



Department of Forestry, Fisheries  
and the Environment  
2025/26 – 2029/30  
**STRATEGIC PLAN**



**forestry, fisheries  
& the environment**

Department:  
Forestry, Fisheries and the Environment  
**REPUBLIC OF SOUTH AFRICA**





**DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT**  
**2025/26 – 2029/30 STRATEGIC PLAN**

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# GENERAL INFORMATION OF THE DEPARTMENT OF FORESTRY, FISHERIES AND THE ENVIRONMENT

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# 1. EXECUTIVE AUTHORITY STATEMENT



South Africa's environmental and developmental future depends on the decisions we make today. The 2025/26 – 2029/30 Strategic Plan provides a roadmap for the Department of Forestry, Fisheries, and the Environment (DFFE) to balance economic growth, social well-being, and environmental sustainability over the next five years.

In July 2024, the President of the Republic of South Africa, Mr Cyril Ramaphosa announced the three key strategic priorities for the 7<sup>th</sup> administration of the Government of National Unity as follows:

- Inclusive growth and job creation;
- Reduce poverty and tackle the high cost of living; and
- Build a capable, ethical and developmental state.

Our country's natural resources are central to its economic and social development, yet they remain under threat from climate change, biodiversity loss, land degradation, and pollution. This Strategic Plan sets out the long-term priorities and policy directions that will guide South Africa's environmental governance and ensure that we strengthen environmental resilience while supporting economic development and inclusive growth, while ensuring that South Africa's natural resources are protected, sustainably managed, and leveraged.

The next five years will be a defining period for environmental governance in South Africa. This plan lays the foundation for a coordinated, science-driven, and forward-thinking approach to environmental sustainability.

The Department has set the following Big 6 Priorities that together with the public entities it will use as a vehicle to implement the 2025-2030 Strategic Plan:

- **Climate Change.** This priority will focus on the implementation of the Climate Change Act, and the cleaning and greening programme.
- **Kruger-Kirstenbosch-iSimangaliso Icon Status Strategy (KISS).** The focus of this priority will be on reforming these iconic sites into world-class destinations that set new standards for conservation, education and sustainable tourism.
- **Fair Industry for Lions, Leopards, Elephants and Rhinos (FILLER).** This priority will ensure a fair and sustainable future of South Africa's iconic wildlife.
- **Fishing for Freedom.** The aim of this priority will be to connect local communities to the oceans economy while promoting marine conservation.
- **Regulatory Efficiency Strategy for Environmental Turbocharge (RESET).** The focus will be on streamlining governance and compliance processes to make environmental regulations more efficient, transparent and effective.
- **Money.** This priority will aim to ensure that the highest standards of fiscal responsibility are upheld through a comprehensive spending review and to attract donor funding.

We are energised by the important responsibility to protect and restore South Africa's natural heritage while ensuring economic inclusivity and job creation in a way that leaves no one behind.

The Department plays a crucial and unique role in shaping South Africa's future, both within our borders, and also within an increasingly complex geopolitical landscape. In this regard, the management and conservation of our country's rich biodiversity are essential not only for environmental sustainability but also for economic growth, social well-being and the preservation of our natural heritage.

Climate change presents an existential threat to ourselves and our planet, and South Africa is particularly vulnerable to its impacts. In addition to observed extreme weather events like severe storms, droughts, floods, wildfires and landslides, global heating is already having other direct and measurable impacts. For example, there has been a continuing increase in 'hot days' – days when the maximum temperature is higher than what is comfortable or exceeds 30 C – in South Africa since the 1950s.

The 2025/26 – 2029/30 Strategic Plan creates a platform for the implementation of the Climate Change Act as approved by the President in 2024. This expansive piece of legislation is designed to define, manage, monitor, and implement South Africa's response to climate change. It positions South Africa as playing a defining role in Africa's response to this global situation.



Our Strategic Plan is to ensure support to the district municipalities in priority regions to align Climate Change Response Plans with the Climate Change Act.

In the coming five years we will prioritise cutting red tape and boosting investor confidence, which we plan to achieve by removing bureaucratic delays that prevent businesses from investing in sustainable industries. The Department is streamlining environmental approvals and licensing processes to ensure investors can move from planning to execution faster. Our target is to finalise Environmental Impact Assessment applications within 57 calendar days.

As we thrive to improve compliance with environmental legislation and mitigate environmental threats, we will continue to implement the National Integrated Strategy to Combat Wildlife Trafficking action plan targets for the next 5 years.

At least 5 000 beneficiaries will be supported through the Ocean Economy Programme as part of unlocking sustainable ocean economy opportunities contributing to job creation and socio-economic development.

Consistent with our work to ensure that ecosystems are conserved, managed and sustainably used, we aim to process and get approval of the Amended National Environmental: Antarctic Treaties Act.

In these 5 years, our target is to raise US\$600 million financial resources from international sources to support South Africa and African environment programmes.

Three Ramsar sites will be designated as part of our target of ensuring that ecological infrastructure across ecosystems is secured and enhanced. We aim to add 450 000 hectares of land to the conservation estate by the end of the 7<sup>th</sup> Administration. With regard to the management of species and biodiversity risks, we aim to publish for implementation four Biodiversity Management Plans.

To deepen our plan to connect and reconnect the coastal communities with the oceans economy, we will ensure that the 12 proclaimed fishing harbours are operational and 50 small-scale fishing cooperatives will be supported to participate in the oceans economy value chain.

Over the next five years, we will heighten our community and schools environmental awareness led by our National Mascot, Billy Bin.

The Big 6 Priorities will guide our efforts in delivering a thriving, climate-resilient, and environmentally sustainable future for all.

Achieving this requires partnerships, innovation, and a shared responsibility across all sectors of society. As South Africa moves forward, I invite all stakeholders to work with us to ensure that our policies and actions make a lasting difference - for people, for nature, and for the prosperity of future generations.



**DR DION GEORGE, MP**  
MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT





## 2. DEPUTY MINISTER STATEMENT, MS BERNICE SWARTS



### **Empowering Communities through Forestry, Waste Management, and Inclusive Environmental Governance**

The 2025/26 – 2029/30 Strategic Plan is a testament to South Africa's commitment to sustainable environmental governance, economic growth, and social inclusion. Over the next five years, we will focus on transforming forestry and waste management while ensuring that gender representation and community empowerment remain at the heart of our environmental agenda.

The forestry sector is a key driver of economic opportunity and climate resilience, particularly for rural and marginalised communities. Expanding community forestry enterprises will create employment and enhance participation in the forestry value chain. By supporting small-scale growers and rural businesses, we can boost local economies while ensuring the sustainable management of forest resources. Furthermore, our focus on climate-smart forestry will promote reforestation, agroforestry, and carbon sequestration initiatives to combat the effects of climate change and enhance environmental sustainability. Over the five-year period we aim to plant 750 000 trees and to ensure that 90% wildfires are suppressed.

At the same time, waste management presents an opportunity for South Africa to transition towards a circular economy, where waste is repurposed into economic value rather than contributing to pollution. By strengthening recycling programs, waste-to-energy projects, and landfill management, we will create greener, more resilient cities. Key to this transition is ensuring that waste pickers, cooperatives, and community-based recycling initiatives receive the necessary support and resources to thrive.

With regard to the protection of the environment from chemicals and waste pollution for the benefit of present and future generations, we aim to ensure that hydrochlorofluorocarbon (HCFC) consumption is reduced by 97.5% (5 001.695 tonnes), while 377 096 tonnages of waste tyres are processed, in the coming five years.

The success of this Strategic Plan will depend on enhancing Public-Private Partnerships that attract investment in green technologies and sustainable business practices. Innovation will be critical in tackling challenges such as plastic pollution, illegal dumping, and inefficient waste collection systems. In this regard, the formalisation of the waste sector will be accelerated to ensure that informal workers are integrated into the mainstream economy, improving both working conditions and economic prospects for thousands of South Africans.

Crucially, gender equality must be a driving force in South Africa's environmental policies. Women-led initiatives in climate adaptation, forestry, and waste innovation will receive targeted support to ensure that women play a central role in shaping the country's green economy. This is not only a matter of equity - it is a necessity for the long-term success of our environmental programs.

In response to government's goal of equality within the workplace, the DFFE has targeted to employ 50% of women at Senior Management Service (SMS) level and have a workforce that comprises of 2% persons with disabilities. Through the Expanded Public Works Programme (EPWP) the DFFE will create 121 059 work opportunities targeted towards 60% of women, 55% of youth and 2% of persons with disabilities. This will ensure that the DFFE directly contributes towards the realisation of the National Development Plan (NDP) vision of an

inclusive society and a fairer economy that provides opportunities, particularly for those people who were previously disadvantaged such as women, the youth and persons with disabilities is realised.

As we implement this Strategic Plan, our guiding principle remains clear: a sustainable environment must go hand in hand with economic and social transformation. We are committed to creating jobs, empowering communities, and ensuring that our natural resources are managed for the benefit of all South Africans, now and in the future.



**MS BERNICE SWARTS, MP**  
DEPUTY MINISTER OF FORESTRY, FISHERIES AND  
THE ENVIRONMENT



### 3. DEPUTY MINISTER STATEMENT, MR NAREND SINGH



#### **Building a Resilient Ocean Economy, Sustainable Fisheries, and Enhanced Law Enforcement**

The 2025/26 – 2029/30 Strategic Plan sets a bold course for strengthening South Africa's blue economy, ensuring that our marine resources are managed responsibly while creating economic opportunities for coastal communities. Over the next five years, sustainable fisheries, climate resilience, and stronger environmental enforcement will be at the heart of our efforts.

The Oceans Economy Master Plan will be central to unlocking sustainable economic growth in marine industries, including fisheries, aquaculture, marine tourism, and coastal infrastructure development. By harnessing the economic potential of our oceans while implementing robust conservation measures, we will balance growth with long-term sustainability. A key focus will be modernising fisheries management through enhanced research, data-driven decision-making, and aquaculture expansion to ensure that our fisheries remain viable for future generations. Over the next five years, to ensure a well-managed fisheries and aquaculture sector that sustains and improves economic growth and development, we aim to produce and publish 5 yearbooks on aquaculture production status.

South Africa's vast coastline presents unique challenges, including marine pollution, illegal fishing, and biodiversity loss. The Strategic Plan prioritises enhanced law enforcement operations through stronger collaboration between Environmental Management Inspectors, the South African Police Service, and border security. This will

improve efforts to combat marine crime, wildlife trafficking, and environmental degradation. In the coming five years, we will ensure that 230 criminal investigation dockets are finalised and handed over to the National Prosecuting Authority for a prosecutorial decision.

Climate change is an escalating threat to coastal livelihoods and ecosystems. Rising sea levels, coastal erosion, and extreme weather events require urgent adaptation measures to safeguard communities, infrastructure, and biodiversity. The Strategic Plan includes initiatives to enhance coastal resilience, protect marine ecosystems, and integrate climate-smart approaches into policy and planning. The 2025/26 – 2029/30 Strategic Plan aims to ensure that 100% atmospheric emission license applications are issued within the legislated timeframes.

At a global level, South Africa remains committed to deepening its participation in regional and international marine protection agreements. Strengthening partnerships will allow us to share expertise, improve governance frameworks, and drive collective action against global marine challenges.

This Strategic Plan is a blueprint for a thriving ocean economy, where science, policy, and enforcement align to ensure a prosperous and well-managed marine sector. By prioritising sustainability, economic growth, and stronger environmental governance, we are safeguarding South Africa's oceans and coastal communities for generations to come.

A handwritten signature in dark ink, appearing to read 'N. Singh', written in a cursive style.

**MR NAREND SINGH, MP**  
DEPUTY MINISTER OF FORESTRY, FISHERIES AND  
THE ENVIRONMENT

## 4. ACCOUNTING OFFICER STATEMENT



The legal mandate and core business of the DFFE is to manage, protect and conserve South Africa's environment and natural resources. To give effect to this, the DFFE has developed its 2025/26 – 2029/30 Strategic Plan. The DFFE Strategic Plan has been principally informed by the mandate, functions, powers and responsibilities of the Department as determined by Section 24 of the Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996), key government priorities and other legislations applicable to the Department, as well as commitments arising out of the 2024 – 2029 Medium-Term Development Plan (MTDP).

This Strategic Plan plays a crucial role in informing citizens of the Department's priorities and service-delivery focus areas for the next five years in realising the DFFE mandate. By clearly articulating the impact statement of the Department and identifying the associated outcomes that will direct the work of the Department, the DFFE will be measured and held accountable for performance and the resources spent in the course of its implementation of the Plan.

During the development of the Strategic Plan, DFFE management reviewed the Departments' vision, mission and values in response to the realities of our strategic and operational environments. The revised vision and mission are deeply anchored in our Constitution, legal prescripts, government policies and strategies.

In ensuring that the Department contributes and delivers to the three strategic priorities of the 7<sup>th</sup> Administration, the Minister defined the strategic direction of the Department and pronounced the Big 6 Priorities that the DFFE will implement over the next 5-year period. These priorities will address the environmental complexities that

the country faces, contribute towards job creation and stimulate socio-economic development through South Africa's rich natural resources and heritage. To ensure the implementation and delivery of the initiatives of the Big 6 Priorities, the management team of the Department developed the impact statement, outcomes and outputs that the DFFE will seek to achieve over the next 5-year period. The following are the outcomes the Department adopted:

Outcome 1: Improved governance and performance

Outcome 2: Capable, ethical and transformed human resources

Outcome 3: Improved regulatory compliance with environmental legislation

Outcome 4: Ecosystems conserved, managed and sustainably used

Outcome 5: Low carbon economy and climate resilient society

Outcome 6: Threats on environmental quality and human health mitigated

Outcome 7: Increased employment, equitable access and participation in socio-economic opportunities

Outcome 8: Environment protected from pollution.

The above outcomes will ensure that the Department realises its impact of "A protected and sustainable environment that is not harmful to its people, for the benefit of present and future generations".

In pursuit of empowering previously disadvantaged individuals and improving their participation in the economy, the DFFE will provide skills and employment opportunities to women, the youth and persons with disabilities through its various programmes which includes the Oceans Economy Programme, the EPWP and other Biodiversity Economy Programmes. These programmes will ensure that opportunities are earmarked for 50 – 60% women, 50 - 55% youth and 2% persons with disabilities. To achieve its employment equity targets, the DFFE has targeted the appointment of 2% of persons with disabilities and 50% of women in SMS positions.

We recognise that our success in implementing this Strategic Plan, can only be realised through a collective effort, and the Department is committed to creating and building strong partnerships with our partners from the industry, communities, various spheres of government and the society at large. Through these partnerships, the Department will strive towards achieving its long-term vision of "A prosperous, equitable and resilient society living in harmony with our natural environment".

I would like to thank the departmental management team, all members of staff, as well as the leadership of the public



entities reporting to the Minister and partner institutions, for their hard work in contributing to the development and implementation of this Strategic Plan.

In conclusion, I take this opportunity to thank the Minister, Deputy Ministers, Chairpersons of the Parliamentary Committees, and Committee members for their political leadership, oversight and support in the execution of the mandate of the DFFE. Their oversight has been indispensable in ensuring that we can serve the people of South Africa much better.



**MS NOMFUNDO TSHABALALA**  
ACCOUNTING OFFICER  
DEPARTMENT OF FORESTRY, FISHERIES AND THE  
ENVIRONMENT



## 5. OFFICIAL SIGN-OFF

It is hereby certified that the 2025/26 – 2029/30 Strategic Plan:

- Was developed by the management of the DFFE under the guidance of Minister Dion George;
- Takes into account all the relevant policies, legislation and other mandates for which the DFFE is responsible;
- Accurately reflects the impact and outcomes which the DFFE will endeavour to achieve over the 2025/26 – 2029/30 period.



**Ms Mmamokgadi Mashala**

Deputy Director-General: Corporate Management Services



**Ms Devinagie Bendeman**

Deputy Director-General: Regulatory Compliance and Monitoring



**Advocate Radia Razack**

Acting Deputy Director-General: Oceans and Coasts



**Mr Maesela Kekana**

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**Ms Flora Mokgohloa**

Deputy Director-General: Biodiversity and Conservation



**Dr Nonhlanhla Mkhize**

Deputy Director-General: Environmental Programmes



**Ms Mamogala Musekene**

Deputy Director-General: Chemicals and Waste Management



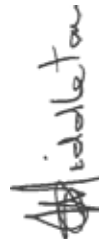
**Mr M Moshoeshoe**

Acting Chief Executive Officer: Waste Bureau



**Ms Pumeza Nodada**

Deputy Director-General: Forestry Management



**Ms Sue Middleton**

Deputy Director-General: Fisheries Management





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**Approved by:**  
**Dr Dion George, MP**  
Executive Authority

## 6. LIST OF ABBREVIATIONS AND ACRONYMS

ABBREVIATION/ACRONYM	DESCRIPTION
CAPS	Curriculum and Assessment Policy Statement
CO <sub>2</sub> -e	Carbon Dioxide equivalent
DFFE	Department of Forestry, Fisheries and the Environment
DPWI	Department of Public Works and Infrastructure
EDMS	Electronic Document Management System
EPMS	Environmental Programmes Management System
EPWP	Expanded Public Works Programme
ESG	Environmental, social and governance
FORLATS	Forestry License Tracking System
FILLER	Fair Industry for Lions, Leopards, Elephants and Rhinos
GNU	Government of National Unity
GHG	Greenhouse gas
HCFC	Hydrochlorofluorocarbon
ICT	Information and communication technology
IT	Information Technology
INCEIS	Integrated National Compliance and Enforcement Information System
IPMS	Integrated Procurement Management System
iSimangaliso	iSimangaliso Wetland Park Authority
KISS	Kruger-Kirstenbosch-iSimangaliso Icon Status Strategy
METT	Management Effectiveness Tracking Tool
MLRF	Marine Living Resources Fund
Mt	Metric tons
MTDP	Medium-Term Development Plan
MTEF	Medium-Term Expenditure Framework
NDP	National Development Plan
NEAS	National Environmental Authorisation System
NEMA	National Environmental Management Act, 1998 (Act No. 107 of 1998)
PCC	Presidential Climate Change Commission
PERSAL	Personnel and Salary System
RESET	Regulatory Efficiency Strategy for Environmental Turbocharge
SAAELIP	South Africa Atmospheric Emission Inventory and Licencing Portal
SABOLD	South Africa Barcode of Life Data systems
SAFCOL	South African Forestry Company Limited
SANBI	South African National Biodiversity Institute
SANParks	South African National Parks
SAWS	South African Weather Service
SMS	Senior Management Service
SWOT	Strengths, weaknesses, opportunities and threats

A photograph of a wind farm at sunset. The sky is a gradient of orange and yellow, with the sun low on the horizon. Several wind turbines are silhouetted against the bright sky. In the foreground, there is a field of tall, dry grass and some green shrubs.

## **PART A: OUR MANDATE**

# 1. CONSTITUTIONAL MANDATE

The mandate and core business of the DFFE is underpinned by the Constitution of the Republic of South Africa, 1996 (Constitution) and all other relevant legislation and policies applicable to government, including the Transforming Public Service Delivery White Paper, 1997 (the Batho Pele White Paper). In addressing the mandate for sound environmental management, the following policies, legislation and regulations have been enacted to give effect to the constitutional environmental rights of all South Africans in section 24 of the Constitution, which provides a specific definition for the term “sustainable development”, namely that – everyone has the right to an environment that is not harmful to their health or well-being; and to have the environment protected, for the benefit of present and future generations, through reasonable legislative and other measures that –

- i. prevent pollution and ecological degradation;
- ii. promote conservation; and
- iii. secure ecologically sustainable development and use of natural resources while promoting justifiable economic and social development.

## 2. LEGISLATIVE AND POLICY MANDATES

In giving effect to these fundamental environmental rights, as expressed in South Africa’s Constitution, Parliament has enacted several key environmental pieces of legislation and regulations that guide the work of the DFFE. The enacted legislation, regulations and other approved policies deal with specific subsectors of the environment, such as biodiversity and conservation management, oceans and coastal management, climate change and air quality management, forestry, and waste and chemicals management.

**National Environmental Management Act (NEMA), 1998, (Act No. 107 of 1998)**, establishes the concepts of participatory, cooperative and developmental governance in environmental management. It establishes principles for environmental management and provides for structures to facilitate these.

**National Environmental Management Amendment Act, 2003 (Act No. 46 of 2003)**, deals with compliance and enforcement and provides for Environmental Management Inspectors.

