



**EMFULENI**  
LOCAL MUNICIPALITY

Vaal River City, the Cradle of Human Rights

# **DRAFT**

# **ANNUAL REPORT**

# **2023/2024**



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## LIST OF ABBREVIATIONS

AG:	Auditor-General
CAPEX:	Capital Expenditure
CBP:	Community Based Planning
COSO:	Committee of Sponsoring Organizations of the Treadway Commission Framework
DPLG:	Department of Provincial and Local Government
DORA	Division of Revenue Act
CPMD:	Certificate Programme of Leadership, Management, and Development
DWAF:	Department of Water Affairs and Forestry
EE:	Employment Equity
ELM:	Emfuleni Local Municipality
EPWP:	Expanded Public Works Programme
ERM	Enterprise Risk management
ERP:	Evaton Renewal Programme
GDACE:	Gauteng Department of Agriculture Conservation and Environment
GAMAP:	Generally Accepted Municipal Accounting Practice
GRAP:	Generally Recognized Accounting Practice
HR:	Human Resources
IDC:	Industrial Development Corporation
IDP:	Integrated Development Plan
IMFO:	Institute for Municipal finance officers
KPA:	Key Performance Area
KPI:	Key Performance Indicator
LED:	Local Economic Development
LLF:	Local Labour Forum
MAYCO:	Executive Mayoral Committee
MFMA:	Municipal Finance Management Act (Act No. 56 of 2003)
MIG:	Municipal Infrastructure Grant
MM:	Municipal Manager
MMC	Member of Mayoral Committee
MOU:	Memorandum of Understanding
MPAC:	Municipal Public Accounts Committee
MSA:	Municipal Systems Act No. 32 of 2000

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<b>MTEC:</b>	Medium Term Expenditure Committee
<b>NGO:</b>	Non -Governmental Organization
<b>NT:</b>	National Treasury
<b>OPCA:</b>	Operation Clean Audit
<b>OPEX:</b>	Operating Expenditure
<b>PIER:</b>	Public Information Education Relation Relations
<b>PMS:</b>	Performance Management System
<b>PMT:</b>	Political Management Team
<b>PT:</b>	Provincial Treasury
<b>SALGA:</b>	South African Local Government Association
<b>SAICE:</b>	South African Institute of Certified Engineers
<b>SCM:</b>	Supply Chain Management
<b>SDBIP:</b>	Service Delivery and Budget Implementation Plan
<b>SMME:</b>	Small Medium Micro Enterprise
<b>SMT:</b>	Senior Management Team
<b>SDF:</b>	Spatial Development Framework
<b>VEM:</b>	Vehicles, Equipment and Machinery

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# CHAPTER 1

## 1.1 MUNICIPAL OVERVIEW

The purpose of this annual report is to account for activities and service delivery performance in relation to the 2023/24 approved budget. Chapter 1 of the report presents municipal functions, background, population, and environmental overview. The political and administrative governance forms part of Chapter 2. Chapter 3 focuses on service delivery performance and the quality of services provided. Chapter 4 reports on the municipality's organizational development performance, highlighting areas for improvement in staff training, leadership development, and employee engagement. Finally, Chapter 5 presents the financial performance of the municipality, budget allocation, revenue generation strategies, and overall financial sustainability.

## 1.2 MUNICIPAL FUNCTIONS AND ENVIRONMENTAL OVERVIEW

### 1.2.1 Municipal Area

Emfuleni Local Municipality (ELM) is one of the three local municipalities that constitute the Sedibeng District Municipality. It is the Western-most local municipality of the district, which covers the entire southern area of the Gauteng Province extending along a 120 kilometers axis from east to west. It covers an area of 987.450 km<sup>2</sup>.

The municipality has two main business districts, namely, Vereeniging and Vanderbijlpark. It forms the "heartland" of what was formerly known as the Vaal Triangle, renowned for its contribution to the iron and steel industry in South Africa.

The municipality comprises six large townships namely Evaton, Sebokeng, Sharpeville, Boipatong, Bophelong and Tshepiso. The other ten small settlements that are suburban in nature and are within a six kilometres radius of the above towns: they are Bonanne, Steel Park, Duncanville, Unitas Park, Arcon Park, Sonlandpark, Waldrift, Rust-ter-Vaal, Roshnee and Debonair Park.

### 1.2.2 Population Details

Age	Year		Year		Year	
	2001		2011		2022	
	Male	Female	Male	Female	Male	Female
85+	495	1 253	825	1 722	995	2 422
80-84	1 077	2 006	1 099	2 165	1 721	3 279
75-79	1 664	2 685	2 241	3 755	3 645	5 829
70-74	2 915	4 457	4 024	5 739	6 691	9 722
65-69	4 472	6 297	6 237	7 647	11 030	14 914
60-64	6 980	8 587	9 935	11 703	15 965	19 038
55-59	9 611	10 280	13 825	15 904	18 718	22 604
50-54	14 373	14 260	17 105	19 433	21 943	23 406

Age	Year		Year		Year	
	2001		2011		2022	
45-49	18 339	19 717	19 091	22 167	26 769	26 965
40-44	22 934	24 032	22 322	23 169	35 832	34 126
35-39	25 560	27 163	26 682	25 938	42 358	39 759
30-34	27 882	27 931	31 135	29 446	44 294	42 779
25-29	33 914	33 005	36 578	34 253	44 119	42 364
20-24	36 387	35 106	40 016	39 200	43 568	40 420
15-19	32 052	32 986	31 327	32 556	36 006	34 999
10-14	29 452	30 484	27 881	26 870	39 320	38 407
5-9	27 924	28 402	29 017	29 434	36 415	34 725
0-4	26 661	27 079	35 524	35 700	38 825	41 649

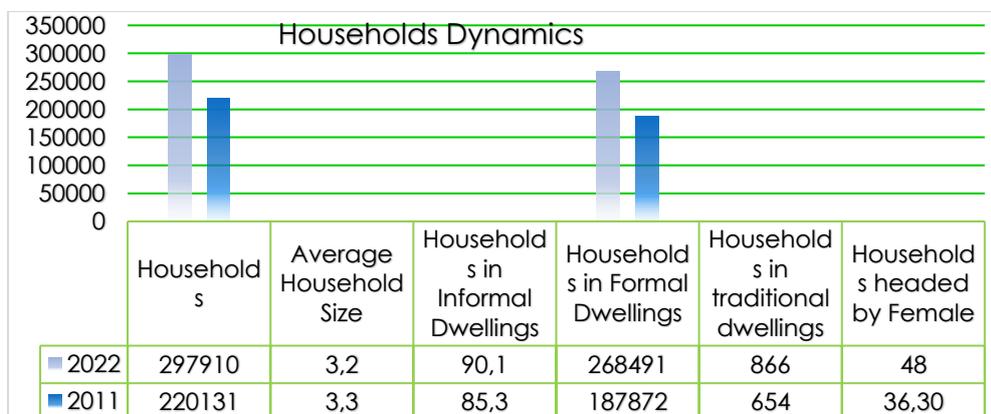
### 1.2.3 Total population by census year, Census 2001–2022

Total Population	2001	Census 2011	Census 2022
	658 420	721 663	945 650
Municipal area		987.45 km <sup>2</sup>	
Population Density		979.3/km <sup>2</sup>	

(Source: Stats SA-Census 2022)

According to Census 2022, the population has increased from 721 663 to 945 650 which demonstrate a significant increase of 31.03% from the last Census of 2011.

### 1.2.4 Households Dynamics



(Source: Stats SA-Census 2011 and 2022)

The table above shows number of households, size formal dwellings, informal dwellings and child headed families. The statistics indicate that the number of households

increased from 220 131 to 279 910. This can be attributed to a variety of factors, including urbanisation, economic change, and cultural changes. Furthermore, the number of household's informal dwellings has increased significantly relative to households in informal dwellings.

### 1.2.5 Socio economic factors

The following table forecast the socio-economic indicators for the municipal area:

	Year	Year
	2022	2011
<b>Working age population (15-64 years)</b>	69,4%	69,5%
<b>Dependency ratio</b>	44,1	43,8
<b>No schooling (20+ years)</b>	3,8%	4,0%
<b>Higher education (20+ years)</b>	12,8%	12,2%

(Source: Stats SA 2011 and 2022)

### 1.2.6 Economic Activity by Sector

Economic Activity by Sector			
R'000	Year-2022	Year-2023	Year-2024
<b>Agric, forestry and fishing</b>	516,500	542,326	548,301
<b>Mining and quarrying</b>	378,610	342,639	327,466
<b>Manufacturing</b>	12,638,475	12,484,868	12,529,361
<b>Wholesale and retail trade</b>	4,650,956	4,751,089	4,872,442
<b>Finance, property, etc.</b>	12,761,843	12,891,223	13,045,002
<b>Govt, community and social services</b>	8,662,935	8,792,884	8,902,410
<b>Infrastructure services</b>	6,189,453	6,199,288	6,305,207
<b>Total</b>	45,798,772	46,004,317	46,530,189

## 1.3 SERVICE DELIVERY OVERVIEW

The Emfuleni Local Municipality provides a range of key services to its residents, including water and sanitation, electricity, waste management, roads and infrastructure maintenance, and social services. These services are essential for the well-being and development of the community, and Emfuleni Municipality is committed to ensuring their efficient and effective delivery.

### 1.3.1 Households Access to Basic Services

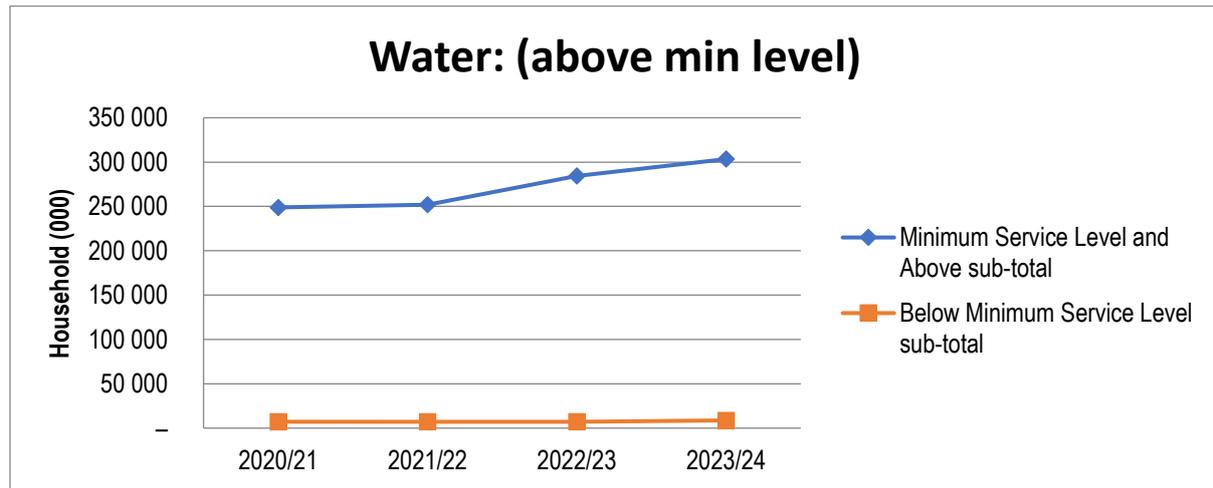
Census:2011		
<b>Flush toilets connected to sewerage</b>	89,7%	85,4%
<b>Weekly refuse disposal service</b>	85,0%	88,3%
<b>Access to piped water in the dwelling</b>	75,0%	62,1%

<b>Electricity for lighting</b>	93,2%	87,4%
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(Source: Stats SA 2011 and 2022)

### 1.3.2 Water and Sanitation

The current level of the provision of basic services to the community of Emfuleni is mostly formal households having access to both water and sanitation services is at 100 %, whereas provision of basic services to informal settlements is calculated 98.8% having access to basic water within a 200m walking distance.



The sanitation network is maintained by addressing sewage obstructions, cleaning, and repairing pipes. Emfuleni Local Municipality operates three wastewater treatment facilities, including Leeuwkuil, Sebokeng, and Rietspruit.

All of the works are classified in to classes, and the National Water Act categorizes these works as class A. These water care works will take and treat wastewater from all regions of Emfuleni Local Municipality before discharging it into the receiving water resources of the Rietspruit and Vaal River in acceptable compliance with the Water Use License and Green Drop requirements.

### 1.3.3 Electricity

Emfuleni Local Municipality (ELM) is a licensed area supply of electricity, and it is distributed to all categories of consumers. The categories include residential, agricultural, business, and industrial consumers. Every year, all consumers connected to the electricity network receive full service at the applicable rates and tariffs, as approved by the National Energy Regulator of South Africa (NERSA).

The area covered by the municipality's distribution license consumed 2,020,358,527,00 kWh. In accordance with the latest statistics reported to NERSA, there are approximately 72,557 consumers, of whom approximately 64,107 are residential and agricultural. These consumers consume approximately 88.8% of the total energy distributed by the municipality. Industrial and business consumers consume the remaining energy. The bulk purchases of electricity procured from Eskom for 2022–2023 amounted to R2 602 421 299,55.

### 1.3.4 Waste Management Introduction

The municipality provides waste management services in the following categories: household waste collection, illegal dumping removal, business and industrial waste collection, waste collection from communal sites in informal settlements, street sweeping in the central business district, waste disposal from transfer stations, and landfill site operations and management. The municipality manages waste in three regions: Sebokeng/Evaton, Vereeniging, and Vanderbijlpark, as well as the suburbs and townships that surround them. ELM regions provide waste removal services to an estimated total of 192 000-collection locations, grouped as follows: Vereeniging has 38 000 collection points, whereas Sebokeng/Evaton has 110 000 and Vanderbijlpark has 44 000. Vereeniging area provides services to all suburbs and townships, including

### 1.3.5 Roads and Stormwater

The Roads and Storm Water function is in charge of the design, construction, and maintenance of Emfuleni's road and storm water infrastructure networks. Areas of focus are planning and projects, operations, and maintenance divisions. There are three maintenance depots in the Vanderbijlpark, Vereeniging, and Sebokeng districts. These depots are collectively responsible for the maintenance of 1 510 km of asphalt roads, 1 045 km of gravel roads, 158 445 m<sup>2</sup> of road markings, and 14 602 road signs to ensure a functional road network.

The table below shows the results for the financial year 2023-2024.

Key Activities	Actual Achievement
<b>Stormwater Maintenance</b>	1 403 m
<b>Potholes patching</b>	5 124.72 m <sup>2</sup>
<b>Gravel Roads Maintained</b>	231.5 km

The Gauteng Department of Transport also assisted the Emfuleni Local Municipality in resealing 34.805 km of asphalt roads within the Emfuleni boundaries for the financial year 2023-2024.

## 1.4 ORGANISATIONAL DEVELOPMENT

The municipality is currently reviewing its Organizational Structure to align it with aligned to the Service Delivery Model, IDP and FRP. During the year under review the municipality has reviewed the macro-organizational structure to reduce costs due to the municipality's financial position, with the aim of accelerating quality services to the citizens of Emfuleni Local Municipality. The project resulted in four million rands in salary savings, excluding salary overhead costs.

The municipality has work streams, and departments are currently mapping out the Fifteen Business Processes as required, according to the mSCOA circular. The mSCOA training has equipped managers, assistant managers, and other supervisory levels with the ability to map departmental business processes.

Ethics awareness workshops were conducted for Job Levels 2-3, 6-14. Train the Trainer was done by the Ethics Institute of South Africa for the Ethics Champion and other change agents. The municipality has scheduled the awareness workshops with organized labor and

other stakeholders for the new financial year. The Speaker's Office was critical to councilors' ethics training. The structure and policies are in an advanced stage of establishment and approval.

The Job Evaluation Committee has thus far evaluated three hundred and fifty-four (354) jobs at various levels within the organization.

During the year under review, employees benefited from the following Employee Assistance Programme (EAP) interventions:

- EAP counseling: 240 employees consulted
- Medical Surveillance: One hundred and sixty-seven (167) employees took part (vital signs, e.g., glucose, TB, body mass index, high blood pressure, cholesterol, etc., during the Wellness Day.
- Trauma Awareness Workshops: At various traffic departments, seventy-four (74) employees participated in trauma awareness workshops.
- Financial Management Workshops: These workshops, which included pre-retirement programs, reached fifty-six (56) employees.
- Additionally, flu vaccinations were provided to ELM employees belonging to the Bonitas Medical Scheme; sixty-five (65) employees were reached.
- The municipality also held a cancer awareness day and reached out to sixty-four (64) employees.

## 1.5 STATUTORY ANNAUL PROCESS

Activity	Timeframe
Consideration of next financial year's Budget and IDP process plan	July
Implementation and monitoring of approved Budget and IDP commences (In-year financial reporting).	
Finalize the 4th quarter Report for previous financial year	August
Audit/Performance committee considers draft Annual Report of municipality and entities	August
Executive Mayor tables the unaudited Annual Report at the council	
Municipality submits draft Annual Report including consolidated annual financial statements and performance report to Auditor General	September /October November
Auditor General audits Annual Report including Annual Financial Statements and Performance data	
Municipalities receive and start to address the Auditor General's queries	

Activity	Timeframe
Mayor tables Annual Report and audited Financial Statements to Council complete with the Auditor-General's Report	January
Audited Annual Report is made public and representation is invited	
Oversight Committee assesses Annual Report	
Council adopts Oversight report	December
Oversight report is made public	
Oversight report is submitted to relevant provincial councils	
Commencement of draft Budget/ IDP finalization for next financial year. Annual Report and Oversight Reports to be used as input	January

## CHAPTER 2: GOVERNANCE

Good governance at Emfuleni Local Municipality is anchored by an effective interface between political and administration leadership. Furthermore, it is characterised by assurance and oversight structures (such as the Audit and Performance Audit Committee, Municipal Public Accounts Committee and Financial Misconduct Board), risk management, intergovernmental relations, and public participation.

### COMPONENT A: POLITICAL AND ADMINISTRATIVE GOVERNMENT

#### 2.1 POLITICAL GOVERNANCE

The political governance structure of Emfuleni Local Municipality consists of the Executive Mayor and his Mayoral Committee, Speaker of Council and the Chief Whip of Council. Council is the principal political structure and the ultimate decision maker of the municipality. Cllr Sibongile Soxuza is the Speaker of Council and carries out the duties of the Chairperson of the Municipal Council under the Municipal Structures and Systems Act. The Speaker also puts into effect the Code of Conduct for all Councillors.

The Mayoral Committee of the Emfuleni Local Municipality comprises of 10 Councillors and is led by Cllr Sipho Radebe, who is also the public face of the municipality. The development of the Integrated Development Plan encompassing the budget, service delivery performance forms part of key functions of the Executive Mayor. Cllr Bennet Jantjie is the Chief Whip of the municipality. The Chief Whip's function is to strengthen and maintaining healthy relations between all the political parties in Council. He is also tasked to ensuring that the portfolio committee are functional, and Councillors are allocated appropriately.

##### 2.1.1 Municipal Council

Council is made of 90 Councillors, of which 45 are Ward Councillors, and 45 are Proportional Representatives (PR Councillors). Parties represented in the Council comprise of the African National Congress, the Democratic Alliance, Economic Freedom Fighters, African Christian Democratic Party, Patriotic Alliance, VAAL, Compatriots of South Africa, Freedom Front Plus and the Pan African Congress.

