson Mandela when he said “It always seems impossible until is done”, indeed the journey to build Makhado Municipality, to improve the way we do things, the way we relate with our communities seems impossible until is done. We need to set ourselves goals based on timeframes, every day we need to take steps to achieve those goals, it is when we take these steps each day that we will gradually move forwards achieving the goals of the national democratic revolution.

Let me take this opportunity and declare the Makhado municipality 2015 EAP fun walk and healthy life style officially opened. Enjoy the day of fun as you start a journey of looking after your health.

***“Working together we move South Africa Forward”***

***I thank you.***