**National Environmental Management Amendment Act, 2004 (Act No. 8 of 2004)**, streamlines the process of regulating and administering the impact assessment

process. Chapter 5 of the Act lays down procedures with which the Minister or Members of Executive Council, as the case may be, must comply before listing or delisting an activity.

**National Environment Laws Amendment Act, 2008 (Act No. 44 of 2008)**, amends the National Environmental Management Act, 1998, so as to clarify any uncertainty in the Act; authorises the Minister of Human Settlements, Water and Sanitation to designate persons as environmental management inspectors; provides for environmental management inspectors to be regarded as peace officers as contemplated in the Criminal Procedure Act, 1977; and amends the National Environmental Management: Air Quality Act, 2004, so as to substitute Schedule 1 of that Act.

**National Environmental Management Amendment Act, 2008 (Act No. 62 of 2008)**, empowers the Minister of Minerals and Energy to implement environmental matters in terms of the National Environmental Management Act, 1998, in so far as it relates to prospecting, mining, exploration or related activities; aligns environmental requirements in the Mineral and Petroleum Resources Development Act (MPRDA), Act 28 2002, with NEMA (1998), by providing for the use of one environmental system and by providing for environmental management programmes; and further regulates environmental authorisations.

**National Environment Laws Amendment Act, 2009 (Act No. 14 of 2009)**, amends the Atmospheric Pollution Prevention Act, 1965, so as to adjust the penalties provided for in the said Act, the Environment Conservation Act, 1989, so as to adjust the penalties provided for in the said Act, the National Environmental Management: Air Quality Act, 2004, so as to provide for a processing fee to review a licence, and to include directors or senior managers as a juristic person for the criteria for a fit and proper person.

### Biodiversity and Heritage Resources

**World Heritage Convention Act, 1999 (Act No. 49 of 1999)**, provides for the cultural and environmental protection and sustainable development of and related activities in a world heritage site.

**National Environmental Management: Protected Areas Act, 2003 (Act No. 57 of 2003)**, provides for the protection and conservation of ecologically viable areas. It further provides for the establishment of a national register of protected areas, as well as the proclamation and management of these areas.

**National Environmental Management: Biodiversity Act, 2004 (Act No. 10 of 2004)**, significantly reforms South Africa’s laws regulating biodiversity. It sets out the mechanisms for managing and conserving South Africa’s biodiversity and its components; protecting species and ecosystems that warrant national protection;

using indigenous biological resources sustainably; sharing benefits arising from bioprospecting fairly and equitably, including indigenous biological resources; and establishing the South African National Biodiversity Institute (SANBI).

### Chemicals and Waste Management

**National Environmental Management: Waste Act, 2008 (Act No. 59 of 2008)**, reforms the law regulating waste management in order to protect health and the environment by providing reasonable measures for the prevention of pollution; provides for national norms and standards to regulate the management of waste by all spheres of government; and provides for the licensing and control of waste management activities.

### Climate Change and Air Quality Management

**South African Weather Service Act, 2001 (Act No. 8 of 2001)**, established the South African Weather Services and determined its objects, functions and method of work, and the manner in which it is to be managed. It governs and regulates its staff matters and financial affairs.

**National Environmental Management: Air Quality Act, 2004 (Act No. 39 of 2004)**, reforms the law regulating air quality to protect the environment by providing reasonable measures for preventing pollution and ecological degradation, and for securing ecologically sustainable development; and provides for national norms and standards regulating air quality monitoring.

**Climate Change Act, 2024 (Act No. 22 of 2024)** provides for the coordinated and integrated response to climate change and its impacts by all spheres of government in accordance with the principles of cooperative governance.

### Forestry Management

**National Forests Act, 1998 (Act No. 84 of 1998)**, promotes the sustainable management and development of forests for the benefit of all and creates the conditions necessary to restructure forestry in State forests in relation to protection and sustainable use.

**National Veld and Forest Fire Act, 1998 (Act No. 101 of 1998)**, makes provisions for the prevention and management of veld, forest and mountain fires throughout the Republic of South Africa.

### Integrated Environmental Management

**National Environmental Management Act, 1998 (Act No. 107 of 1998)**, establishes the concepts of participatory, cooperative and developmental governance in environmental management. It establishes principles for environmental management and provides for structures to facilitate these.

### Oceans and Coastal Environmental Management

**Sea Shores Act, 1935 (Act No. 21 of 1935)**, declares the President to be the owner of the seashore and the sea within South Africa's territorial water and regulates the granting of rights and alienation thereof.

**Prince Edward Islands Act, 1948 (Act No. 43 of 1948)**, provides for the confirmation of the annexation to the Union of South Africa of the Prince Edward Islands, and for the administration, government and control of the said islands.

**Sea Birds and Seals Protection Act, 1973 (Act No. 46 of 1973)**, provides for control over certain islands and rocks for the protection and conservation of seabirds and seals.

**Dumping at Sea Control Act, 1980 (Act No. 73 of 1980)**, regulates the control of dumping substances at sea.

**Sea Fishery Act, 1988 (Act No. 12 of 1988)**, – most of the powers in terms of this Act were transferred to the Minister of Forestry, and Fisheries and the Environment. The Minister only retains powers in terms of section 38 of the Act.

**Antarctic Treaties Act, 1996 (Act No. 60 of 1996)**, provides for the implementation of certain treaties relating to Antarctica. The treaty is primarily concerned with the regulation of activities in Antarctica, including territorial claims, research and strict environmental protection in general, and the protection of certain identified species such as seals.

**Marine Living Resources Act, 1998 (Act No. 18 of 1998)**, deals with the long-term sustainable utilisation of marine living resources. Most of the powers and functions in terms of this Act were transferred to the Minister of Forestry, Fisheries and the Environment. The Minister responsible for environmental affairs only retained functions pertaining to the Marine Protected Areas, regulatory powers that relates to the protection of the marine environment.

**National Environmental Management: Integrated Coastal Management Act, 2008 (Act No. 24 of 2008)**, establishes a system of integrated coastal and estuarine management in South Africa; ensures that the development and use of natural resources within the coastal zone is socially and economically justifiable and ecologically sustainable; determines the responsibilities of organs of State in relation to coastal areas; controls dumping at sea and pollution in the coastal zone; and gives effect to South Africa's international obligations in relation to coastal matters.



## Rights of Women, Youth and Persons with Disabilities

**Employment Equity Act, 1998 (Act No. 55 of 1998)**, seeks to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment by eliminating unfair discrimination and implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups.

**National Framework for Women Empowerment and Gender Equality, 2000**, establishes a clear vision and framework to guide the process of developing laws, policies, procedures, and practices that will serve to ensure equal rights and opportunities for women and men in all spheres and structures of government, as well as in the workplace.

**Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act No. 4 of 2000)**, seeks to prevent and prohibit unfair discrimination and harassment; to promote equality and eliminate unfair discrimination; to prevent and prohibit hate speech.

**Policy on Reasonable Accommodation and Assistive Devices for Employees with Disabilities in the Public Service, 2014**, seeks to facilitate the implementation of programmes for the provision of reasonable accommodation measures, which includes the provision of amenities and assistive devices to employees with disabilities.

**Gender Strategic Framework within the Public Service, 2015**, is aimed at achieving women's empowerment and gender equality in the workplace.

**White Paper on the Transformation of the Rights of Persons with Disabilities, 2015**, seeks to provide a comprehensive framework for promoting and protecting the rights of persons with disabilities by ensuring the elimination of barriers to full and equal participation in society.

**Gender-Responsive Planning, Budgeting, Monitoring, Evaluation, and Auditing Framework, 2019**, sets out an approach to ensure that South Africa and government-wide systems explicitly and consistently respond to women's empowerment and gender equality priorities.

**South Africa's National Policy Framework for Women's Empowerment and Gender Equality** outlines South Africa's vision for gender equality and for how it intends to realise this ideal.

**Strategic Framework for Gender Equality within the Public Service** – The objective of this strategic framework is to spearhead the creation of an enabling environment that would facilitate the development of strategies, mechanisms and interventions by government departments and provincial administrations, to achieve the strategic objectives of women empowerment and gender equality.



### 3. INSTITUTIONAL POLICIES AND STRATEGIES GOVERNING THE FIVE-YEAR PLANNING PERIOD

NO.	POLICIES/STRATEGIES	AIM/PURPOSE
1.	Commercial Forestry Masterplan (2020 - 2025)	Serves as a strategic framework for the transformation, growth, and investment within the forestry sector
2.	Integrated National Forest Protection Strategy, 2014	To assist in management and decision making aimed at combating of pests, diseases and fire in the country's forest resource
3.	Low Emission Development Strategy, 2020	<ul style="list-style-type: none"> <li>Explains how the country will meet its 2050 Net Zero emissions goals as set out in the Just Transition Framework; and</li> <li>Satisfy the reporting requirements stipulated in Article 4(19) of the Paris Agreement</li> </ul>
4.	National Climate Change Adaptation Strategy, 2020	<ul style="list-style-type: none"> <li>Provide a common vision for climate change adaptation and climate resilience for South Africa; and</li> <li>Guides a strong and coherent coordinated approach to climate change adaptation activities between different institutions and levels of government</li> </ul>
5.	National Climate Change Response Policy, 2011	<ul style="list-style-type: none"> <li>Effectively manage inevitable climate change impacts through interventions that build and sustain South Africa's social, economic and environmental resilience and emergency response capacity</li> <li>Make a fair contribution to the global effort to stabilise greenhouse gas (GHG) concentrations in the atmosphere at a level that avoids dangerous anthropogenic interference with the climate system within a timeframe that enables economic, social and environmental development to proceed in a sustainable manner</li> </ul>
6.	National Freshwater (Inland) Wild Capture Fisheries Policy, 2021	Guides the sustainable development of freshwater (inland) fisheries in South Africa. This includes inland fisheries legislative reform and harmonisation, clear definition of inland fisheries access rights, criteria for ensuring sustainable harvest levels and limits, development of government organisational structure and capacity, cooperative governance and co-management arrangements, and the empowerment of rural communities to participate equitably in sustainable use of inland fisheries resources
7.	National Forest Sector Research and Development Strategy, 2012	Provides a framework for scientific and technological innovation in the South African forest sector
8.	National Integrated Strategy to Combat Wildlife Trafficking, 2023	Aimed at reducing the threat that wildlife trafficking poses to national security and biodiversity, by establishing an integrated strategic framework for an intelligence-led, well-resourced, multidisciplinary and consolidated law enforcement approach to focus and direct law enforcement's ability, supported by the whole of government and society
9.	Policy Position on the Conservation and Ecologically Sustainable Use of Elephant, Lion, Leopard and Rhinoceros, 2024	Clarifies the policy intent in respect to conservation and sustainable use of elephant, lion, leopard and rhinoceros
10.	Policy Principles and Guidelines for Control of development affecting Natural Forests	<ul style="list-style-type: none"> <li>To ensure the effective protection and sustainability of natural forests through proper control over development and land use change affecting forests in South Africa in a cooperative manner in all regions, and according to the DFFE mandates under the National Forests Act of 1998</li> <li>To serve as the basis for decision-making within DFFE and ensure a uniform approach by decision-makers to the control of development affecting forests</li> </ul>
11.	White Paper for Sustainable Coastal Development in South Africa, 2000	Promotes sustainable coastal development through an integrated coastal management approach, ensuring the balanced use of coastal resources while protecting the environment and considering the needs of all stakeholders along the South African coastline. It proposes introducing a new facilitatory style of management, which involves co-operation and shared responsibility with a range of actors, responds to the great diversity of our coast and learns from experience

NO.	POLICIES/STRATEGIES	AIM/PURPOSE
12.	White Paper on Conservation and Sustainable Use of South Africa's Biodiversity, 2023	Promote the conservation of the rich biodiversity and ecological infrastructure that supports ecosystem that function for livelihoods and the well-being of people and nature. It is envisaged that this will set the country on a strong path of sustainable development, considering the historical, socio-economic, and environmental context of South Africa, including the aspirations and needs of the people
13.	White Paper on Integrated Pollution and Waste Management, 2000	<ul style="list-style-type: none"> <li>• Encourage the prevention and minimisation of waste generation, and thus pollution at source;</li> <li>• Encourage the management and minimisation of the impact of unavoidable waste from its generation to its final disposal;</li> <li>• Ensure the integrity and sustained "fitness for use" of all environmental media, i.e. air, water and land;</li> <li>• Ensure that any pollution of the environment is remediated by holding the responsible parties accountable</li> <li>• Ensure environmental justice by integrating environmental considerations with the social, political and development needs and rights of all sectors, communities, and individuals, and</li> <li>• Prosecute non-compliance with authorisations and legislation</li> </ul>
14.	White Paper on National Climate Change Response, 2011	<ul style="list-style-type: none"> <li>• To effectively manage inevitable climate change impacts through interventions that build and sustain South Africa's social, economic and environmental resilience and emergency response capacity; and</li> <li>• To enable a fair contribution to the global effort to stabilise GHG concentrations in the atmosphere at a level that avoids dangerous anthropogenic interference with the climate system within a timeframe that enables economic, social and environmental development to proceed in a sustainable manner</li> </ul>
15.	Woodland Strategy Framework, 2005	To broadly outline programmes and functions that would be required and point out where woodlands should be incorporated into existing functions and programmes of the Department as well as where new functions should be established

## 4. RELEVANT COURT RULINGS

NO.	COURT CASE	COURT RULING
1.	Komatipoort Despondent Residents Association / Ngomazi Local	<p>The Court emphasised the importance of the Constitutional right to live in a clean environment and the responsibility of local authorities, which in this case is the Nkomazi Local Municipality, to maintain and manage their sewage infrastructure in a manner which will not cause environmental pollution.</p> <p>The Court further confirmed that section 139(7) of the Constitution does not provide for the national executive to take over all of the municipality's functions where they fail to perform their mandates duties and functions. The actions by the national executive are limited to those set out in section 139(4) and (5), depending on which section has been invoked by the provincial executive. According to the Court, the provincial executive must intervene where a municipality fails to fulfil its constitutional obligations. The national department will only intervene if the problem could not be resolved at the provincial level.</p> <p>As a result, it is now clear that the Department cannot intervene in the administrative affairs of a local authority and the Department is not the correct authority to intervene when there is failure by a local authority to execute their mandated duties and functions.</p> <p>In accordance with the aforementioned constitutional framework, the legislature has enacted the NEMA to give effect to the environmental right in section 24.</p>
2.	Mineral Sands Resources (Pty) Ltd / The Magistrate for the District of Vredendal	<p>The Court emphasised the principles of co-operative government and intergovernmental relations.</p> <p>The Court concluded that although the mandates of national Environmental Monitoring Inspectors, Water Inspectors and Provincial Inspectors may overlap, efficient administration is generally better served when mandates are not overlapping.</p> <p>After interpreting section 31D of the NEMA, the Court found that the Mining Inspectors have exclusive jurisdiction to monitor and enforce compliance with the terms of an environmental authorisations issued in respect of mining activities. The Mining Inspectors also have to monitor and enforce compliance with those statutory provisions which are applicable where a person unlawfully engages in an activity for which an environmental authorisation from the Mining Minister should have been obtained, except where:</p> <ul style="list-style-type: none"> <li>• there has been a formal referral between the Mining Minister and the Environment Minister in terms of sections 31D(4)-(9) of NEMA; or</li> <li>• the mining activity constitutes an offence of a specific environmental management Act, for example National Environmental Management: Integrated Coastal Management Act, over which Mining Inspectors have no jurisdiction to undertake compliance and enforcement activities.</li> </ul>



A photograph of a wind turbine in a field of tall, dry grass. The turbine is dark and stands against a light, hazy sky. The foreground is filled with golden-brown grass and small white flowers. The background shows distant, hazy hills.

## **PART B: OUR STRATEGIC FOCUS**

# 1. VISION

A prosperous, equitable and resilient society living in harmony with our natural environment.

# 2. MISSION

Providing leadership in environmental management, conservation, and protection towards sustainable development and a climate-resilient South Africa, for the benefit of all South Africans and the global community.

# 3. VALUES

- **People-Centric:** Prioritising services to communities, stakeholders, and internal relations with respect and empathy
- **Passion:** Driven by a deep commitment to environmental stewardship
- **Integrity:** Upholding transparency, honesty and accountability in all actions
- **Proactive and Innovative:** Embracing forward-thinking and solution-driven approaches
- **Performance-Driven:** Focused on delivering impactful, efficient, and high-quality services
- **Inclusivity:** Empowering all South African citizens through public participation and ensuring transformation.

# 4. SITUATIONAL ANALYSIS

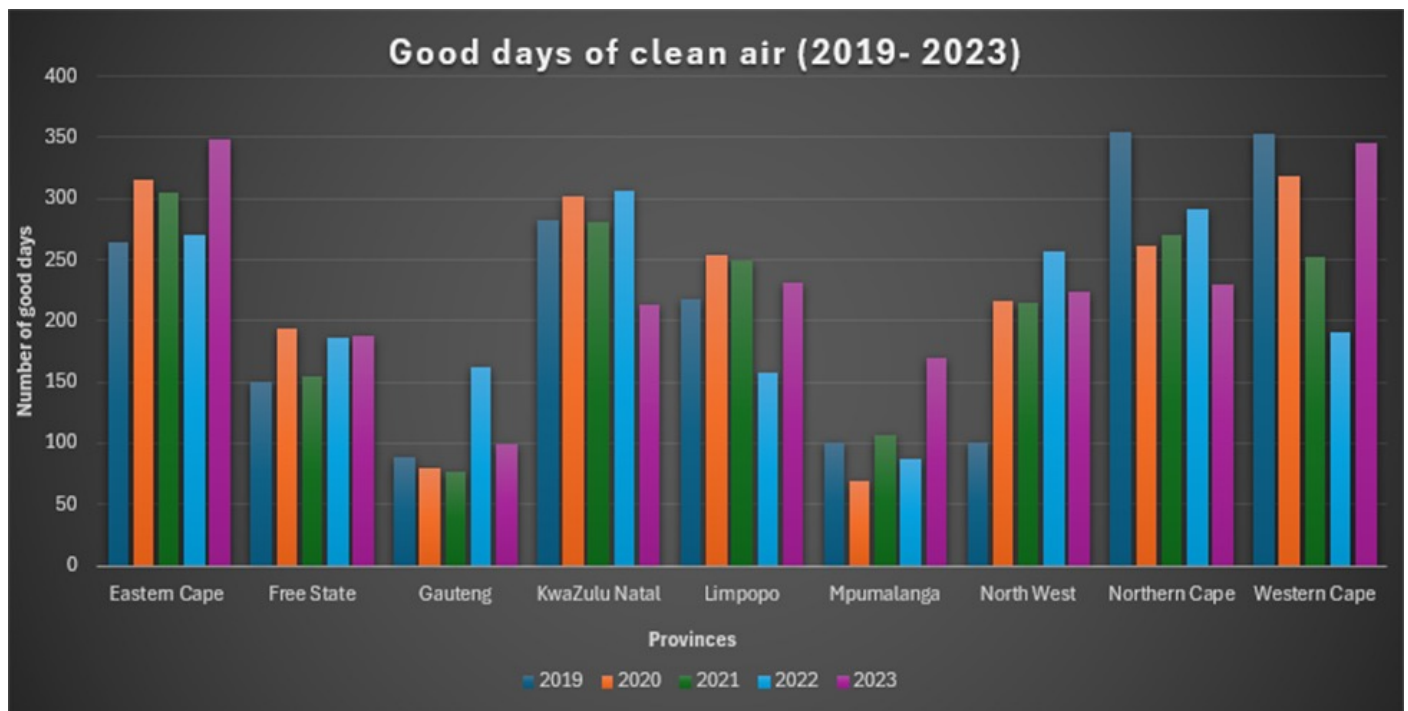
The Department reflected on the external and internal factors that have an impact on the successful delivery of its mandate. These factors shaped the initiatives that the Department deemed critical to deliver on during this five-year period.

## 4.1 External Environment Analysis

The Department plays a crucial and unique role in shaping South Africa's future, both within our borders, and also within an increasingly complex geopolitical landscape. In this regard, the management and conservation of our country's rich biodiversity are essential not only for environmental sustainability but also for economic growth, social well-being and the preservation of our natural heritage. Through ensuring clean air and water, promoting sustainable use of natural resources, and supporting industries such as tourism and agriculture that rely on a healthy environment, the work the Department touches the lives of every South African.

