



**REVISED PERFORMANCE PLAN: 2024/2025 FINANCIAL YEAR**  
**DIRECTORATE: SOLID WASTE AND ENVIRONMENTAL MANAGEMENT**  
**HEAD OF DIRECTORATE: MS Y. SINYANYA**

LEVELS/RATING	LEVELS / RATINGS	DESCRIPTIONS
	5	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA Performance Plan and maintained this in all areas of responsibility throughout the year.
	4	Performance is significantly higher than the expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.
	3	Performance fully meets expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators and fully achieved all others throughout the year.
	2	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in PA and Performance Plan.
	1	Performance does not meet the standard expected of the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.

KFA No.	National Treasury Reference/BCMM Code.	Key Performance Indicator	Project/ Programme	Baseline (Annual Performance of 2023/24)	Annual target for 2024/25	Target for 2024/2025 SDBIP per Quarter								Resources Allocated for 2024/2025 SDBIP per Quarter				
						1st Quarter Planned Target-ending September 2024	Portfolio of evidence	2nd Quarter Planned Target-ending December 2024	Portfolio of evidence	3rd Quarter Planned Target-ending March 2025	Portfolio of evidence	4th Quarter Planned Target-ending June 2025	Portfolio of evidence	1st Quarter Planned Budget	2nd Quarter Planned Budget	3rd Quarter Planned Budget	4th Quarter Planned Budget	Total Budget allocated

**STRATEGIC OUTCOME 2: A GREEN CITY**

**NATIONAL PRESCRIBED INDICATORS**

KFA18	ENV 3.11	Percentage of known informal settlements receiving basic refuse removal services	Waste handling	100%	100% of known informal settlements receiving basic refuse removal services	100% of known informal settlements receiving basic refuse removal services	List of known informal settlements that received basic refuse removal services (Signed and date of collection)	100% of known informal settlements receiving basic refuse removal services	List of known informal settlements that received basic refuse removal services (Signed and date of collection)	100% of known informal settlements receiving basic refuse removal services	List of known informal settlements that received basic refuse removal services (Signed and date of collection)	100% of known informal settlements receiving basic refuse removal services	List of known informal settlements that received basic refuse removal services (Signed and date of collection)	Operational Budget	Operational Budget	Operational Budget	Operational Budget	Operational Budget
KFA18	ENV 5.11	Percentage of coastline with protection measures in place	Coastline Protection	73%	73.2% of coastline with protection measures in place	N/A	N/A	N/A	N/A	N/A	N/A	73.2% of coastline with protection measures in place	GIS Spatial Map; Report on Coastline Protection Measures	N/A	N/A	N/A	N/A	N/A

