



DASHBOARD

CREATE

PROCESS

### Award 2019 : SABPP EEDT Barriers Analysis and Affirmative Action Measures (Results A

Results Achieved (Total weight: 30) - Please refer to the instructions under QUALITY OF APPROACH which are also applicable here

#### 1. ASPECTS ADJUDICATED UPON: PROGRESS IN MC SCORE USING THE 2014 GENERIC SCORECARD

##### Criteria to be applied in measurement:

- Progress in score(s) out of 19 using the 2014 Generic Scorecard
- Progress in MC Score (per year and overall) from the time the commencement of the implementation of the AA Measures to the end date of the period being **alternatively** the date of latest credible evidence presented before such end date
- Accuracy of alignment of employees' grades used measuring MC Score(s) to the Job Evaluation used by the entrant
- Accuracy of correlation of Job Evaluation used by the entrant to the EEA9 requirements
- Inherent restraints to EE transformation in the Industry/Region

##### Weighting: 6

BEE INFORMATION TO BE FURNISHED

**Does your organisation have BEE Certificates for either or both periods?**

- Yes
- No

If so, please provide B-BBEE MC Points out of 16, at the beginning of period (based on B-BBEE Certificate information uploaded below)

If so, please provide B-BBEE MC Points out of 16 at the end of period (based on B-BBEE Certificate information uploaded below)

DOCUMENTS TO BE UPLOADED

Detailed B-BBEE Certificate information setting out MC Scorecard points calculations, provided by Verification Agency in respect of the BEGINNING of the period entered for (only if B-BBEE Certificate issued to Entrant in such year)

Choose File No file chc

Detailed B-BBEE Certificate information setting out MC Scorecard points calculations, provided by Verification Agency in respect of the END of the period entered for (only if B-BBEE Certificate issued to Entrant in such year)

Choose File No file chc

The EEA2 Report of the start year of the period entered for, or similar credible data on which your BEE Certificate information uploaded below is based, if applicable

Choose File No file chc

The EEA2 Report of the end year of the period entered for, or similar credible data on which your end period BEE Certificate information uploaded below is based, if applicable; alternatively, more up-to-date similar credible data reflecting the Workforce Profile as the end date of the period being entered for, alternatively the latest date on which this is available before the end date

Choose File No file chc

The detailed report in Excel format on which the EEA2 or similar credible data furnished is based containing, at least, in respect of each employee: his/her race, gender, Foreign Nationality status, disability, grade of position occupied according to the entrant's JE system and EEA9 Occupational Level as per the entrant's pay roll/HR data system

Choose File No file chc

Evidence of inherent restraints to EE transformation in the Industry/Region

Choose File No file chc

#### 2. ASPECTS ADJUDICATED UPON: IMPACT OF AA MEASURES ON THE HR ENABLING ENVIRONMENT

##### Criteria to be applied in measurement:

Improvement of HR enabling Environment as assessed from the extent to which barriers in HR Policies, Procedures and Practices have been removed and the HR environment improved, as a result of the implementation of the AA Measure by comparing the BEFORE and AFTER (implementation of the AA Measures):

- Measurement instruments
- HR Policies and Procedures

requested to be uploaded below

##### Weighting: 8

DOCUMENTS TO BE UPLOADED

Comparative results of Measurement Instruments used before and after implementation

Evidence of BEFORE and AFTER HR practices such as:

Barriers Analysis Reports BEFORE implementation

Choose File No file chc

Barriers Analysis Reports AFTER implementation

Choose File No file chc

If not uploaded, state reason

Climate/ Employee Commitment/Satisfaction/Engagement/Best Employer Survey result BEFORE implementation

Choose File No file chc

Climate/Employee Commitment/Satisfaction/Engagement/Best Employer Survey result AFTER implementation

Choose File No file chc

If not uploaded, state reason

Independent HR Audit/Top Employers/Best Employer Survey results BEFORE implementation

Choose File No file chc

Independent HR Audit/Top Employers/Best Employer Survey results AFTER implementation

Choose File No file chc

**If not uploaded, state reason**

Policies and Procedures before and after implementation, accompanied by proof of the dates signed- off / approved:  
DOCUMENTS TO BE UPLOADED

**Recruitment and Selection before implementation**

 No file ch

**Recruitment and Selection after implementation**

 No file ch

**Performance Management before implementation**

 No file ch

**Performance Management after implementation**

 No file ch

**Training and Development before implementation**

 No file ch

**Training and Development after implementation**

 No file ch

**Talent Management before implementation**

 No file ch

**Talent Management after implementation**

 No file ch

**Succession Planning before implementation**

 No file ch

**Succession Planning after implementation**

 No file ch

**Evidence of the dates that the above Policies were saved or approved by the Entrant BEFORE implementation if not evident from uploaded Policies**

 No file ch

**Evidence of the dates that the above Policies were saved or approved by the Entrant AFTER implementation if not evident from uploaded Policies**

 No file ch

**Any comments you may wish to make with regard to the availability/ changes to the above Policies and Procedures uploaded or not uploaded**