Based on the research work conducted by the Department which has resulted in the production of critical reports such as the 2024 State of the Environment Report and the Quarterly Environmental Threat, Weakness and Opportunity Scan reports, these reports highlight the key challenges facing the environment and the environmental governance sector in the medium- to long-term.





**Figure 1: Good Air Days 2019-2023 – the number of days per year per province that complied with National Ambient Air Quality Standards**

Air quality is the greatest environmental concern for South Africans after water quality and quantity. This is not surprising as air pollution is the second biggest threat to health in South Africa and is believed to cause ~25,800 deaths a year. Particulate matter (PM<sub>10</sub> and PM<sub>2.5</sub>) remains the most problematic air pollutant. Although there have been some improvements in air quality over the years, many South Africans continue to breathe air that may be harmful to their health and wellbeing. For example, Gauteng, the province with the worst air quality, only realises the right of its residents to clean air 100 days per year.

### Environmental Illiteracy

Sustainable development is underpinned, informed and driven by an environmentally literate society. However, less than 20% of South Africans see themselves and their homes and places of work as part of 'the environment', i.e. most South Africans see the environment as being the same as 'nature'. From an environmental governance perspective, this means that the majority of South Africans may resist, or push back against, regulatory interventions that may seem to challenge the status quo. This is especially concerning if one considers the radical changes that are required to efficiently and effectively respond to climate change. Although there has been an excellent and gratifying improvements in South Africans' understanding of climate change from 2007 to 2023, only 50% of South African claim to know a lot or even a fair amount. Even more disturbingly, almost 45% of South African either do not think climate change is happening or that human activity is responsible.

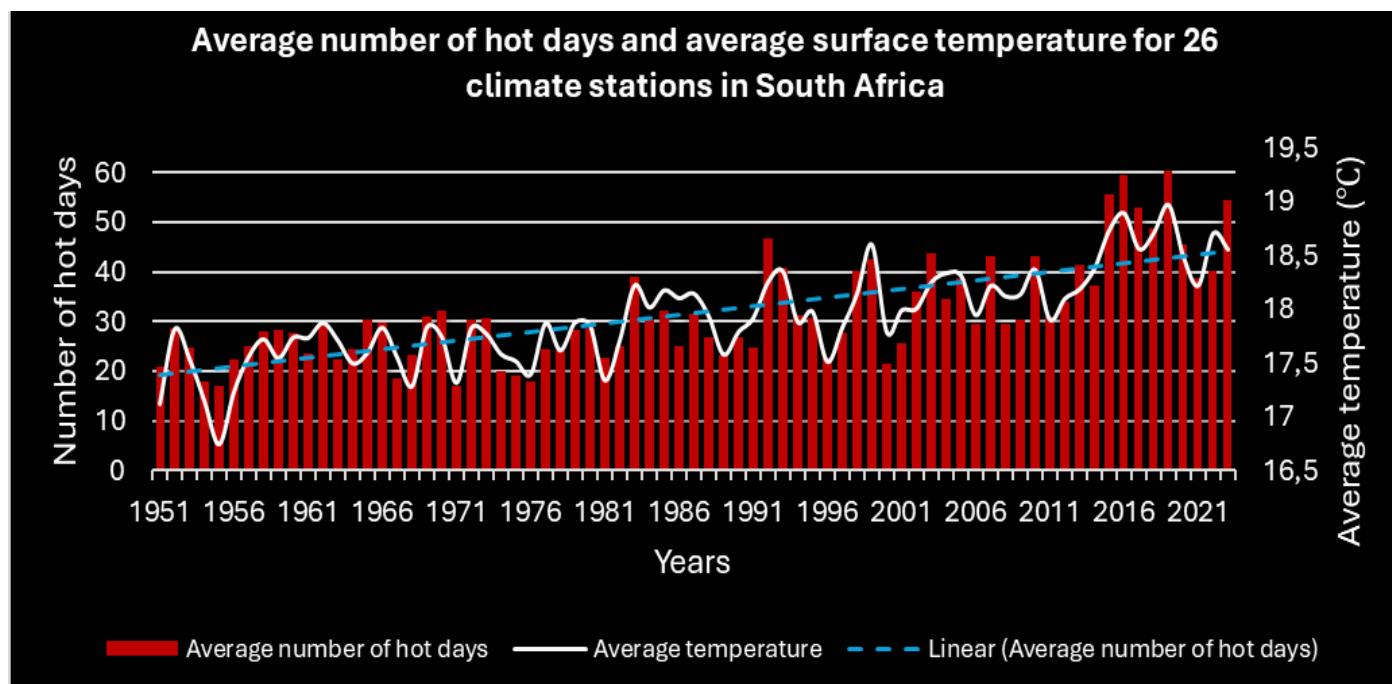


Figure 2: Hot days across South Africa from 1951 to 2023, where a 'hot day' is a day when the maximum temperature is higher than what is comfortable or exceeds 30°C

Climate change presents an existential threat to ourselves and our planet and South Africa is particularly vulnerable to its impacts. In addition to observed extreme weather events like severe storms, droughts, floods, wildfires and landslides, global heating is already having other direct and measurable impact. For example, there has been a continuing increase in 'hot days' – days when the maximum temperature is higher than what is comfortable or exceeds 30 C – in South Africa since the 1950s.

Apart from the effect that this is having on the natural environment, heat is an important environmental and occupational health hazard. Heat stress is the leading cause of weather-related deaths and can exacerbate underlying illnesses including cardiovascular disease, diabetes, mental health, asthma, and can increase the risk of accidents and transmission of some infectious diseases.

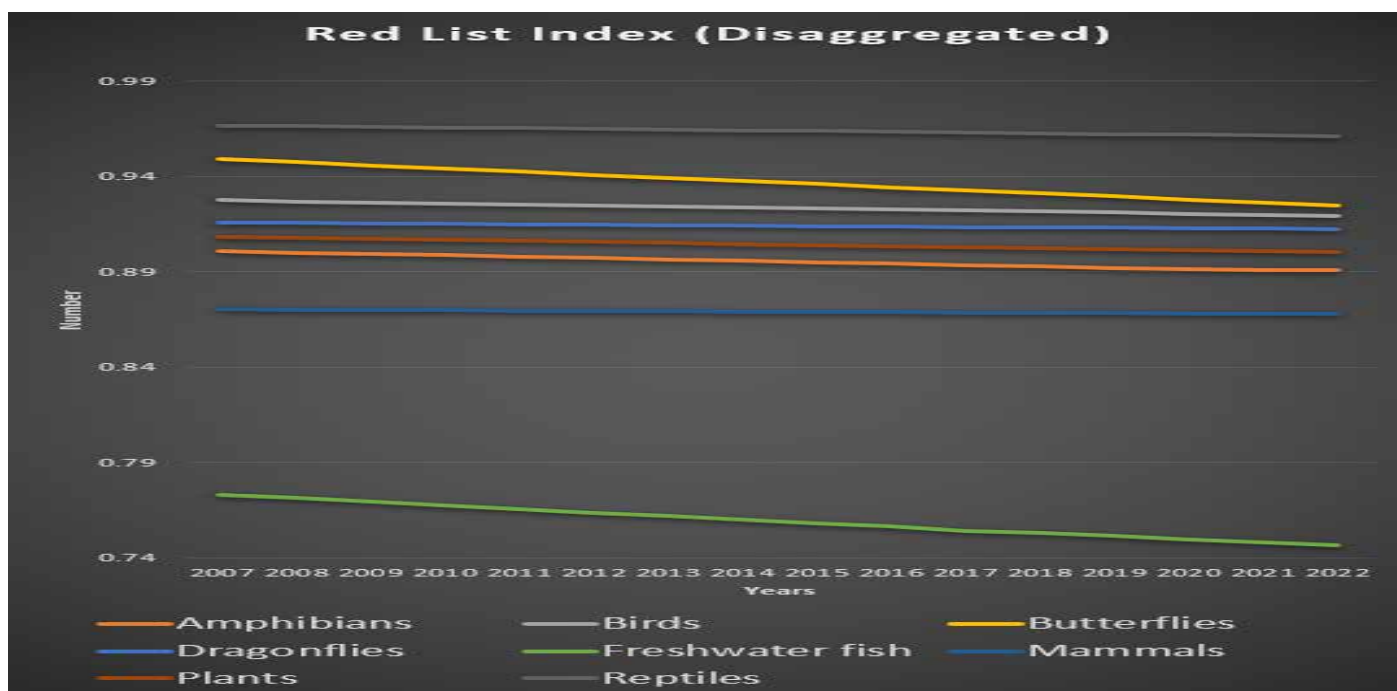


Figure 3: The Red List Index shows trends in overall extinction risk for species with a declining line indicating increasing risk

## Species Extinction

Biodiversity is essential for the processes that support all life on earth, including human life. Without a wide range of animals, plants and microorganisms, we cannot have the healthy ecosystems that we rely on to provide us with the air we breathe, the food we eat, or the spiritual and cultural needs met by a healthy, thriving nature.

Despite this, the world is currently in the midst of a mass extinction, losing thousands of species each year and South Africa is not immune to this global phenomenon. South Africa is considered one of the most biologically diverse countries in the world due to its species diversity, rate of endemism and diverse ecosystems. However, South Africa's species extinction risk shows an overall negative trend with species becoming more threatened over time. Not all taxonomic groups are declining at an equal rate. Freshwater fishes are the most threatened taxonomic group, and together with the butterflies they are declining rapidly.

The drivers of this extinction risk include competition from invasive plant species (affecting 40% of taxa); crop cultivation (affecting 33% of taxa); urban development (affecting 20% of taxa) and habitat degradation as a result of livestock overgrazing (affecting 11% of taxa). Other threats include over-harvesting of resources (especially marine), discharge of effluents into the water systems and climate change.

## Marine Fisheries Resources

Some of South Africa's marine fishery resources are targeted by multiple sectors (e.g. the Cape hakes are targeted by the hake handline and inshore and offshore demersal trawl sectors) and several resources are taken as bycatch by one or more sectors other than that targeting a specific resource. However, the latest assessments indicate that 66% of the 77 stocks are considered not to be of concern (being of unknown, abundant or optimal status), while 34% of stocks are of concern (being of depleted or heavily depleted status). These figures indicate an improvement over the past eight years, with 46% of stocks considered not to be of concern in 2012, 49% in 2014, 52% in 2016 and 61% in 2020. The number of stocks for which the status and fishing pressure are unknown has increased.

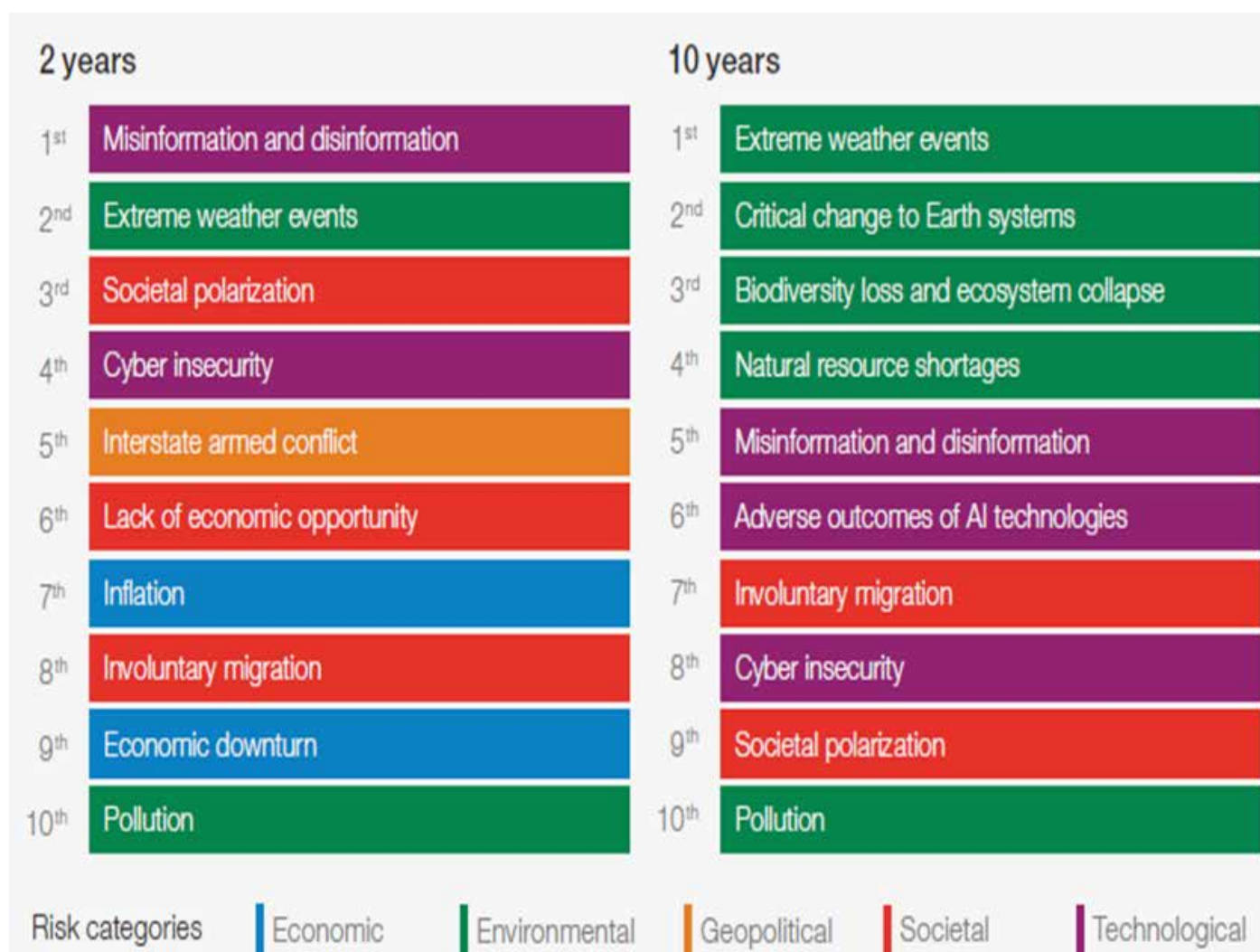
## River Health

As a water poor country, the health of our rivers and riverine ecosystems is fundamental to an environment that is not harmful to health and wellbeing. In this regard, the increasing contamination of water resources by faecal pollutants poses significant risks to human and animal health since numerous pathogens are often associated with faeces. Microbial water quality measures the microbiological conditions of water in relation to

human health. The results of sampling of 43 hotspot sites in the country from October 2022 to September 2023 by the Department of Water and Sanitation suggests that water at all 43 newly selected sites is unsuitable for drinking without treatment, as they all exhibit a high risk if consumed directly from the source. Treating water at the household level through methods such as boiling, filtration, or chlorination can help mitigate the potential health risks. However, 35% of the sampled sites still demonstrated a high risk associated with using the water even after undergoing limited treatment. Furthermore, the findings indicated that 41% of the sites were unsuitable for irrigating crops intended for raw consumption, and 67% of the sampled sites were deemed unsuitable for recreational activities, posing a high risk of infection for individuals engaging in such activities. These recreational activities include full-contact activities such as swimming, washing laundry, and events like baptisms.

## Failing or Faltering Basic Service Delivery

Although there have been excellent strides in environmental policy and implementation that have had measurable positive impacts on, from protected area expansion to illegal hazardous waste dumping, the continued decline of municipal wastewater and general waste services that are now having significant impacts on air quality, river health and the general state of our urban and rural environments is of real concern.



**Figure 4: Top 10 global risks over the short (2 years) and long term (10 years), ranked by severity**

Despite environmental risks dominating the long-term global risk outlook, like the rest of the planet, misinformation and disinformation is also a risk for South Africa. Given the relatively low levels of environmental literacy in South Africa (as seen above), misinformation and disinformation disseminated by special interest groups may be used to encourage public pushback to interventions necessary to secure an environment that is not harmful to health and wellbeing.

Based on the above as well as reflecting on its operating environment, the Department developed a Strengths, Weaknesses, Opportunities and Threats (SWOT) analysis to identify key opportunities and risks that the Department should address.

**Table 1: SWOT Analysis**

STRENGTHS	OPPORTUNITIES
<ul style="list-style-type: none"> <li>• <b>Strong governance and public support:</b> The departmental mandate is aligned to the Constitution, enjoys strong public support and is a pillar of sustainable development. It operates with measurable goals and is well-regulated, contributing to clean audits, transparency, and stakeholder visibility</li> <li>• <b>Highly skilled workforce and leadership:</b> The Department benefits from a highly skilled, knowledgeable, and committed workforce backed by strong leadership and effective intergovernmental relations. The personnel are passionate about environmental protection and contribute significantly to job creation, poverty alleviation, and policy development</li> <li>• <b>Effective policy implementation and collaboration:</b> Policies are well-drafted, with clear timelines and collaboration across government spheres. The Department ensures progressive change informed by global movements and collaboration with national and international experts, particularly in biodiversity and climate change</li> <li>• <b>Environmental stewardship and innovation:</b> The Department is driven by its passion for environmental protection, with legislative mandates to safeguard biodiversity and address climate change. It is technology-aligned, innovative, and responsive to global Environmental, Social, and Governance (ESG) agendas, with strong values in managing the environment</li> <li>• <b>Global recognition and professionalism:</b> With a solid regulatory arm, competent technical skills, and well-articulated policies, the Department is globally recognised for its professionalism. It is known for its efficient decision-making structures and well-managed public entities with stable leadership</li> <li>• Strong research capabilities and stakeholder engagements</li> <li>• Effective public participation processes</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Growth through innovation and technology:</b> There is room for innovation and technology development, influenced by global trends and the ESG agendas. Expanding the use of Information and Communication Technology (ICT) and aligning with global advancements can drive the Department forward and improve its capacity to address environmental challenges</li> <li>• <b>Economic growth and resource mobilisation:</b> The Department has the potential for economic growth through resource mobilisation, including access to donor funds for advancing the green economy. This presents opportunities for job creation, labour absorption, and improved socio-economic outcomes by addressing climate and biodiversity challenges</li> <li>• <b>Training and workforce development:</b> There are opportunities to train the current workforce to think differently and adopt new strategies. Leveraging existing talent and encouraging innovation can enhance the Department's effectiveness and ensure a more progressive and adaptable approach to environmental management</li> <li>• <b>Community empowerment and environmental protection:</b> The Department can empower communities by creating sustainable jobs, improving life quality, and changing perspectives on environmental protection. This opportunity aligns with community-driven development and fostering a healthier, more environmentally conscious society</li> <li>• <b>Policy support and global partnerships:</b> Policies supported by evidence and global partnerships can address key strategic issues. By aligning with global environmental management standards and leveraging partnerships, the Department can implement more effective strategies for biodiversity protection, climate action and economic development</li> <li>• International partnerships for funding and climate action</li> <li>• Alignment with SDGs and local economic development</li> <li>• Leveraging co-regulatory mechanisms with private sector and non-governmental organisations</li> </ul>



WEAKNESSES	THREATS
<ul style="list-style-type: none"> <li>• <b>Fragmented responsibilities and coordination issues:</b> The Department is affected by overlapping responsibilities with other government departments, resulting in inefficiencies. It struggles with coordination and lacks a unified voice or shared vision, which hinders its ability to navigate change effectively</li> <li>• <b>Resource constraints and bureaucracy:</b> Budget constraints, cost containment, and limited financial resources hamper progress. Excessive bureaucracy and silo-based mentalities further contribute to inefficiencies. Supply chain issues and untransformed sectoral structures add to these challenges</li> <li>• <b>Limited advocacy and transformation:</b> The Department is underfunded and lacks adequate advocacy for environmental challenges, with minimal involvement from the private sector. It is also highly untransformed, with limited skills among the majority of the population</li> <li>• Aging workforce with limited succession planning</li> <li>• Low staff morale due to vacancies and administrative burdens</li> <li>• Review of delegations (human resources, finance, operations) to other levels of senior managers</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Political and governance challenges:</b> Political dynamics and legislative effects</li> <li>• <b>Resource constraints and capacity issues:</b> Limited funding, human capacity and budget cuts undermine the Department's ability to address environmental challenges</li> <li>• <b>Litigation and regulatory risks:</b> Overregulation could lead to litigation by industries and non-governmental organisations, which could derail progress. The Department is vulnerable to losing key resources, including biodiversity, due to ineffective regulation and environmental protections</li> <li>• <b>Infrastructure and community conflicts:</b> Security issues, vandalism, neglect of infrastructure and competing needs of communities (e.g. land for housing vs. environmental protection) further strain the Department. Balancing these conflicts with limited resources makes it difficult to achieve environmental goals</li> <li>• <b>Environmental and climate risks:</b> Extreme climate change conditions and inadequate funding for mitigation plans represent a serious threat. The Department is lagging behind in technological advancements and modern capabilities, and without sufficient mitigation strategies, it may fail to adapt to or manage environmental risks effectively</li> <li>• <b>Stakeholder engagement and community buy-in:</b> The Department faces difficulties in engaging stakeholders equitably, with some communities, especially poorer ones, lacking an understanding of regulations</li> <li>• Socio-economic pressures leading to illegal activities and environmental crimes</li> </ul>

The Department acknowledges that since 1994, there has been an improvement in the management of the environment and responses to environmental challenges due to enhanced coordinated implementation of the policies and legislation, although some are still not at the desired trajectory. Although better policy and legislation implementation may be one reason for environmental management improvements, there are many others - better policies and legislation, improved enforcement, increased public awareness and concern, successful court challenges, international commitments, voluntary industrial improvements, responses to energy, water and sanitation challenges, etc.

