



JOHN TAOLO GAETSEWE DISTRICT
MUNICIPALITY

NEWSLETTER

Internal



officials from JTGDM

RECORD KEEPING REMAINS A CRITICAL FUNCTION

The first week of May is a national awareness week dedicated to informing and educating employers and employees about the importance of records and archives. This year's theme was celebrated under the theme "Digital footprints: archives & records management in the digital era". The theme recognises technological advancements in the safekeeping of records, where many institutions use cloud and digital ways of storing information.

When welcoming the provincial officials from the Department of Sport, Arts & Culture Provincial Archive and Records Services, the Director: Corporate Services, Ms. Portia Mereyotlhe, emphasised that records management is a responsibility that should not be taken lightly as it impacts a variety of functions in the municipality, especially during audits. She said that proper record-keeping impacts audit findings, and she is satisfied that our district's performance is satisfactory. She, however, cautioned against employees who have "mini registries" in their offices because all records belong to the registry unit.

The provincial records encouraged municipalities to try to transfer their records to the Khotso Flatela repository and archival services, and for municipalities to source protective clothing for records employees. Municipalities were also encouraged to have off-site storage for financial records to ease the burden on the strong rooms in the municipalities. The employees expressed their gratitude and were pleased to have received the information.

MR. ANDREW GEWEER- PROVINCIAL DEPUTY
DIRECTOR ARCHIVES SERVICES



MS. PORTIA MEREYOTLHE-
DIRECTOR(CORPORATE SERVICES)



MS. MARTHA SEKELE- ARCHIVES A

What's Inside

RECORD KEEPING

CAREER MOVES

INTERNAL AUDIT

FROM A CLEANER TO A MANCOSA GRADUATE:

A STORY OF RESILIENCE AND TENACITY

Felicity Thobeka Mthintelwa a mother of two, started working at the then Kgalagadi District Municipality in 2005 as a cleaner (contract employee), under the administration of the former Municipal Manager Mr Kenny Mmoiemang and the Executive Mayor - Councilor Omphemetse Mogodi. Her determination to her work and potential was discovered by the then Manager in the Executive Mayor's office in 2006 and she was then moved to administration as a clerk in the Mayors office working with Mrs Tumelo Dilotsotlhe - Leeto. Through her learning process in the administration, in November of the same year,she became a permanent employee in the Municipality. Her journey in the administration was never defined by her background in the Municipality and she was once nominated the best administrator in the institution.

Through her work she got the opportunity to study but dropped-out due to some challenges. In 2021 she made a life changing decision to pursued her dream to break the cycle of hardship and poverty , and enrolled for a Bachelor degree of Public Administration with Management College of Southern Africa (MANCOSA) part time. The university's distance learning modality was the only way she could work, study and care for her children/ family simultaneously. Despite the challenges posed by Covid19, loadshedding and work life balance, she managed to complete her studies, through support from her friends, mentor, children and her supportive employer.

Her years of hardworking and resilience paid off with a MANCOSA degree. She completed all the academic requirements in December 2024. She is conferred with a Bachelor degree in Public Administration and attending her graduation ceremony with MANCOSA.



Internal Audit Month 2025

#OnellA #InternalAuditMonth #IIASA
#Siyasizana #ProudlyIIASA



The Institute of
**Internal
Auditors**
South Africa

TOPIC: THE INTERNAL AUDIT PROFESSION, FROM THE VIEWPOINT OF THE INTERNAL AUDITOR

**No Value
Protection
Without
Me**

Internal Audit Month



Reflecting on my journey as a practicing Internal Auditor, it has shown my weaknesses, strengths and growth. activity and a profession I dearly love. Being part of the Guardians of Governance gave me an appreciation for strategic thinking, structured and disciplined execution, and being the solution rather than the problem.

Thus, we've become the partner management rope in postimplementation, yet oppose when control deficiencies are identified/highlighted. We face daily ethical dilemmas; yet we stand strong on the principles for the professional practice of internal auditing.

Internal Auditors are resilient in their pursuit of factual reporting, in gaining the skills, knowledge and expertise to give the best possible advice to management. Because if the organization fails, we as the trusted advisor, as the strategic partner, as the third line of defense, also fails.

Internal Auditing is not a profession for the faint of heart, the person resistant to change or the person who keeps quiet when unethical practices are normalized.