Council also constitutes of committees that are accountable to the Municipal Council and the Executive Mayor in terms of Section 79 and 80 of Local Government: Municipal Systems Act 32 of 2000. The role of Municipal Council is to ensure the provision services to the local community approve and implement policies and procedures for effective governance and proper decision-making. Council also plays a critical part in the strategic direction of the municipality, thus partake in the development of the municipality's Integrated Development Plan.

2.1.2 The Political Leadership of Emfuleni Local Municipality

## POLITICAL LEADERSHIP 2021 - 2026

### POLITICAL MANAGEMENT TEAM



Speaker of Council:  
Cllr Sibongile Soxuzo



Executive Mayor:  
Cllr Siphso Radebe



Chief Whip:  
Cllr Bennett Jantjie



MMC Finance and Revenue  
Cllr Hassan Mosola Mako



MMC Shared Services  
Cllr Mpho Serapelo



MMC Agriculture Local Economic  
Development Planning and Tourism  
Cllr Mbuyiselo Kantso



MMC Human Settlement  
Cllr Mapitso Molepo



MMC Public Works  
Cllr Tumi Mochawe



MMC Infrastructure Planning  
and Development  
Cllr Alfredo Sandamela

### MEMBERS OF THE MAYORAL COMMITTEE



MMC Sport, Recreation, Arts and Culture, Library,  
Information Services, Parks and Cemeteries  
Cllr Sehlare Mahlasela



MMC Public Safety  
Cllr Raditsela Elias Mokoena

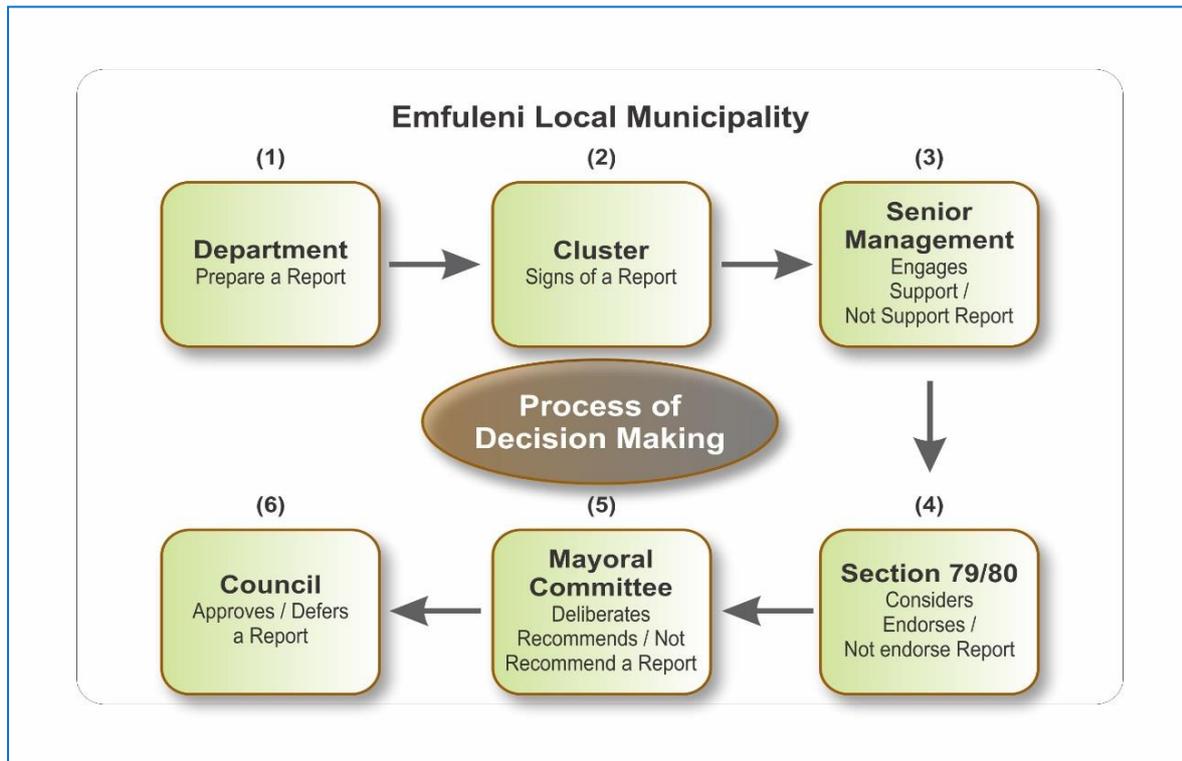


MMC Environment  
Management and Planning  
Cllr Jonas Radebe



MMC Health and Social Development  
Cllr Regina Makgala Lesaana

### 2.1.3 Decision Making in the municipality



Decisions are taken through Council resolutions. The portfolio committee discusses issues before they can be recommended to Mayoral Committee (Mayco). Thereafter, the Mayoral Committee after some careful considerations then recommends to Council for final approval. The resolutions are then formulated and distributed to relevant Clusters for implementation.

*Council and Mayoral Committee Meetings as of June 2024:*

During the period under review a total of fifteen (15) Mayoral Committee meetings and fifteen (15) Council sittings were held. A total of 172 Council resolutions were adopted and processed.

### 2.1.4 Council Committees

Council has in terms of Section 80 and 79 of Municipal Systems Act established several committees that specialize in specific areas in which they have become experts. These committees make recommendations to Council and do not make final decisions where applicable.

#### Section 79 Committees

##### (a) Audit Committee

The Audit Committee is an independent committee of the Municipality is chaired by–Ms. D Nage. The committee provides quality assurance, plays an oversight role at the behest of Council and to certain extent gives technical advice on audit, financial matters and issues related to performance at organizational level and for all Section 57 employees. There were 10 Audit Committee meetings held for the reporting period.

(b) Municipal Public Accounts Committee

The Municipal Public Accounts Committee (MPAC) is the custodian of the Annual Report. Moreover, the MPAC ensures accountability, adherence to municipal legislative frameworks, the efficient and effective use of the municipal resource. The committee held six (6) meetings to give an expression on the annual report. The 2022 /2023, Annual Report was adopted with reservations and the recommendation of the MPAC were submitted to Council for implementation.

(c) Land Tribunal

This Committee has been established in terms of Section 35 (1) of Spatial Planning and Land Use Management Act (2013) read in conjunction with Section 79 of the Municipal Infrastructure Act (1998). This Committee considers and decides on the development proposals as contained in development applications lodged with the municipality. Proposals ranges from the removal of restrictive conditions of titles as listed in several title deeds to rezoning of parcels of land, applications proposals on land development not in line with development policies such as the SDF. The bulk of lodged applications are approved under the delegated authority as approved by the Council.

(d) Appeal Authority (AA)

The Appeal Authority (AA) has been established in terms of Section (51) of the Spatial Planning and Land Use Management Act (2013) read in conjunction with Section 79 of the Municipal Infrastructure Act (1998). The Appeal Authority considers appeals lodged by persons (juristic or natural) aggrieved by a decision.

(e) Ethics Committee

The Ethics Committee was established by Council to ensure compliance with the Code of Conduct as set out in Schedule 1 of the Local Government: Municipal Systems Act 32 of 2000 as amended. The Code requires a Municipal Council to establish a special committee that will investigate and make a finding on any alleged breach of the Code of Conduct and make appropriate recommendations to the Municipal Council. Cllr M Sikhukhula is the chairperson of the committee. For the year under review, 2 meetings were facilitated.

(f) Petitions Committee

The Petitions Committee consists of 13 members who are members of different political parties within Council. Petitions Management Committee manages and processes petitions from the public through a unit called the Petitions and Public Participation. The Committee records and acknowledges the petitions received and refers these petitions to the relevant departments for attention and execution. Cllr M Tshabalala is the chair of the committee, and 3 meetings were held for the period under review.

## **2.2 ADMINISTRATIVE GOVERNANCE**

The Administrative Governance of the municipality is driven by the Municipal Manager Mr AS Ntuli as the Accounting Officer. The Municipal Manager is supported by a team of ten (10) members of the Executive Committee who forms part of the Executive arm of the municipal administration.

The municipal administration has the overall responsibility for management and direction of day-to-day municipal affairs. In this regard, the Executive Committee exercises strategic

oversight of business operations while directly monitoring and measuring overall performance the municipality.

Other duties of the Municipal Administration amongst others include financial planning, reporting and accountability, enforcing internal controls and revenue enhancement etc.

As a result of the resignations, the following positions became vacant, Infrastructure Planning and Development and Public Works. However, Council undertook a decision to appoint people to act on these vacant positions. Processes are underway to fast track the appointment on these vacant positions.

The following table indicates the number of the meeting held by the Executive Committee:

<b>Name Of the Meeting</b>	Chairperson	No Of Meetings	Resolutions
<b>Executive Committee</b>	Municipal Manager: A Ntuli	49	219

## 2.2.1 The Administrative Leadership of Emfuleni Local Municipality

### EXECUTIVE COMMITTEE (EXCO)



Mr Mothiba Mogofe  
Chief Operational Officer



Mr. April Ntuli  
Municipal Manager



Mr Mpfaraleni Maseanoka  
Chief Financial Officer



Mrs Thandiwe Mathebula  
Executive Director:  
Community Services



Mr Tulani Msibi  
Executive Director:  
Shared Services



Mr Thendo Masia  
Executive Director: Economic Planning  
and Human Settlement



Ms Laura Mabunda  
Chief Audit Executive



Ms Jacqueline Mathabathe  
Chief Risk Officer.



Mr Madoda Besani  
Chief Director: Metsi-a-Lekoa



Mr Ernie Strydom  
Acting Executive Director:  
Public Works



Mr. Owen Mulaudzi  
Acting Executive Director:  
Infrastructure Planning & Development

## COMPONENT B: INTERGOVERNMENTAL RELATION

### 2.3 INTERGOVERNMENTAL RELATIONS

The primary purpose of the intergovernmental relations in the municipality is to enhance intergovernmental relations by mobilizing resources and forging strategic partnerships, which will ensure co-ordination of service delivery with other spheres of government.

This is realised through coordination and management of all municipal relationships with other spheres of government and facilitation of information sharing through the Intergovernmental structures.

Emfuleni Municipality has strong relationships with COGTA, SALGA and Gauteng Provincial Treasury (GPT). The Risk Management Activity is under resourced. All these organizations support the Municipality with Risk Management activities on an ad-hoc basis.

GPT has assisted the municipality with risk assessments. GPT has facilitated the municipality to develop the Risk Appetite and Risk Tolerance Statements for the Municipality.

GPT also performed a risk assessment on the Municipality's Information Technology environment, providing valuable insight into the control environment of this activity and made recommendations for improvement during the year.

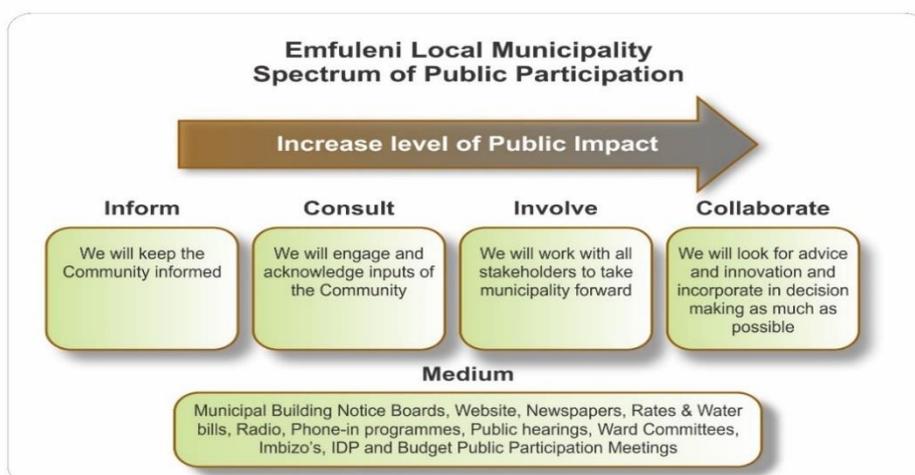
SALGA has reviewed the Strategic Risk Management Documentation and made recommendations for improvement. GPT has assisted the municipality with risk management training during the year.

## COMPONENT C: PUBLIC ACCOUNTABILITY AND PARTICIPATION

### 2.4 PUBLIC ACCOUNTABILITY AND PARTICIPATION

Communication and engagement mechanisms of the municipality play an important role in contributing to the public's understanding of public service and their engagement with local issues.

The following diagram depicts the municipality's public participation and engagement spectrum:



Public participation in the municipality is coordinated through the ward committee, petitions committee, public hearings, IDP, as well as Budget public participation meetings and

Mayoral Izimbizos. These forums are also utilized as report back platforms on service delivery matters.

The Speaker of Council plays an important role in coordinating public participation. The municipality uses notice boards, website, newspapers, rates and water bills to spread information about prices, new plans and budget priorities, etc.

## 2.4.1 Public Meetings

### IDP and BUDGET PUBLIC PARTICIPATION PROGRAM (JULY 2023 – JUNE 2024)

The IDP and Budget public participation programs of municipalities are integral to the operations of each public service in South Africa. In accordance with its' Constitution, the Municipal Systems Act, the Municipal Finance Monitoring Act, and other directives, South Africa is a constitutional democratic nation that prioritizes public participation in the operations of its national, provincial and local governments.

The IDP Department played a central role in the IDP & Budget Public Participation programs that took place between October 2023 and March 2024, as indicated in the tables below. The program's October 2023 phases was intended to provide a report to communities and stakeholders, while the March 2024 phase was intended to consult with and solicit input from members of the communities and stakeholders during the IDP review.

#### October 2023

No.	Date	Affected Ward/s	Venues
1.	12 October 2023	<b>Region 1:</b> 18, 29, 37, 38, 39, 42 & 44 <b>Region 1b:</b> 17, 20, 24, 26, 40, 41 & 43	Mafatsane Hall
2.	17 October 2023	<b>Region 4:</b> 2, 17, 27, 28, 31 & 33 <b>Region 4b:</b> 30, 32, 34, 35 & 36	Saul Tsotetsi Hall
3.	19 October 2023	<b>Region 2b:</b> 6, 7, 23 & 25	Bophelong Hall
4.	24 October 2023	<b>Region 2c:</b> 3, 8 & 22 <b>Region 3b:</b> 1, 11, 15, 16, 21, 45, 11, 12, 13 & 14	Vereeniging Banquet Hall
5.	27 October 2023	<b>Region 2c:</b> 4, 5, 9 & 10	Vanderbijlpark, Mayor's Parlour

#### April 2024

No.	Date	Affected Ward/s	Venues
1.	09 April 2024	18, 29, 37, 38, 40, 41, 42 & 44	Mafatsane Hall
2.	11 April 2024	19, 20, 24, 25 & 43	Bishop Dube's Church, Ext. 4, Evaton West
3.	16 April 2024	2, 17, 27, 28, 30, 31, 33, 32, 34, 35 & 36	Saul Tsotetsi Hall
4.	18 April 2024	6, 7, 23 & 25	Bophelong Community Hall
5.	23 April 2024	1, 15, 16, 21 & 45	Banquet Community Hall, Vereeniging
6.	25 April 2024	4, 5, 9 & 10	Mayor's Parlour, Vanderbijlpark/Tent
7.	30 April 2024	22, 11, 12, 13 & 14	Rhoda Yende Hall
8.	02 May 2024	3 and 8	Boipatong Community Hall

The program was successful in all respect; consequently, there is an increase in the number of community members attending the meetings. This demonstrates an interest in the affairs of the municipality. The attendance registers of the meetings are available in the Office of the Speaker of Council.

The outcomes of the meetings have been presented and discussed by the administrative and political structures for solutions.

## 2.5 Ward committees

There are 45 functional Ward Committees in the municipality. Ward Committees have been set up to get a better participation from the community and to inform Council decisions. These committees seek to ensure that there is more effective communication between the Council and the community. During the year under review 180 ward committee meetings were held to engage on Integrated Development Plan and infrastructure projects.

## 2.6 INTEGRATED DEVELOPMENT PLAN PARTICIPATION AND ALIGNMENT

IDP Participation and Alignment Criteria*	YES/NO
Does the municipality have output indicators?	YES
Does the IDP have priorities, objectives, KPIs, development strategies?	YES
Does the IDP have multi-year targets?	YES
Are the above aligned and can they be calculated into a score?	YES
Does the budget align directly to the KPIs in the strategic plan?	YES
Do the IDP KPIs align to the section 57 Managers	YES
Do the IDP KPIs lead to functional area KPIs as per the SDBIP?	YES
Were the indicators communicated to the public?	YES
Were the four quarter aligned reports submitted within stipulated time frames?	YES

## 2.7 RISK MANAGEMENT

Council appointed an independent Chairperson to the Municipality's Risk Management Anti-Fraud and Anti-Corruption Committee. The Committee has a Charter, which is approved by Council. The primary objective of this Charter is to set out the nature, roles, responsibilities, status and authority of the Risk Management, Anti-Fraud and Anti-Corruption Committee. The Charter complies with the prescripts applicable to the Public Sector Risk Management Framework.

The committee is chaired by the Mr Maritz and supported by the Municipal Manager and all Executive management. SALGA, COGTA, and Gauteng Provincial Treasury all have a standing invitation to attend the Risk Committee Meetings. The committee is active and functional and meetings are held quarterly.

The committee deals with areas where risks are not appropriately mitigated at an inherent and at a residual level. The Committee Chairperson provides oversight over the functioning of risk management within the Municipality, ensures management accountability and effective risk management implementation with the objective of enhancing the Municipality's potential for achieving organizational objectives of service delivery.

The Chairperson assists the Municipal Manager in discharging his accountability for risk management by reviewing the effectiveness of the Municipality's risk management systems, practices and procedures, and providing recommendations for improvement.

**The following Strategic Risk Management Documentations were developed and approved by Council:**

- ❖ Risk Management framework.
- ❖ Risk Management Policy.
- ❖ Risk Management, Anti-fraud and Anti-Corruption Committee Charter.
- ❖ Anti-Fraud and Anti-Corruption strategy.
- ❖ Anti-Fraud and Anti-Corruption Prevention Plan.
- ❖ Risk management Implementation plan.
- ❖ Strategic and operational Risk Registers
- ❖ Budget Related Risk Registers.
- ❖ Eskom Debt Relief Risk Registers

### 2.7.1 Risk Management Reporting

The Committee through the Chairperson reports to Council on a quarterly basis as per the Charter. The Committee also reports quarterly to the Audit Committee on progress made by Management on the mitigation of the risks. The Risk Committee further reports on the progress made by the Risk Management Section in execution of the approved Annual Risk Management Implementation Plan. This enables the Audit Committee to advise the Municipality further, on the adequacy and effectiveness of the systems of governance, risk management and control.

### 2.8 FRAUD AND ANTI-CORRUPTION

The municipality's Fraud and Corruption Prevention Plan consists of ethics and anti-fraud campaigns, training and awareness, monitoring and reporting of fraud and corruption. Implementing the Fraud and Corruption Prevention Plan continues to be a priority for the Municipality and the focus has been on capacitating the Risk Management Activity to deal with this responsibility in a more focussed and structured way. There have been no incidents of fraud or corruption reported to Risk Management during the past financial year.