In further addressing the challenges, the Department continues to implement different initiatives that contribute to the outcomes of energy security and just energy transition. As a contribution to just transition to low carbon economy, the Department set an outcome target of limiting emissions between 35 and 420 mega tonnes carbon dioxide equivalent trajectory range by 2030. On 23 July 2024, President Cyril Ramaphosa signed the highly anticipated Climate Change Bill into law. In this regard, the Department has committed to long-term climate resilience and the implementation of adaptation programmes. This expansive piece of legislation is designed to define, manage, monitor and implement South Africa's response to climate change. It positions South Africa as playing a defining role in Africa's response to this global situation. Since its enactment, the Department has

made significant progress in implementing the Climate Change Act, including developing a detailed timeline for the rollout and implementation of the Act. The Department will oversee the implementation of the Act's provisions across all levels of government. On a regular basis, the Department engages with stakeholders and participates in the Presidential Climate Change Commission (PCC) meetings. The PCC is mandated to coordinate the just transition framework and its implementation across government. Furthermore, the Department reaffirmed its commitment to the Paris Agreement and emphasised the need for developed countries to fulfil their obligations regarding financial support and technology transfer to developing nations. It should be acknowledged that South Africa has made significant strides in ensuring improvements in air quality to promote and realise a sustainable, equitable and inclusive growth that is not harmful to the health and well-being of its citizens.

South Africa assumed the G20 presidency from 1 December 2024 to November 2025 under the theme "**Solidarity, Equality and Sustainable Development**". This theme is underpinned by the need to focus on a number of key areas including global governance reform, an effective model for climate finance, trade, health and financing for development. The Minister of Forestry, Fisheries and the Environment chairs the Climate and Sustainability Working Group and this role presents a unique opportunity to showcase South Africa for eco-tourism opportunities and South Africa's iconic sites



such as the Kruger National Park, Kirstenbosch National Botanical Gardens and other world heritage sites to the world.

The Department is initiating collaborations with educational institutions to incorporate climate education into curricula to ensure that the next generation is informed and empowered to tackle climate change. This will further supplement the environment content in the school curriculum the Department developed, based on the Curriculum Assessment Policy Statement (CAPS) which shows the environment knowledge that must be taught in different subjects and in different grades. Currently, the Department conducts community and schools outreach programmes aimed at educating communities and learners, creating awareness and changing mindsets regarding environmental conservation and climate change. Through the Fundisa for Change Programme on Environmental Sustainability, the Department conducts workshops within the schooling system for teachers, subject advisers and school management teams.

To ensure that the Department leverages technology within the sector and pursues organisational outcomes and interactions with various stakeholders, the Department has prioritised the development of a suite of specialised digital transformation systems aimed at capacitating public servants with digital skills in Generative Artificial Intelligence and Cybersecurity. Coordinated Integrated Permitting System is implemented and used by national, provincial and local government, and e-Fishing is used by the fishing industries for applying and issuing permits online. The National Oceans and Coastal Information Management System is used in partnership with the Council for Scientific and Industrial Research, South African Environmental Observation Network and South African Weather Service (SAWS) through Operation Phakisa.

The Department has embarked on a comprehensive review of its regulatory frameworks to identify bottlenecks and areas in need of improvement. The Department has made substantial progress in starting to simplify procedures and reducing unnecessary red tape. Engagements are being held with industry leaders, environmental organisations, and community representatives to gather feedback on regulatory obstacles. By collaborating closely with these stakeholders, the Department is developing practical solutions that reflect the realities on the ground. This approach ensures that our policies strike the right balance between environmental protection and economic development. This is against the background of understanding that overly complex regulations and protracted procedures impede progress, deter investment, and create frustration for businesses and communities striving to comply with environmental laws.

Recognising the difficulties faced by small-scale fishers and coastal communities, the Department has initiated

a process to simplify the application for fishing licenses. By removing bureaucratic barriers and streamlining procedures, the Department aims to make it easier for local fishers to obtain the necessary permits to operate legally and sustainably.

Statistics South Africa's Quarterly Labour Force Survey, indicates that the unemployment rate decreased by 1,4% to 32,1% in the 3<sup>rd</sup> quarter of 2024, as compared to the 2<sup>nd</sup> quarter in 2024. The year-on-year comparison indicates a 0,2% increase in the unemployment rate from 31,9% in 3<sup>rd</sup> quarter of 2023 to 32,1% in the 3<sup>rd</sup> quarter of 2024. The survey further indicates that the South African labour market is more favourable to men than it is to women. These statistics reflect the challenges that the country continues to face relating to high levels of unemployment. To address this, the DFFE will implement various job creation initiatives including creating 121 059 work opportunities through the EPWP over the next 5-years. Other programmes such as the Oceans Economy Programme and the waste economy will be utilised to create jobs within the environment sector.

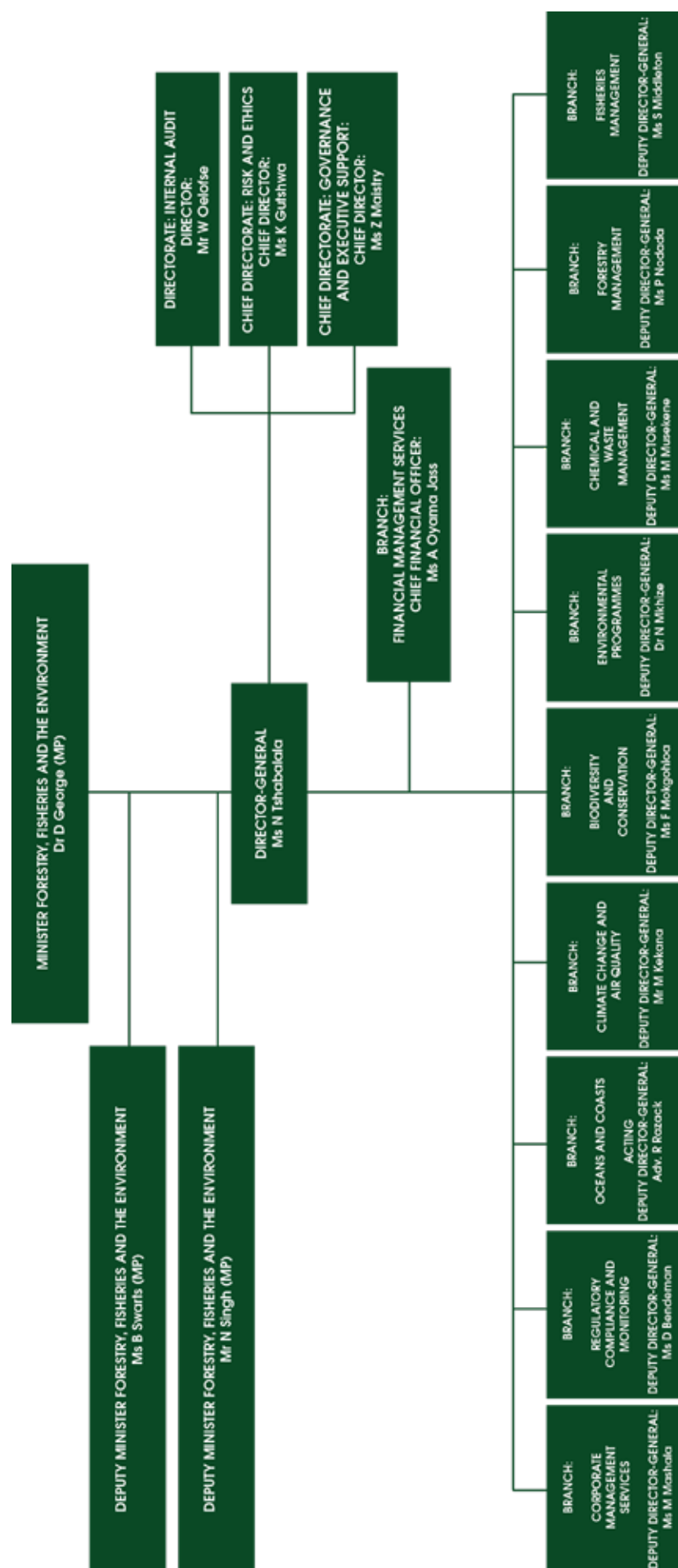
To boost the availability of financial resources to undertake more environmental work, the Department is embarking on a strategic campaign to engage with international donors, private sector partners and philanthropic organisations.

Through its various initiatives, the Department is optimistic about the future it is shaping - a future where environmental stewardship and socio-economic development are harmoniously integrated. However, the Department complexities it faces are considerable, and so are the opportunities.

## 4.2 Internal Environment Analysis

### 4.2.1 Human Resource Capacity of the Department

Figure 5: DFFE Organisational Structure



The Department was not spared from the government-wide cost containment measures, which resulted in budget cuts amounting to R2.5 billion over the Medium-Term Expenditure Framework (MTEF). The economic complexities faced by our country have led to National Treasury significantly reducing the departmental budget allocation over the past years and the MTEF, with no increase expected in the coming years. The Department is committed to upholding the highest standards of fiscal responsibility and in understanding the importance of prudent financial management, has initiated a comprehensive departmental spending review. This process is designed to scrutinise the departmental expenditure, identify areas where greater efficiency can be achieved, and reallocate resources to priority programmes that deliver the greatest benefit to our environment and citizens. By eliminating wasteful spending and streamlining operations, the Department aims to ensure that every rand is utilised effectively.

The work of the Department is implemented through the following programmes:

- Programme 1: Administration
- Programme 2: Regulatory Compliance and Monitoring
- Programme 3: Oceans and Coasts
- Programme 4: Climate Change and Air Quality
- Programme 5: Biodiversity and Conservation
- Programme 6: Environmental Programmes
- Programme 7: Chemicals and Waste Management
- Programme 8: Forestry Management
- Programme 9: Fisheries Management.

The initiatives identified for implementation during the 5-year period span across every programme of the Department as well as the public entities, and their successful implementation relies on a collaborative approach. Each programme will contribute to these initiatives in their unique way and ensure that strategies are implemented effectively across all levels of the Department. By working cohesively, the Department is leveraging its full strength to create meaningful and lasting impact for the people and environment of South Africa.

The Department has a Human Resource Plan in place. The Plan was developed to identify both current and future employees' needs, as well as challenges that the Department faces in achieving its strategic objectives. The Department further aims to have the right people at the right place and at the right time. The Plan therefore also aims at analysing the gaps between demand and supply in order to develop strategies that will close those gaps.

The profile of the human resource capacity to undertake the work of the Department is as follows:

**Table 2: Summary of workforce profile as at 28 February 2025**

SUMMARY	FIGURE
Total posts	4 050
Filled	3 147
Vacant	247
Frozen	656
Vacancy rate	7%

**Table 3: Summary of race and gender workforce profile as at 28 February 2025**

RACE	MALE	PERCENTAGE	FEMALE	PERCENTAGE
African	1 282	41%	1 393	44%
Coloured	124	4%	109	3,4%
Indian	26	1%	37	1,1%
White	92	3%	84	3%
<b>Filled posts</b>	<b>1 524</b>	<b>48%</b>	<b>1 623</b>	<b>51.5%</b>

**Table 4: Summary of youth and persons with disabilities workforce profile as at 28 February 2025**

CATEGORY	MALE	PERCENTAGE	FEMALE	PERCENTAGE
Youth	152	5%	188	6%
Persons with disabilities	26	1%	37	1%

**Table 5: Employment equity targets for 2025/26 – 2029/30**

INDICATORS	TARGETS (2025/26)
Percentage of women in SMS	50%
Percentage of persons with disabilities	2%

The Department possesses a diverse range of specialised skills in managing natural resources, conserving biodiversity, and addressing environmental challenges. However, as these challenges evolve, the Department has identified skills gaps in emerging technologies, integrated climate change expertise, ecosystem-based approaches, stakeholder engagement and resource mobilisation. To address these gaps, the Department is committed to filling them through targeted training, partnerships and strategic development initiatives. Additionally, the Department continuously fills vacancies created by employee's turnover through its recruitment processes. The Department also provides training opportunities to employees in line with their Personal Development Plans.

To ensure continuity in service delivery, the mentorship programme has to be strengthened to facilitate knowledge transfer and mentorship for employees before retirement.

The Department is implementing programmes that contribute towards the achievement of the objectives of the Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework; National Strategic Plan on Gender-Based Violence and Femicide; White Paper on the Rights of Persons with Disabilities; National Youth Policy; Strategic Framework for Gender Equality in the Public Service; Job Access Strategic Framework, and Employee Health and Wellness Strategic Framework.

#### **4.2.2 Departmental Information and Communication Technology Capacity**

In the past years, ICT has lost critical skills which has had an impact on at operational level, with vacancy rate at 15% as of the 2024/25 financial year. To ensure that ICT is able to support the departmental mandate, it is critical that investment is made towards human resources that are skilled and adequately capacitated to support these plans and initiatives, especially in ICT security, server support, development and business analysis area. Due to the dynamic nature of the ICT space, the Government Information Technology Office conducts a skills analysis on the staff to identify if they have the correct set of skills to supports planned projects/plans or implemented technologies; and training is planned according to the results of the analysis to close the gaps identified.

In line with Strategic Priority 3 of the Medium-Term Development Plan (MTDP): Building a Capable, Ethical and Developmental State, the Department is planning to digitalise the recruitment process by implementing an electronic recruitment system during the next financial years in a phased approach.

The Department is from time to time required to map all its strategic processes as well as develop standard operating procedures to improve its effectiveness when rendering services. The Enterprise Architecture documents (Application, Business, Data and Technology) were refreshed in April 2024 to ensure that the Department has a view of the systems and capabilities available to avoid duplications and wasteful expenditure. A Hardware and Software standard is in place and is being implemented.

ICT initiatives/projects will form part of the 3-Year ICT Plan and will be prioritised for implementation during each financial year.

#### **Current Information and Communication Technology Infrastructure**

The Department embarked on a project to refresh all its data centres during the 2024/25 financial year. The network infrastructure refresh for head office is planned to be implemented in the 2025/26 financial year. To ensure ICT service continuity within the Department, ICT has implemented a hybrid cloud computing model that allows backup, replication and failover services.

#### **Information and Communication Technology Governance and Policies**

The Department is following the Department of Public Service and Administration determination and directive on the implementation of the Corporate Governance of ICT Policy Framework. As part of implementation of the Framework, the Department has established functional ICT governance structures to drive ICT. These efforts will

enhance ICT efforts and ensure that the Department has policies that are required to guide the governance of ICT. Benefits as defined in the business case from investment made towards ICT initiatives and monitoring of ICT performance, will also be realised benefits.

#### **Current Systems and Processes – Business Applications, Digitalisation of Processes, Integration and Interoperability**

The Enterprise Architecture document was refreshed in April 2024 to ensure that a list of all systems in the Department is compiled. This assisted the Department to gain a better understanding of its systems and capabilities, therefore avoiding any duplications and wasteful expenditure on systems.

The processes governing the submission, evaluation, funding and approval of business cases for new business requirements in DFFE were digitalised to enable a seamless process when there is a need to source systems.

The DFFE is in the process of rolling out the integrated cloud-based project management suite which will assist in establishing seamless cooperation and interoperability between the DFFE, the public entities, other government institutions as well as its commercial service providers on DFFE projects.

#### **Cybersecurity and Risk Management**

Technology is rapidly changing, and more services are being automated and accessible through the internet. This exposes the Department to cyber-attacks (i.e. Phishing, Inside Attacks, Supply Chain Management Attacks). To ensure that the exposure to cyber-attacks is managed and mitigated, the Department has invested in a range of Information Technology (IT) security solutions (i.e. Mimecast, firewalls, Antivirus with Extended Detection and Response, etc) and will be implementing Managed Services IT Security and Artificial Intelligence Network Security Solution in the 2025/26 financial year. Regular awareness sessions on ICT security (cybersecurity) are conducted to ensure that users are kept abreast on new trends of attacks and how to respond to them, these awareness sessions include self-assessment learning videos. The Department has a risk register that is reviewed annually and reported on a quarterly basis. Emerging risks are added as and when they are reported by officials or from audit reports.

#### **Stakeholder Needs and Expectations – Internal Stakeholders and External Stakeholders**

Regular ICT satisfaction surveys are conducted to obtain internal stakeholders needs on areas of ICT improvements or that need to be introduced, This is done while considering the availability of funds.



In an attempt to implement the electronic recruitment system and the i2 Analytics Software respectively, the Department benchmarked with the South African Police Service and Statistics South Africa.

### ICT Budget and Funding – Current ICT Spending and Funding Gaps

ICT has not been adequately funded and that affects the implementation of the ICT plan therefore ICT is not fully enabled to support business, and this results to overspending on the allocated budget.

#### 4.2.3 Departmental Interventions Relating to Women, the Youth and Persons with Disabilities

The NDP, 2030, envisions an inclusive society and a fairer economy that provides opportunities, particularly for those people who were previously disadvantaged such as women, the youth and persons with disabilities. Government adopted a combination of interventions such as legislation, monitoring and accountability mechanisms to address these imbalances.

In response to government's goal of equality within the workplace, the DFFE has targeted to employ 50% of women at SMS level and appoint 2% persons with disabilities. Through EPWP, the DFFE will create 121 059 work opportunities targeted towards 60% of women, 55% of youth and 2% of persons with disabilities. This will ensure that the DFFE directly contributes towards the realisation of the NDP vision of an inclusive society and a fairer economy that provides opportunities, particularly for those people who were previously disadvantaged such as women, the youth and persons with disabilities is realised.

The DFFE is implementing programmes that contribute to the achievement of the objectives of the Framework on Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing, National Strategic Plan on Gender-Based Violence and Femicide, White Paper on the Rights of Persons with Disabilities, National Youth Policy, Strategic Framework for Gender Equality in the Public Service, Job Access Strategic Framework, and Employee Health and Wellness Strategic Framework. Quarterly awareness sessions on harassment in the workplace, awareness on the 16 Days Campaign on No Violence Against Women and Children, Women's Day event and Women in the Environment Conference are among some of the interventions that the DFFE will implement in line with these policy prescriptions.

#### 4.2.4 Departmental Planning Process

The outcome of the general elections on 29 May 2024 saw the formation of the Government of National Unity (GNU). A Statement of Intent that binds the GNU was developed and lays the foundational principles and minimum programme of priorities. In July 2024, Cabinet

Lekgotla agreed on a minimum Programme of Priorities and approved that these priorities be translated into a more detailed plan in the form of the 2024 - 2029 MTDP. The MTDP thus serves as the 5-year medium-term plan for the 7<sup>th</sup> administration of the GNU and the implementation framework for the NDP: Vision 2030, which is the existing long-term plan for South Africa towards 2030.