Internal Auditing is a profession for individuals who strive to cultivate a highly ethical environment, who stands firm on serving public interest, who bounce back when sidelined, overlooked, and stripped of support. We know who we are and what we represent; therefore, we will continue to soldier on in the pursuit of normalizing adequate and effective governance, risk management and control processes in our organizations.

CECILIA VAN WYK

internal
auditor

International Internal Audit Awareness Month, this is a chance to celebrate the work of the unsung workplace heroes who flag risks and issues with an organization's processes, controls, governance, and risk management. It's also a good reminder not to ignore internal auditors' reports, so issues don't turn into bigger, more expensive problems. To me, the internal audit profession is about fostering transparency, accountability, and continuous improvement by objectively evaluating operational activities and financial reporting. As Internal auditors we serve as trusted advisors who help organizations identify vulnerabilities, ensure compliance with policies and regulations, and optimize processes to achieve strategic objectives.

MOLOKI NABA



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The Institute of
Internal Auditors
South Africa

Internal audit is a profession that provides independent and objective assurance and consulting services designed to add value and improve an organization's operations. Internal auditors evaluate and improve risk management, control, and governance processes, helping organizations achieve their objectives.

Key aspects of the internal audit profession include:

1. Risk assessment - Identifying and assessing potential risks that could impact the organization's objectives.
2. Control evaluation - Evaluating the effectiveness of internal controls, including policies, procedures, and processes.
3. Governance - Assessing the effectiveness of governance structures and processes.
4. Consulting - Providing advisory services to improve processes and mitigate risks.

We as Internal auditors play a critical role in ensuring the integrity, transparency, and accountability of an organization's operations.

**No
Guidance
Without
Me**

Internal Audit Month



DITEBOGO LEHUDI

**No
Standards
Without
Me**

Internal Audit Month



The internal audit profession provides relevant stakeholders with independent and objective assurance that the Municipality's processes are operating effectively, public funds are used for its intended purpose and assets are safeguarded. We identify weaknesses and report it to management to enable them to strengthen the control environment and prevent reoccurrence. This could potentially save money that could be utilized to improve the quality of municipal services provided.

KEDIBETSWE MOCHWARE

What internal auditing means to me as a profession:

- Providing independent and objective assurance
- Evaluating and improving internal controls and risk management
- Enhancing operational efficiency and effectiveness
- Supporting informed decision-making
- Upholding integrity, objectivity, and professionalism

As an internal auditor, I see myself playing a critical role in ensuring the organization's operations are efficient, effective, and compliant with regulations. My work helps identify and mitigate risks, improve internal controls, and provide insights that inform strategic decision-making. I'm committed to delivering objective assurance and advisory services that add value to the organization and support its goals.

I see myself as a vital part of the organization's governance and risk management framework!

**GOBONAHETSE
MOTSWAKGOLE**



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South Africa

No Risk Management Without Me



My awareness, commitment, love, and respect for the internal audit profession run deep—much like that of a dedicated doctor attending to their patients.

As internal auditors, we assess the effectiveness of management controls, identify root causes of deficiencies, and prescribe practical recommendations to remedy the "flu" of inadequate and ineffective controls.

My professional passion aligns closely with the local themes of "Siyasizana" (we help one another) and "Each One Teach One," which embody the spirit of collaboration, knowledge sharing, and collective growth that the internal audit function thrives on

TSHEPISO MAKHOROLE

Internal audit is intended to provide a high-level review. Providing assurance on strategic and operations carried out within the organization. We are essentially the SDBIP's driver, ensuring that first-hand directors deliver KPIs as anticipated. Our primary goal is to ensure that public funds are used as intended while adhering to the leadership component of being ethical and activating mastery. Being proactive with open and honest communication to drive progress and innovation, we are game changers, staying current with global events and spotting risks that may have a negative impact on municipal objectives. We approach any circumstance without fear of prejudice. We are not terrified of AI, but we are concerned about the next generation's employability. Diversity exploration is intended to improve the planet.



DOLLY MOSIIWA

What is profession?

Profession is an occupation that requires the following:

- Specialized knowledge : Expertise gained through education, training and experience
- High level of skills : Proficiency in a specific field or discipline
- Ethical standards : Adherence to a code of conduct or ethics
- Service orientation : Focus on serving others, such as clients or community

Profession have:

- Formal education and certification : Requirements for entry and practice
- Professional associations: Organizations that promote standards, ethics and development.
- Accountability: Professionals are accountable for their actions and decisions.



**GOBONAHETSE
MOTSWAKGOLE**



JOHN TAOLO

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