### 2.9 BY-LAWS

Newly Developed	Revised	Public Participation Conducted Prior to Adoption of By-Laws (Yes/No)	Dates of Public Participation	By-Laws Gazetted* (Yes/No)	Date of Publication
<b>Regulations Relating to the Erection, Installation, Control, Use or Removal of any Aerial System for Reception of Sound and Television Broadcast Transmission By-Law (Promulgated 2005)</b>	Yes	No	Still to conduct public participation	No	Still to be published in government gazette
<b>Control of street projections By-Laws (Promulgated 2005).</b>	Yes	No	Still to conduct public participation	No	Still to be published in government gazette
<b>Problem building by-laws</b>	No	No	Still to conduct public participation	No	Still to be published in government gazette

The draft by-laws are still to be introduced to various committees and Council, then published for public comments, referred to various committees and Council for approval and thereafter promulgate in the Provincial Government Gazette.

## **2.10 SUPPLY CHAIN MANAGEMENT**

Emfuleni Local Municipality has implemented supply chain management in accordance with Chapter 11 of Municipal Finance Management Act No. 56 of 2003, SCM Regulations of 2005, and relevant MFMA circulars. These documents outline the necessary processes and guidance manuals to guarantee that SCM arrangements provide appropriate goods and services, offer the best value for money, and minimize the opportunities for fraud and corruption.

All officials and other key players in Emfuleni Local Municipality's supply chain management system have implemented the policy in a manner that complies with Section 217 of the Constitution and other relevant Act provisions. In addition, according to Section 3(a) of the SCM Policy, the Accounting Officer has reviewed the implementation of the Supply Chain Management Policy. The purpose of reviewing the SCM policy is to address the inefficiencies noted within the procurement system and re-alignment with the legal framework.

The municipality also adhered to clause 6 of the municipality's Supply Chain Management Policy (SCM Policy) read with Section 117 of the Municipal Finance Management Act (MFMA), which provides that a municipality councillor may not be a member of a bid committee or any other committee evaluating or approving quotations or bids (tenders), nor may a municipality councillor attend any such meeting as an observer. However, Clause 6 of the policy mentions that the council has an oversight role to ensure that the municipal manager implements the municipality's supply chain management policy.

The SCM function cuts across all departments, and although governance is at its core, supply chain management plays a vital role in contributing towards service delivery in a manner that is fair, equitable, transparent, competitive, and cost-effective.

The municipality uses the bid committee system for procurements above R300,000 and for the procurement of long-term contracts. The bid committees, namely the bid specification committee, the bid evaluation committee, and the bid adjudication committee, are all functioning effectively. The municipal manager appoints the bid committee members in accordance with the relevant legislation. Improvements were made to the structure of the bid committee reports to improve compliance. Section 217 of the Constitution states that when an organ of state contracts for goods or services in the national, provincial, or local sphere of government, it must do so in accordance with a system that is fair, equitable, transparent, competitive, and cost-effective.

For the financial year 2023-2024, 45 tenders were awarded and no appeals were received. The findings from the Auditor-General for the previous financial year were focused on to avoid having repeat findings for the next financial year.

## **CHAPTER 3 SERVICE DELIVERY**

Chapter 3 of this annual report focuses on the service delivery milestones achieved against the municipality's strategic objectives. The 2023–2024 IDP captures these strategic objectives and translates them into cluster service delivery budget implementation plans.

## COMPONENT A: BASIC SERVICES

### 3.1 WATER SERVICES

Water provision by municipalities is a critical service that affects the health and well-being of communities. Access to clean and safe drinking water is essential for preventing waterborne diseases and ensuring the overall quality of life for residents. Consequently, the municipality plays a key role in ensuring that water is treated and delivered in a reliable and efficient manner to meet the needs of their residents. During the financial year 2023-24, the municipality's focused on water provision, enhancing water treatment processes, upgrading aging infrastructure, and implementing water conservation measures to ensure sustainable water supply for the community.

#### 3.1.1 Achievements

The municipality was able to replace nine PRVs (pressure-reducing valves) by utilizing contractors at the following areas:

- ❖ Two 200mm PRVs at Kora Botha. Kwaggafontein
- ❖ Two 200mm PRV replacements. Evaton
- ❖ Zone 6, Ext. 5 (Donosa) received the replacement of two 50mm PRVs.
- ❖ Skippie Botha replaced three PRVs.

Furthermore, the municipality replaced the old pipelines over 3240 meters, 2000 meters of 160-mm asbestos cement pipe at Duncanville Springbok Street with 160-mm PVC pipe. The municipality replaced a 1000-meter section of 100-mm galvanized conduit at Vanderbijlpark SW2 Rossini Boulevard with 110-mm PVC pipe.

In addressing the water supply issues in Evaton Zone 6 Ext 3, the municipality installed a 240-meter, 110-mm PVC conduit from the Chotta Complex to the Tshepo Themba Traffic Lights.

#### *Meter replacement*

During the 2023-24 financial year, the implementation/rollout of the smart water meter initiative, primarily in unmetered areas, was the most critical of several programs that were identified. To this end the following was noted

- ❖ 335 water meters replaced due to theft or malfunction
- ❖ 1339 pipes repaired after they ruptured.

#### *Complaints attended*

In addition to the above activities a total of 5,440 water complaints and 4,264 water meter complaints were received. Of these, 3,645 water complaints and 3,066-meter complaints were resolved. Despite the severe personnel, tool of trade, and vehicle constraints (approximately 42% availability), these results in a completion rate 71.90%, respectively.

#### *Water Losses*

The municipality targeted to decrease bulk water purchases by 5% in the 2023/24 financial year and to decrease the non-revenue water from 62% to 58%. The water distribution losses were reduced from 64.4% in the first quarter to 59.9% in the fourth/last quarter of the 23/24 financial year. The target of 5% was missed by a mere 0.5%, resulting in a total reduction of 4.5%.

### 3.1.2 Water Service Delivery Levels

Access To Water			
	Proportion of households with access to water points*	Proportion of households with access to piped water	Proportion of households receiving 6 kl free#
2021/22	2%	98%	20%
2022/23	2%	98%	18%
2023/24	2%	98%	15%

### 3.1.3 Households - Water Service Delivery Levels below the minimum

Households - Water Service Delivery Levels below the minimum						
Households						
Description	2020/21	2021/22	2022/23	2023/24		
	Actual	Actual	Actual	Original Budget	Adjusted Budget	Actual
<b>Formal Settlements</b>						
<b>Total households</b>	224215,00	226015,00	284413,00	309177,00	309177,00	309177,00
<b>Households below minimum service level</b>	0,00	0,00	0,00	0,00	0,00	0,00
<b>Proportion of households below minimum service level</b>	0,00	0,00	0,00	0,00	0,00	0,00
<b>Informal Settlements</b>						
<b>Total households</b>	30575,00	32917,00	15544,00	18600,00	18600,00	18600,00
<b>Households below minimum service level</b>	1529,00	362,00	519,00	623,00	623,00	623,00
<b>Proportion of households below minimum service level</b>	0,05	0,01	0,03	0,03	0,03	0,03

### 3.1.4 Water Service Delivery Levels

Water Service Delivery Levels				
Households				
Description	2020/21	2021/22	2022/23	2023/24
	Actual	Actual	Actual	Actual
	No.	No.	No.	No.
<b>Water: (above min level)</b>				
<b>Piped water inside dwelling</b>	187882,00	190063,00	199011,00	214000,00
<b>Piped water inside yard (but not in dwelling)</b>	56903,00	57563,00	69858,00	70731,00
<b>Using public tap (within 200m from dwelling )</b>	4101,00	4149,00	15544,00	18600,00
<b>Other water supply (within 200m)</b>	0,00	0,00	0,00	0,00
<b>Minimum Service Level and Above sub-total</b>	248836,00	251774,00	284413,00	303331,00
<b>Minimum Service Level and Above Percentage</b>	0,97	0,97	0,98	0,98

<b>Water: (below min level)</b>				
<b>Using public tap (more than 200m from dwelling)</b>	3845,00	3889,00	3889,00	5223,00
<b>Other water supply (more than 200m from dwelling)</b>	513,00	519,00	519,00	623,00
<b>No water supply</b>	2820,00	2852,00	2870,00	2870,00
<b>Below Minimum Service Level sub-total</b>	4358,00	4408,00	4408,00	5846,00
<b>Below Minimum Service Level Percentage</b>	0,02	0,02	0,02	0,02
<b>Total number of households*</b>	<b>256063,00</b>	<b>259035,00</b>	<b>288821,00</b>	<b>309177,00</b>

### 3.1.5 EMPLOYEES: WATER SERVICES (WATER, WATER CARE WORKS & MAINTAINANCE)

EMPLOYEES: WATER SERVICES (WATER, WATER CARE WORKS & MAINTAINANCE)						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	4	1	1	2	2	50%
4 - 6	20	9	9	9	11	55%
7 - 9	98	31	31	31	67	68%
10 - 12	52	22	22	22	30	58%
13 - 15	41	9	9	7	34	83%
16 -	200	106	106	106	94	47%
	415	178	178	177	238	57%

### 3.1.6 Overall Summary

To ensure compliance with the SANS 241 standard, all samples are transported to the Rand Water Laboratory for a comprehensive SANS analysis, including those from Emfuleni Local Municipality. Two process controllers are employed at the Vaaloewer water treatment works as part of the function. The function also involves the procurement of chemicals for the Vaaloewer water treatment works.

The Blue Drop Watch Report serves as an interim report that preceded the comprehensive Blue Drop audit report. The audit findings of the fieldwork conducted by Blue Drop inspectors from November 2022 to February 2023 are used to highlight the current state of potable water infrastructure, treatment processes, and water quality from a technical perspective. The objective of the Watch Report is to ensure that the public and stakeholders are kept informed and up to date on the status of potable water, thereby facilitating the rapid implementation of the requisite interventions.

To authenticate the results, technical site inspections (TSI) were conducted at 1 to 2 systems per WSI as part of the Blue Drop audit. The physical condition of the water treatment plant (water and sludge treatment units), the raw water handling system (abstraction, pumping, and pipe network), and the delivery and distribution systems (reservoirs, pump stations, pipe networks, and user connections) is represented by the percentage of the Technical Site Assessments (TSA) score.

The Rand Water Vereeniging Purification Works' Emfuleni LM is the highest-performing water provision system in Gauteng province, with a score of 97%. The Technical Site Assessments (TSA) Water Supply Systems at Emfuleni LM Vaaloewer Water Treatment Works achieved a score of 81%.

## **3.2 WASTE WATER**

Emfuleni Local Municipality entered into a partnership with Rand Water with the intention to explore the provision of water service through a Special Purpose Vehicle (SPV). In September 2023 a Memorandum of Agreement (MOA) was signed with Rand Water to give effect to a due diligence process to establish the SPV. It is envisaged that the, SPV will take over the Water Services Authority the SPV will manage Water Service business from end to end, while ensuring that the debt to Rand Water is taken care of. The process to establish the SPV is currently underway and is now at consultation phase with various Stakeholders. The SPV is planned to commence on 01 October 2024.

### **3.2.1 Achievements**

18 999 sewer complaints were received in 2023/2024, of which 13 512 were completed and 5 648 outstanding. This equates to a completion rate of 72% A total of R14 million for unblocking of sewer mains and R25,5 million for pipe replacements was spent during the 2023/24 Financial Year.

### **3.2.2 Section 63 intervention**

#### *Stream 1: Refurbishment & upgrade*

The mechanical and electrical repairs for three wastewater treatments plants (Leeuwkuil, Sebokeng and Rietspruit) as well as the water treatment facility in Vaaloewer were prioritised to ensure functionality of these plants.

The Leeuwkuil drainage area was prioritized and the refurbishment of mechanical and electrical work for critical pump stations located in Three Rivers and Vereeniging CBD were identified for refurbishment (Pumpstations 2, 8, 9 & 10). Work commenced in August 2022 and completion took place on 08 April 2024. Total expenditure at the 4 Pumpstations amounted to R 94m.

Construction of a rising main from PS2 to the Leeuwkuil WWTW, replacement of gravity main to PS2 as well as refurbishment and upgrade of PS 34 and the refurbishment of Inlet works at Rietspruit&Leeuwkuil Waste Water Treatment Plant are currently still ongoing with the expected completion date of 14 August 2025.

#### *Stream 2: Operations & Maintenance*

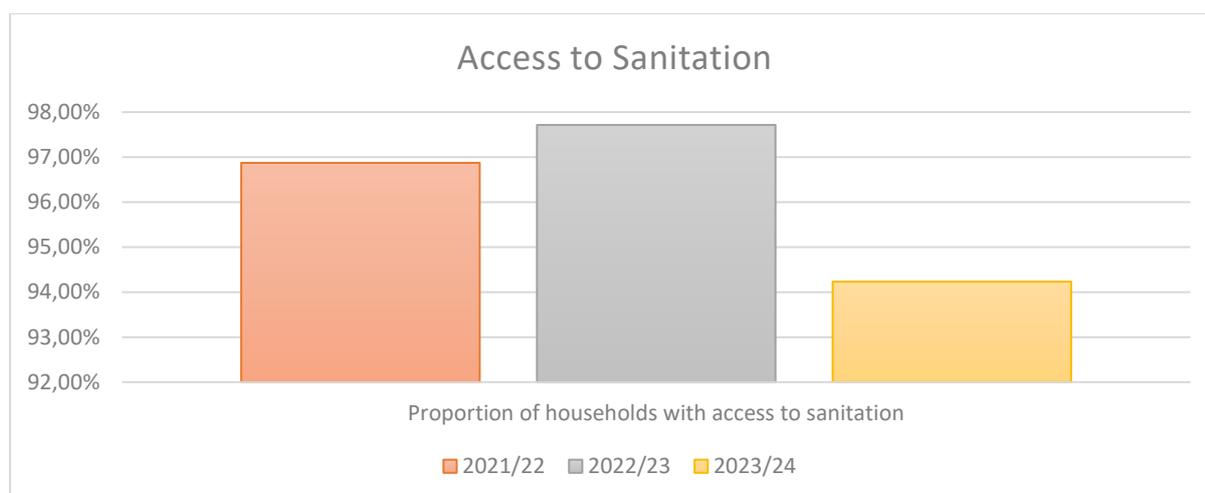
Sebokeng WWTW has a design capacity of 150 Mℓ/day. Module 5 was commissioned on 01 March 2024. Module 5 and 6 treated an average inflow of 69.4Mℓ/d during June 2024, and the balance of the flow was diverted to the emergency dam since modules 3 and 4 are currently under refurbishment.

Rietspruit WWTW is designed to treat a flow of 36 Mℓ/d during June 2024 an average of 18.99Mℓ/d was received at the plant. All the incoming flow is still treated through the bio-filter plant whilst the refurbishment process of the activated sludge plant is in progress.

Leeuwkuil WWTW is designed to treat a total of 36 Mℓ/day for June 2024 an average influent of 11.09 Mℓ/d was received. Leeuwkuil WWTW mechanical and electrical maintenance.

At the end of June 2024, only two sewer pump stations were not operational out of the total forty-six pump stations within the Emfuleni area. Currently thirty-seven pumps were removed for repair leaving fifty-six pumps in operation, mere 56% availability.

### 3.2.3 Access to Sanitation



### 3.2.4 Households - Sanitation Service Delivery Levels below the minimum

Households - Sanitation Service Delivery Levels below the minimum						
Households						
Description	2020/21	2021/22	2022/23	2023/24		
	Actual	Actual	Actual	Original Budget	Adjusted Budget	Actual
	No.	No.	No.	No.	No.	No.
<b>Formal Settlements</b>						
<b>Total households</b>	224215,00	226015,00	284413,00	309177,00	309177,00	309177,00
<b>Households below minimum service level</b>	8000,00	8000,00	6060,00	17494,15	17494,15	17494,15
<b>Proportion of households below minimum service level</b>	0,04	0,04	0,02	0,06	0,06	0,06
<b>Informal Settlements</b>						
<b>Total households</b>	30575,00	32917,00	15544,00	18600,00	18600,00	18600,00
<b>Households ts below minimum service level</b>	183,00	184,00	194,00	1000,00	1000,00	1000,00
<b>Proportion of households ts below minimum service level</b>	0,01	0,01	0,01	0,05	0,05	0,05

### 3.2.5 Sanitation Service Delivery Levels

Sanitation Service Delivery Levels
------------------------------------

<b>*Households</b>				
Description	2020/21	2021/22	2022/23	2023/24
	Outcome	Outcome	Outcome	Outcome
	No.	No.	No.	No.
<b><u>Sanitation/sewerage:</u> (above minimum level)</b>				
Flush toilet (connected to sewerage)	189500,00	189500,00	199011,00	214000,00
Fish toilet (with septic tank)	2600,00	2600,00	2100,00	2020,00
Chemical toilet	673,49	673,49	672,65	0,00
Pit toilet (ventilated)	55000,00	55000,00	60000,00	69858,00
Other toilet provisions (above min. service level)	0,00	0,00	0,00	3,00
<b>Minimum Service Level and Above sub-total</b>	<b>247773,49</b>	<b>247773,49</b>	<b>261783,65</b>	<b>285881,00</b>
<b>Minimum Service Level and Above Percentage</b>	<b>0,97</b>	<b>0,97</b>	<b>0,98</b>	<b>0,94</b>
<b><u>Sanitation/sewerage:</u> (below minimum level)</b>				
Bucket toilet	1000,00	1000,00	61,15	61,15
Other toilet provisions (below min. service level)	7000,00	7000,00	6060,00	17433,00
No toilet provisions	0,00	0,00	0,00	0,00
<b>Below Minimum Service Level sub-total</b>	<b>8000,00</b>	<b>8000,00</b>	<b>6121,15</b>	<b>17494,15</b>
<b>Below Minimum Service Level Percentage</b>	<b>0,03</b>	<b>0,03</b>	<b>0,02</b>	<b>0,06</b>
<b>Total households</b>	<b>255773,49</b>	<b>255773,49</b>	<b>267904,80</b>	<b>303375,15</b>
<b>*Total number of households including informal settlements</b>				

### 3.2.6 EMPLOYEES: SANITATION SERVICES

EMPLOYEES: SANITATION SERVICES						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	1	0	0	0	1	100%
4 - 6	5	3	5	5	0	0%
7 - 9	16	6	4	4	12	75%
10 - 12	26	14	14	14	12	46%
13 -15	12	2	0	0	12	100%
16 -	142	59	59	42	100	70%
	202	84	82	65	137	68%

### 3.3 ELECTRICITY

The municipality holds the license to supply electricity primarily in the areas of Vanderbijlpark, Bophelong, Boipatong, Ironsyde, Eatonsyde, Roshnee, Vaaloewer, Sebokeng Hostel, Rust-ter-Vaal, and Vereeniging, while Eskom holds the license to supply electricity in the remaining areas. To date, 98% of the electricity has been covered. Registered indigents receive free basic electricity of 50 kWh per month.