In his Opening of Parliament Address in July 2024, the President of the Republic of South Africa announced the following 3 strategic priorities that the GNU will action over the next 5 years:

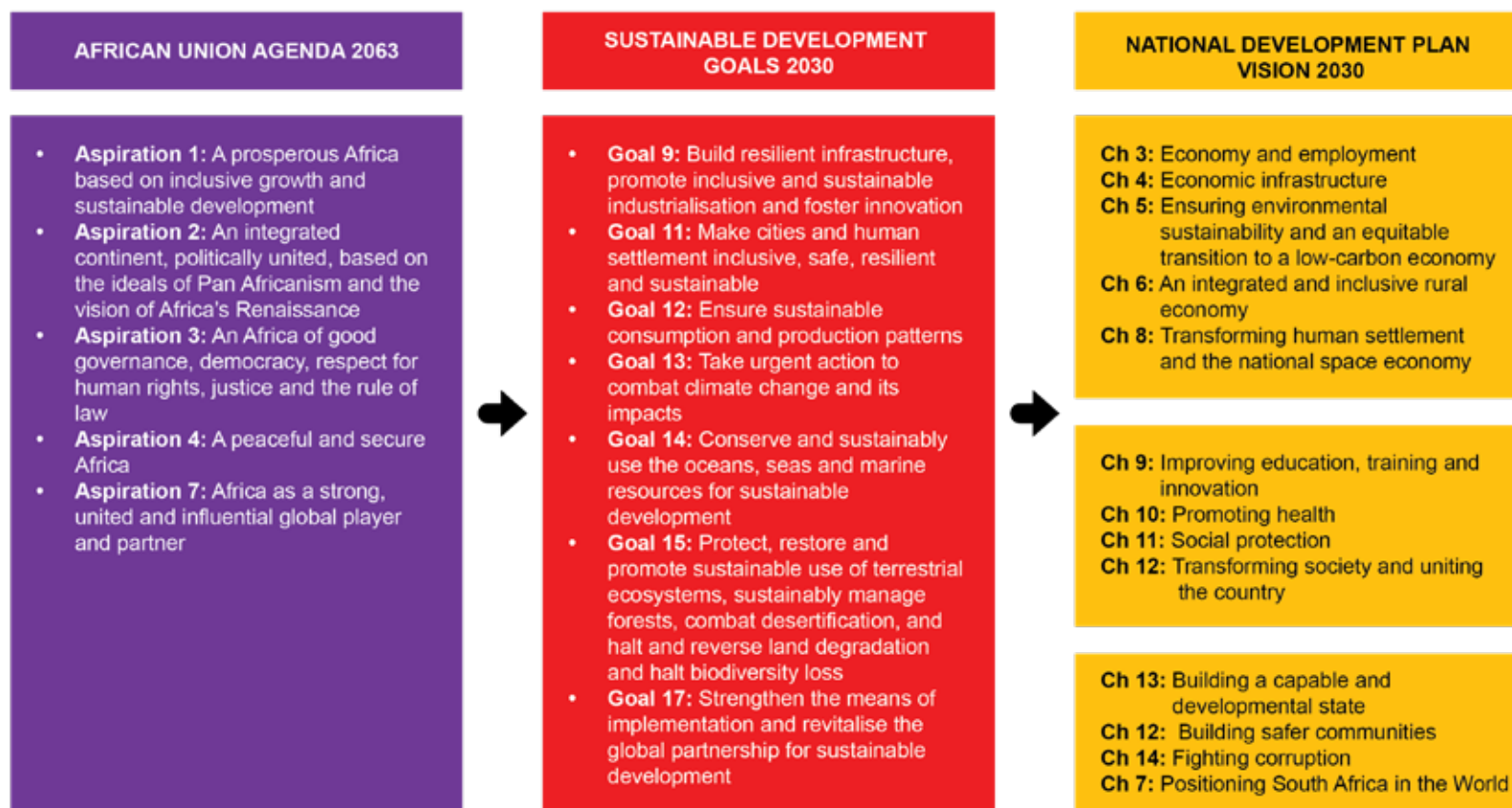
- Inclusive growth and job creation;
- Reduce poverty and tackle the high cost of living; and
- Build a capable, ethical and developmental state.

The Department held two strategic planning sessions in September 2024. During the first session, the Minister announced the Big 6 Priorities which are informed by the GNU strategic priorities. This was followed by 2 sessions with the senior management team of the Department in September 2024 and February 2025.

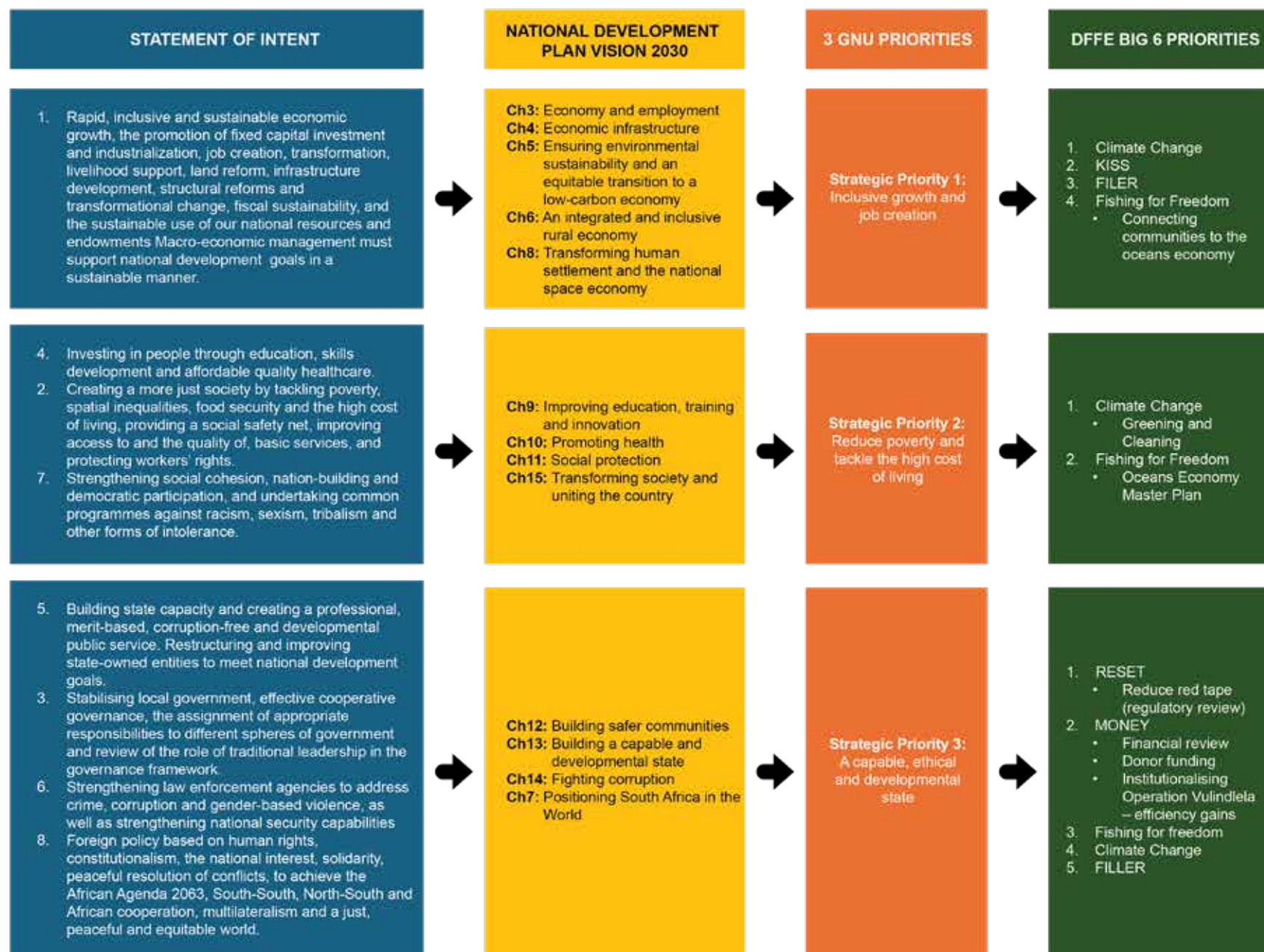
The Big 6 Priorities that the Department together with the public entities will implement over the next 5 years are as follows:

- **Climate Change.** This priority will focus on the implementation of the Climate Change Act, and the cleaning and greening programme.
- **KISS.** The focus of this priority will on reforming these iconic sites into world-class destinations that set new standards for conservation, education and sustainable tourism.
- **FILLER.** This priority will ensure a fair and sustainable future of South Africa's iconic wildlife.
- **Fishing for Freedom.** The aim of this priority will be to connect local communities to the oceans economy while promoting marine conservation
- **RESET.** The focus will be on streamlining governance and compliance processes to make environmental regulations more efficient, transparent and effective.
- **Money.** This priority will aim to ensure that the highest standards of fiscal responsibility are upheld through a comprehensive spending review and to attract donor funding.

The figure below highlights the alignment the Big 6 Priorities to other strategic priorities.



AU AGENDA 2063



**Table 6: Alignment of GNU priorities, Big 6 priorities and outcomes**

In line with the above priorities, the Department identified key interventions which will be implemented over the next 5-year planning cycle. The Department fully understands that it is crucial for its initiatives to align seamlessly with the broader objectives of the GNU. By uniting the Department and the public entities under the Big 6 Priorities, this directly contributes to 7<sup>th</sup> administration's goals of fostering economic growth and a more capable government.

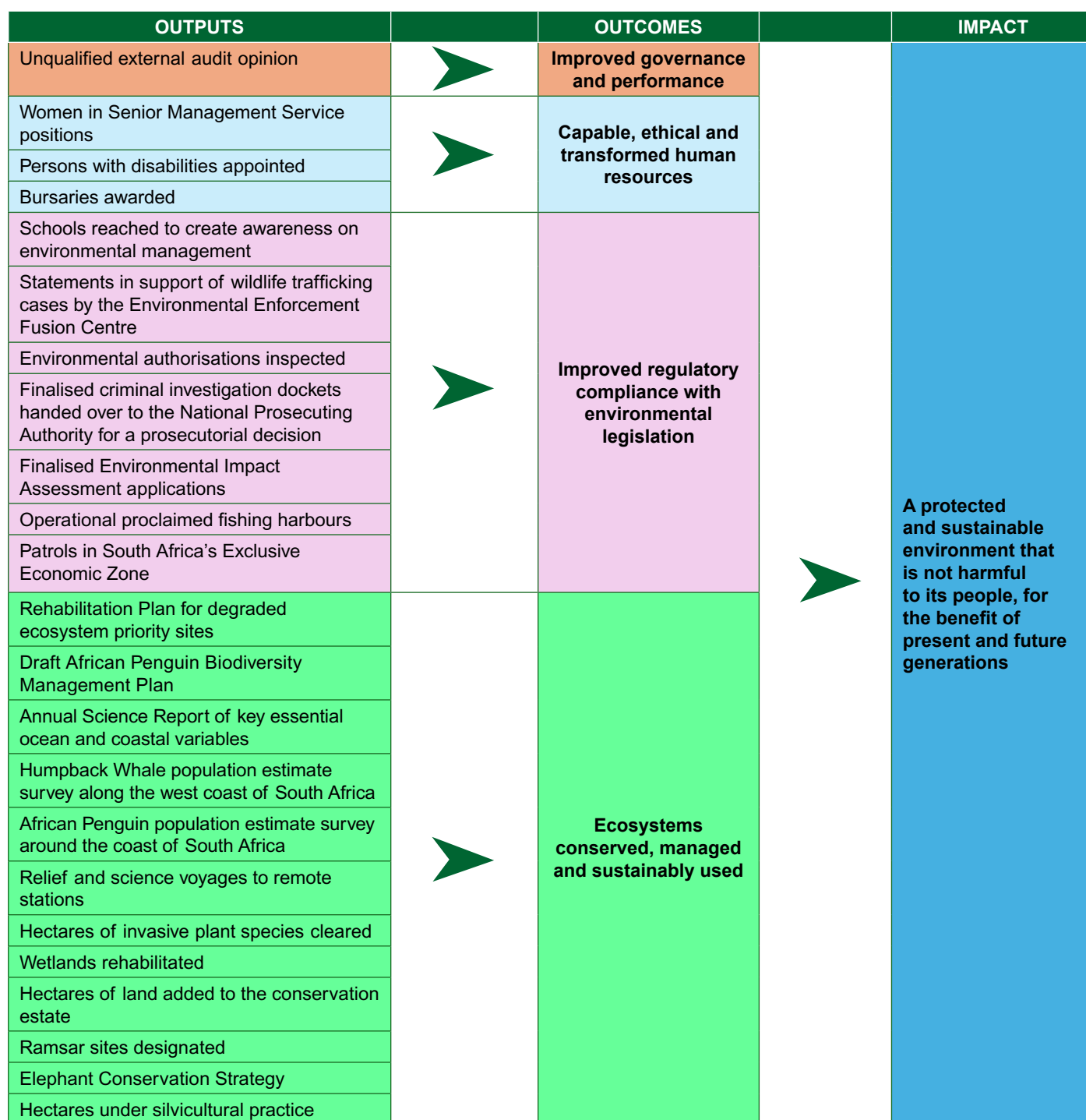
The theory of change and results-based approach was utilised to develop the impact and outcomes that the Department intends to achieve over the next 5 years.

GNU PRIORITIES	BIG 6 PRIORITIES	OUTCOMES
<b>Strategic Priority 1:</b> Inclusive growth and job creation	<ul style="list-style-type: none"> <li>• Climate Change</li> <li>• KISS</li> <li>• FILLER</li> <li>• Fishing for freedom</li> </ul>	<ul style="list-style-type: none"> <li>• Low carbon economy, and climate resilient</li> <li>• Threats on environmental quality and human health mitigated</li> <li>• Ecosystems conserved, managed and sustainably used</li> <li>• Increased employment, equitable access and participation in socio-economic opportunities</li> <li>• Improved regulatory compliance with environmental legislation</li> <li>• Environment protected from pollution</li> </ul>
<b>Strategic Priority 2:</b> Reduce poverty and tackle the high cost of living	<ul style="list-style-type: none"> <li>• Climate Change</li> <li>• Fishing for freedom</li> </ul>	<ul style="list-style-type: none"> <li>• Threats on environmental quality and human health mitigated</li> <li>• Increased employment, equitable access and participation in socio-economic opportunities</li> </ul>
<b>Strategic Priority 3:</b> Build a capable, ethical and developmental state	<ul style="list-style-type: none"> <li>• Climate Change</li> <li>• FILLER</li> <li>• RESET</li> <li>• Fishing for freedom</li> <li>• Money</li> </ul>	<ul style="list-style-type: none"> <li>• Improved governance and performance</li> <li>• Capable, ethical and transformed human resources</li> <li>• Improved regulatory compliance with environmental legislation</li> <li>• Low carbon economy, and climate resilient</li> </ul>








The figure below depicts a high-level theory of change approach on how the DFFE intends to achieve its set impact, outcomes and outputs.

**Figure 7: High-level Departmental theory of change approach**





OUTPUTS		OUTCOMES		IMPACT
Beneficiaries supported in the Oceans Economy Programme		<b>Increased employment, equitable access and participation in socio-economic opportunities</b>		<b>A protected and sustainable environment that is not harmful to its people, for the benefit of present and future generations</b>
Benefit-sharing agreements				
Beneficiaries supported in biodiversity economy programmes				
Full-Time Equivalents created				
Work opportunities created				
Community forestry agreements				
Yearbook on aquaculture production status				
Co-management structures established				
Small-scale fishing cooperatives supported				
Climate Change Response Plans Guideline		<b>Low carbon economy, and climate resilient society</b>		
Sectoral Emission Targets				
Carbon Budgets/Mitigation Plan Regulations				
Proposals on Climate Change Response Fund				
Climate Change Positions for negotiation				
Funds raised from international sources				
G20 Presidency meetings				
Atmospheric emission licenses issued		<b>Threats on environmental quality and human health mitigated</b>		
Wildfires suppressed				
Trees planted				
Report on assessment of Fire Protection Associations				
Industrial Persistent Organic Pollutants Amendment Regulations		<b>Environment protected from pollution</b>		
HCFC consumption decreased				
Waste management license application finalised within 107 working days				
Municipal cleaning campaigns				
Municipalities supported on waste diversion interventions				
Waste tyres processed				
Waste tyres collected				
Revised Recycling Enterprise Support Programme Implementation Guidelines				



## **PART C: MEASURING OUR PERFORMANCE**



# 1. INSTITUTIONAL PERFORMANCE INFORMATION

## 1.1 Impact Statement

<b>Impact statement</b>	<b>A protected and sustainable environment that is not harmful to its people, for the benefit of present and future generations</b>
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## 1.2 Measuring our Outcomes

OUTCOMES	OUTCOME INDICATORS	BASELINE	NO.	5-YEAR TARGETS	BIG 6 PRIORITY
<b>MTDP Strategic Priority 1: Drive Inclusive Growth and Job Creation</b>					
Ecosystems conserved, managed and sustainably used	Number of protected species population estimates surveyed	2	1.	2 protected species (African Penguins and Humpback Whales) population estimates surveyed	Fishing for Freedom
	Number of degraded ecosystems rehabilitated	New indicator	2.	5 degraded ecosystems rehabilitated	
	Draft Amended National Environmental: Antarctic Treaties Act submitted to Minister for recommendation	Antarctic Treaties Act, 1996 (Act No. 60 of 1996)	3.	Draft Amended National Environmental: Antarctic Treaties Act submitted to Minister for recommendation to Cabinet	KISS
	Number of hectares receiving clearing of invasive plant species	2 141 736.05 hectares receiving clearing of invasive plant species	4.	1 077 642 hectares receiving clearing of invasive plant species	
	Number of Ramsar sites designated	4 Ramsar sites designated	5.	3 Ramsar sites designated	FILLER
	Number of hectares of land added to the conservation estate	1 603 996.5356 hectares of land added to the conservation estate	6.	450 000 hectares of land added to the conservation estate	
	Number of species conservation tools published for implementation	16 Biodiversity Management Plans under implementation	7.	4 species conservation tools published for implementation:  • 3 Biodiversity Management Plans (leopard, lion and cheetah) • 1 Elephant Conservation Strategy	Climate Change
	Number of hectares under silvicultural practice	15 916.81 hectares under silvicultural practice	8.	32 500 hectares under silvicultural practice	

OUTCOMES	OUTCOME INDICATORS	BASELINE	NO.	5-YEAR TARGETS	BIG 6 PRIORITY
Increased employment, equitable access and participation in socio-economic opportunities	Number of approved benefit-sharing agreements	25 approved benefit-sharing agreements	9.	25 approved benefit-sharing agreements	Money
	Number of beneficiaries supported in biodiversity economy programmes	100 previously disadvantaged businesses (formal and informal) within the biodiversity economy value chains supported	10.	780 beneficiaries supported in biodiversity economy programmes	
	Number of Full-Time Equivalents created	134 100 Full-Time Equivalents created	11.	77 605 Full-Time Equivalents created: • Environmental Programme: 60 324 • Forestry: 13 083 • Fisheries: 4 198	KISS
	Number of work opportunities created	304 262 work opportunities created	12.	121 059 work opportunities created: • Environmental Programme: 76 321 • Forestry: 36 342 • Fisheries: 8 396	
	Number of community forestry agreements concluded	11 plantations handed over to communities	13.	40 community forestry agreements concluded	KISS
	Number of yearbooks on aquaculture production status published	2023 yearbook on aquaculture production status published	14.	5 yearbooks on aquaculture production status published	
	Number of co-management structures established	Terms of Reference for one region in Western Cape drafted	15.	50 co-management structures established	
	Number of small-scale fishing cooperatives supported	171 existing small-scale fishing cooperatives	16.	50 small-scale fishing cooperatives supported	
	Compliance with national GHG emission targets ranges	Total GHG emissions for 2022 are at 435 Metric tons (Mt) which is well within the Peak Plateau and Decline (PPD) range (398-614 Mt)	17.	Emissions between 398 and 510 Mt Carbon Dioxide equivalent (CO <sub>2</sub> -e) range (2027)	Climate Change
	Financial value of resources raised from international sources	US\$ 1 849 327 077,21	18.	US\$ 600 million financial resources raised from international sources	Money
Low carbon economy and climate resilient society					



