

**Pro-active Environmental Development Department
at Ekurhuleni Metro Municipality**



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A new design is established and discussed for the Municipality's new Department

A new plan for the design of the newly established Environmental Development Department (EDD) of Ekurhuleni is now put forward by the Executive Director. The plan was made with technical assistance from the UEM Programme.

The plan is based on a review of the portfolio, responsibilities and related performance challenges of the 5000 employees of the Department. This is benchmarked against best municipal environmental practice.

Over the past year, the Municipality has improved service delivery through restructuring. The establishment of the new ED Department, headed by one Executive Director is a key component in this process. The need for a plan was also triggered by the amalgamation of four directorates i.e. Metro Parks, Solid Waste, Environmental Management and Environmental Health. It was necessary to apply a more scientific process in determining the service delivery model for the Department and its structure.

Overall the plan aims for a shift towards **pro-active services delivery**: While maintaining essential services of waste collection; waste disposal, grass cutting and cemeteries, the portfolio is proposed to be expanded with *waste prevention, minimization and recycling, improvements of air quality, climatic change and environmental conservation.*

To support this new scope of the directorates, a number of **pilot projects** are proposed - such as waste minimization and recycling and partnerships towards industry and business. One pilot project will explore how the Department can support job creation for vulnerable groups through outsourcing. This project will incorporate cooperatives within communities, forging ownership with the included communities.

Mr. Mandla Sithole, Executive Director of EDD, is very positive about the value added by the exercise:

“So far in our planning we have been thinking a lot in “silos”, and also been very busy with our day-to-day commitments. We know that we need to think and work in a more pro-active and integrated way, and this is the inspiration which will assist us to take this forward. The process has mirrored our existing operations against emerging best municipal practice, and opened our eyes for what we can do. The UEM Short Term Technical Assistant facility has assisted us to develop the new department into an ‘oiled machine’ of service delivery and job satisfaction, which is, in fact, our long term goal.”

The next steps in the process are to seek internal support from the Ekurhuleni Metro Municipality, to prepare detailed plans and to materialize. For this some further financial support will be required from the Urban Environmental Management Programme

To see the report proposing organisation design: [click here](#).

To see the proposed implementation plan, [click here](#).

Further info;

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