The municipality is committed to delivering high quality, accessible, sustainable, and reliable municipal services. Also, provide a reliable electricity supply to our customers and ensure that public lights are always working, enhancing safety and improving the quality of life in the area.

The municipality sells approximately 78% of its electricity to industrial and commercial customers, with the remaining 22% sold to domestic and agricultural customers, as well as for its own use.

#### 3.3.1 Electricity Service Delivery Levels

Electricity Service Delivery Levels				
Households				
Years	2020/21	2023/22	2022/23	2023/24
<b><u>Energy: (above minimum level)</u></b>				
Electricity (at least min. service level)	61 607	69 220	69 220	72 557
Electricity - prepaid (min. service level)				
<b>Minimum Service Level and Above sub-total</b>	61 607	61607	69 220	72 557
<b>Minimum Service Level and Above Percentage</b>	100.00%	100.00%	100.00%	100.00%
<b><u>Energy: (below minimum level)</u></b>				
Electricity (<min. service level)	–	–	–	–

<b>Electricity - prepaid (&lt; min. service level)</b>	–	–	–	–
<b>Other energy sources</b>	–	–	–	–
<b>Below Minimum Service Level sub-total</b>	–	–	–	–
<b>Below Minimum Service Level Percentage</b>	0.00%	0.00%	0.00%	0.00%
<b>Total number of households</b>	61 607	69 220	69 220	72 557

### 3.3.2 Municipality Infrastructure

Item	Quantity
Primary substations	38
Secondary substations	636
Miniature substations	505
High voltage cables (m)	80488
High voltage overhead lines (m)	88782
Low voltage cables (m)	1210,445
Low voltage overhead lines (m)	635,782
Streetlights	25 000
High mast light	630
Traffic lights	131
Prepaid electricity meter	69 055
Bulk Meters	1563
Conventional electricity meters	15768

### 3.3.3 Overall Performance

#### **Energy Efficiency and Green Energy Initiatives**

ELM adheres to the international drive for energy efficiency and utilizes electricity equipment that has the highest possible level of efficiency. This includes low-loss transformers and the optimization of cable and overhead line systems to reduce “losses” to a minimum. The municipality also uses more energy-efficient lighting sources for public lighting, including street lighting and traffic signals.

Ninety-five percent (95%) More energy-efficient lighting has been replaced on the street lighting. The municipality also encourages new area developers to use energy-efficient building methods, as well as solar power systems.

#### **Substations upgrades and refurbishment**

The Muni Substation and Town Substation are currently undergoing refurbishment. The town substation has reached 60% completion and has procured 80% of its material. The original plan was to complete the town substation in the financial year 2023-2024, but contractual disputes and payment delays led to significant delays. The completion date move to the year 2025. The Muni Substation refurbishment project is about 30% complete and progressing according to schedule.

**Illegal connections**

To deal with illegal connections, the municipality has installed special locking mechanisms in most of the meter boxes in the area. The aim is to reduce the chances of consumers connecting themselves illegally to the reticulation system and to keep the meter boxes locked at all times for the safety of the households situated near these meter boxes. The municipality has embarked on the installation of robust doors in the substations to curb theft and vandalism.

The municipality has initiated the process to secure meter supplies. A process to audit and meter supplies to residential, commercial, and industrial customers is underway. The rollout of the smart meter project was completed, to this point, 6500 smart meters were installed in SE7, SE3, CE2, SE2 of Vanderbijlpark, Vereeniging, Falcon Ridge, and Three Rivers. All registered indigents receive Free Basic Electricity (FBE) at a monthly rate of 50 kWh. Each month, approximately 3400 consumers receive FBE.

**Meter Installation programs**

Despite the municipality's plan to install 12,000 smart meters, they have only installed 5000 so far. The department had originally planned to install 9000 pre-paid meters, but they have only managed to install 5999 meters. The variation was due to community resistance.

**3.3.4 Employees: Electricity**

EMPLOYEES: ELECTRICITY SERVICES						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	4	1	1	1	3	75%
4 - 6	26	15	14	14	12	46%
7 - 9	63	41	39	38	25	40%
10 - 12	79	28	28	24	55	70%
13 -15	10	0	0	0	10	100%
16 -	57	49	49	47	10	18%
	239	134	131	124	115	48%

**3.4 SOLID WASTE**

The municipality provides waste management services in the following categories: household waste collection, illegal dump removal, business and industrial waste collection, waste collection from communal sites in informal settlements, street sweeping in the central business district, waste removal from transfer stations, and landfill site operations and management.

192 000 households receive the waste collection services once a week The remainder of the households represents 38 000 households living in informal settlements.

### 3.4.1 Solid Waste Service Delivery Levels

Solid Waste Service Delivery Levels				
Households				
Description	2020/21	2021/2022	2022/2023	2023/2024
	Actual	Actual	Actual	Actual
<b><u>Solid Waste Removal: (Minimum level)</u></b>				
Removed at least once a week	191	191	192	192
<b>Minimum Service Level and Above sub-total</b>	191	191	192	192
<b>Minimum Service Level and Above percentage</b>	45,7%	45,7%	45,7%	45,8%
<b><u>Solid Waste Removal: (Below minimum level)</u></b>				
Removed less frequently than once a week	36	36	36	36
Using communal refuse dump	191	191	192	192
Using own refuse dump	–	–	–	–
Other rubbish disposal	–	–	–	–
No rubbish disposal	–	–	–	–
<b>Below Minimum Service Level sub-total</b>	226	227	227	228
<b>Below Minimum Service Level percentage</b>	54,3%	54,3%	54,3%	54,2%
<b>Total number of households</b>	<b>417</b>	<b>418</b>	<b>419</b>	<b>420</b>

### 3.4.2 Households - Solid Waste Service Delivery Levels below the minimum

Households - Solid Waste Service Delivery Levels below the minimum
Households

Description	2020/21	2021/2022	2022/23	2023/24		
	Actual	Actual	Actual	Original Budget	Adjusted Budget	Actual
	No.	No.	No.	No.	No.	No.
<b>Formal Settlements</b>						
<b>Total households</b>	191	191	192	192	192	192
<b>Households below minimum service level</b>	36	36	36	36	36	36
<b>Proportion of households below minimum service level</b>	19%	19%	19%	19%	19%	19%
<b>Informal Settlements</b>						
<b>Total households</b>	36	36	36	36	36	36
<b>Households below minimum service level</b>	36	36	36	36	36	36
<b>Proportion of households below minimum service level</b>	100%	100%	100%	100%	100%	100%

### 3.4.3 Solid Waste Management & Waste Disposal Services (Waste Management)

EMPLOYEES: SOLID WASTE MANAGEMENT & WASTE DISPOSAL SERVICES (WASTE MANAGEMENT)						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	4	1	1	1	3	75%
4 - 6	10	6	5	4	5	50%
7 - 9	20	13	13	13	7	35%
10 - 12	72	24	23	23	49	68%
13 -15	19	8	7	7	12	63%
16 -	371	257	251	250	120	32%
	496	309	300	298	196	40%

### 3.5 Human Settlement

The Human Settlements function is committed to the delivery of diversified habitable houses, with all social amenities in a secure and development friendly environment. The Human Settlements function implements National Outcome 8, setting new standards and policies to initiate, plan, coordinate, facilitate, promote, and enable appropriate housing development in the municipal areas.

The municipality upholds the Batho Pele principles by ensuring cost-effective and affordable services, being responsive and sensitive to the social and housing needs of our communities, and providing a range of affordable shelter options.

Importantly, the Gauteng Department of Human Settlement is responsible for the provision of houses, and Emfuleni Local Municipality is responsible for ensuring the availability of land to facilitate the building of houses and their eventual delivery to the deserving community members. This role clarification becomes necessary for our communities so that issues relating to human settlement within the municipal areas are resolved, respectively

### 3.5.1 Services Standards

The municipality registers the following services:

- The Rental Housing Information Offices, responsible for Rental Tribunal Administration, handled 42 cases. The task involves identifying suitable land for the establishment of new housing projects, with the aim of reducing the housing backlog on the Gauteng Waiting List. The total number of houses built was 474 units during the 2023–24 financial year.
- Eradicating informal settlements through the provision of proclaimed townships, with serviced stands and houses;
- The rightful beneficiaries of R.D.P. houses received title deeds.

Under the Retro Programme, tenants or purchasers will receive the following housing units:

- Lethabong (135)
- Sebokengext 28 (80)
- Sebokengext 30 (259)

The Human Settlements requested, through the Upgrade Informal Settlements Programme, assistance to upgrade the informal settlements. The municipality submitted a business plan to the provincial government, which amalgamated the business plans from all municipalities and forwarded it to the national level.

### 3.5.2 Housing Statistics

Year end	Total Households including in formal and informal settlements	Households in formal settlements	Percentage of households in formal settlements
2020/21	654000	500000	76.5%
2021/22	684000	540000	78.9%
2022/23	684259	540033	78.9%
2023/24	840836	528156	62.8%

### 3.5.3 Overall Performance

The Human Settlements Department delivered 1426 title deeds to rightful beneficiaries during the 2023–2024 financial year. To ensure effective service delivery, the Human Settlements function offers the following services:

- ❖ Rental accommodation: Human Settlements manages the following low-cost rental units:
- ❖ CW 5;
- ❖ Hertzog flats;

- ❖ Mimi Fouriehof flats;
- ❖ Sonhof flats;
- ❖ Leeuhof, ext. 1 (Erf 305)
- ❖ Roshnee Old Age Home; and
- ❖ Rust-ter-vaal flats

The process of upgrading the following two informal settlements is currently underway:

- ❖ Cape Gate; and
- ❖ Sebokeng Zone 20.

### 3.5.4 Employees: Human Settlement

EMPLOYEES: HOUSING SERVICES						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	2	1	1	1	1	50%
4 - 6	16	9	9	9	7	44%
7 - 9	4	2	2	2	2	50%
10 - 12	13	0	0	0	13	100%
13 - 15	0	0	0	0	0	0%
16 -	17	1	1	1	16	94%
	52	13	13	13	39	75%

## 3.6 ROADS AND STORM-WATER

### 3.6.1 Introduction

Roads and Storm-water plays significant role in the economic development of the municipality through planning, provision and maintenance of the road and storm water infrastructure. The function is classified into three sections, namely: planning, operations and maintenance each with a different focus but taking an integrated approach in rendering the service to the community.

The road infrastructure of Emfuleni Local Municipality links directly to national roads thus making access to other key strategic economic hubs like Johannesburg, Ekurhuleni, and the City of Tshwane etc. easy and convenient.

### 3.6.2 Gravel Road Infrastructure

The maintenance of gravel roads includes operations such as the grading of the gravel roads to improve the riding quality, the re-graveling process i.e. to re-work and re-compact the pavement layers, and the operation also includes drainage improvements on gravel roads.

Year	Total gravel roads	Gravel roads graded/maintained
2019/2020	121.85	121.85
2020/2021	177.22	177.22
2021/2022	272.7	272.7

<b>2022/2023</b>	613.2	613.2
<b>2023/2024</b>	231.5	231.5

In the 2023/2024 period a total of 231.5 km of gravel roads were maintained. In the 2022/2023 period a total of 613.2 kilometres of gravel roads were maintained. In the 2021/2022 period a total of 272.7 kilometres of gravel roads were upgraded to tar. The municipality managed to achieve the above-mentioned output through the utilization of hired plant and internal graders.

### 3.6.3 Asphalted Road Infrastructure

In the 2023/2024 period the roads department managed to maintain an equivalent of 5 124.72 square meters of tarred roads through the patching of potholes programme. The municipality has achieved as per the SDBIP however this was an under achievement when considering the current state and increased level of deterioration of the municipal tarred roads network.

Gauteng department of Transport assisted Emfuleni Local Municipality with re-sealing of 34.805km of tarred roads within the Emfuleni boundary for financial year 2023-2024.

<b>Financial Year</b>	<b>Total Tarred roads</b>	<b>Existing tar Roads re-tarred</b>	<b>Existing tar Roads re-sheeted</b>	<b>Tar roads maintained</b>
<b>2019/2020</b>	9.80	3.68	0	6.12
<b>2020/2021</b>	19.21	9.1	0	10.11
<b>2021/2022</b>	25.55	14.02	0	11.53
<b>2022/2023</b>	28.408	17.038	0	11.37
<b>2023 / 2024</b>	39.925	34.805	0	5.12

### 3.6.4 Employees: Roads and Stormwater

<b>EMPLOYEES: ROADS AND STORMWATER SERVICES</b>						
<b>Job Level</b>	<b>Total Posts</b>	<b>Employees 2021/22</b>	<b>Employees 2022/23</b>	<b>Employees 2023/24</b>	<b>Vacancies Fulltime</b>	<b>Vacancies as %</b>
<b>0 - 3</b>	3	2	2	2	1	33%
<b>4 - 6</b>	10	4	4	4	6	60%
<b>7 - 9</b>	18	8	7	7	11	61%
<b>10 - 12</b>	167	25	24	21	143	86%
<b>13 -15</b>	77	2	2	0	75	97%
<b>16 -</b>	1115	142	140	133	975	87%
	1390	183	179	167	1211	87%

## COMPONENT B: PLANNING

### 3.7 PLANNING

Spatial Planning is a component of the Land Use that deals with the development of the Spatial Development Frameworks (SDFs) of the municipality. Spatial planning integrates vertical alignment of plans (local, district and provincial level) to guide the development, investments and at ensuring annual compliance in terms of the Local Government: Systems Act (no.32 of 2000).

The Land Use Management (LUM) functions include evaluation and processing of received development applications (rezoning, consent uses, townships establishment, removal of restrictive conditions of title, subdivisions, and divisions of land, site development plans, building plans and other development planning related applications).

During the 2023–2024 financial year, the council developed and approved the Spatial Development Framework (SDF) Vision 2035, aligned to IDP. It is currently undergoing the promulgation process. (ELM) SDF Vision 2035 is a 10-year development vision that aims to address challenges of spatial disparities, uneven economic development, uncoordinated development, threats of climate change, and environmental degradation, as well as support the un-locking and implementation of catalytic private and public investments to boost economic growth in the municipality.

Information System (GIS) is also functional which captures, stores, integrates, manipulates, analyses, and displays spatially referenced data. The updating and verification of cadastral data has assisted the municipality in planning, managing, and implementing infrastructural projects, including asset management verification and the alienation of municipality-owned parcels of land. The Premier's office is currently providing support in terms of software licensing and training for the full implementation of corporate GIS in the Emfuleni area.

The top three priorities from the Land Use Management are

1. Shorten the period in approving land use applications
2. Effective enforcement of land use contraventions
3. Fully functional Corporate GIS within the municipality
4. Ensure that the developments are in-line with Spatial Development framework and to identify the catalytic projects from the Spatial Development framework and to ensure progress on the developments

### 3.7.1 Applications for Land Use Development

The municipality approved the new single municipal-wide land use scheme, which was subsequently promulgated in February 2023. The new land use scheme replaced town-planning schemes previously applicable to different regions within the same jurisdiction of the municipality. Therefore, the approval of the aforesaid schemes represents an important shift from erstwhile fragmented spatial and land use planning practices to a more comprehensive, participatory and unitary approach to integrated land use and transport planning.

The Applications for land development entails the administration of development applications that includes (i) Rezoning, (ii) Removal of Restrictions, (iii) Township Establishments, (iv) Consent Uses, (v) Consolidations, (vi)Subdivisions and (vii) Evaluation of site development.

The table below reflects the number of land development applications received and approved.

Type of application	Number of applications received	Number approved
	July 2023 – June 2024	July 2023 – June 2024

Rezoning or simultaneous rezoning and removal of restrictions	110	51
Subdivisions and/ or Consolidations	21	15
Consent uses	19	16
Township establishments	1	3
<b>TOTAL</b>	<b>151</b>	<b>85</b>

The municipality has received a total of 151 land use applications for amendment of the Land Use Scheme (2018) and approved 82; received 1 township establishment application, received 21 subdivisions and or consolidation applications and approved 15, received 19 consent uses applications and approved 16; Received 110 rezoning or simultaneous rezoning and removal of restrictions and approved 51.

### 3.7.2 Township Establishments

During the 2023/24 Council approved financial year, Sebokeng EXT 30, 32, and SW 8 EXT 1.

SPLUMA By-Laws were developed, followed by the appointment of the Municipal Planning Tribunal (MPT) and the Appeal Authority (AA) Committee by the Council, replacing the section 79 Committee (Land Tribunal).

The municipality conducted 85 Land use inspections, 43 transgressions (non-compliance to land use legislations) and 1 Court Cases was submitted. Poor performance on land use inspections is due to human capacity.

### 3.7.3 Overall Performance

Gradual progression is also being made on breaking new ground for the Vaal River City project (VRC) and Special Economic Zones (SEZ), where clearing of the sites, fencing of the Rietkuil SEZ property and the currently undergoing construction of the VRC bridge to unlock development in the Bedworthpark and Sharpeville area.

Council in (2023) approved the Rietkuil precinct plan, pursuant to the achievement of the broader agro-industrialisation of the region's objectives.

LUM is continually promoting development by attempting to minimize the approval period for applications and thus promoting development by reducing the cost of doing business in ELM area.

The municipality also has the Law Enforcement Division (Inspectorate) that include investigations of alleged transgressions of the town planning schemes in operation and other planning related pieces of legislation and promotion of remedial measures.

## 3.8 BUILDING CONTROL

Building control in Emfuleni municipality follows the National Building Regulations and Standard Act 103 of 1977 to ensure safe and compliant construction, renovation, and maintenance of buildings. Additionally, building control is responsible for overseeing construction-related matters, including demolition, business licensure, and the management of hazardous structures. Through operational and enforcement campaigns, Building Control consistently supervises, evaluates, improves, and implements building regulatory procedures, systems, innovation, service excellence, and optimal practices. Furthermore, building control plays an important role in ensuring public safety at sports facilities, venues, and events.

### 3.8.1 Applications for Approval of Building Plans

	2019/20	2020/21	2021/22	2022/23	2023/24
<b>Building Plan applications received for approval</b>	997	1509		895	600
<b>Determination made in year of receipt</b>	390	1245		811	519
<b>Determination made in following year</b>	0	0	0	0	0
<b>Applications not approved</b>	512	120			209
<b>Applications outstanding at year end</b>	95	144		84	81

### 3.8.2 Service standards

The following services are provided to customers in accordance to the minimum standard:

- Examining applications submitted under Building Regulations
- Inspecting building work in progress
- Providing an advisory service in respect of Building Regulations
- Administering the issue of Occupation Certificates
- Advising on dangerous structures
- Delivering information and training events for the building industry on the Building Regulations and other legislation
- Advising on Public Safety at Events

Enforcing the Energy Performance of Buildings Regulations

### 3.8.3 Employees: Planning (Land Use Management and Building Control)

<b>EMPLOYEES: PLANNING (LAND USE MANAGEMENT AND BUILDING CONTROL)</b>						
<b>Job Level</b>	<b>Total Posts</b>	<b>Employees 2021/22</b>	<b>Employees 2022/23</b>	<b>Employees 2023/24</b>	<b>Vacancies Fulltime</b>	<b>Vacancies as %</b>
<b>0 - 3</b>	7	5	5	1	2	29%
<b>4 - 6</b>	33	17	17	15	16	48%
<b>7 - 9</b>	43	16	16	16	27	63%
<b>10 - 12</b>	6	1	1	1	5	83%
<b>13 - 15</b>	0	0	0	0	0	0%
<b>16 -</b>	1	1	1	0	0	0%
	90	40	40	33	50	56%

## 3.9 PROPERTY MANAGEMENT

Property Department is the custodian of Municipal-owned immovable property assets and exercise control over the property management. The department is responsible for disposal and acquisition of Council owned properties (vacant, public service infrastructure). The

department is also responsible for maximizing social and economic value of Emfuleni Municipality's property portfolio. Key performance area includes property leasing, sales, land audit, servitudes and advisory service.