OUTCOMES	OUTCOME INDICATORS	BASELINE	NO.	5-YEAR TARGETS	BIG 6 PRIORITY
Threats on environmental quality and human health mitigated	Percentage of atmospheric emission license issued within legislated timeframes	100% (49/49) atmospheric emission license applications issued within legislated timeframes	19.	100% atmospheric emission license applications issued within legislated timeframes	Climate Change
	Percentage of wildfires suppressed	100% wildfires suppressed	20.	90% wildfires suppressed	
Environment protected from pollution	Chemical and waste management regulatory instrument implemented	6 industrial persistent organic pollutants phased out through publication of prohibiting regulations	21.	Persistent Organic Pollutants Amendment Regulations implemented	
	HCFC consumption reduced	HCFC consumption reduced by 62% - 3 206.804 12 tonnes from baseline of 5 140.20 tons (not exceed allowable 2 570.10 tonnes – consumption was 1 933.39588 tonnes)	22.	HCFC consumption reduced by 97.5% (5 001.695 tonnes)	
	Number of tonnages for waste tyres processed	89 687.76 tonnages for waste tyres processed	23.	377 096 tonnages for waste tyres processed	
	Percentage of waste management licence applications finalised within 107 working days	95% waste management licence applications finalised within 107 working days	24.	100% waste management licence applications finalised within 107 working days	
MTDP Strategic Priority 2: Reduce Poverty and Tackle the High Cost of Living					
Increased employment, equitable access and participation in socio-economic opportunities	Oceans Economy Programme implemented	Oceans Economy Programme implemented	25.	Oceans Economy Programme implemented	Fishing for Freedom
Threats on environmental quality and human health mitigated	Number of trees planted	423 960 trees planted	26.	750 000 trees planted	Climate Change

OUTCOMES	OUTCOME INDICATORS	BASELINE	NO.	5-YEAR TARGETS	BIG 6 PRIORITY
<b>MTDP Strategic Priority 3: Build a Capable, Ethical and Developmental State</b>					
Improved governance and performance	External audit opinion obtained	Unqualified external audit opinion obtained from the Auditor-General of South Africa in July 2023 for the 2022/23 financial year	27.	Unqualified audit opinion obtained	RESET
	Capable, ethical and transformed human resources	Percentage of women in Senior Management Service positions	28.	50% women in Senior Management Service positions	
		Percentage of persons with disabilities appointed	29.	2% persons with disabilities appointed	
Improved regulatory compliance with environmental legislation	Number of schools reached to create awareness on environmental management	8 278 schools reached to create awareness on environmental management	30.	18 900 schools reached to create awareness on environmental management	FILLER
	Percentage of Environmental Impact Assessment applications finalised within 57 calendar days (applications within gazetted Strategic Environmental Assessment Corridors)	100% (99/99) Environmental Impact Assessment applications finalised within 57 calendar days (applications within gazetted Strategic Environmental Assessment Corridors)	31.	100% Environmental Impact Assessment applications finalised within 57 calendar days (applications within gazetted Strategic Environmental Assessment Corridors)	RESET
	Percentage of Environmental Impact Assessment applications finalised within 107 calendar days (other applications not within gazetted Strategic Environmental Assessment Corridors)	99% (221/224) Environmental Impact Assessment applications finalised within 107 calendar days (other applications not within gazetted Strategic Environmental Assessment Corridors)	32.	100% Environmental Impact Assessment applications finalised within 107 calendar days (other applications not within gazetted Strategic Environmental Assessment Corridors)	
	Number of environmental authorisations inspected for compliance	782 environmental authorisations inspected for compliance	33.	1 050 environmental authorisations inspected for compliance	

OUTCOMES	OUTCOME INDICATORS	BASELINE	NO.	5-YEAR TARGETS	BIG 6 PRIORITY
Low carbon economy and climate resilient society	Number of finalised criminal investigation dockets handed over to the National Prosecuting Authority for a prosecutorial decision	259 finalised criminal investigation dockets handed over to the National Prosecuting Authority for a prosecutorial decision	34.	230 finalised criminal investigation dockets handed over to the National Prosecuting Authority for a prosecutorial decision	
	Report on the implementation of the National Integrated Strategy to Combat Wildlife Trafficking submitted	Approved National Integrated Strategy to Combat Wildlife Trafficking	35.	Report on the implementation of the National Integrated Strategy to Combat Wildlife Trafficking Strategy submitted to National Joint Operational Intelligence Structure (NATJoints)	FILLER
	Number of patrols conducted in South Africa's Exclusive Economic Zone	20 patrols conducted in South Africa's Exclusive Economic Zone	36.	20 patrols conducted in South Africa's Exclusive Economic Zone	Fishing for Freedom
	Percentage of district municipalities in priority regions supported to align Climate Change Response Plans with Climate Change Act	Climate Change Act approved in July 2024	37.	100% district municipalities in priority regions supported to align Climate Change Response Plans with Climate Change Act	Climate Change

### 1.3 Explanation of Planned Performance over the 5-Year Planning Period

The impact statement and delivery of the mandate of the Department is anchored on the achievement of the above outcomes. The outcomes and identified initiatives will provide the Department with an opportunity to contribute to the 3 strategic priorities of the 7<sup>th</sup> Administration. These initiatives will be implemented through the umbrella of the Big 6 Priorities to be realised at the end of the 5-year period. These priorities as highlighted below are designed to address the most pressing environmental complexities South Africa faces and to harness the opportunities that lie within our rich natural heritage to stimulate socio-economic development.

## 1. Climate Change

Climate change is a global existential crisis, therefore the Department will continue with ensuring the implementation of the Climate Change Act. The Department acknowledges that climate change mitigation and adaptation extends beyond the South African borders and therefore will actively participate in international forums to strengthen global climate actions and financing.

## 2. KISS

Throughout the 7<sup>th</sup> Administration, focus will be on the re-imagine of each of the public entities botanical and zoological gardens to position them as gardens of the future. Elevating these iconic sites will inspire a deeper appreciation for the environment and reinforce South Africa's leadership in global conservation initiatives. The transformation of these sites will span beyond environmental stewardship and into economic development. The initiative will aim to create new jobs in the green economy and provide opportunities in fields such as environmental science, sustainable tourism, and wildlife management. By investing in training and capacity-building programs, local communities will be empowered, and it will foster inclusive growth from the ground up.

## 3. FILLER

Through this initiative, the Department aims to boost economic activity and create jobs in eco-tourism and conservation, all while safeguarding the lions, leopards, elephants and rhinos for generations to come. This initiative embodies the Department's dedication to ethical conservation practices and reflects a holistic approach to environmental stewardship. By protecting these magnificent species, the rich biodiversity that makes South Africa unique will be preserved, while also promoting sustainable economic growth.

## 4. Fishing for Freedom

The Department is dedicated to connecting local communities to the ocean economy while promoting marine conservation. South Africa's coastline is firstly a source of natural beauty but also serves as a vital resource that supports the livelihoods of tens of thousands of South Africans. It is imperative that these resources are managed sustainably and equitably.

Through simplify the application for fishing licenses, the Department aims to make it easier for small-scale fishers and coastal communities to obtain the necessary permits to operate legally and sustainably. This will empower individuals and small enterprises, promote inclusivity in the fishing industry and ensure that economic opportunities are accessible to those who need them most.

The Fishing for Freedom initiative embodies the Department's dedication to creating a balanced approach where economic empowerment and environmental stewardship go hand in hand. By connecting local communities more directly to the ocean economy, the Department is not only enhancing livelihoods but also fostering a deeper respect and responsibility towards our marine environments.

## 5. RESET

This initiative is centred on streamlining governance and compliance processes to make the environmental regulations more efficient, transparent, and effective. It is about turbocharging the area of environmental governance to better serve the people and the economy of South Africa. By making the processes more responsive, efficient and user-friendly, this will create an environment that encourages sustainable development and attract investment.

## 6. Money

In recognising that effective conservation and environmental initiatives require substantial resources, the Department is actively working to attract donor income and ensure financial efficiency within the Department. By diversifying the funding sources, the Department will be enhancing its capacity to implement impactful initiatives without placing additional strain on the national budget.

In conclusion, as part of the implementation of the above Big 6 Priorities, the Department will endeavour to achieve and improve its contribution towards an inclusive and a fair economy that provides opportunities to women, youth and persons with disabilities. The working opportunities that will be created over the 5-year period through the EPWP will be earmarked towards 60% women, 55% youth and 2% persons with disabilities. The DFFE will continuously strive to achieve government's gender equity targets of 50% of women at SMS level and the employment of 2% persons with disabilities. Other initiatives such as the Oceans Economy Programme and the biodiversity programme will contribute towards the empowerment of the designated groups and ensure their participation in the broader economy.


## 2. KEY RISKS




OUTCOMES	KEY RISKS	RISK MITIGATIONS
<b>Programme 1: Administration</b>		
Capable, ethical and transformed human resource capacity	Non achievement of employment equity targets	Development of a new Employment Equity Plan for 2025-2028
Improved governance and performance	Possible qualified audit opinion	<ul style="list-style-type: none"> <li>Implementation of the Audit Action Plan put in place to ensure all areas of qualification and findings addressed, and progress monitored for corrective steps and implementation into the Interim and Annual Financial Statements</li> <li>Submission of Annual Financial Statements</li> <li>Submission of Interim Financial Statements</li> </ul>
<b>Programme 2: Regulatory Compliance and Monitoring</b>		
Improved regulatory compliance with environmental legislation	Ineffective regulatory compliance monitoring and enforcement	<ul style="list-style-type: none"> <li>Implementation of the National Environmental Compliance and Enforcement Framework</li> <li>Source alternative funding opportunities</li> <li>Strengthen partnerships with role players to augment capacity constraints, where relevant</li> </ul>
<b>Programme 3: Oceans and Coasts</b>		
Ecosystems conserved, managed and sustainably used	Inadequate infrastructure and resources to undertake and support scientific research that informs management decision-making processes	<ul style="list-style-type: none"> <li>Working with the Department of Public Works and Infrastructure (DPWI) to ensure proper and well-defined maintenance is undertaken at all remote bases, especially Gough Island due to risk of structural integrity at the base</li> <li>Explore all available options for the replacement of the ageing specialised vehicle fleet in Antarctica</li> <li>Commence process to fund the replacement of Research Vessel Algoa and Fisheries Research Survey Africana through externally funding and based on approved financial model</li> </ul>
<b>Programme 4: Climate Change and Air Quality</b>		
<ul style="list-style-type: none"> <li>Low carbon economy and climate resilient society</li> <li>Threats on environmental quality and human health mitigated</li> </ul>	Delays in the establishment of the Climate Change Response Fund	<ul style="list-style-type: none"> <li>Engagements with relevant departments and agencies on advancing the development of the Climate Change Response Fund</li> </ul>
	Delayed proclamation of the Climate Change Act	<ul style="list-style-type: none"> <li>Sectoral Emission Targets submitted to Minister for approval for implementation</li> <li>Carbon Budgets/Mitigation Plan regulations submitted to Minister for approval for implementation</li> </ul>
<b>Programme 5: Biodiversity and Conservation</b>		
Ecosystems conserved, managed and sustainably used	Biodiversity loss	<ul style="list-style-type: none"> <li>Implementation of the White Paper on the Conservation and Sustainable Use of South Africa's Biodiversity through coordination within and outside government</li> <li>Resource mobilisation for biodiversity finance</li> </ul>



OUTCOMES	KEY RISKS	RISK MITIGATIONS
<b>Programme 6: Environmental Programmes</b>		
Increased employment, equitable access and participation in socio-economic opportunities	Inadequate project management	Enrolment of project managers on project management training
<b>Programme 7: Chemicals and Waste Management</b>		
Environment protected from pollution	Lack of implementation of the National Environmental Management: Waste Act by municipal officials	Training of municipal officials
<b>Programme 8: Forestry Management</b>		
Ecosystems conserved, managed and sustainably used	Potential loss of biological assets	<ul style="list-style-type: none"> <li>• Fire Management Plans developed and implemented</li> <li>• Weed Management Plans developed and implemented</li> </ul>
<b>Programme 9: Fisheries Management</b>		
Improved regulatory compliance with environmental legislation	Inadequate legislation, resources and support by partners in managing and overseeing operations in the proclaimed fishing harbours	<ul style="list-style-type: none"> <li>• Develop medium-to-long-term strategy in terms of the future of the harbours</li> <li>• Draft and implement Salvage and Wreck Act</li> <li>• Follow-up on the publication of sunken vessels</li> </ul>

### 3. PUBLIC ENTITIES

PUBLIC ENTITIES	LOGOS	MANDATES	OUTCOMES
iSimangaliso Wetland Park Authority (iSimangaliso)		<p>The World Heritage Convention Act 1999 sets out the objectives of iSimangaliso. These objectives, which have been set out below, have been incorporated into the iSimangaliso's mission, namely:</p> <ul style="list-style-type: none"> <li>to protect, conserve and present the Park;</li> <li>to empower historically disadvantaged adjacent communities; and</li> <li>to promote and facilitate optimal tourism and related development in Park.</li> </ul>	<ul style="list-style-type: none"> <li>Sound corporate governance</li> <li>Biodiversity threats mitigated and park world heritage site maintained</li> <li>Ecotourism destination of choice</li> <li>Socio-economic upliftment and relevance of Park to local communities</li> <li>More environmental stewardship programmes to raise awareness and reduce ecological footprint</li> <li>Improved Park infrastructure which facilitates delivery of the Entity's mandate</li> <li>Contribution to inclusive growth and job creation</li> </ul>
Marine Living Resource Fund (MLRF)	None	<p>The MLRF was established in terms of the Marine Living Resources Act, 1998 (Act No. 18 of 1998).</p> <p>The mandate and core business of the Fund is to manage the development and sustainable use of South Africa's marine and coastal resources, as well as protecting the integrity and quality of South Africa's marine and coastal ecosystem.</p>	<ul style="list-style-type: none"> <li>A well-managed fisheries and aquaculture sector that sustains and improves economic growth and development</li> <li>Socio-economic conditions for communities improved</li> </ul>
South African Forestry Company Limited (SAFCOL)		<p>SAFCOL was established in terms of the State Forests Act, 1992 (Act No. 128 of 1992).</p> <p>The mandate of SAFCOL is to conduct a commercial forestry business in an environmentally sustainable manner. The aim is to achieve an effective return for their shareholder while contributing to the socio-economic development of communities, particularly in the rural areas where our operations are based.</p>	<ul style="list-style-type: none"> <li>Align with the Climate Change Act through afforestation and reforestation</li> <li>Contribute to South Africa's low-carbon economy via carbon sequestration projects</li> <li>Explore opportunities in carbon credit markets</li> <li>Implementation of renewable energy projects</li> <li>Sustainable tourism and biodiversity conservation initiatives supported</li> <li>Jobs created in forestry operations, ecotourism ventures, and wood processing industries</li> <li>Increase revenue, profitability, and cash generation</li> <li>Increased market share, product diversification, and customer satisfaction</li> <li>Industry transformation and inclusive economic growth advanced</li> <li>Increase productivity, value and sustainability of forestry assets</li> <li>Operations that are as safe as is reasonably practical</li> <li>Organisational efficiency and effectiveness optimised</li> <li>Good corporate governance and sustainability management</li> <li>An engaged workforce and effective organisation</li> <li>Innovation and value creation enhanced through research and development</li> </ul>

PUBLIC ENTITIES	LOGOS	MANDATES	OUTCOMES
South African National Biodiversity Institute (SANBI)		<p>SANBI was established in terms of the National Environmental Management: Biodiversity Act, 2004 (Act No. 10 of 2004).</p> <p>The mandate of SANBI is to play a leading role in South Africa's national commitment to biodiversity management. In partnership with the DFFE and the biodiversity sector, SANBI is tasked to lead the biodiversity research agenda; provide knowledge and information; give policy support and advice; manage gardens as windows to our biodiversity for leisure, enjoyment, spiritual upliftment and education; and engage in ecosystem restoration and rehabilitation programmes, as well as best-practice models to manage biodiversity better.</p>	<ul style="list-style-type: none"> <li>• A well-managed network of diverse national botanical and zoological gardens contributing to conservation, education, research, recreation and recognised as preferred nature-based tourism destinations</li> <li>• An improved state of biodiversity achieved through evidence-based policy, decision making and action</li> <li>• A transformed, adequately capacitated biodiversity sector and an active citizenry contributing to conservation of natural assets</li> <li>• Improved financial sustainability through innovative and diverse revenue generation initiatives</li> <li>• Good corporate governance achieved through legislative compliance, responsive business systems, and a skilled and transformed workforce</li> </ul>
South African National Parks (SANParks)		<p>SANParks was established in terms of the National Environmental Management: Protected Areas Act, 2003 (Act No. 57 of 2003).</p> <p>The mandate of SANParks is to oversee the conservation of South Africa's biodiversity, landscapes and associated heritage assets through a system of national parks. The core areas that provide a fundamental basis of SANParks' mandate are conservation management through the national parks system, constituency building and people-focused eco-tourism management.</p>	<ul style="list-style-type: none"> <li>• Sustainable and integrated conservation of land- and seascapes, promoting biodiversity, habitat protection, and cultural heritage within interconnected ecosystems</li> <li>• Sustainable and inclusive economic growth by fostering a resilient, biodiversity-driven economy that creates equitable opportunities, enhances local livelihoods, and preserves natural ecosystems for future generations</li> <li>• Regenerative tourism has a net positive impact on the environment</li> <li>• Social license and legitimacy through collaborative governance and inclusive conservation</li> <li>• Organisational agility and innovation to manage integrated landscapes and drive impact</li> <li>• Sustainability, resilience integrated across operations and conservation performance metrics</li> </ul>
South African Weather Service (SAWS)		<p>The SAWS was established in terms of the SAWS Act, Act No. 8 of 2001 as amended.</p> <p>The mandate of SAWS is to among others, provide useful and innovative weather, ambient air quality, climate and related products and services for the benefit of all South Africans.</p>	<ul style="list-style-type: none"> <li>• Strengthened service delivery to the public and economic sectors</li> <li>• Operationalisation of the National Climate Change Act</li> <li>• Enhanced meteorological-related body of knowledge</li> <li>• Sustainable meteorological and air quality infrastructure</li> <li>• Corporate sustainability</li> </ul>





## **PART D: TECHNICAL INDICATOR DESCRIPTION**





INDICATOR TITLE	1. NUMBER OF PROTECTED SPECIES POPULATION ESTIMATES SURVEYED
<b>Definition</b>	A report that explains the estimated population numbers for Humpback Whales and African Penguins surveyed during scientific cruises or field trips undertaken
<b>Source of data</b>	Scientific data collected during a research cruise or field trip
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>Signed final cruise report for population estimate of Humpback Whales along the West Coast of South Africa</li> <li>Signed field trip report of population estimates of the African Penguin in the Benguela System</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>Availability of human and financial capacity to conduct the survey</li> <li>Ships available to undertake survey</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	2 protected species (African Penguin and Humpback Whale) population estimates surveyed
<b>Indicator responsibility</b>	Deputy Director-General: Oceans and Coasts

INDICATOR TITLE	2. NUMBER OF DEGRADED ECOSYSTEMS REHABILITATED
<b>Definition</b>	<p>The indicator measures degraded marine, coastal and estuarine (areas / ecosystems) under effective rehabilitation. An ecosystem is a community of living organisms in conjunction with the non-living components of their environment, interacting as a system</p> <p>Rehabilitation is the repair and replacement of essential ecosystem structures and functions which have been altered by disturbance. This is an attempt to return an ecosystem into an ecological functional state</p>
<b>Source of data</b>	Responsible Management Authority (Conservation agencies, provinces and DFFE)
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	Signed rehabilitation report
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>Availability of funding for rehabilitation initiatives</li> <li>Maintaining optimal freshwater flows into estuaries and reduced malfunction of Wastewater Treatment Works flowing into these ecosystems</li> <li>Environmental Impact Assessment or Environmental Assessment approvals granted</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	5 degraded ecosystems rehabilitated
<b>Indicator responsibility</b>	Deputy Director-General: Oceans and Coasts

INDICATOR TITLE	3. DRAFT AMENDED NATIONAL ENVIRONMENTAL: ANTARCTIC TREATIES ACT SUBMITTED TO MINISTER FOR RECOMMENDATION
<b>Definition</b>	The indicators refers to the review of the National Environmental: Antarctic Treaties Act, 1996 (Act No. 60 of 1996)
<b>Source of data</b>	<ul style="list-style-type: none"> <li>• International Treaties and Agreements e.g. The Antarctic Treaty (1959), Protocol on Environmental Protection to the Antarctic Treaty (1991) and Convention for the Conservation of Antarctic Marine Living Resources</li> <li>• National legislation and policies e.g. NEMA, Antarctic and Southern Oceans Strategy</li> <li>• Consultations and stakeholder input e.g. workshops, publication of gazettes, comments received and populated in a Comments and Response Report</li> </ul>
<b>Method of calculation or assessment</b>	Draft Amended National Environmental: Antarctic Treaties Act submitted to Minister for recommendation in Cabinet
<b>Means of verification</b>	Draft Amended National Environmental: Antarctic Treaties Act, Proof of submission to Minister
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>• Antarctica is used for peaceful purposes only</li> <li>• Scientific research is the primary human activity in Antarctica</li> <li>• No new territorial sovereignty claims may be made in Antarctica</li> <li>• The Antarctic Treaty bans nuclear, mining and mineral resource activities</li> <li>• Though tourism is allowed, it is regulated to minimise environmental impact</li> <li>• Climate change is affecting Antarctica causing ice to melt, sea level rise and changes in ecosystems</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	Approved Amended National Environmental: Antarctic Treaties Act
<b>Indicator responsibility</b>	Deputy Director-General: Oceans and Coasts