**3. ASPECTS ADJUDICATED UPON: IMPACT OF OF AA MEASURES ON DIVERSITY INCLUSION/ WORKING ENVIRONMENT**

**Criteria to be applied in measurement:**

Improvement in the Working Environment (inclusive of facilities, utilisation and job assignments, Corporate Culture, reasonable accommodation of persons from designated groups) i.e. Diversity Inclusion Environment, as assessed from the extent to which barriers therein have been removed and the Diversity In Environment improved have been improved as a result of the implementation of the AA Measures by comparing the BEFORE and AFTER (implementation of the AA measurement instruments requested to be uploaded below

**Weighting: 8**

DOCUMENTS TO BE UPLOADED

Tangible evidence of impact of AA Measures on the Working Environment / Diversity inclusion, such as comparative Climate or other survey results, Barriers Analysis with reference to before and after implementation of AA Measures

**Survey/or Barriers Analysis Result BEFORE implementation of AA Measures**

 No file ch

**Please indicate if already uploaded**

 Yes  
 No

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

**Survey or Barriers Analysis Result AFTER implementation of AA Measures**

 No file ch

**Please indicate if already uploaded**

 Yes  
 No

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

Summaries of comparative results from management tools/instruments implemented to measure behaviours with reference to before and after implementation of /

**Result before implementation of AA Measures**

 No file ch

**Result after implementation of AA Measures**

 No file ch

Summaries of comparative Exit Interview results with reference to before and after implementation of AA Measures

**Result before implementation of AA Measures**

 No file ch

**Result after implementation of AA Measures**

 No file ch

**4. ASPECTS ADJUDICATED UPON: IMPACT OF AA MEASURES ON GENDER EQUITY**

**Criteria to be applied in measurement:**

- Progress in B-BBEE MC female Score (per year and overall) over the period entered for in the Management Control (MC) score(s) out of 5 (points for Board n excluded)
- Accuracy of alignment of employees' grades used measuring MC Score(s) to the Job Evaluation used by the entrant
- Accuracy of correlation of Job Evaluation used by the entrant to the EEA9 requirements
- Inherent restraints to Gender Equity in the Industry/Region

**Weighting: 3**

**Please note:** Organisations that do not have BEE Certificates, and as a result, do not furnish any of the requested BEE information or documentation will not be pr MC female scores in respect of both requested periods will be calculated by the judges based on the EEA2 or similar information furnished in response to the request information below

BEE INFORMATION TO BE FURNISHED

**If your organisation has a BEE Certificates for the beginning of the period entered for, please provide the MC Black Female Points out of 5 at such time (based on B-BBEE Certificate information uploaded above)**

**If your organisation has a BEE Certificates for the end of the period entered for, please provide the MC Black Female Points out of 5 at such time (based on B-BBEE Certificate information uploaded above)**

DOCUMENTS TO BE UPLOADED

**The EEA2 Report at the start of the implementation of the AA Measures relied on (if not already uploaded above)**

 No file ch

**The latest EEA2 Report; alternatively, more up-to-date similar credible data reflecting the Workforce Profile as the end date of the period being entered for, alternatively the latest date on which this is available before the end date (if not already uploaded above)**

 No file ch

**The detailed report on which the EEA2 or similar credible data furnished is based (in excel), containing at least, in respect**

of each employee, his/her race, gender, disability, grade of position occupied according to the entrant's JE system and EEA9 Occupational Level as per the entrant's Pay roll/HR data system (if not already uploaded)

Choose File No file cho

Evidence of inherent restraints to Gender Equity in the Industry/Region (if not already uploaded)

Choose File No file cho

**5. ASPECTS ADJUDICATED UPON: IMPACT OF AA MEASURES ON THE ACCOMMODATION OF PERSONS WITH DISABILITIES**

Criteria to be applied in measurement:

- Improvement in the percentage of persons with disabilities employed by the entrant between the time of the implementation of the AA Measures relied on, a of the period being entered for **alternatively** the date of latest credible evidence presented before such end date
- Increase in the number and percentage of persons with disabilities resulting from:
  - Visual impairments
  - Hearing impairments
  - Impairments resulting in wheelchair or crutches usage
  - Mental impairments
  - Other impairments as defined in the EE Act

**Weighting: 3**

TEMPLATE TO BE COMPLETED

Please complete the Disability Template which can be accessed upon saving this window where indicated at the bottom right thereof in respect of BOTH the:

- Time of the commencement of the Strategy
- Present Time

DOCUMENTS TO BE UPLOADED

**The EEA2 Report of the start year of the period entered for (if not already uploaded)**

Choose File No file cho

**The latest EEA2 Report; alternatively, more up-to-date similar credible data reflecting the Workforce Profile as the end date of the period being entered for, alternatively the latest date on which this is available before the end date if not already uploaded)**

Choose File No file cho

**6. ASPECTS ADJUDICATED UPON: RESULTANT BENEFITS OF THE IMPLEMENTATION OF AA MEASURES FOR THE ORGANISATION**

Criteria to be applied in measurement:

- Tangible benefits arising from AA Measures and their implementation
- Impact of strategy on the entrant's bottom line or turnover

**Weighting: 2**

DOCUMENTS TO BE UPLOADED

**Please describe benefit / impact on bottom line**

**Supporting documentary evidence showing the benefit and or impact on bottom line and the relationship between AA Measures and result/impact/benefit relied upon with reference to BEFORE and AFTER implementation of AA Measures (please scan into one document if necessary)**

Choose File No file cho

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

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