### 3.9.1 Achievements

Under the Land Regularization programme, the municipality transferred properties to beneficiaries through the Conversions Act facilitated by the Gauteng Department of Human Settlements. 114 title deeds were registered to the people who occupied the old municipal shops and church stands in the township. This initiative will unlock business opportunities, as owners with title deeds will be able to access funds.

The goal of the Property Management is to maximize the municipal property portfolio. This includes leasing and alienating municipally held property in order to generate financial profits. Various categories of properties were leased during financial, such as agricultural, vacant land for business purposes, community facilities. These are properties that stimulate social and economic development, which is required to create jobs, particularly for previously disadvantaged communities.

### 3.9.2 Statistics

18 leases Signed

Zero (0) properties auctioned

One (1) property was sold

114 properties transferred

### 3.9.3 Employees: Property Services

EMPLOYEES: PROPERTY SERVICES						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	1	1	1	1	0	0%
4 - 6	9	4	4	3	5	56%
7 - 9	3	2	2	2	1	33%
10 - 12	0	0	0	0	0	0%
13 -15	0	0	0	0	0	0%
16 -	0	0	0	0	0	0%
	13	7	7	6	6	46%

### 3.9.4 Overall performance

Properties department provide leases to community for different use ranging from agricultural and business operations. The target of R1 181 959, 49 from leasing municipality owned property was achieved during 2023/24 financial year. This comprised new and renewed leases of various categories, community facilities, and Agricultural and Commercial properties.

## 3.10 ECONOMIC DEVELOPMENT AND TOURISM

Local Economic Development (LED) at the municipality involves identifying and using local resources to create opportunities for economic growth and employment creation. The function also focuses on forming local partnerships with key and relevant stakeholders such as national, provincial and district government and private sector structures. This is done to promote and support local economic development initiatives aimed enhancing economic growth and to provide infrastructure for investment attraction and promotion.

Other key functions of LED and Tourism include:

- ❖ Enterprise development: Encouragement, support and promotion of SMME's and Cooperatives;
- ❖ Advertisement: Approvals of advertising in the area, monitoring and removals of illegal advertising and advertising by-law enforcement;
- ❖ Informal Trading: Enforcement of informal street trading by- laws in the entire area of, demarcation of trading spaces, identifying places which can be used for informal street trading markets, issuing of trading permits to traders, identifying where stalls can be erected for traders to conduct their business, interacting with the Provincial Government for more support for the sector;
- ❖ Business Retention and Growth: Urban regeneration, renewal and retention, identification of ways to improve business climate, maintenance of relationships with business associations, forums and business service providers and develop and maintain the data system to track trends within the business community;
- ❖ Tourism: Promotion and marketing of tourism within the municipality; and
- ❖ Agriculture: Promotion and facilitation of agricultural development in the Municipality.

### 3.10.1 Economic Activity by Sector

Economic Activity by Sector			R'000
Sector	Year-2022	Year-2023	Year-2024
<b>Agriculture, forestry and fishing</b>	516,500	542,326	548,301
<b>Mining and quarrying</b>	378,610	342,639	327,466
<b>Manufacturing</b>	12,638,475	12,484,868	12,529,361
<b>Wholesale and retail trade</b>	4,650,956	4,751,089	4,872,442
<b>Finance, property, etc.</b>	12,761,843	12,891,223	13,045,002
<b>Govt, community and social services</b>	8,662,935	8,792,884	8,902,410
<b>Infrastructure services</b>	6,189,453	6,199,288	6,305,207
<b>Total</b>	<b>45,798,772</b>	<b>46,004,317</b>	<b>46,530,189</b>

According to the table above, finance, property, etc. is been performing well (increasing).The manufacturing industry is fluctuating (not constant) and the mining and quarrying are fluctuating in this area. However, the following sectors are on the rise:

- ❖ Agriculture and forestry;
- ❖ Wholesale and retail trade;
- ❖ Finance, property, etc.;
- ❖ Government, community and social services; and

- ❖ Infrastructure services.

### Average Annual Growth

SECTOR	2022	2023	2024	2025
Agriculture	3.9%	5.0%	1.1%	1.7%
Mining	2.3%	-9.5%	-4.4%	-2.5%
Manufacturing	0.9%	-1.2%	0.4%	2.0%
Electricity	-2.3%	-2.6%	-0.4%	1.4%
Construction	-1.6%	-0.3%	2.7%	3.8%
Trade	5.7%	2.2%	2.6%	3.5%
Transport	13.4%	2.1%	2.6%	4.3%
Finance	3.4%	1.0%	1.2%or	3.0%
Community Services	3.8%	1.5%	1.2%	2.4%

### 3.10.2 Local Economic Development and Tourism Overall Performance

- ❖ 110 Homestead food gardens were distributed to 110 households in ward 36 to assist in poverty alleviation
- ❖ 36 Informal trading stalls were refurbished in Sebokeng Plaza. Plastic water taps were installed, water meter connected, fixed the electrical plugs & covered the plug sockets, unblocked the existing sewer line, cleaned the storm water and informal trading stalls.
- ❖ 394 SMMEs and Informal Traders were trained during the 2023/24 financial year.

### 3.10.3 Employees: Legal Services

EMPLOYEES: LEGAL SERVICES						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	4	2	2	1	2	50%
4 - 6	14	1	1	3	13	93%
7 - 9	4	1	1	2	3	75%
10 - 12	0	0	0	0	0	0%
13 -15	0	0	0	0	0	0%
16 -	0	0	0	0	0	0%
	<b>22</b>	<b>4</b>	<b>4</b>	<b>6</b>	<b>18</b>	<b>82%</b>

## COMPONENT C: COMMUNITY AND SOCIAL SERVICES

### 3.11 Libraries

The Library and Information Service is operational in fifteen libraries located across the municipal area. The libraries are divided into the following three regions:

- Region 1 has a total of 5 libraries. The libraries are Vanderbijlpark, Driehoek, Boipatong, Bophelong, and Stephenson
- Region 2 consists of the libraries located in Vereeniging, Sharpeville, Tshepiso, and Rus-ter-Vaal.
- Region3 boasts 6 libraries comprises the libraries in Residensia, Evaton, Evaton North, Sebokeng Zone 13, Boitumelo and Roshnee.

The oversight of each region is entrusted to a Principal Librarian, with a dedicated Librarian responsible for each individual library.

The municipality implemented three of the most effective service delivery programs during the reporting financial period: reading activities, ICT initiatives. The services have had an important impact on the promotion of a culture of reading awareness and the provision of access to knowledge and information. The municipality observed a major increase in the number of individuals who accessed free WIFI, utilized computer resources, and participated in skills development programs offered by the library.

### **3.11.1 Library Initiatives and Service Standards**

The community of Emfuleni Local Municipality benefits from grant-funded programs that encompass a broad spectrum of areas, spanning from education to community development and social cohesion. In the 2023–24 financial year, the municipality has successfully implemented the following programs:

- ❖ Born to Read Program, which offered four activities dedicated to fostering literacy and instilling a passion for reading in young children. It furthermore provides access to books, storytelling sessions, and other reading-related activities that greatly enhance children's cognitive and language development.
- ❖ Two vegetable gardens - benefiting the community and nearby clinics and also increasing access to fresh and healthy produce, promoting awareness about nutrition and healthy eating habits, and supporting health-related educational programs.  
Early childhood development programs are essential for giving children a solid foundation for their future learning and growth. This program offers a range of educational activities, promotes play-based learning, and provides support for parents and caregivers to foster children's development.

The Rural Development Reading Program seeks to enhance literacy levels and educational opportunities in rural areas. Reading materials and literacy-focused activities significantly affect individuals in rural communities, enabling them to acquire knowledge and skills that lead to improved opportunities.

- ❖ Chess Competitions: Chess is a recreational activity that promotes critical thinking. Chess competitions bring together community members of various age groups. Evaton currently hosts chess engagements, with plans to expand to other areas in the future.

The number of library memberships has increased from 20 111 to 25 371.

## **3.12 CEMETERIES**

Parks and Cemeteries function is the custodian of Public Open Space, parks, green belts and responsible for development and horticultural maintenance and arboriculture. The functions addresses the interment needs of communities of Emfuleni Local Council., manage and maintain both passive and active cemeteries.

Moreover the this function makes provision for public open spaces and horticultural maintenance in order to meet recreational needs of local residents.

#### Types of Parks

- ❖ Developed parks.
- ❖ Undeveloped Public Open Space.
- ❖ Arboriculture Maintenance.
- ❖ Establishing Partnerships i.e. Palm Island (Louis Trichardt Boulevard).

#### Cemeteries

- ❖ Provision of Burials.
- ❖ Maintenance of Active and Passive cemeteries.

The following factors hindered effective service delivery

- ❖ Public Open Spaces generally are characterized by overgrown of vegetation which become " blackspots" sites for criminal activity and potential sites for veldfires.
- ❖ Streetwise which are potentially dangerous and pose a risk to people and or property.

#### 3.12.1 Service Standards

Cemetery	Q1. graves provided	Q2. graves provided	Q3. graves provided	Q4. graves provided	Annual total
Boipatong Cemetery	0	1	0	1	2
Evaton Cemetery	113	110	115	112	450
Jacobskop Cemetery	64	61	76	230	431
Nanescol Cemetery	67	45	28	81	221
Phelindaba Cemetery	19	31	14	19	83
Roshnee Cemetery	33	18	7	11	69
Rus-ter- vaal	19	16	15	11	61
Vanderbijlpark Cemetery	454	366	444	470	1734
Vuka Cemetery	12	15	5	6	38
<b>Total</b>	<b>781</b>	<b>663</b>	<b>704</b>	<b>941</b>	<b>3 089</b>

#### 3.12.2 Overall performance

The key performance area of Parks is to provide a safe and secure, developed and undeveloped public open space and municipal owned property. In implementing this program, the Department was faced with resource challenges, which are human, shortage of machinery and equipment and limited budget. These challenges resulted in work areas being prioritized and the four (4) grass cutting cycle had to be reduced to one (1). The Department, with its internal staff and the private service providers engaged managed to achieve its set performance target.

Provision of burial service was met successfully for all the communities within the municipality. The main challenges in Cemeteries are poor state of infrastructure at cemeteries and the increase in demand for suitable burial land.

### 3.12.3 Parks and Cemeteries

<b>EMPLOYEES: PARKS AND CEMETERIES</b>						
<b>Job Level</b>	<b>Total Posts</b>	<b>Employees 2021/22</b>	<b>Employees 2022/23</b>	<b>Employees 2023/24</b>	<b>Vacancies Fulltime</b>	<b>Vacancies as %</b>
<b>0 - 3</b>	3	2	2	2	1	33%
<b>4 - 6</b>	13	5	5	5	8	62%
<b>7 - 9</b>	72	16	16	16	56	78%
<b>10 - 12</b>	25	5	5	5	20	80%
<b>13 - 15</b>	279	30	30	30	249	89%
<b>16 -</b>	629	87	78	78	551	88%
	<b>1021</b>	<b>145</b>	<b>136</b>	136	885	87%

### 3.13 SOCIAL DEVELOPMENT

The process of social development within Emfuleni Local Municipality (ELM) involves multiple disciplines and is inherently cross-sectoral. ELM provides comprehensive social development services to a wide array of target groups, including children, youth, women, families, the elderly, and individuals with disabilities. Guided by social workers employing a developmental approach, ELM offers a variety of programs such as socioeconomic initiatives, moral regeneration, empowerment programs, and poverty reduction efforts.

Interventions are tailored to meet the needs of these diverse client groups at various levels, including prevention, early intervention (non-statutory), and reintegration. ELM addresses all forms of abuse—child abuse, physical abuse, emotional abuse, and financial abuse—through a range of interventions. Preventative and early intervention efforts for children are bolstered by door-to-door campaigns, the distribution of educational materials, workshops, and community meetings.

#### 3.13.1 Service Statistics for Social Development

To effectively deliver social services, ELM employs social workers who engage in casework, group work, community development, and research. These efforts ensure that the community's needs are met through comprehensive and coordinated social development services.

Community support programmes for the financial year 2023/2024 are as follows:

#### Cases/ groups handled

Social Development services cater to various client groups, including children and families, women, people with disabilities, and youth. In their efforts to build capacity among women, Social Development has conducted life skills and entrepreneurship training workshops, benefiting forty women through two sessions. Collaborating with partners such as Gender Links, Lifeline, and the Provincial Department of Social Development, among others, Social Development plays a key role in several developmental initiatives.

- ❖ 458 cases were handled on a daily intakes and referrals mostly for social relief of distress, child protection, homelessness, fees exemption program, housing, citizenship etc. mostly from low cost (RDP) and informal settlement areas.
- ❖ 210 legal cases of evictions were attended and mostly from Vereeniging, Evaton, Vanderbijlpark and Sebokeng areas.
- ❖ 20 families were assisted through child headed households' program in collaboration effort with SALGA. Through this initiative, we provide essential food support, school uniforms and other crucial services to support these families.
- ❖ 100 homeless people were beneficiaries of world homelessness day and winter campaign in collaboration with Gauteng Department of Social Development

### **Indigent household program**

The Indigent Household Programme was implemented to support permanent residents who, due to various socioeconomic factors, are unable to pay their taxes and rates. These residents receive a subsidy to cover their basic needs. As of now, there are 90,736 registered indigents in the database. During the 2023/2024 financial year, the Social Development department was responsible for verifying and processing new indigent applications, as well as reviewing existing indigent households in the database. During the year under review, 340 new indigent household applications were processed.

Indigent applicants received assistance through intake services at four regional offices: Vereeniging, Vanderbijlpark, Sebokeng, and Evaton. Social workers and field workers handled enquiries, conducted home visits, captured, processed applications, and carried out awareness campaigns on the indigent verification program. The package of benefits includes 50KW/h of electricity, 6KL of water, free sewer, refuse removal, assessment rates and rental for those residing at municipal residential properties.

### **Indigent and pauper burials**

The purpose of the indigent burial program is to assist families in need, ensuring that indigent and pauper families can bury their loved ones with dignity and respect. During the 2023/2024 financial year, the municipality attended to 145 indigent and pauper burials, successfully processing and finalizing 100% of the applications. This program, guided by the municipal indigent burial policy, is a crucial initiative that provides dignified burials for families who lack the financial means to afford them.

In 2023/2024, the total cost for indigent burials amounted to R950, 000. From 2021 to 2024, 501 burials were conducted across the four areas Vereeniging, Sebokeng, Vanderbijlpark, and Evaton at a combined cost of R2, 758,131.

### **Drug and substance abuse program**

Social Development conducted awareness and prevention programs on drug and substance abuse at Moshate Secondary School and Thuto Tiro, reaching 228 students. The program was implemented through visual presentations and discussions. Given the increasing challenge of drug and substance abuse in schools, which puts students at risk of committing crimes, dropping out, and facing other socio-economic issues, Social Development plans to extend these efforts to more schools in the future.

### 3.13.2 Employees: Social Development

<b>EMPLOYEES: CHILD CARE, AGE CARE &amp; SOCIAL PROGRAMMES (SOCIAL DEVELOPMENT)</b>						
<b>Job Level</b>	<b>Total Posts</b>	<b>Employees 2021/22</b>	<b>Employees 2022/23</b>	<b>Employees 2023/24</b>	<b>Vacancies Fulltime</b>	<b>Vacancies as %</b>
<b>0 - 3</b>	1	1	1	0	0	0%
<b>4 - 6</b>	26	9	9	17	17	65%
<b>7 - 9</b>	13	0	0	13	13	100%
<b>10 - 12</b>	20	13	12	8	8	40%
<b>13 -15</b>	0	0	0	0	0	0%
<b>16 -</b>	0	0	0	0	0	0%
	<b>60</b>	<b>23</b>	<b>22</b>	<b>38</b>	<b>38</b>	<b>63%</b>

### 3.13.3 Overall Performance

Social Development successfully conducted eight programs targeting vulnerable groups, including children, women, the elderly, individuals with disabilities, and youth, despite limited resources. Key to this success was collaborating with relevant stakeholders and avoiding programs with direct financial implications. By streamlining financial resources and fostering creativity, Social Development effectively implemented social programs in alignment with annual plans.

These programs aimed to enhance the wellbeing, safety, and protection of vulnerable groups from social ills such as drug and substance abuse and child abuse. The implementation of Social Development programs has faced significant challenges, primarily due to staff shortages, lack of resources such as vehicles and network systems, and a constrained budget. Over the past five to six years, the absence of a dedicated budget has severely affected the ability to implement programs and achieve set targets.

## COMPONENT D: COMMUNITY AND SOCIAL SERVICES

### 3.14 ENVIRONMENTAL MANAGEMENT

A mission and vision for this section in the municipality according to the Environmental Management Framework is to have a clean, healthy and well protected environment that allows for good quality living and working conditions for the residents and workers within Emfuleni Local Municipality. To protect and improve the environment through implementation of environmental sustainable development measure.

The municipality involved in pollution control relating to identification, evaluation, monitoring and prevention of land, soil, water, and air pollution. This is done by conducting site inspection of industries to prevent pollution. Climate change programme are also conducted on a regular basis to create awareness in the communities. ELM was declared as an Airshed Priority Area, therefore the section is actively involved in the implementation of the Air Quality Management Plan and its interventions.

### 3.14.1 Priority areas and Service Statistics

One of the main functions of the section is to conduct environmental awareness campaigns in communities to inform about the importance of keeping the environment clean. These programmes are also used to educate communities about the effect of climate change. The world environmental day was celebrated at Thabong Mall on the 05 June 2024 and about 200 people attended. The event was well attended by officials from Sedibeng District Municipality and from Gauteng Department of Agriculture and Rural Development.

Other event was held at Evaton Mall on 13 June 2024 as part of World Environment Day and about 180 people attended. At the beginning of the financial year the section usually evaluates its human capacity and resources and come up with the amount of work that it can reasonably do. The main function of the sections is to conduct site inspection on industries to prevent them polluting the environment.

More than 60 industrial site inspection were successfully conducted in the intervening period. These site inspections are targeting pollution control especially air pollution. In 2006, the area of Emfuleni Local Municipal was declared on air shed priority area. This means that the Air Quality Standard of the area is very low for human to breath.

In the total number of site inspections, conducted air quality complaints are included as well. Key to this success was collaboration with relevant stakeholders like Sedibeng Air Quality Officer, and inspectors from the department of Agriculture and rural development in Gauteng Province

All the above-mentioned operations took place under very challenging conditions of the lack of dedicated budget and vacant posts of inspection. Lack of dedicated resources like vehicles. IT equipment and protective clothing also post a major challenge.