INDICATOR TITLE	4. NUMBER OF HECTARES RECEIVING CLEARING OF INVASIVE PLANT SPECIES
<b>Definition</b>	<p>This indicator measures the size of land (in hectares) on which invasive plant species have been treated or cleared. Clearing includes initial and follow-ups</p> <p>Invasive species refer to those organisms causing harm to or having a negative impact on the environment or health in the area where they have been introduced. Alien species that become invasive are considered to be the main direct drivers of biodiversity loss and must be managed effectively through a range of internationally accepted best practice methods that include mechanical, chemical and biological</p> <p>Alien plant clearing in wetlands rehabilitated, herbicide assistance provided, biological control agents being released, as well as fire breaks and prescribed burns are included as part of these hectares reported. The aim is to ensure ecosystem and species protection through the effective control of invasive alien species</p>
<b>Source of data</b>	Project progress reports
<b>Method of calculation or assessment</b>	Simple count on hectares receiving clearing (initial and follow-ups)
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Approved project plan</li> <li>• List of projects</li> <li>• Project progress reports (system generated/manually signed)</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>• Availability of financial resources,</li> <li>• Uninterrupted operations on the ground, and</li> <li>• Seamless procurement processes by entities</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	1 077 642 hectares receiving clearing of invasive plant species
<b>Indicator responsibility</b>	Deputy Director-General: Environmental Programmes

INDICATOR TITLE	5. NUMBER OF RAMSAR SITES DESIGNATED
<b>Definition</b>	<p>This indicator measures the number of sites that have been designated as Ramsar sites. South Africa became a signatory to the Ramsar Convention in 1975. The convention is aimed at conserving and ensuring the wise use of all wetlands. These are wetland sites of international importance recognised as such due to their significant biodiversity value and the ecosystem services which they provide</p>
<b>Source of data</b>	Ramsar Site Information Service
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	Published designation notice on the Ramsar website
<b>Assumptions</b>	Data availability and stakeholder buy-in into the process of Ramsar site designation
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	3 Ramsar sites designated
<b>Indicator responsibility</b>	Deputy Director-General: Biodiversity and Conservation

INDICATOR TITLE	6. NUMBER OF HECTARES OF LAND ADDED TO THE CONSERVATION ESTATE
<b>Definition</b>	This indicator measures the number of hectares of land added to the conservation estate. The objective is to increase the size of area of land under conservation and ensure that South Africa's protected area network is of sufficient size to sustain biodiversity and ecological processes
<b>Source of data</b>	Gazette notices
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Declarations published in Government Gazette</li> <li>• Listing of conservation areas</li> </ul>
<b>Assumptions</b>	Availability of land to be declared and added to conservation estate
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	450 000 hectares of land added to the conservation estate
<b>Indicator responsibility</b>	Deputy Director-General: Biodiversity and Conservation

INDICATOR TITLE	7. NUMBER OF SPECIES CONSERVATION TOOLS PUBLISHED FOR IMPLEMENTATION
<b>Definition</b>	The indicator measures the species conservation tools that will be published for implementation
<b>Source of data</b>	Database of information on a list of developed and published national species conservation tools administered by the DFFE
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Approved species conservation tools</li> <li>• Proof of publishing</li> </ul>
<b>Assumptions</b>	N/A
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	<p>4 species conservation tools published for implementation:</p> <ul style="list-style-type: none"> <li>• 3 Biodiversity Management Plans (leopard, lion and cheetah),</li> <li>• 1 Elephant Conservation Strategy</li> </ul>
<b>Indicator responsibility</b>	Deputy Director-General: Biodiversity and Conservation

INDICATOR TITLE	8. NUMBER OF HECTARES UNDER SILVICULTURAL PRACTICE
<b>Definition</b>	This indicator measures the number of hectares under silvicultural practice (in other words, weeding, pruning, coppice reduction, thinning). Silvicultural practice refers to the practice of maintaining the growth, composition and health quality of plantations to meet diverse needs and the value chain. This, among others, includes weed control, pruning, and thinning of the planted areas. Pruning and thinning activities are applicable to pine species, while weed control is applicable to both gum and pine species
<b>Source of data</b>	Database of plantations
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Approved Annual Plan of Operations</li> <li>• Signed project progress report</li> <li>• List of projects</li> </ul>
<b>Assumptions</b>	Fire damage could result in a high mortality rate of plants and lead to hectares being weeded, pruned, coppiced and thinned
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	32 500 hectares under silvicultural practice
<b>Indicator responsibility</b>	Deputy Director-General: Forestry Management

INDICATOR TITLE	9. NUMBER OF APPROVED BENEFIT-SHARING AGREEMENTS
<b>Definition</b>	This indicator measures the number of community benefit-sharing agreements concluded and approved. Benefit-sharing agreements are mechanisms for promoting the effective management of access and equitable sharing of natural resource benefits by communities
<b>Source of data</b>	Approved benefit-sharing agreements
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	Submission, workflow and approved benefit-sharing agreements
<b>Assumptions</b>	Availability of human resources
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	25 approved benefit-sharing agreements
<b>Indicator responsibility</b>	Deputy Director-General: Biodiversity and Conservation



INDICATOR TITLE	10. NUMBER OF BENEFICIARIES SUPPORTED IN BIODIVERSITY ECONOMY PROGRAMMES
<b>Definition</b>	<p>The indicator measures beneficiaries supported through either through: training or empowerment and capacity development, game donations, or market access, access to finance and asset</p> <p>Biodiversity economy programmes include ecotourism, sustainable consumption and beneficiation of wildlife, bioprospecting/biotrade production systems, ecological infrastructure with resultant ecosystem services programmes</p> <p>Beneficiaries refer to previously disadvantaged individuals and communities</p>
<b>Source of data</b>	Database of beneficiaries within the Biodiversity Economy Programmes and the Revised National Biodiversity Economy Strategy
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>Database on beneficiaries within the Biodiversity Economy Programmes</li> <li>Revised National Biodiversity Economy Strategy; proof of support provided</li> </ul>
<b>Assumptions</b>	N/A
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	780 beneficiaries supported in biodiversity economy programmes
<b>Indicator responsibility</b>	Deputy Director-General: Biodiversity and Conservation

INDICATOR TITLE	11. NUMBER OF FULL-TIME EQUIVALENTS CREATED
<b>Definition</b>	<p>This indicator measures the number of Full-Time Equivalents of work opportunities for beneficiaries employed on projects funded by the DFFE. A Full-Time Equivalents refers to an employment opportunity created for a period equivalent to one full working year (Full-Time Equivalent = 230 person days of work is equal to one Full-Time Equivalent)</p> <p>The same person can be employed on different projects and each period of employment will be counted as a work opportunity</p>
<b>Source of data</b>	Project Management System
<b>Method of calculation or assessment</b>	Number of person days of work and/or on training divided by 230 person days of work
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>DPWI reports (system generated)</li> <li>List of beneficiaries</li> <li>Identity document copies</li> <li>Employment contracts</li> </ul>
<b>Assumptions</b>	Availability of financial resources, uninterrupted operations on the ground and seamless procurement processes by entities
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	<p>77 605 Full-Time Equivalents created:</p> <ul style="list-style-type: none"> <li>Environmental Programme: 60 324</li> <li>Forestry: 13 083</li> <li>Fisheries: 4 198</li> </ul>
<b>Indicator responsibility</b>	Deputy Director-General: Environmental Programmes

INDICATOR TITLE	12. NUMBER OF WORK OPPORTUNITIES CREATED
<b>Definition</b>	This indicator measures the number of work opportunities created for beneficiaries employed on projects funded by the DFFE as part of government's EPWP. This is paid work created for an individual on an EPWP project for any period of time. The same person can be employed on different projects and each period of employment will be counted as a work opportunity
<b>Source of data</b>	Project Management System
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• DPWI reports (system generated)</li> <li>• List of participants</li> <li>• Identity document copies</li> <li>• Employment contracts</li> </ul>
<b>Assumptions</b>	Availability of financial resources, uninterrupted operations on the ground and seamless procurement processes by entities
<b>Disaggregation of beneficiaries (where applicable)</b>	<ul style="list-style-type: none"> <li>• 60% women</li> <li>• 55% youth</li> <li>• 2% persons with disabilities</li> </ul>
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	<p>121 059 work opportunities created:</p> <ul style="list-style-type: none"> <li>• Environmental Programme: 76 321</li> <li>• Forestry: 36 342</li> <li>• Fisheries: 8 396</li> </ul>
<b>Indicator responsibility</b>	Deputy Director-General: Environmental Programmes

INDICATOR TITLE	13. NUMBER OF COMMUNITY FORESTRY AGREEMENTS CONCLUDED
<b>Definition</b>	<p>This indicator measures the number of community forestry agreements concluded. Concluded means agreement signed by Minister and Section 42 certificate approved by the Director-General</p> <p>The objective is to advance the transformation goals of the forestry sector and ensure that the DFFE is repositioned as a regulator instead of an active commercial participant in the sector in line with the White Paper on Sustainable Forest Development, 1996</p>
<b>Source of data</b>	Database of plantations
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Confirmation letter on land claim status</li> <li>• Attendance register</li> <li>• Vetting memo</li> <li>• Approved Community Forestry Agreement</li> <li>• Section 42 Certificate</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>• Availability of plantations</li> <li>• Community conflicts could result in community forestry agreements not concluded timeously</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	40 community forestry agreements concluded
<b>Indicator responsibility</b>	Deputy Director-General: Forestry Management

INDICATOR TITLE	14. NUMBER OF YEARBOOKS ON AQUACULTURE PRODUCTION STATUS PUBLISHED
<b>Definition</b>	This indicator monitors the production growth of the aquaculture sector on an annual basis. This is done through collection of production data and published for the South Africa's aquaculture sector
<b>Source of data</b>	Production data from the aquaculture farmers in nine provinces for both marine and freshwater aquaculture sectors
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Aquaculture yearbooks</li> <li>• Proof of publications</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>• Availability of human resources</li> <li>• Cooperation from the marine and freshwater aquaculture farmers</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	5 yearbooks on aquaculture production status published
<b>Indicator responsibility</b>	Deputy Director-General: Branch Fisheries Management

INDICATOR TITLE	15. NUMBER OF CO-MANAGEMENT STRUCTURES ESTABLISHED
<b>Definition</b>	<p>Co-management is defined as "...a governance approach in which government and small-scale fishing communities share the responsibility and authority for the management of a marine resource by that community Small Scale Fisheries, 2016)"</p> <p>The DFFE will be facilitating the establishment of co-management structures, which would include small-scale fishers, traditional leaders, municipalities and other relevant stakeholders. Co-management structures will be established when the terms of reference for each co-management structure are signed</p>
<b>Source of data</b>	Terms of reference from co-management structures
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	Signed terms of reference for each local co-management structure
<b>Assumptions</b>	Supply Chain Management processes run smoothly
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	50 co-management structures established
<b>Indicator responsibility</b>	Deputy Director-General: Fisheries Management

INDICATOR TITLE	16. NUMBER OF SMALL-SCALE FISHING COOPERATIVES SUPPORTED
<b>Definition</b>	<p>The indicator measures support provided to small-scale fishing cooperatives that participate in oceans economy fishing value chain. Small-scale fishing cooperatives are legal entities established in line with the Small-Scale Fisheries Policy (2012) objectives</p> <p>Support will be provided in line with the Small-Scale Fishing Policy and the Integrated Development Support Strategy</p> <p>Support includes:</p> <ul style="list-style-type: none"> <li>• Trainings</li> <li>• Mentorship programs</li> <li>• Facilitation for market access</li> <li>• Facilitate for support intervention with municipalities and other external stakeholders (financial and non-financial support)</li> </ul>
<b>Source of data</b>	Small-Scale Fishing Policy and the Integrated Development Support Strategy
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Proof of support provided</li> <li>• List of small-scale fishing cooperatives supported</li> </ul>
<b>Assumptions</b>	Availability of financial and human resources to implement and facilitate support interventions.
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	50 small-scale fishing cooperatives supported
<b>Indicator responsibility</b>	Deputy Director General: Branch Fisheries Management

INDICATOR TITLE	17. COMPLIANCE WITH NATIONAL GHG EMISSION TARGETS RANGES
<b>Definition</b>	<p>Emissions CO<sub>2</sub>-e range means the range of national emissions levels that are allowable in terms of the ambition to meet the country's fair share contribution towards a global temperature goal. For the 2 degrees temperature goal under the Paris Agreement, South Africa's emissions target levels for 2030 are 420 million tonnes and for the more ambitious 1.5 degrees temperature goal South Africa's emissions target level is 350 million tonnes of CO<sub>2</sub>-e. For the 2025/26-2029/30 Strategic Plan, the relevant targets are 398 million tonnes (lower range) and 510 million tonnes (upper range)</p> <p>Carbon dioxide equivalent or CO<sub>2</sub>-e means the number of metric tons of carbon dioxide emissions with the same global warming potential as one metric ton of another greenhouse gas</p>
<b>Source of data</b>	Information collected from the national GHG inventory which provides total annual emissions with and without carbon sinks. The emissions target range described above is based on total annual emissions with carbon sinks from land-based activities
<b>Method of calculation or assessment</b>	<p>It is calculated by comparing actual emissions levels recorded through the GHG Inventory against the Nationally Determined Contribution emissions CO<sub>2</sub>-e target range</p> <p><b>Note:</b> There is always a 2-year time lag between the latest year and the last year of the GHG inventory. For example, in 2024, the latest GHG inventory is for the period 2000-2022</p>
<b>Means of verification</b>	National Greenhouse Gas Inventory
<b>Assumptions</b>	The methods used to quantify actual emissions are robust and reflective of the sources of emissions being assessed
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	Emissions between 398 and 510 Mt CO <sub>2</sub> -e range (2027)
<b>Indicator responsibility</b>	Deputy Director-General: Climate Change and Air Quality

INDICATOR TITLE	18. FINANCIAL VALUE OF RESOURCES RAISED FROM INTERNATIONAL SOURCES
<b>Definition</b>	The indicator measures the amount of money raised from both multilateral and bilateral sources to support South African and African environment programmes and projects
<b>Source of data</b>	Confirmation of approvals of programme and projects from the relevant sources
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	Confirmation of funding received
<b>Assumptions</b>	Funding landscape remains constant
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	US\$600 million financial resources raised from international sources
<b>Indicator responsibility</b>	Deputy Director-General: Climate Change and Air Quality



INDICATOR TITLE	19. PERCENTAGE OF ATMOSPHERIC EMISSION LICENSES ISSUED WITHIN LEGISLATED TIMEFRAMES
<b>Definition</b>	<p>Percentage of atmospheric emission licenses issued within the legislated timeframe (timeframes of 30, 60 or 90 working days, depending on the application type). The atmospheric emission licenses application types include transfer, new applications, variation, review and renewal</p> <p>The determination and timeframes for the different categories of atmospheric emission licenses applications are outlined in section 5.6 of the National Framework for Air Quality Management</p>
<b>Source of data</b>	Listing/Spreadsheet of Atmospheric Emission licenses issued
<b>Method of calculation or assessment</b>	Number of atmospheric emission licences issued within timeframe / Number of atmospheric licences due for issue within the reporting period X 100
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Listing/Spreadsheet of Atmospheric Emission Licenses issued</li> <li>• Proof of when application was received (screenshot of the application)</li> <li>• Copy of atmospheric emission license issued</li> <li>• Proof of issuing atmospheric emission license</li> </ul>
<b>Assumptions</b>	All applications will be processed within legislated timeframe
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	100% atmospheric license applications issued within legislated timeframes
<b>Indicator responsibility</b>	Deputy Director-General: Climate Change and Air Quality

INDICATOR TITLE	20. PERCENTAGE OF WILDFIRES SUPPRESSED
<b>Definition</b>	<p>This indicator measures the percentage of wildfires (veld wildfire) which are successfully suppressed</p> <p>The aim is to ensure that all reported fires are successfully suppressed to prevent damage that can potentially be caused on the natural environment and to protect the public, private property and human life</p>
<b>Source of data</b>	System generated reports
<b>Method of calculation or assessment</b>	Number of fires suppressed / Number of fires reported X 100
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• List of reported fires</li> <li>• Movement reports (system generated)</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>• Availability of financial resources</li> <li>• Uninterrupted operations on the ground</li> <li>• Fire control measure in place</li> <li>• Proper reporting system of fires</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	90% wildfires suppressed
<b>Indicator responsibility</b>	Deputy Director-General: Environmental Programmes

INDICATOR TITLE	21. CHEMICAL AND WASTE MANAGEMENT REGULATORY INSTRUMENT IMPLEMENTED
<b>Definition</b>	<p>This indicator measures the implementation of the Persistent Organic Pollutants regulations to phase out or prohibit industrial Persistent Organic Pollutants</p> <p>The aim of implementing this regulation is to protect the environment and human health from harmful effects of Persistent Organic Pollutants as stipulated in the Stockholm Convention ratified in 2004</p>
<b>Source of data</b>	Draft Persistent Organic Pollutants Amendment Regulations
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>Approved Persistent Organic Pollutants regulations</li> <li>Signed prohibition reports/phaseout report</li> </ul>
<b>Assumptions</b>	Availability of human resources
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	Persistent Organic Pollutants Amendment Regulations implemented
<b>Indicator responsibility</b>	Deputy Director-General: Chemicals and Waste Management

INDICATOR TITLE	22. HCFC CONSUMPTION REDUCED
<b>Definition</b>	<p>This indicator measures the reduction of the amount of HCFC consumption, which is an ozone depletion substance. The objective is to ensure that South Africa complies with the relevant international chemicals management protocols by reducing the consumption of HCFCs to mitigate its negative impacts on humans and the natural environment</p>
<b>Source of data</b>	HCFC Data Report
<b>Method of calculation or assessment</b>	<p>Reduction percentage = Reduction quantity/Baseline (5 140.2) X 100</p> <p><b>Note:</b></p> <ul style="list-style-type: none"> <li>5 140.2 is country baseline for the phase-out of HCFC as per the Montreal Protocols</li> <li>Quantity reduction = Baseline – Quantity consumed (Import - Export)</li> </ul>
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>Signed HCFC consumption data report, permits (export and import) and recommendation</li> <li>South African Revenue Service data</li> </ul>
<b>Assumptions</b>	Availability of human resources
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	HCFC consumption reduced by 97.5% (5 001.695 tonnes)
<b>Indicator responsibility</b>	Deputy Director-General: Chemicals and Waste Management

INDICATOR TITLE	23. NUMBER OF TONNAGES FOR WASTE TYRES PROCESSED
<b>Definition</b>	<p>This indicator measures the amount of waste tyres processed for different uses as part of the diversion of waste tyres from landfill sites to protect the natural environment</p> <p>Processed refers to waste tyres that have been re-used, recycled, or recovered. In the South African context, technologies utilised in waste tyre processing are the following:</p> <ul style="list-style-type: none"> <li>• Material recovery – crumbing plants</li> <li>• Energy recovery – Pyrolysis plants and cement kilns</li> </ul>
<b>Source of data</b>	Tyre processors' monthly reports
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Signed tyre processors' monthly reports</li> <li>• Listing of waste tyre processors</li> </ul>
<b>Assumptions</b>	Compliance on reporting by industries
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	377 096 tonnages for waste tyres processed
<b>Indicator responsibility</b>	Acting Chief Executive Officer: Waste Bureau