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<b>KFA16</b>	<b>ENV</b>	<b>Number of coastal water samples taken for monitoring purposes</b>	<b>Water Quality Monitoring</b>	<b>669 coastal water samples taken for monitoring purposes</b>	<b>400 coastal water samples taken for monitoring purposes</b>	<b>100 coastal water samples taken for monitoring purposes</b>	<b>Laboratory reports (NHLS excel customer detailed schedule, request forms &amp; final reports)</b>	<b>100 coastal water samples taken for monitoring purposes</b>	<b>Laboratory reports (NHLS excel customer detailed schedule, request forms &amp; final reports)</b>	<b>100 coastal water samples taken for monitoring purposes</b>	<b>Laboratory reports (NHLS excel customer detailed schedule, request forms &amp; final reports)</b>	<b>100 coastal water samples taken for monitoring purposes</b>	<b>Laboratory reports (NHLS excel customer detailed schedule, request forms &amp; final reports)</b>	<b>Operational Budget</b>	<b>Operational Budget</b>	<b>Operational Budget</b>	<b>Operational Budget</b>	<b>Operational Budget</b>
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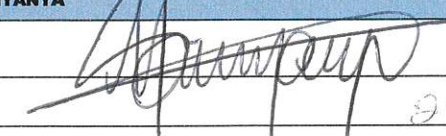
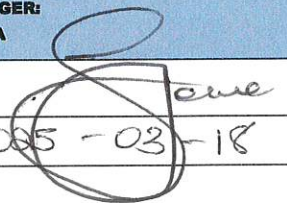
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KFA16	ENV 5.21	Number of inland water samples taken for monitoring purposes	Water Quality Monitoring	461 inland water samples taken for monitoring purposes	400 inland water samples taken for monitoring purposes	100 inland water samples taken for monitoring purposes	Laboratory reports (NHLS excel customer detailed schedule, request forms & final reports)	100 inland water samples taken for monitoring purposes	Laboratory reports (NHLS excel customer detailed schedule, request forms & final reports)	100 inland water samples taken for monitoring purposes	Laboratory reports (NHLS excel customer detailed schedule, request forms & final reports)	100 inland water samples taken for monitoring purposes	Laboratory reports (NHLS excel customer detailed schedule, request forms & final reports)	Operational Budget	Operational Budget	Operational Budget	Operational Budget	Operational Budget
KFA16	ENV4.2 1	Percentage of biodiversity priority areas protected	Biodiversity priority areas protected	69,00%	69.97% of biodiversity priority areas protected	N/A	N/A	N/A	N/A	N/A	N/A	69.97% of biodiversity priority areas protected	GIS Spatial Map; Report on biodiversity priority areas protected	N/A	N/A	N/A	N/A	N/A
KFA16	ENV4.1 1	Percentage of biodiversity priority area within the metro	Biodiversity priority area within the metro	5,1% of biodiversity priority area within the metro	5,17% of biodiversity priority area within the metro	N/A	N/A	N/A	N/A	N/A	N/A	5.17% of biodiversity priority area within the metro	GIS Spatial Map; Report of biodiversity priority area within the metro	N/A	N/A	N/A	N/A	N/A
KFA14	ENV1.1 2	Percentage of Air Quality (AQ) monitoring stations providing adequate data over a reporting year	Air Quality Monitoring Stations	0,00%	75% of Air Quality (AQ) monitoring stations providing adequate data	N/A	N/A	N/A	N/A	N/A	N/A	75% of Air Quality (AQ) monitoring stations providing adequate data	Print out - data recovery from three air quality monitoring stations.	Operational Budget	Operational Budget	Operational Budget	Operational Budget	Operational Budget
<b>BCMM INDICATORS</b>																		
KFA16	ENV 5.21(a)	Number of midland water samples taken for monitoring purposes	Water Quality Monitoring	220 midland water samples taken for monitoring purposes	200 midland water samples taken for monitoring purposes	50 midland water samples taken for monitoring purposes	Laboratory reports (NHLS excel customer detailed schedule, request forms & final reports)	50 midland water samples taken for monitoring purposes	Laboratory reports (NHLS excel customer detailed schedule, request forms & final reports)	50 midland water samples taken for monitoring purposes	Laboratory reports (NHLS excel customer detailed schedule, request forms & final reports)	50 midland water samples taken for monitoring purposes	Laboratory reports (NHLS excel customer detailed schedule, request forms & final reports)	Operational Budget	Operational Budget	Operational Budget	Operational Budget	Operational Budget
KFA18	GC101 8	Number of kilograms (kgs) of recyclables diverted from Landfills to Buy-Back Centres	Implementation of waste diversion initiatives	838 011.30kg of recyclables diverted from Landfills to Buy-Back Centres	800 000 kg of recyclables diverted from Landfills to Buy-Back Centres	200 000kg of recyclables diverted from Landfills to Buy-Back Centres	Buyback Centre Data of Recyclables	200 000kg of recyclables diverted from Landfills to Buy-Back Centres	Buy-Back Centres Data of Recyclables	200 000kg of recyclables diverted from Landfills to Buy-Back Centres	Buy-Back Centres Data of Recyclables	200 000kg of recyclables diverted from Landfills to Buy-Back Centres	Buy-Back Centre Data of Recyclables	Operational Budget	Operational Budget	Operational Budget	Operational Budget	Operational Budget
<b>BCMM INDICATORS FOR ALL HEADS OF DIRECTORATES</b>																		
		Percentage of Council resolutions related to the Directorate Implemented within timeframes	N/A	N/A	100%	100%	Copy of Council resolutions related to the Directorate	100%	Copy of Council resolutions related to the Directorate	100%	Copy of Council resolutions related to the Directorate	100%	Copy of Council resolutions related to the Directorate	N/A	N/A	N/A	N/A	N/A

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	Percentage of Auditor General's findings /queries related to the Directorate resolved within timeframes	N/A	N/A	100%	100%	Copy of Audit Action plan	100%	Copy of Audit Action plan	100%	Copy of Audit Action plan	100%	Copy of Audit Action plan	N/A	N/A	N/A	N/A	N/A
	Percentage of Identified risk resolved within timeframes as specified in the risk register within timeframes	N/A	N/A	100%	100%	Copy of risk register related to the Directorate	100%	Copy of risk register related to the Directorate	100%	Copy of risk register related to the Directorate	100%	Copy of risk register related to the Directorate	N/A	N/A	N/A	N/A	N/A
	Number of performance reviews conducted BI-Annual for General Managers report under my supervision	N/A	N/A	6 performance reviews conducted	0	N/A	3 per quarter	Signed copies of performance reviews conducted	0	N/A	3 per quarter	Signed copies of performance reviews conducted	N/A	N/A	N/A	N/A	N/A

<b>HEAD OF DIRECTORATE: SOLID WASTE AND ENVIRONMENTAL MANAGEMENT</b> <b>MS YOLISWA SINYANYA</b>	<b>MUNICIPAL MANAGER:</b> <b>MR MXOLISI YAWA</b>
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<b>SIGNATURE:</b> 	<b>SIGNATURE:</b> 
<b>DATE:</b> 2025-03-18	<b>DATE:</b> 2025-03-18