Environmental Health is rendered in terms of National Health Act 61 of 2003. Municipal Health Services composed of nine (9) elements or focus areas, which are the mandate of ELM with regard to Municipal Health Services, namely:

- ❖ Food Control
- ❖ Health surveillance of premises
- ❖ Vector control
- ❖ Prevention of communicable diseases
- ❖ Disposal of the dead
- ❖ Water Quality Monitoring
- ❖ Environmental Pollution Control
- ❖ Control of hazardous waste
- ❖ Chemical Safety

### 3.14.2 Overall Performance

The municipality conducted regular inspections of funeral undertakers and mortuaries and supervised exhumations. To this end 50 inspections of funeral undertaker premises were done. 1562 Food premises were inspected. Inspections were conducted at 223 Pre-school institutions. 14 Schools were inspected. 99 Samples were taken and taken to the National Health Laboratory services for analysis. A total of 89 comments reports and verifications were done on building plans, site. Total inspections conducted for the year – 2037

## COMPONENT E: HEALTH

### 3.15 PRIMARY HEALTH CARE

Primary Health Care services (PHC) derive its mandate from the National Health Act 61 of 2003 and other relevant legislation. PHC services include provision of the following comprehensive personal health services:

- ❖ Antenatal Care, Postnatal Care services and cervical screening;
- ❖ Immunizations against communicable diseases;
- ❖ Integrated Management of Childhood Illnesses;
- ❖ Reproductive health including family planning;
- ❖ Chronic Diseases Management;
- ❖ Management of Sexually Transmitted Infections;
- ❖ TB and HIV/AIDS management and
- ❖ Health Education.

All clinics need to comply with National Health Core Standards for ideal clinic realization in order to be utilised for NHI rollout.

To realize the above-mentioned goal Gauteng Health Department assisted the Emfuleni Local Municipality by installing water tanks, generators, provision of comprehensive manual and electronic Health Records System in all municipal clinics during the period under review. Medical Waste stores were built in each clinic for proper handling and disposal of medical waste, which is collected monthly by a service provider contracted to Gauteng Department of Health.

Provision of Central Chronic Medicine Dispensing and Distribution (CCMDD) program wherein chronic patients are getting their medication from community clubs, local pharmacies, delivered at doorstep. Fast queues are implemented at clinics to reduce waiting time and overcrowding. Market Avenue, Bophelong, Boipatong and Sharpeville Community Health Centre are providing extended operational hours from 07h00- 19h00 weekdays and 07h00 – 13h00 on weekends and public holidays in order to reduce waiting times at health facilities.

#### 3.15.1 Service Statistics

Service Data for Clinics which year					
	Details	2020/21	2022/23		2023/24
		Actual No.	Estimate No.	Actual No.	Actual No.
1	Average number of patients visit on an average day	2750	3500	2800	
2	Total Medical Staff available on an average day (18 clinics average*5per day)	90	100	85	
3	Average Patient waiting time (2-3 hours)	180mins	120mins	180mins	120mins
4	Number of HIV/AIDS tests undertaken in the year	133000	120000	135000	140000
5	Number of tests in 4 above that proved positive	720	150	715	120

6	Number of children that are immunised at under 1 year of age	6500	8000	5800	8000
7	Child immunizations above compared with the child population under 1 year of age	65%	100	70%	100%

The Primary Health Care core package is rendered in 18 fixed clinics within the Municipality. The Primary Health Care function is the competency of the Gauteng Provincial Health Department. ELM is rendering the function on behalf of the Gauteng Department of Health. ELM priorities in this regard include the following:

- ❖ Improving access to comprehensive PHC service delivery;
- ❖ Provide extended operational hours at clinics;
- ❖ Provide extended mobile clinic points to informal settlement and rural communities;
- ❖ Ensure access to antiretroviral treatment and Essential Drug List (EDL) and
- ❖ Improve TB cure rate.

### 3.15.2 Service Standards

ELM is experiencing a constant influx of people from other provinces. This is noticeable in the increase of burden of diseases, overcrowding, long queues, and a compromised infection control to the public as seen in the clinics within the Municipality. The department of Health has put the following initiatives in place to respond to the challenges alluded to above:

- ❖ 2 312 125 uninsured public health users had access to a comprehensive PHC core package within the clinic of ELM during the financial year under review.
- ❖ TB cure rate has improved from 82% to 90%.
- ❖ Sixteen out of eighteen clinics within the municipality are currently offering Ante Retroviral Treatment, which has improved from 70% to 90%.
- ❖ Expanded Program of Immunisation has improved from 75% to 90%.
- ❖ Family planning has also improved from 70% to 82%.
- ❖ HIV/AIDS testing is at 95%, screening at 100%, case finding at 89% and initiation on treatment at 88% due to wrong addresses given.
- ❖ Transformers were installed at the Osizweni clinic.
- ❖ Received a donation of a Park home with two consulting rooms and a solar system.

### 3.15.3 Employees: Primary Health Care

EMPLOYEES: CLINICS (PRIMARY HEALTH CARE)						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	2	2	2	1	0	0%
4 - 6	39	6	6	5	33	85%
7 - 9	119	43	42	42	77	65%
10 - 12	24	9	9	9	15	63%
13 - 15	25	2	2	2	23	92%
16 -	40	14	14	13	26	65%
	<b>249</b>	<b>76</b>	<b>75</b>	<b>72</b>	<b>174</b>	<b>70%</b>

### 3.15.4 Overall Performance

The department of Health has introduced the Central Chronic Medicine Dispensing and Distribution (CCMDD) program wherein chronic patients are getting their medication from community clubs, local pharmacies, delivered at doorstep. Fast queues are implemented at clinics to reduce waiting time and overcrowding.

The shortage of skilled nurses as a result of attrition had a negative impact on the waiting time in Health facilities as Primary Health Care services is a nurse driven function

A Private Company donated Tshepiso clinic with two (2) toilets. This will assist the patients to have more access to privacy when visiting the clinic and this will also decrease infections from the toilets.

Osizweni Clinic has received a new transformer and the installation of a SOLLAR system from a private company. The Solar system will assist the clinic to have lights during the electricity loadshedding and to ensure that medication is stored in a cool place all the time.

## COMPONENT G: PUBLIC SAFETY

### 3.16 PUBLIC SAFETY

The Department of Public Safety is divided into three (3) divisions responsible for the rendering of Traffic and Security, Municipal Courts, and Fire and Rescue Services

Emfuleni Local Municipal (ELM) traffic, security, fire, and rescue services are provided in all 45 municipal wards. In order to ensure efficient and effective service delivery, and to maximize, extend the existing capacity including visibility both traffic and security services and fire and rescue, the municipal area is divided into three (3) regions.

The three regions are:

REGIONS	AREAS SERVICED
One (1)	Barrage and surrounding plots and smallholdings, Boipatong, Bophelong and Vanderbijlpark. etc.
Two (2)	Roshnee, Rusterval, Vereeniging and the surrounding areas.
Three (3)	Evaton&Sebokeng and the surrounding areas.

The Department of Justice and Constitutional Development divide the Municipal Courts services into three (3) magisterial districts in line with demarcation. They are:

- ❖ Sebokeng Magisterial District;
- ❖ Vanderbijlpark Magisterial District; and
- ❖ Vereeniging Magisterial District.

Road safety promotional campaigns were conducted in schools and in the community, based on vulnerability and risk assessments conducted and as per the request from the community

The ELM Crime Prevention is aligned to the National Crime Prevention Strategy, the Provincial Crime Prevention Strategy and the District Crime Prevention Strategy. Social Crime Prevention campaigns were held with the Departments of Education, Correctional Services, Provincial Community Safety, SAPS; the CPF is targeting school safety, drug abuse, and

reintegration of offenders to the community as per Correctional Services guidelines and policies, domestic violence and all forms of abuse.

ELM's Fire, Rescue and Disaster Management Services have four (4) Fire Stations, which are strategically placed in the area and has attended to calls within the applicable South African National Standards (SANS).

The Municipal Courts is a multi-disciplinary function with a territorial jurisdiction within the magisterial district boundaries, determined by the Department of Justice & Constitutional Development, aligned with the municipal boundaries of Emfuleni.

The Municipal Courts function is divided into several services, which involve inter alia the Offices of the Magistrates, Offices of the Prosecutors, Processing Services, Court Support (Back Office) Services, Admission of Guilt Services, Help Desk Services, Fine Recovery Services, Accounting and Finance Services, Court Orderly Services, Interpreter Services and Messenger Services.

### **3.16.1 Achievements**

- ❖ Participated in joint law enforcement inspections with Environmental Health and By Law Enforcement at the malls, shops, spaza shops, taverns, etc.;
- ❖ Successfully provided escorts on the 29 May 2024 to the IEC officials when transporting the election material to the voting districts and back to the IEC Counting Centre after counting.
- ❖ In order to assist learners to cross the roads to and from school and alleviate congestion, conducted point duty/school points daily on priority busy intersections with some only attended to, only when schools are opened:
- ❖ Region One (1): Dube & Mosaka, Dube & Mathews, Currie & Heavyside, Stepheson, El Shadai, Friekkie Meyer & Oospark & Lekoa Streets;
- ❖ Region Two (2): Emmanuel Primary, Tswaranang, Kgomoco & general smuts, Houtkop & Blackwood T-junction;
- ❖ Boitumelo/Nelson Mandela, Golden Highway/Palm Springs, Golden Highway/Mkhwanazi Hardware/ Golden Highway Graceland, Moshoeshoe/Zone 10, Moshoeshoe/Armstrong, Lebohang Mahata/Ext 3, Lebohang Mahata/Waterdal.
- ❖ Provided traffic management services during events in line with Safety at Sports and Recreational Events Act 2 of 2010 and traffic escorts as and when requested or booked to do so.
- ❖ Supported Gauteng Provincial Traffic during patrols to check compliance related to transport permits.
- ❖ Participated in joint law enforcement operations O Kae Moloa/Operation Shanela together with the SAPS, Gauteng Provincial Traffic and Home Affairs, Crime Prevention Wardens, etc.
- ❖ Road safety promotional campaigns (Scholar Patrols and Child in Traffic Programs & Driver education) were conducted in the schools and communities.
  - Vereeniging taxi rank
  - Vanderbijlpark taxi rank
  - Thabong Mall
  - River Square
  - Palm Springs Mall
  - Mandela Square
  - Vaal Mall
  - R82 Damfontein
  - Boxer Tshepiso
  - Polokong
  - Lakeside taxi rank
  - Evaton Mall

- Extention 15 Sebokeng
- Bophelong taxi rank

The following areas were attended to:

- ❖ **School Safety Talks:**Evaton, Barrage, Bophelong& Sharpeville, Tshepiso, and at Barrage (Barrage Primary School) held Joint Sports Against Crime (soccer and netball) and conducted school safety with SAPS and Indibano.
- ❖ Vanderbijlpark CW2 and CW5) Led the initiative of Reclaiming the Night in Becquerel Street where both the MEC and the SAPS VISPOL Commander accepted the memorandum from the community.
- ❖ **Anti-drug & Substance Abuse:** Sharpeville (Sharpeville Monument), Operation with Vereeniging SAPS to identify drug hideouts at Railway stations and at Evaton.
- ❖ **Promotion of Social Crime Prevention:**Vanderbijlpark CW2 and CW5) Participated and supported the MEC Community Safety's initiative of Reclaiming the Night in Becquerel Street where both the MEC and the SAPS VISPOL Commander were handed with a memorandum from the concerned residents of CW2 and CW5 areas.
- ❖ **Law Enforcement:** Facilitated Operation Siyabangena towards Reclaiming the Streets of Sebokeng back to the community at Sebokeng (Boitumelo &Boiketlong), Evaton (Sonderwater); Operation Wanya Tsotsi at Evaton, Bophelon and at Sebokeng.
- ❖ **Expanding the Role of Local Municipality:** Participated at Community safety Meetings Conducted by Community Policing Forums (CPF's) in Evaton, Tshepiso Ward 11, Palm Springs, Evaton West, Sharpeville, conducted Community Safety audits at Barrage, held mass patrol with CPF and SAPS at Bophelong.
- ❖ **365 Days of Activism Against Women and Children Abuse:** Sharpeville -Men as safety promoters; Child Protection Week Awareness at Sharpeville Leratong Preschool; GBVF Awareness campaign focusing on children with GBV Brigades at Sharpeville; held GBVF door to door in Evaton (Sonderwater)
- ❖ 16 Days of Activism for no violence against women and children at Evaton
- ❖ **Crime Prevention through Environmental design (CPTED):**Evaton Palm Springs - Cleaning campaign at crime hot spots.

### 3.16.2 Service Standards

#### ***Provision of efficient traffic policing functions***

Traffic Officers are deployed daily and are divided in 2 shift system, and in each region we have an average of ±6 Traffic Officers per shift, to conduct:

- ❖ Visible Policing
- ❖ Speed Measuring
- ❖ Mass measuring (Overloading)
- ❖ Alcohol & Reckless Driving operations
- ❖ Mass measuring (Overloading)
- ❖ Camera Prosecution
- ❖ Point Duties

#### ***Accident Management***

The municipality have two (2) staff members who are deployed to render this function The function involves the processing of accident data which includes but not limited to:

- ❖ Collection of accident report.

- ❖ Capturing of accident reports information.
- ❖ Providing accident information to member of public insurance companies, Attorneys and RAF

### **Road Safety**

Minimize Pedestrian Accidents through Public Education and Training to Learners, Community and Companies

#### **Conduct external road safety training**

Scholar Patrols and Child in Traffic Programs  
Driver education

#### **Render efficient security services**

This function includes the monitoring of security services which is rendered by an appointed service provider to provide security services to municipal properties, sites, infrastructure and safety of personnel and councillors while performing their duties in council sittings, functions, etc.

- ❖ Conduct internal investigations on theft and losses within the municipality;
- ❖ Monitoring and supervision of security services;
- ❖ Provide security for access control;
- ❖ Guarding of council properties and employees;
- ❖ Monitors security service point;
- ❖ Attends to incidents and accidents involving councillors, council properties and employees; and
- ❖ Conduct special operations and activities in response to essential infrastructure, cable theft and damage to substations.
- ❖ 12 road safety promotional campaigns were conducted in schools and in the community, based on vulnerability and risk assessments conducted and as per the request from the community. Social Crime Prevention campaigns were held with the Departments of Education, Correctional Services, Provincial Community Safety, SAPS, the CPF's targeting school safety, drug abuse, reintegration of offenders to the community as per Correctional Services guidelines and policies, domestic violence and all forms of abuse, etc.

#### **3.16.3 Achievements**

- ❖ Joint law enforcement inspections at the malls, shops, spaza shops, taverns, etc.;
- ❖ Enforcement of compliance to the regulations at Cemeteries during funerals; and
- ❖ Conducted patrols to check compliance related to transport permits.
- ❖ conducted Joint O Kae Moloa together with the SAPS, Gauteng Provincial Traffic and Home Affairs
- ❖ Road Safety Promotional campaigns were conducted in various schools and communities.
- ❖ Conducted crime prevention campaigns focusing on reducing the risk factors that are prevalent to activities which includes school safety dialogues with learners at various schools , substances abuse awareness, crime prevention through environmental design where areas prone to crime and criminal elements and drug hideouts were identified and relevant departments were advised to rectify the status of such areas ,youth crime prevention, joint launching of the youth structures at Vaal university of Technology, expanding the role of the municipality in crime prevention through supporting programs and affiliating to community policing forums situated in 8 policing precincts of Emfuleni . Reviewed and developed community safety plan.

- ❖ Three (3) policing precincts experienced a decrease in respect of sexual offences, those are Vanderbijlpark with 29.1%, Evaton 41% and De Deur by 17.3%, the decrease may be attributed to joint efforts levelled against gender-based violence by the CJS cluster, Community policing forums community safety forums of Emfuleni and Sedibeng jointly, and the Department of Community safety.
- ❖ Conducted a stakeholder workshop in response to infrastructure theft, damage and cable theft.
- ❖ Manage to influence the SAPS to establish an Essential Infrastructure Task Team (EITT) to improve the response to infrastructure theft, damage and cable theft.

### 3.16.4 Traffic and Security Service Data

Traffic and Security Service Data					
Details		2021/22	2022/2023	2023/2024	
		Actual No.	Actual No.	Estimate No.	Actual No.
1	Number of road traffic accidents during the year	5449	6000	6000	5049
3	Number of traffic officials in the field on an average day (Traffic Officers & Traffic Wardens)	108	108	108	108
4	Number of all Traffic personnel on duty on an average day (includes Traffic Officers Security, Crime Prevention)	340	340	340	340

### 3.16.5 Employees: Traffic and Security

EMPLOYEES: POLICE OFFICERS (TRAFFIC & SECURITY)						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0-3	1	1	1	1	0	0%
4 - 6	10	5	5	4	5	50%
7 - 9	201	100	99	97	102	51%
10 - 12	64	15	13	12	51	80%
13 -15	4	1	1	1	3	75%
16 -	63	7	7	7	56	89%
	<b>343</b>	<b>129</b>	<b>126</b>	122	217	<b>63%</b>

### 3.17 FIRE SERVICES

The core function of the Fire and Rescue Services is to render fire -fighting, rescue, fire safety services, and ensure the safety of human life and property. Disaster Management and has established Fire Protection Associations which relates to veld and bush fires on the farms and small holdings to give support and relied for the community in distress.

The core function of the Fire and Rescue Services are:

- ❖ To render fire -fighting services and rescue;
- ❖ Fire safety services and
- ❖ To protect of human life and property;
- ❖ To promote fire safety including the establishment Fire Protection Associations which relates to veld and bush fires on the farms and small holdings to give support and relief for the community in distress
- ❖ Disaster Management/events management

### 3.17.1 Service Standards

	Details	2021/22	2022/23	2023/24	
		Actual No.	Actual No.	Estimate No.	Actual No.
1	Total fires attended in the year	700	394	700	389
2	Total of other incidents attended in the year	300	117	300	161
3	Average turnout time - rural areas	Max. 23 min	More than 23 min	Max. 23 min	More than 23 min
4	Fire fighters in post at year end	258	111	258	108
5	Total fire appliances at year end	21	22	21	23
6	Average number of appliances off the road during the year	5 of 22	20 of 22	5 of 22	20 of 23

Percentage compliance to turn around time (23 Minutes) for fire and rescue in 2023/24. (From initial Call received until arrival on scene.) (60%) as per the SDBIP KPI (BS.23)

### 3.17.2 Fire Fighting Services

Public Information Education Relation (PIER)

The following performance highlights were recorded in assisting the division to achieve its objective of bringing services closer to the people and improve their quality of life:

The Municipality also conducted PIER (Public Information Education Relations) programs in the area despite challenges related to non-availability of vehicles.

Year	2022/23	2023/24
Awareness programs conducted	9	5
Basic First aid to community	319	1110
Basic firefighting to community	640	1406
School visits	4	1

Emfuleni Fire & Rescue attended to 550 calls within applicable South African National Standards (SANS Code) response time of 23 minutes and more in comparison to the 511 in the previous financial year. These calls included all household and property fires, veld fires, provided rescue and extrication service to both fire related and motor vehicle incidents and accidents.

