



DASHBOARD

CREATE

PROCESS

**Award 2019 : SABPP EEDT Barriers Analysis and Affirmative Action Measures (Quality of A**

This Award will be presented to the employer that shows the greatest embracement of not only the letter but also the spirit of the EE Act, in to and implementation of, the conducting of its Barrier Analysis and development of AA Measures pursuant thereto, and subsequent imple its AA Measures.

**ASPECTS TO BE ADJUDICATED UPON, AWARD CRITERIA TO BE APPLIED IN MEASUREMENT, AND INFORMATION THAT NEEDS TO FURNISHED**

Documents are required to be uploaded in PDF format where possible. If the original document is in MS Word or Excel, please save or print as PDF before possible as it reduces its size of the document. The uploading of MSWord and Excel documents is however permissible.

You will only be able to upload ONE file where indicated and requested. This means if you want to rely on, or submit, more than one document as evidence invited to do so, you will have to scan the document(s) into one document, so as to ensure that the document(s) scanned is in one file.

A document that has been uploaded in a particular Award Category in any of the Aspects Adjudicated upon below (whether a Main Aspect such as 'Quality Approach' or a sub-aspect thereof) can be relied on for evidence in other Main or Sub-aspects Adjudicated upon of the same Award Category, but not in Award Category.

We do not expect any entrant to upload all the possible documents requested. It will however be assumed and accepted for adjudication purposes, that the requested documentary evidence not being uploaded by an entrant where given the opportunity to do so, that the entrant is not in possession of identical or similar to the description of the evidence invited to be uploaded.

Failure to upload all relevant requested documents in your possession, or not, or inaccurately, furnish the name of the document(s) and page number(s) whenever requested to do so, may adversely affect an entrant's score, and as a result, its prospects.

THE ONUS IS ON EACH ENTRANT TO ENSURE THAT ALL REQUESTED RELEVANT DOCUMENTATION IN ITS POSSESSION IS UPLOADED AND THE ABOVE INFORMATION FURNISHED.

PLEASE DO NOT RESTRICT THE DOCUMENTS YOUR UPLOAD TO THOSE WHOSE UPLOADING IS COMPULSORY (\*) AS THIS SERVES ANOTHER PURPOSE.

QUALITY OF APPROACH (Total weight: 30)

**1. ASPECTS ADJUDICATED UPON: DESIGN, INNOVATION, DETAILED PLANNING OF PROGRAMME/STRATEGY/POLICY/PLAN IN WHICH THE APPROACH SECTION 19 ANALYSIS AND AA MEASURES IS SET OUT**

Criteria to be applied in measurement:

- Programme(s)/strategy(ies):
  - Innovativeness/Originality
  - Design
  - Detail
  - Going beyond compliance with the EE Act

Weighting: 6

DOCUMENTS TO BE UPLOADED

A. Programme/strategy/policy/policy/plan or other document relied on setting out the entrant's approach hereto \*

Choose File No file chosen

Please furnish name of document(s) and page number(s) being relied upon \*

**2. ASPECTS ADJUDICATED UPON: ALIGNMENT OF PROGRAMME/STRATEGY TO EE TRANSFORMATION BEST PRACTICE**

Criteria to be applied in measurement:

- Using the EE Act's barriers analysis requirement as an opportunity to conduct a thorough diagnostic (regularly), and resultant AA Measures, as a strategic lever to
  - raise the level of:
    - HR Practice and/or
    - Diversity and Inclusion and/or
    - Disability accommodation and inclusion
    - Organisational Transformation

Weighting: 14

DOCUMENTS TO BE UPLOADED

B. Programme/strategy policy/policy/plan or other document relied on setting out the entrant's approach hereto.

Choose File No file chosen

Please indicate if already uploaded under A above\*

- Yes
- No

Please furnish name of document(s) and page number(s) being relied upon

**3. ASPECTS ADJUDICATED UPON: ALIGNMENT OF PROGRAMME/STRATEGY TO THE ENTRANT'S EE ACT OBLIGATIONS**

Criteria to be applied in measurement:

- Alignment of approach to the barriers analysis and development of AA Measures to the requirements of the Act read together with the Codes of Good Practice on
  - Preparation, Implementation, and Monitoring of Employment Equity Plans: and
  - Integration of Employment Equity into Human Resource Policies & Practices and the Regulations
- Alignment between the barriers identified in pursuant to Section 19 barriers analysis, and resultant AA Measures
- Alignment of the conducting of the Section 19 barriers analysis, and resultant AA Measures, with the requirements of the Act

Weighting: 10

DOCUMENTS TO BE UPLOADED

**C. Programme/strategy/policy/plan or other document relied on setting out the entrant’s approach hereto**

No file chosen

**Please indicate if already uploaded under A and/or B\***

**Please furnish name of document(s) and page number(s) being relied upon**

**AA Measures relied on**

No file chosen

**Please indicate if already uploaded under A , B or C above**

Yes  
 No

**Please furnish name of document(s) and page number(s) being relied upon**

**Barriers Analysis preceding AA Measures**

No file chosen

Minutes of meetings and attendance register to show consultation obligations discharged in respect of Section 19 Analysis and development of EE Plan

Minutes of meetings and attendance register to show consultation obligations discharged in respect of Section 19 Analysis and development of EE Plan

**Minutes of Meeting #1**

No file chosen

**Minutes of Meeting #2**

No file chosen

**Minutes of Meeting #3**

No file chosen

**Attendance Register #1**

No file chosen

**Attendance Register #2**

No file chosen

**Attendance Register #3**

No file chosen

*Items marked with \* are compulsory*