



# MUNICIPAL MANAGER'S COLUMN

*Operational Focus, Staff Resilience & Moving Forward Together*

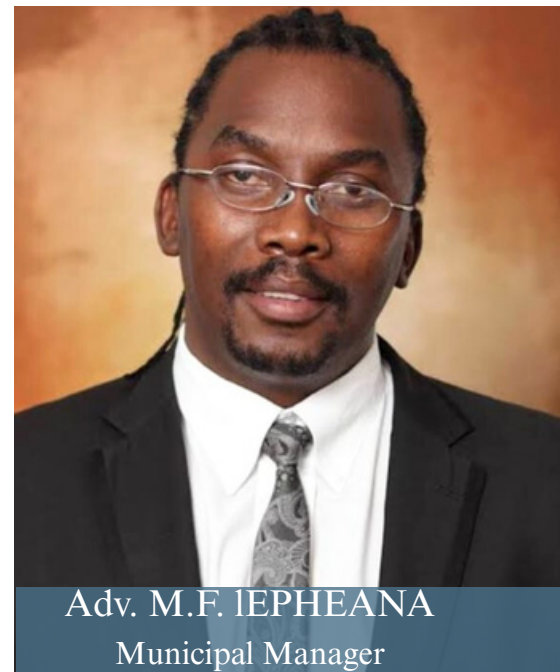
Dear Team Mafube,

As we reflect on the past month, I want to express my sincere appreciation for the continued dedication and hard work shown across all departments during what has been a high-pressure period for the municipality. This month brought several oversight engagements, including visits from the Municipal Demarcation Board (MDB), the MEC for COGTA, and the Auditor-General (AGSA). These sessions have challenged us to critically assess how we function—not just in compliance with governance standards, but in how we serve our communities and each other as a team. We have heard tough but necessary truths about where we need to improve. From AGSA's feedback to COGTA's concerns, one thing is clear: transformation begins with internal systems,

staff morale, and functional service delivery. I want to assure you that management is committed to strengthening support, enforcing accountability, and improving the tools and processes you rely on to do your work.

I also want to acknowledge the strain caused by the delay in salary payments this month. We understand the impact this has had on staff morale and personal well-being. Please know that addressing this issue remains a top priority, and we are exploring both short-term and long-term solutions to ensure financial stability going forward. Through it all, I have seen incredible resilience from our teams. Many of you continue to go above and beyond to keep essential services running—often under difficult circumstances. That is the spirit that gives me hope.

As we implement the outcomes of this month's Council Meeting, I call on all staff to recommit to a culture



of teamwork, professionalism, and accountability. Let us communicate better, plan smarter, and support one another in doing the work that matters.

Thank you for staying the course. Our success as an institution depends on each one of us showing up, doing the work, and believing in the purpose behind it.

In service,  
Adv. M.F. Lepheana  
Municipal Manager  
Mafube Local Municipality