Fire Safety

Less fire safety inspections were conducted to premises to prevent fires and limit dangerous hazards and enforced fire safety due to resource constraints especially vehicles.

The following table highlights the statistical performance for the year under review.

Year	2022/23	2023/24
Inspections	644	343

### 3.17.4 Employees: Fire Services

EMPLOYEES: FIRE SERVICES						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
Chief Fire Officer	1	1	1	1	0	0%
4 - 6	10	5	5	5	5	50%
7 - 9	233	110	108	107	125	54%
10 - 12	0	0	0	0	0	0%
13 -15	6	0	0	3	6	0%
16 -	8	3	3	0	5	0%
	<b>258</b>	<b>119</b>	<b>117</b>	<b>116</b>	<b>141</b>	<b>55%</b>

### 3.17.5 Overall Performance

There are no own municipal capital projects for 2023/24 for Fire & Rescue do to funds however Fire and Rescue Services received grant funding from COGTA. The Grant received is to ensure that there is functional fire and rescue services. The details of the grant are as follows:

Provincial Treasury approved approval for a grant rollover due to the grant for 2022/23 not spent due to the manufacturer of the fire engine having not delivered the fire engine before 2022/23-year end. The Grant for 2022/2023 was R 7 800 000.00 for the procurement Medium Pumper Fire Engine at R6 900 000.00 and Radio Communication Equipment at R900 000.00

PTT Radio Communication Equipment was procured and delivered but reflected no expenditure on the grant due to Vodacom failing to separate the account from the Municipal Account for the procurement of radio communication equipment for the entire municipality. Vodacom undertook but failed to separate the account so that it reflects the portion allocated from the grant. This was to ensure proper accounting for the grant money received. The fire engine was delivered in March 2024 while the issue of radio communication (PTT Radio Communication equipment remain unresolved due to the account not separated and contractual dispute between the municipality and Vodacom on the account.

For 2023/2024 a Provincial Grant to the value of R4 200 000.00 was received to procure two (2) x Grass fire units, Emergency Rescue tools, BA Compressor and Radio communication (Tetra Radio Communication). Tetra Radio Communication System was recommended in order to standardize communication with other municipalities within the province and other emergency services including the SAPS especially during major incidents and during disasters.

The Grass fire units were delivered while the Emergency Rescue tools, BA Compressor and Radio communication (Tetra Radio Communication) awaits delivery.

A workshop for councillors was subsequently provided by the National Disaster Management Centre on the 12 June 2024.

### Event Safety

Emfuleni Local Municipality Fire & Rescue attends meetings of the event safety meetings, which were held weekly to determine compliance for planned events.

### Disaster Management Statistics

Year	2022/23	2023/24
<b>Floods</b>	4	<b>0</b>
<b>Windstorms</b>	1	<b>2</b>
<b>House/shack fires</b>	6	<b>1</b>
<b>Covid 19</b>	Covid 19 related actions	No Covid 19 related actions

Sedibeng Disaster Management takes a lead role in disaster relief on disaster related incidents.

Emergency relief and support were given in the form of:

Year	2022/23	2023/24
<b>Blankets</b>	0, Sedibeng Disaster Management assisted due to no resources	None, however, Sedibeng Disaster Management assisted due to no resources
<b>Salvage Sheets distributed</b>	0, Sedibeng Disaster Management assisted due to no resources	None, Sedibeng Disaster Management assisted due to no resources
<b>Tents distributed</b>	0, Sedibeng Disaster Management assisted due to no resources	None, Sedibeng Disaster Management assisted due to no resources
<b>Referrals to food bank to assist families in need of relief in conjunction with Sedibeng District Municipality.</b>	6	None, Sedibeng Disaster Management assisted due to no resources

During the disasters Joint Operations Committee was established on both occasions with the assistance of the Sedibeng District Municipality. The JOC main participants were Sedibeng District Municipality, Emfuleni Fire and Rescue, Emfuleni Department of Housing, Parks & Cemeteries, Emfuleni Health and Social Development and Red Cross. Other departments attended only few meetings.

Numerous interventions were made during the above incidents which included blankets, salvage sheets and food parcels through the Food Bank. A Disaster Management Committee was established and all the different Clusters and Sedibeng District Municipality formed part of the Committee.

Although Disaster Management assists the community in distress (floods, fire, storms etc.) we struggle with no personnel appointed at Disaster Management, approved organogram does not include personnel for Disaster Management and Event Safety.

Due to financial constrains no blankets, tent and salvage sheets were procured in 2023/24 on which ELM rely on Sedibeng Disaster Managements for assistance.

Request for assistance was made to the Provincial Disaster Management Centre (PDMC) through the Sedibeng Disaster Management Centre for disaster management workshop/training for municipal officials and councils. Request also included assistance with the development of a local disaster management plan after it was found through the Sedibeng Disaster Advisory Forum that Emfuleni Local Municipality Plan was having shortcomings.

### 3.18 MUNICIPAL COURTS

Emfuleni Local Municipality Courts renders multi-disciplinary functions and is responsible for recording, processing and adjudication of cases filed by the Council's law enforcement officers, including the collection of Admissions of Guilt (fine payments) within the judicial jurisdiction of the Emfuleni Magisterial District which consists of the Sebokeng Magisterial District, Vanderbijlpark Magisterial District and the Vereeniging Magisterial District.

Section 112 of the Municipal Systems Act of 2000 authorizes a municipality to conduct prosecution in respect of a contravention of, or failure to comply with a provision of a by-law or a regulation of the municipality, other legislation administered by the municipality and other legislation as determined by the National Director of Public Prosecutions.

Subject to the above, the Municipal Courts impartially adjudicate municipal related legislation through prompt and fair dispensation of justice in compliance with legislative standards determined by the Department of Justice and Constitutional Development, (DoJ& CD) and the National Prosecuting Authority (NPA).

The municipal courts play a pivotal role in giving priority to all municipal transgressions including road infringements by dedicating capacity in order to ensure broader community safety.

On a day today, the municipal courts administer justice by conducting the following:

Court Activities	Court Functions	Court Administration
<ul style="list-style-type: none"> <li>Management of the Municipal Court functions;</li> <li>Management of the recording of the case load;</li> <li>Management of the processing of notices &amp; summonses;</li> <li>Management of the execution of warrants of arrest;</li> <li>Management of the admissions of guilt payments (revenue from fines);</li> <li>Management of its Back Office support services.</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining prosecuting services;</li> <li>Maintaining interpreter services;</li> <li>Maintaining administrative support;</li> <li>Maintaining judicial services.</li> </ul>	<ul style="list-style-type: none"> <li>Maintaining court registers;</li> <li>Maintaining judicial requirements;</li> <li>Maintaining recording &amp; processing of the case load;</li> <li>Maintaining records, filing &amp; archives.</li> <li>Maintaining admission of guilt pay-points.</li> <li>Maintaining financial management, (reconciliation of Admissions of Guilt payments, allocations, audit compliance, budget, etc.)</li> </ul>

The table below illustrates some of the documentation and quantities that were processed during the year 2023/24:

<b>Documentation Processed</b>	<b>2023/24</b>
Section 56 Notices Captured	24 950
Section 341 Notices Captured	25 012
Camera Mailers printed	525 578
Summonses - Section 54's printed	245
Summonses served	83
Court rolls done	456
Cases on court register	35 738
Representations: Received	122 894
Representations: Finalized	122 852
Representations: Outstanding	42
Warrants: Paid	972
Warrants: Withdrawn	164
Receipts issued	104 508
Value of Receipts issued*	R35,520,709

## **COMPONENT F: SPORTS AND RECREATION**

### **3.19 Sport and Recreation**

Sport and Recreation is responsible for Sports Development, Sports Facilities Maintenance and Recreational Facilities Maintenance. Libraries and Information Services is responsible to provide free access and guidance to information, which fulfill the intellectual, educational, social and recreational needs of the people of Emfuleni in order to improve the quality of life. Arts & Culture is responsible for creating a conducive environment while developing, supporting and profiling artists in the following art forms: Visual arts, Performing arts (Music, theatre, Poetry, Comedy, dance and film).

#### **3.19.1 Municipal Facilities**

##### ***Recreational Facilities (Swimming pools and resorts)***

Access to these facilities is irrespective of colour, creed, religion, gender and or age. It opens daily and no need to do prior bookings. Visitors are expected to make payment at the entrance as indicated in the tariffs' structure.

##### ***Sport Facilities***

Local Federations, Confederations, Associations and or mother bodies make bookings

and or reservations by submitting league fixtures and or programmes with dates and times. Priority will always be given to the municipal events and or activities. Written requests for other events and or functions must be submitted at least 2 weeks' prior an event of a lesser magnitude.

An approval letter with specified tariff for payment is prepared and issue after payment with receipt being submitted. Events of high magnitude are referred to the Events Safety Committee for approval, after-which the above applies.

### 3.19.2 Service Statistics for Sport, Recreation, Arts and Culture

Department has successfully hosted the following programmes: Puisano Jazz, Hip pop challenge and Human Rights Day, DJ Knockout Challenge and have hosted 2 big film productions who shot around the Vaal. Arts & Culture established a good working relationship with external stakeholders like Vaal University of Technology. Gauteng SACR and Vaal Creative Network

The department has also been able to maintain 17 Sport facilities, 05 Swimming pools, 04 Resorts and 08 community halls.

The department also hosted the following programmes in partnership with Gauteng department of Sports, Arts Culture and Recreation (MOA in place):

- Boxing Development Programmes, Boxing Tournaments, Softball, Swimming Programmes, Vaal River City Marathon, Phethugo Wellness Programme, Sedibeng Netball Male Championship and Provincial OR Tambo/Soncini Social Cohesion Games where 13 players from Athletics, Basketball, Netball, Rugby and Swimming were selected to be part of the Team SA that participated in the 2023 Tri Colour Games in Italy.

### 3.19.3 Employees: Sports and Recreation

EMPLOYEES: SPORTS AND RECREATION						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	3	2	2	2	1	33%
4 - 6	8	5	4	4	4	50%
7 - 9	15	8	6	6	9	60%
10 - 12	30	19	18	18	12	40%
13 -15	40	17	16	16	24	60%
16 -	96	49	48	45	48	50%
	<b>192</b>	<b>100</b>	<b>94</b>	<b>91</b>	<b>98</b>	<b>51%</b>

### 3.19.4 Overall Performance of Sport and Recreation

The municipality strives to achieve a non-racial and an integrated local community with healthy lifestyles. It encourages the communities to participate actively in sport and recreational activities through a number of sport development programmes that it implements in all areas including the underprivileged ones.

ELM is also creating a healthy and safe environment at its 21 formal and 42 informal facilities that are maintained on a regular basis. With limited resources, an effective and efficient municipal service is being rendered in this regard. This service is rendered in a co-operative and participative manner with communities.

## 3.20 HUMAN RESOURCES

### 3.20.1 Introduction

The Human Resources Management's primary function is to render an effective as well as an innovative Human Resources service that addresses both skills development and generic human resources functions within the municipality. The HRM also provides a strategic

organizational development function aimed at promoting the future growth and sustainability of ELM as an institution.

HRM is positioning itself to be a strategic partner that influences human capital planning decisions at the highest level of management within ELM. Globalisation coupled with the technological and information revolution has changed the traditional world of work and HRM is positioning itself to evolve with the changing times and improve its service offering to the institution and its staff.

The functions of the HRM comprise of the following:

- Benefits Administration.
- Personnel Administration.
- Recruitment and Selection.
- Leave Management.
- Training and Development;
- Human Resource Policy Development.
- Strategic input regarding human capital planning.

### 3.20.2 Service Statistics of Human Resources Services

For the year under review, the following employees exited the employ of the municipality:

Resignations	Dismissals	Medical Boarding	Deaths	Retirements	Contract terminations	Total
10	4	2	24	60	49	149

### 3.20.3 The Workplace Skills Plan

The 2023/2024 Workplace Skills Plan (WSP)/Annual Training Report (ATR) inclusive of the ELM Training Plan has been submitted to LGSETA within the prescribed period / time during the financial year under review.

A total number of 188 employees were successfully trained through 9 different training interventions during the period under review.

The following were milestones for the Training Unit in the last financial year:

- Municipal Finance Management Programme Graduates - 25
- Horticulture Graduates – 20
- National Diploma in HR/Public Management – 29
- Hosting of Interns, Learnerships and Work-Integrated-Learning for 141 Learners
- Collaborative Training Project for the skills training of 250 youth from ELM communities in bricklaying and community house building.

### 3.20.4 Key Programmes for 2023/2024

Key Policies for Development and Reviews viz. Recruitment and Selection, Leave Administration, Retention, Succession Planning, Placement, Shift System, Cellular Phones, Car allowance, Training Development that have been necessitated by the promulgation of the amended Municipal Systems Act.

The amended legislation compels municipalities to align all HR Policies with the Municipal Staff Regulations (MSR) as gazetted. HR has completed the review of 5 Policies that are at Council level for approval. This approval should happen in the first quarter of the new financial year.

<b>EMPLOYEES: HUMAN RESOURCES SERVICES</b>						
<b>Job Level</b>	<b>Total Posts</b>	<b>Employees 2021/22</b>	<b>Employees 2022/23</b>	<b>Employees 2023/24</b>	<b>Vacancies Fulltime</b>	<b>Vacancies as %</b>
<b>0 – 3</b>	3	3	3	4	0	0%
<b>4 – 6</b>	18	13	12	13	6	33%
<b>7 – 9</b>	25	15	15	20	10	40%
<b>10 - 12</b>	1	0	0	0	1	100%
<b>13 -15</b>	0	0	0	0	0	0%
<b>16 -</b>	1	1	1	1	0	0%
	48	32	31	38	17	35%

### **3.21 INFORMATION TECHNOLOGY**

The Information and Communication Technology Services rendered to ELM users can be divided into Operations, Technical Maintenance, Software Support, Networking and Administration.

#### **3.21.1 Service Delivery Priorities and Services**

ICT Strategic Planning

The development of five-year ICT Strategy is done. The Strategy is aligned to the developed IDP, SDBIP.

#### **Service Statistics for ICT Services**

The ICT department provide services to about 2100 users in the Municipality spread across Emfuleni Jurisdiction.

All the outside offices have been connected with all new radios.

20 ICT staff members still awaits the macro structure to be finalised for proper placement of the ICT Staff.

The following milestones were noticeable during 2023/2024 as set out in the ICT Strategy:

- Installation of Wi-Fi's
- Fiber optic network was updated and connected in the new building; all though in the same breath some areas fiber got broken at some sites such as main office and facilities,
- Network security was successfully implemented;
- Web Content Management System was set up, and
- SLA was established on virtual meeting platform
- A new Firewall was installed
- All DHCP have been moved a new Firewall

### 3.21.2 Service Statistics for ICT Services (please update)

The Department provided services to about 2100 users within the Municipality. These users were spread across the following areas:

Sites	Specific Area
Vanderbijlpark	Boipatong, Bophelong, Sedibeng Evaton Residensia, PMU and Fire, Sewer, Traffic, Langehowen, Rietspruit, Electrical, Facilities, SE 2 Swimming Pool.
Vereeniging	Roshnee, Rustervaal, Duncanville, Traffic Sedibeng Building and Leeuwuil, Sharpeville, Driehoek
Vereeniging	Metsi, Sebokeng all sites, Evaton all sites, Houtkop,

There also 16 libraries that IT is attending into. All those libraries are connected to the municipal network and Gauteng Broad Network (GBN).

The access, installation, maintenance and support services that were granted to users on a need-to-use basis during the period under review ranged from:

- Email;
- Internet and intranet;
- Voice Over Internet Protocol (VOIP);
- Salary, and
- Payday,
- Zoom Virtual Meeting platform. etc.

### 3.21.3 Employees: Information Technology

EMPLOYEES: INFORMATION TECHNOLOGY						
Job Level	Total Posts	Employees 2021/22	Employees 2022/23	Employees 2023/24	Vacancies Fulltime	Vacancies as %
0 - 3	1	1	1	1	0	0%
4 - 6	4	4	4	4	0	0%
7 - 9	12	12	12	12	0	0%
10 - 12	5	5	5	5	0	0%
13 - 15	0	0	0	0	0	0%
16 -	0	0	0	0	0	0%
	22	22	22	22	0	0%

## CHAPTER 4 ORGANISATIONAL DEVELOPMENT PERFORMANCE

### 4.1 Post Establishment

Descriptions	2020/2021			2021/22			2022/23			2023/24		
	Emp loye es No.	Vari anc e No.	Va can cy Rate %									
<b>Water (Water, Water Care Works and Maintenance)</b>	178	237	57%	178	237	57%	173	242	58%	177	238	57%
<b>Sanitation Services</b>	84	118	58%	82	120	59%	79	123	61%	65	137	68%
<b>Electricity</b>	134	105	44%	131	108	45%	128	111	46%	124	115	48%
<b>Waste Management</b>	319	177	36%	300	196	40%	291	110	27%	298	198	40%
<b>Housing</b>	13	39	75%	13	39	75%	13	39	75%	13	39	75%
<b>Roads and Stormwater</b>	183	120 7	87%	179	121 1	87%	175	121 5	87%	167	122 3	88%
<b>Planning (LUM and Building Control)</b>	40	50	56%	40	50	56%	40	50	56%	33	57	63%
<b>Local Economic Development</b>	14	10	42%	14	10	42%	14	10	42%	15	9	38%
<b>Community &amp; Social Services (Libraries, Parks &amp; Cemeteries and Social Development)</b>	229	100 7	81%	214	102 2	83%	199	103 7	84%	235	100 1	81%
<b>Environmental Protection (Envir. Management)</b>	5	7	58%	5	7	58%	5	7	58%	4	8	67%
<b>Health (PHC and Environmental Health)</b>	93	156	63%	75	174	70%	93	156	0.62 650 6	96	153	61%
<b>Security and Safety (Traffic and Fire)</b>	248	353	59%	248	353	59%	254	347	0.57 737	238	363	60%

									1			
<b>Sports and Recreation</b>	100	92	48%	94	98	51%	93	99	52%	91	101	53%
<b>CORPORATE POLICY OFFICES</b>												
<b>Executive and Council (MM's Office and Political Offices)</b>	60	16	21%	59	17	22%	58	18	24%	59	17	22%
<b>Financial Services</b>	176	173	50%	175	174	50%	175	174	50%	182	167	48%
<b>Human Resource Services</b>	32	16	33%	31	17	35%	29	19	40%	38	10	21%
<b>Property</b>	7	6	46%	7	6	46%	7	6	46%	6	7	54%
<b>Legal Services</b>	4	18	82%	4	18	82%	6	16	73%	6	16	73%
<b>Risk Management</b>	10	9	47%	11	8	42%				11	8	42%
<b>OTHERS</b>												
<b>ED's Office: Shared Services</b>	4	0	0%	4	0	0%	4	0	0		4	100%
<b>Labour Relations</b>	8	5	38%	8	5	38%				9	4	31%
<b>Organizational Development</b>	7	12	63%	7	12	63%	6	13	68%	6	13	68%
<b>Secretariat &amp; Administration</b>	23	26	53%	21	28	57%	19	30	61%	21	28	57%
<b>Fleet Management</b>	36	43	54%	35	44	56%	35	44	56%	34	45	57%
<b>Facilities Management</b>	43	43	50%	40	46	53%	37	49	57%	35	51	59%
<b>Employment Equity</b>	1	0	0%	1	0	0%	1	0	0	1	0	0%
<b>EXECUTIVE CLUSTER</b>											0	
<b>Communications</b>	6	8	57%	6	8	57%	6	8	57%	7	7	50%
<b>IDP</b>	4	6	60%	5	5	50%	5	5	50%	5	5	50%
<b>Performance Management</b>	2	6	75%	3	5	63%	3	5	63%	3	5	63%
<b>Monitoring &amp; Evaluation</b>	4	4	50%	4	4	50%	3	5	63%	4	4	50%