INDICATOR TITLE	24. PERCENTAGE OF WASTE MANAGEMENT LICENCE APPLICATIONS FINALISED WITHIN 107 WORKING DAYS
<b>Definition</b>	<p>This indicator measures the percentage waste management licences finalised within the legislated time frame. The time frame is calculated from date of receipt of complete application</p> <p>An application is complete when all the information is covered as per Environmental Impact Assessment regulations and Waste Management Act</p>
<b>Source of data</b>	Database of applications for licenses
<b>Method of calculation or assessment</b>	<p>Number of waste licence applications finalised within 107 working days / Number of waste licence applications finalised X 100</p> <p>(Time frame: within 107 working days from date of receipts of complete application)</p>
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• List of waste management license applications</li> <li>• License applications</li> <li>• Approved licenses</li> <li>• Acknowledgement letter of management licence applications</li> </ul>
<b>Assumptions</b>	Applicants providing accurate, valid and complete applications
<b>Disaggregation of beneficiaries</b>	N/A
<b>Spatial transformation</b>	N/A
<b>Desired performance</b>	100% waste management licence applications finalised within 107 working days
<b>Indicator responsibility</b>	Deputy Director-General: Chemicals and Waste Management

INDICATOR TITLE	25. OCEANS ECONOMY PROGRAMME IMPLEMENTED
<b>Definition</b>	<p>The Oceans Economy Programme refers to the implementation of oceans economy initiatives to support beneficiaries in the two pillars of:</p> <ul style="list-style-type: none"> <li>• Skills development, innovation and capacity building interventions to enhance participation of youth, Micro, Small and Medium Enterprises, women and persons living with disabilities within the oceans economy sector, sustainable oceans economy advocacy (Connecting communities with oceans economy)</li> <li>• Marine protection services and oceans governance</li> </ul>
<b>Source of data</b>	Annual reports on the Ocean Economy Programme
<b>Method of calculation or assessment</b>	Implemented Oceans Economy Programme
<b>Means of verification</b>	Signed Annual Report on the Ocean Economy Programme
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>• Partnerships and collaboration with various government stakeholders and other stakeholders</li> <li>• Sufficient human and financial capacity for implementation</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	Oceans Economy Programme implemented
<b>Indicator responsibility</b>	Deputy Director-General: Oceans and Coasts

INDICATOR TITLE	26. NUMBER OF TREES PLANTED
<b>Definition</b>	<p>This indicator measures the number of trees planted outside the forest footprint (in other words, on streets, in residential areas, in homesteads, community parks, etc.)</p> <p>Trees contribute positively to the environment by, among others, improving the aesthetic value of surroundings, providing oxygen, improving air quality, and absorbing harmful gases from the atmosphere</p>
<b>Source of data</b>	Project implementation reports
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Approved Greening Plan</li> <li>• Signed tree register</li> <li>• Beneficiary list of trees planted</li> </ul>
<b>Assumptions</b>	Availability of seedlings from nurseries
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	750 000 trees planted
<b>Indicator responsibility</b>	Deputy Director-General: Forestry Management

INDICATOR TITLE	27. EXTERNAL AUDIT OPINION OBTAINED
<b>Definition</b>	The indicator measures the audit opinion obtained from the Auditor-General of South Africa on the annual financial statements of the previous financial year. Unqualified audit opinion is obtained when financial statements do not contain material misstatements
<b>Source of data</b>	Report of Auditor-General of South Africa
<b>Method of calculation or assessment</b>	Audit opinion obtained from the Auditor-General of South Africa for the previous financial year
<b>Means of verification</b>	Auditor-General of South Africa Audit Report
<b>Assumptions</b>	Financial management systems in place
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	Unqualified audit obtained
<b>Indicator responsibility</b>	Chief Financial Officer

INDICATOR TITLE	28. PERCENTAGE OF WOMEN IN SENIOR MANAGEMENT SERVICE POSITIONS
<b>Definition</b>	This indicator measures progress on the employment of women in SMS positions. The objective is to measure progress towards the implementation of the DFFE's planned employment equity targets and ensure that the DFFE is transformed and representative of South Africa's national demographics
<b>Source of data</b>	Personnel and Salary System (PERSAL)
<b>Method of calculation or assessment</b>	Number of SMS posts filled by women / Number of SMS posts (funded vacant post) x 100
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>Signed PERSAL reports</li> <li>Meta data</li> <li>List of SMS members and women in SMS</li> </ul>
<b>Assumptions</b>	All posts advertised encourage women to apply and approved organisational structure
<b>Disaggregation of beneficiaries (where applicable)</b>	Women in SMS: 50%
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	50% women in SMS positions
<b>Indicator responsibility</b>	Deputy Director-General: Corporate Management Services



INDICATOR TITLE	29. PERCENTAGE OF PERSONS WITH DISABILITIES APPOINTED
<b>Definition</b>	This indicator measures progress (in percentage) towards the implementation of the DFFE's employment equity targets (employment of persons with disabilities in positions). The objective is to ensure that the DFFE is transformed and representative of South Africa's national demographics
<b>Source of data</b>	PERSAL
<b>Method of calculation or assessment</b>	Number of persons with disabilities appointed / Number of officials employed as at the end of each quarter x 100
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>Signed PERSAL reports</li> <li>List of persons with disabilities</li> <li>Metadata</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>All posts advertised encourage persons with disabilities to apply</li> <li>Approved organisational structure</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	Persons with disabilities: 2%
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	2% persons with disabilities appointed
<b>Indicator responsibility</b>	Deputy Director-General: Corporate Management Services

INDICATOR TITLE	30. NUMBER OF SCHOOLS REACHED TO CREATE AWARENESS ON ENVIRONMENTAL MANAGEMENT
<b>Definition</b>	<p>The indicator measures the number of schools reached to create awareness on environmental management</p> <p>The objective is to create awareness on environmental management in schools. The targeted schools are primary and high schools throughout South Africa, in collaboration with the provincial departments responsible for environmental management, provincial departments of Education and its districts</p> <p>The environmental awareness at schools is composed of various activities such as:</p> <ul style="list-style-type: none"> <li>conducting physical visits to schools</li> <li>presenting on environmental management at schools</li> <li>distributing educational resource materials for future reference by educators</li> </ul>
<b>Source of data</b>	Database of schools
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>Database of schools reached</li> <li>Approved implementation plan</li> <li>Attendance registers</li> <li>Confirmation letters from school principals</li> <li>Signed reports on awareness activities conducted in schools</li> </ul>
<b>Assumptions</b>	N/A
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	18 900 schools reached to create awareness on environmental management
<b>Indicator responsibility</b>	Deputy Director-General: Corporate Management Services

INDICATOR TITLE	31. PERCENTAGE OF ENVIRONMENTAL IMPACT ASSESSMENT APPLICATIONS FINALISED WITHIN 57 CALENDAR DAYS (APPLICATIONS WITHIN GAZETTED STRATEGIC ENVIRONMENTAL ASSESSMENT CORRIDORS)
<b>Definition</b>	This indicator measures the percentage of Environmental Impact Assessment applications for which a decision (granting or refusal of authorisation) is issued within 57 calendar days from receipt of the final environmental assessment report, excluding those that are dependent on the Department of Water and Sanitation for Record of Decisions. The applications relate to renewable energy generation, transmission and distribution infrastructure
<b>Source of data</b>	Database of applications for Environmental Impact Assessment
<b>Method of calculation or assessment</b>	Number of Environmental Impact Assessment decisions for renewable energy generation, transmission and distribution infrastructure issued within 57 calendar days from receipt of the final environmental assessment report / Number of Environmental Impact Assessment decisions for renewable energy generation, transmission and distribution infrastructure issued X 100
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Spreadsheet of Environmental Impact Assessments applications</li> <li>• Environmental Authorisations</li> <li>• Workflows of Environmental Authorisations</li> </ul>
<b>Assumptions</b>	Applicants providing accurate, valid and complete applications
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	100% Environmental Impact Assessment applications finalised within 57 calendar days (applications within gazetted Strategic Environmental Assessment Corridors)
<b>Indicator responsibility</b>	Deputy Director-General: Regulatory Compliance and Monitoring

INDICATOR TITLE	32. PERCENTAGE OF ENVIRONMENTAL IMPACT ASSESSMENT APPLICATIONS FINALISED WITHIN 107 CALENDAR DAYS (OTHER APPLICATIONS NOT WITHIN GAZETTED STRATEGIC ENVIRONMENTAL ASSESSMENT CORRIDORS)
<b>Definition</b>	This indicator measures the percentage of Environmental Impact Assessment applications for which a decision (granting or refusal of authorisation) is issued within 107 calendar days from receipt of the final environmental assessment report, excluding those that are dependent on Department of Water and Sanitation for Record of Decisions. The applications are related to renewable energy generation, transmission and distribution infrastructure
<b>Source of data</b>	Database of applications for environmental impact assessment
<b>Method of calculation or assessment</b>	Number of Environmental Impact Assessment decisions for renewable energy generation, transmission and distribution infrastructure issued within 107 calendar days from receipt of the final environmental assessment report / Number of Environmental Impact Assessment decisions for renewable energy generation, transmission and distribution infrastructure issued X 100
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Spreadsheet of Environmental Impact Assessments applications</li> <li>• Environmental Authorisations</li> <li>• Workflows of Environmental Authorisations</li> </ul>
<b>Assumptions</b>	Applicants providing accurate, valid and complete applications
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	100% Environmental Impact Assessment applications finalised within 107 calendar days (other applications not within gazetted Strategic Environmental Assessment Corridors)
<b>Indicator responsibility</b>	Deputy Director-General: Regulatory Compliance and Monitoring

INDICATOR TITLE	33. NUMBER OF ENVIRONMENTAL AUTHORISATIONS INSPECTED FOR COMPLIANCE
<b>Definition</b>	<p>This indicator measures the number of environmental authorisations against which inspections are carried out to assess compliance with the conditions of the relevant authorisation. An environmental authorisation is granted by a competent authority for a listed activity or specified activity</p> <p>The objective is to maintain a proactive approach to monitor compliance with environmental authorisations such as environmental authorisations, waste licenses, air emission licenses, threatened or protected species permits, bioprospecting, access and benefit-sharing permits, and alien and invasive species permits. Appropriate enforcement intervention is taken or recommended in proportion to the nature of the non-compliance detected</p>
<b>Source of data</b>	Inspection reports
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>Signed inspection reports</li> <li>Listing of inspections</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>Sufficient capacity (inspectors)</li> <li>Availability of human resources to undertake the compliance function</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	1 050 environmental authorisations inspected for compliance with environmental legislation
<b>Indicator responsibility</b>	Deputy Director-General: Regulatory Compliance and Monitoring

INDICATOR TITLE	34. NUMBER OF FINALISED CRIMINAL INVESTIGATION DOCKETS HANDED OVER TO THE NATIONAL PROSECUTING AUTHORITY FOR A PROSECUTORIAL DECISION
<b>Definition</b>	<p>The indicator measures the number of finalised criminal investigations (case dockets) handled by the Environmental Management Inspectorate to the National Prosecuting Authority for a prosecutorial decision</p> <p>Finalised means that the case is signed off by the section manager for submission to the National Prosecuting Authority</p>
<b>Source of data</b>	Enforcement Register on the Electronic Document Management System (EDMS) or Integrated National Compliance and Enforcement Information System (iNCEIS)
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>Acknowledgement of receipt (stamped or unstamped) by the Director of Public Prosecution's office/ National Prosecuting Authority</li> <li>Listing of finalised criminal cases</li> </ul>
<b>Assumptions</b>	The Enforcement Register on EDMS or iNCEIS is updated
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	230 finalised criminal investigation dockets handed over to the National Prosecuting Authority for a prosecutorial decision
<b>Indicator responsibility</b>	Deputy Director-General: Regulatory Compliance and Monitoring

INDICATOR TITLE	35. REPORT ON THE IMPLEMENTATION OF THE NATIONAL INTEGRATED STRATEGY TO COMBAT WILDLIFE TRAFFICKING STRATEGY SUBMITTED
<b>Definition</b>	<p>The indicator measures the Report on the implementation of the National Integrated Strategy to Combat Wildlife Trafficking Strategy that will be submitted to NATJoints</p> <p>The report will provide progress on the implementation of the National Integrated Strategy to Combat Wildlife Trafficking Strategy over the period 2025/26 – 2029/30</p>
<b>Source of data</b>	National Integrated Strategy to Combat Wildlife Trafficking
<b>Method of calculation or assessment</b>	Report on the implementation of the National Integrated Strategy to Combat Wildlife Trafficking Strategy submitted to NATJoints
<b>Means of verification</b>	Report on the implementation of National Integrated Strategy to Combat Wildlife Trafficking Strategy signed by the Co-Chairs of Priority Committee on Wildlife Trafficking and proof of submission to NATJoints
<b>Assumptions</b>	N/A
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	Report on the implementation of the National Integrated Strategy to Combat Wildlife Trafficking Strategy submitted to NATJoints
<b>Indicator responsibility</b>	Deputy Director-General: Regulatory Compliance and Monitoring

INDICATOR TITLE	36. NUMBER OF PATROLS CONDUCTED IN SOUTH AFRICA'S EXCLUSIVE ECONOMIC ZONE
<b>Definition</b>	<p>This indicator measures the patrols conducted in South Africa's Exclusive Economic Zone</p> <p>An Economic Exclusive Zone is an area of the ocean, generally extending 200 nautical miles from shore, within which a coastal state has the right to explore and exploit, and the responsibility to manage, both living and non-living resources</p>
<b>Source of data</b>	Sailing orders
<b>Method of calculation or assessment</b>	Simple count
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Approved sailing orders</li> <li>• Approved sailing report</li> </ul>
<b>Assumptions</b>	Availability of resources to conduct patrols in the Exclusive Economic Zone
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	20 patrols conducted in South Africa's Exclusive Economic Zone
<b>Indicator responsibility</b>	Deputy Director-General: Fisheries Management

INDICATOR TITLE	37. PERCENTAGE OF DISTRICT MUNICIPALITIES IN PRIORITY REGIONS SUPPORTED TO ALIGN CLIMATE CHANGE RESPONSE PLANS WITH CLIMATE CHANGE ACT
<b>Definition</b>	<p>The indicator measures the percentage of district municipalities in priority regions that will be supported to revise the current climate change adaptation plans in line with the Climate Change Act</p> <p>Priority regions are district municipalities selected based on climate risk and vulnerability assessments selection criteria. These are district that are a hotspot to climate change impacts</p> <p>The priority regions to be supported will be identified in the 2025/26 financial year</p> <p>Support will be provided in the form of capacity building and technical and expertise support by assisting the priority regions with the review of their Climate Change Adaptation Plans in line with the approved technical guidelines</p>
<b>Source of data</b>	Climate change adaptation plans
<b>Method of calculation or assessment</b>	Number of district municipalities in priority regions supported / Number of district municipalities in priority regions x 100
<b>Means of verification</b>	<ul style="list-style-type: none"> <li>• Attendance registers</li> <li>• Workshop reports</li> <li>• Training materials</li> </ul>
<b>Assumptions</b>	<ul style="list-style-type: none"> <li>• Human resources will be made available to support municipalities</li> <li>• Co-operation of municipalities to revise current climate change adaptation plans</li> </ul>
<b>Disaggregation of beneficiaries (where applicable)</b>	N/A
<b>Spatial transformation (where applicable)</b>	N/A
<b>Desired performance</b>	100% district municipalities in priority regions supported to align Climate Change Response Plans with Climate Change Act
<b>Indicator responsibility</b>	Deputy Director-General: Climate Change and Air Quality







## ANNEXURES TO THE STRATEGIC PLAN

# 1. ANNEXURE A: DISTRICT DEVELOPMENT MODEL

The District Development Model (DDM) is an integrated district-based approach to addressing service delivery challenges. It calls for One District, One Plan, and One Budget. It aims to accelerate, align and integrate service delivery under a single development plan per district or metro that is developed jointly by national, provincial, and local governments, as well as business, labour, and community in each district. It further ensures that national priorities, such as economic growth and employment; improvements to living conditions; the fight against crime and corruption, and better education outcomes are attended to in the locality concerned. This development approach ensures that planning and spending across the three spheres of government are integrated and aligned and that each district or metro plan is developed with the interests and input of communities take.

AREA OF INTERVENTION	FIVE-YEAR PLANNING PERIOD					
	PROJECT NAME AND DESCRIPTION	BUDGET ALLOCATION	DISTRICT MUNICIPALITIES	LOCATION: GPS COORDINATES	PROJECT LEADERS	SOCIAL PARTNERS
EC Tyefu Community Aloe Forex IP Project Ngqushwa	Construction of multipurpose processing facility, processing hub to support smaller Aloe Forex projects and harvesters in the Eastern Cape	R16 million	Amathole District Municipality	<ul style="list-style-type: none"><li>-33.121625257420305, 26.933519452338814 - Balten</li><li>-33.08955585253508, 26.954806725025026 - Gwabeni, Mankone</li><li>-33.15297610819103, 27.03392845047829 - Rura, (Nonyanda and Ngquma)</li><li>-33.118520390762804, 26.92904761401841 - Qamnyana</li><li>-33.15962888368048, 26.874967905159004 - Ndwayana</li><li>-33.08955585253508, 26.954806725025026 - Gwabeni</li><li>-33.15976789283934, 26.92022335562023 - Ndlambe</li><li>-33.141885019075225, 27.072620310473123 - Hloseni</li></ul>	DFFE	Amathole District Municipality
Waste Minimisation	Construction of Material Recovery Facility, Indwe and Dordrecht	R16 million	Chris Hani District Municipality	<b>Indwe:</b> GPS Co-ordinates 31 28'42.07"S, 27 20'50.00"E: <b>Dordrecht:</b> GPS Co-ordinates 31 23'14.54"S, 27 3'1.69"E:	DFFE	Chris Hani District Municipality



## 2. ANNEXURE B: DIGITALISATION INTERVENTIONS

Read in conjunction with the ICT 3-Year Plan

BUSINESS OUTCOME	DESCRIPTION OF THE DIGITALISATION OUTCOMES	RESPONSIBLE BRANCH	2029/30 TARGET
Ensure the sustainability utilisation and orderly access to the marine living resources through improved management and regulation	Fishing Rights Allocation Process 2021 System Migration	Fisheries Management	100% aquaculture permits developed
	E-Fishing release 2 developed	Fisheries Management	100% E-Fishing release 2 developed
	Catch system re-development	Fisheries Management	100% system development of identified catch systems
Implement the EPWP and green economy projects in the environmental sector	Environmental Programmes Management System (EPMS)	Environmental Programmes	100% EPMS developed and rolled out
Develop and facilitate the implementation of policies and targeted programmes to ensure the sustainable management of forests	Biological Asset Database system software procurement	Forestry Management	Biological Asset Database system software procured
	Forestry License Tracking System (FORLATS)	Forestry Management	100% FORLATS implemented
Ensure the regulation and management of biodiversity, heritage and conservation matters in a manner that facilitates sustainable economic growth and development	Management Effectiveness Tracking Tool (METT) enhancement	Biodiversity and Conservation	100% METT enhanced and implemented
Manage and ensure chemicals and waste management policies and legislation are implemented and enforced in compliance with chemicals and waste management authorisations, directives and agreements	Online directory for Small, Medium and Micro Enterprises within the Waste Circular Economy	Chemicals and Waste Management	100% online directory for Small, Medium and Micro Enterprises within the Waste Circular Economy implemented
Lead, promote, facilitate, inform, monitor and review the mainstreaming of environmental sustainability, low carbon emissions, and climate resilience and air quality in South Africa's transition to sustainable development	South Africa Atmospheric Emission Inventory and Licensing Portal (SAAELIP)	Climate Change and Air Quality	100% SAAELIP implemented
	GHG Industrial Emissions Management System	Climate Change and Air Quality	100% GHG Industrial Emissions Management System implemented
	South Africa Barcode of Life Data systems (SABOLD) DNA sequencing database	Regulatory Compliance and Sector Monitoring	100% SABOLD implemented
Promote the development of an enabling legal regime and licensing authorisation system that will promote enforcement and compliance and ensure coordination of sector performance	Integrated National Compliance and Enforcement Information System (e-CAS)	Regulatory Compliance and Sector Monitoring	100% e-CAS implemented

BUSINESS OUTCOME	DESCRIPTION OF THE DIGITALISATION OUTCOMES	RESPONSIBLE BRANCH	2029/30 TARGET
Development of a national system for the recording of applications for environmental authorisation referred to in regulation 5 of the Environmental Impact Assessment Regulations, 2014	National Environmental Authorisation System (NEAS)	Regulatory Compliance and Sector Monitoring	NEAS implemented
	Integrated Procurement Management System (IPMS) E-Recruitment system	Financial Management Corporate Management Services	100% IPMS developed and implemented 100% E-Recruitment system developed