<b>IGR</b>	0	1	100%	1	0	0%	0	1	100%	1	0	0%
<b>ED: IPD Office</b>	2	2	50%	2	2	50%	5	-1	-25%	3	1	25%
<b>Programme and Administration</b>	9	10	53%	9	10	53%	9	10	0.526316	8	11	58%
<b>Project Planning and Construction</b>	2	17	89%	2	17	89%	2	17	89%	2	17	89%
<b>CD: Utilities and Strategic Projects Office</b>	5	16	76%	5	16	76%	6	15	71%	7	14	67%
<b>Customer Care</b>	10	14	58%	10	14	58%	10	14	58%	10	14	58%
<b>Project and Planning</b>	5	16	76%	5	16	76%	5	16	76%	5	16	76%
<b>ED: Community Service Office</b>	4	5	56%	3	6	67%	3	6	67%	4	5	56%
<b>By-Law</b>	3	1	25%	3	1	25%	3	1	25%	3	1	25%
<b>Municipal Court (include Office of the Manager: PS)</b>	30	79	72%	28	81	74%	27	82	75%	28	81	74%
<b>GEYODI</b>	7	2	22%	7	2	22%	7	2	22%	7	2	22%
<b>ED: Public Works Office</b>	5	7	58%	5	7	58%	7	5	42%	5	7	58%
<b>ED: EDP Office</b>	4	2	33%	4	2	33%	5	1	17%	6	0	0%
<b>AUDIT</b>	16	10	38%	15	11	42%	14	12	46%	16	10	38%
<b>TOTAL</b>	2169	4131	66%	2093	4207	67%	2054	4246	67%	2088	4212	67%

**Summary Overview of Staff Establishment**

Designations	*Total Approved Posts	*Variances (Total time that vacancies exist using fulltime	*Variances
			(as a proportion of total posts in each category)
	No.	No.	%
Municipal Manager	1	1	100,0
CFO	1	1	100,0
Other S56 Managers (excluding Finance Posts)	6	3	50,0
Other S56 Managers (Finance Posts)	0	0	0,0
Police Officers (Traffic Officers)	343	217	63,3
Fire fighters	235	113	48,1
Senior management: Managers Levels - JL 1 & 2 (excluding Finance posts)	52	20	38,5
Senior management: Managers Levels - JL 2 (Finance Posts)	8	5	62,5
Middle management: Level 3 (excl. Finance posts)	70	41	58,6
Middle management: Level 3 ( Finance posts)	18	5	27,8
Highly skilled supervision: levels 4 -6 (excluding Finance posts)	482	200	41,5
Highly skilled supervision: levels 4 - 6 (Finance posts)	131	58	44,3
<b>Total</b>	<b>1347</b>	<b>664</b>	<b>49,3</b>

No	Position	Nature of Alleged Misconduct	Date of suspension	Details of Disciplinary Action taken or Status of Case and Reason why not Finalized	Reason for delays	Date Finalized
1	Accountant	Allegations of fraud and corruption. Employees defrauded a member of the public an amount of R20 000, which was due to her.	23/08/2019 to date	Charge Sheet issued. Matter ongoing.  ELM held a meeting on 06/02/2024 and proposed that they be transferred but they refused.  Employer intends to start the disciplinary hearing <i>denovo</i> .  Matter scheduled to sit on 2 July 2024	<ul style="list-style-type: none"> <li>• Presiding officer was suspended by his employer.</li> <li>• Initiator recused himself</li> <li>• The key witness (complainant) was unavailable</li> <li>• Employer engaged the employee with the option to temporarily transfer her to another department but employee refused.</li> <li>• Employer has appointed a new Presiding Officer and the Initiator.</li> <li>• The matter has been reconvened 'de novo' with the new committee.</li> <li>• In the meantime, the employee has referred unfair suspension to Labour Court.</li> </ul>	Matter Pending
2	Clerk/SNR Clerk	Allegations of fraud and corruption. Employees defrauded a member of the public an amount of R20 000, which was due to her.	23/08/2019 to date	Charge Sheet issued. Matter ongoing.  ELM held a meeting on 06/02/2024 and proposed that they be transferred but they refused.  Employer intends to start the disciplinary hearing <i>denovo</i> .	<ul style="list-style-type: none"> <li>• Presiding officer was suspended by his employer.</li> <li>• Initiator recused himself</li> <li>• The key witness (complainant) was unavailable</li> <li>• Employer engaged the employee with the option to temporarily transfer her to other department but employee refused.</li> <li>• Employer has appointed a new Presiding</li> </ul>	Matter Pending

				Matter scheduled to sit on 2 July 2024	<p>Officer and the Initiator.</p> <ul style="list-style-type: none"> <li>The matter has been reconvened 'de novo' with the new committee.</li> <li>In the meantime, the employee has referred unfair suspension to Labour Court</li> </ul>	
3	General worker	Allegations of damage to Council property and theft	03/08/2022 to date	<p>Charge sheet was served</p> <p>Disciplinary hearing process concluded, Outcome issued: Employee dismissed. Termination date (16 November 2023).</p> <p>Employee submitted an appeal.</p>	<ul style="list-style-type: none"> <li>Employee dismissed. Termination date (16 November 2023).</li> <li>The decision of the Appeal Hearing upheld disciplinary hearing sanction.</li> </ul>	Matter Concluded 2/04/2024
4	Office manager	Allegations of gross negligence, dereliction of duties and failure to act in the best interest of the municipality	06/10/2022 to date	<p>Charge sheet issued.</p> <p>Disciplinary action underway</p>	<ul style="list-style-type: none"> <li>Matter was referred to National Bargaining Council for interpretation</li> <li>Employee application failed.</li> <li>Disciplinary Hearing set for 12, 13, &amp; 19 June 2024. The matter is continuing.</li> </ul>	Matter Pending
5	Office manager	Allegations of gross negligence, dereliction of duties and failure to act in the best interest of the municipality	06/10/2022 to date	<p>Charge sheet issued.</p> <p>Disciplinary action underway</p>	<ul style="list-style-type: none"> <li>Matter was referred to National Bargaining Council for interpretation</li> <li>Employee application failed.</li> <li>Disciplinary Hearing set for 12, 13, &amp; 19 June 2024</li> </ul>	<b>Matter Pending</b>
6	Office	Allegations	06/10/2022	Charge	<ul style="list-style-type: none"> <li>Matter was</li> </ul>	<b>Matter</b>

	manager	of gross negligence, dereliction of duties and failure to act in the best interest of the municipality	to date	sheet issued.  Disciplinary action underway	referred to National Bargaining Council for interpretation <ul style="list-style-type: none"> <li>Employee application failed.</li> <li>Disciplinary Hearing set for 12, 13, &amp; 19 June 2024</li> </ul>	<b>Pending</b>
7	Public liaison officer	Employee violated his conditions of suspension.	26/03/2024 to date		<ul style="list-style-type: none"> <li>Employee placed on Precautionary suspension 26/03/2024</li> </ul>	<b>Matter Pending</b>
8	Team leader/ Asset	Fraud and Corruption Allegation of submitting a fraudulent medical certificate	02/03/2022 to date	Charge sheet issued.  Disciplinary process concluded; Outcome issued: Employee dismissed. Termination date (21/11/2023)  Employee submitted an appeal.	<ul style="list-style-type: none"> <li>Employee dismissed. Termination date (21/11/2023)</li> <li>The decision of the Appeal Hearing upheld disciplinary hearing sanction</li> </ul>	<b>Matter Concluded 28/06/2024</b>
9	SNR OHS Officer	Allegation that willfully instructed Sheriff that kept the security bond (money) in respect of your dispute with the municipality, to release it to yourself without informing the municipality	29/02/2024 to date	Charge sheet issued on the 10/04/2024  DC Hearing date: 9-10/05/2024 Matter sat only on the 9 <sup>th</sup> And 10 June 2024.  The parties have submitted their Heads of Argument to the Chairperson.	<ul style="list-style-type: none"> <li>Employee places on precautionary suspension on 29/02/2024</li> </ul>	<b>Matter Pending</b>
10	Legal Advisor	Allegation of violating POPI act. using fellow employee	15/04/2024 to date	Charge sheet not issued.  Investigation	<ul style="list-style-type: none"> <li>Investigation still underway</li> </ul>	<b>Matter Pending</b>

		personal information		still underway		
11	Clerk/Senior Clerk	Allegation of Financial misconduct	22/04/2024 to date	Charge sheet not issued.  Forensic Investigation still underway	<ul style="list-style-type: none"> <li>Investigation still underway</li> </ul>	<b>Matter Pending</b>

#### 4.2 Disciplinary Action

COMPERIO MATTERS – CONSEQUENCE MANAGEMENT					
NO.	POSITIONS	CHARGES OF MISCONDUCT	ACTION TAKEN BY ELM	FINANCIAL IMPLICATIONS	STATUS
01.	Assistant Manager: Supply Chain	Comperio Forensic Report – Charges relating to fraud, corruption and/or gross negligence / dereliction of duties	<p>Charge sheet is drafted</p> <p>Charge sheet and Section 188A application served (Consent received from Employee)</p> <p>Section 188A and charge sheets were served on the SALGBC</p> <p>Invoices received from SALGBC for the appointment of a Senior Commissioner</p>	<p>Billing from appointed Attorney</p> <p>Arbitration costs in terms of Section 188A – Pre-dismissal hearing</p>	<p>Pre-payment to the SALGBC in respect of the arbitration fees for the pre-dismissal hearing conducted by an arbitrator – Authorization to be given to attorney to assist with the payment of the SALGBC fees.</p> <p>Obtain suitable dates from the SALGBC to set down the hearing.</p> <p>Charges were prepared by Comperio based on draft report. Amended report was received and certain names were removed from the report.</p>
02.	Chief Financial Officer	Comperio Forensic Report – Charges relating to fraud, corruption and/or gross negligence / dereliction of duties	<p>Charge sheet is drafted</p> <p>Charge sheet and Section 188A application served (Consent received from Employee)</p> <p>Section 188A and charge sheets were</p>	<p>Billing from appointed Attorney</p> <p>Arbitration costs in terms of Section 188A – Pre-dismissal hearing</p>	<p>Pre-payment to the SALGBC in respect of the arbitration fees for the pre-dismissal hearing conducted by an arbitrator – Authorization to be given to attorney to assist with the payment of the SALGBC fees.</p> <p>Obtain suitable</p>

			<p>served on the SALGBC</p> <p>Invoices received from SALGBC for the appointment of a Senior Commissioner</p>		<p>dates from the SALGBC to set down the hearing.</p> <p>Charges were prepared by Comperio based on draft report. Amended report was received and certain names were removed from the report.</p>
03.	Assistant Manager: Legal	Comperio Forensic Report – Charges relating to fraud, corruption and/or gross negligence / dereliction of duties	<p>Charge sheet is drafted</p> <p>Service on employee is underway</p>	<p>Billing from appointed Attorney</p> <p>Arbitration costs in terms of Section 188A – Pre-dismissal hearing</p>	<b>EMPLOYEE RESIGNED</b>
04.	Manager: Expenditure	Comperio Forensic Report – Charges relating to fraud, corruption and/or gross negligence / dereliction of duties	<p>Charge sheet is drafted</p> <p>Service on employee is underway</p>	<p>Billing from appointed Attorney</p> <p>Arbitration costs in terms of Section 188A – Pre-dismissal hearing</p>	
05.	Manager: Supply Chain	Comperio Forensic Report – Charges relating to fraud, corruption and/or gross negligence / dereliction of duties	<p>Charge sheet is drafted</p> <p>Charge sheet and Section 188A application served and signed by employee</p> <p>Section 188A and charge sheets were served on the SALGBC</p>	<p>Billing from appointed Attorney</p> <p>Arbitration costs in terms of Section 188A – Pre-dismissal hearing</p>	
06.	Chief Admin Officer	Comperio Forensic Report – Charges relating to fraud, corruption and/or gross negligence / dereliction of duties	<p>Charge sheet is drafted</p> <p>Service on employee is underway</p>	<p>Billing from appointed Attorney</p> <p>Arbitration costs in terms of Section 188A – Pre-dismissal hearing</p>	
07.	Superintendent's Management	Comperio Forensic Report – Charges relating	Charge sheet is drafted	Billing from appointed Attorney	

		to fraud, corruption and/or gross negligence / dereliction of duties	Service on employee is underway	Arbitration costs in terms of Section 188A – Pre-dismissal hearing	
08.	Senior Fire Fighter	Comperio Forensic Report – Charges relating to fraud, corruption and/or gross negligence / dereliction of duties	Charge sheet is drafted  Charge sheet and Section 188A application served (Consent received from Employee) Section 188A and charge sheets were served on the SALGBC Invoices received from SALGBC for the appointment of a Senior Commissioner	Billing from appointed Attorney  Arbitration costs in terms of Section 188A – Pre-dismissal hearing	Pre-payment to the SALGBC in respect of the arbitration fees for the pre-dismissal hearing conducted by an arbitrator – Authorization to be given to attorney to assist with the payment of the SALGBC fees.  Obtain suitable dates from the SALGBC to set down the hearing.  Charges were prepared by Comperio based on draft report. Amended report was received and certain names were removed from the report.  <b>Matter pending</b>
09.	Manager: Fleet	Comperio Forensic Report – Charges relating to fraud, corruption and/or gross negligence / dereliction of duties	Charge sheet is drafted  Charge sheet and Section 188A application served (Consent received from Employee)  Section 188A and charge sheets were served on the SALGBC Invoices received from SALGBC for the appointment of a Senior Commissioner	Billing from appointed Attorney  Arbitration costs in terms of Section 188A – Pre-dismissal hearing	
10.	Technical Bid Admin	Comperio Forensic Report – Charges relating to fraud,	Charge sheet is drafted  Charge sheet	Billing from appointed Attorney	Pre-payment to the SALGBC in respect of the arbitration fees for the pre-

		corruption and/or gross negligence / dereliction of duties	and Section 188A application served (Consent received from Employee)  Section 188A and charge sheets were served on the SALGBC  Invoices received from SALGBC for the appointment of a Senior Commissioner	Arbitration costs in terms of Section 188A – Pre-dismissal hearing	dismissal hearing conducted by an arbitrator – Authorization to be given to attorney to assist with the payment of the SALGBC fees.  Obtain suitable dates from the SALGBC to set down the hearing.  Charges were prepared by Comperio based on draft report. Amended report was received and certain names were removed from the report.  <b>Matter pending</b>
11.	Assistant Manager: Contract Management	Comperio Forensic Report – Charges relating to fraud, corruption and/or gross negligence / dereliction of duties	Charge sheet is drafted  Charge sheet and Section 188A application served (Consent received from Employee)  Section 188A and charge sheets were served on the SALGBC  Invoices received from SALGBC for the appointment of a Senior Commissioner	Billing from appointed Attorney  Arbitration costs in terms of Section 188A – Pre-dismissal hearing	Pre-payment to the SALGBC in respect of the arbitration fees for the pre-dismissal hearing conducted by an arbitrator – Authorization to be given to attorney to assist with the payment of the SALGBC fees.  Obtain suitable dates from the SALGBC to set down the hearing.  Charges were prepared by Comperio based on draft report. Amended report was received and certain names were removed from the report.  <b>Matter pending</b>

#### 4.3 EMPLOYMENT EQUITY

### 4.3.1 Introduction

In Emfuleni Municipality, Employment Equity implemented affirmative action in accordance with Section 15(1) of the Employment Equity Act 55 of 1998. All occupational categories and levels of the workforce offer employment opportunities and equitable representation to suitably qualified members of designated groups. Employment Equity Emfuleni Local Municipality complies with this requirement by removing barriers to affirmative action and ensuring equal representation and advancement of people from designated groups.

The municipality has made significant strides in creating an environment that is conducive to equitable representation of designated groups to achieve broad representation of South African demographics.

### 4.3.2 Achievements

ELM has drafted and facilitated the approval of the Employment Equity Plan in compliance with Section 20 of the Employment, Act 55 of 1998. The council approved the plan on July 31, 2023, and it will stay in effect until June 30, 2025. The department has also resuscitated the Employment Equity and Skills Development Forum. The forum's aim is to provide a platform for workers or their duly appointed representatives to effectively engage with management on employment equity and affirmative action matters. The department arranged for the forum to meet on numerous occasions, but the attendance turned out to be very poor. This forum's establishment aims to enhance relations with trade unions and other stakeholders.

### 4.3.3 Appointments made against the employment equity targets.

Out of the 52 appointments analyzed against employment equity targets, 48% were in line, whereas 52% did not comply with the targets. The municipality primarily attributes this to the lack of applications from other designated groups and the scarcity of suitable candidates from these groups. To achieve this goal, the municipality intends to implement alternative recruitment methods, including fair discrimination, to ensure equitable representation of designated groups in line with national and provincial demographics.

The municipality has put measures in place to enforce compliance with equity targets across all levels of the organization. The municipality will continue to try to use the filling of these posts as an opportunity to comply with the plan's employment equity targets.

#### **Appointments Assessed Against Employment Equity Targets**

<b>APPOINTMENTS ASSESSED AGAINST EMPLOYMENT EQUITY TARGETS</b>									
<b>Gender &amp; Race</b>	<b>AM</b>	<b>AF</b>	<b>CM</b>	<b>CF</b>	<b>IM</b>	<b>IF</b>	<b>WM</b>	<b>WF</b>	<b>TOTAL</b>
<b>Employment Equity Targets</b>	18	31	0	3	0	0	0	0	52
<b>Appointments in line with EE Targets</b>	7	17	0	1	0	0	0	0	25
<b>Appointments not in line with EE Targets</b>	11	14	0	2	0	0	0	0	27

The table above reflects the total employment Equity targets for the reporting period 2023/2024.

AM- African Males	AF-African Female	CM-Coloured Male	WF-White Female
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CF- Female	Coloured	IM- Indian Male	IF- Indian Female	WM-White Male
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**Legends: Appointments Assessed Against Employment Equity Targets.**

#### 4.3.5 Overall Performance

Overall performance in 2023–2024:

- Municipality developed an employment equity plan in line with Section 23 of the Employment Equity Act 55 of 1998 and facilitated the implementation of employment equity targets as prescribed in the plan.
- Compiled and submitted the annual employment equity report to the National Office of the Department of Labor for 2023.
- For targeted recruitment, processed 52 G47s with employment equity recommendations.
- We will continuously hold meetings at the Employment and Skills Development Forum.