



DASHBOARD

CREATE

PROCESS

Award 2019: SABPP EEDT Change Agent (Quality of Approach)

This Award will be presented to the EE Manager/functionary (responsible for EE and/or Diversity Inclusion/ Gender/Disability Transformation) who has had the biggest impact on his/her organisation's approach to EE and/or Diversity Inclusion/Gender/Disability Transformation, and progress made therewith. Entrants whose initiatives have impacted on all the above areas will have an advantage over an entrant whose initiatives have been confined to only one or two of these areas, as all the above aspects are included as criteria, albeit that some have higher weightings than others. An entrant who has only focused on one of these areas, although at a disadvantage, can nevertheless still win the award if he/she scores enough points as measured against all the criteria of the Award.

ASPECTS TO BE ADJUDICATED UPON, AWARD CRITERIA TO BE APPLIED IN MEASUREMENT, AND INFORMATION THAT NEEDS TO BE 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 uploading if 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, where 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 of 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 another 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 in the event of 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 a document 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) relied on, 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 REQUESTED 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)

INTRODUCTION TO THIS CATEGORY: DETERMINATION OF THE IDENTITY OF THE CHANGE AGENT BEING NOMINATED AND EEDT ASPECTS HE/SHE WAS INVOLVED IN BEING ADJUDICATED UPON

We realise that in any one organisation there may be more than one person responsible for the different aspects of EEDT in the organisation being adjudicated upon. We therefore do not expect the Change Agent being nominated to necessarily have been involved in all these aspects.

The Entrant must please nominate the employee, irrespective of Occupational Level or Seniority, whom the Entrant recognises as being the most responsible for the design, application and progress made with the various aspects of EEDT being adjudicated upon during the period being entered for.

So as to enable the judges to fairly evaluate and score each entrant in this Category, Entrants are required to provide the information sought below.

INFORMATION ABOUT CHANGE AGENT BEING NOMINATED

Name and Surname*

Position*

Please indicate, by clicking next to each applicable one, the aspects the Change Agent being nominated was involved in or responsible for *

- Design of EEDT Approach / Programme/ Strategy / Plan
- Implementation thereof
- Employment Equity
- Diversity and Inclusion
- Gender Equity
- Accommodation of persons with Disabilities
- Other

If "Other" ticked please specify

ASPECTS BEING ADJUDICATED UPON

1. ASPECTS ADJUDICATED UPON: DESIGN, INNOVATION, DETAILED PLANNING OF PROGRAMME/STRATEGY/PLAN IN WHICH THE INDIVIDUAL BEING NOMINATED ON BEHALF OF THE ENTRANT WAS INVOLVED IN

Criteria to be applied in measurement: Programme(s)/strategy(ies):

- Innovativeness/Originality
- Design
- Detail

Weighted: 6

DOCUMENTS TO BE UPLOADED

Programme/strategy/policy/plan relied on*

 No file chosen

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

2. ASPECTS ADJUDICATED UPON: ALIGNMENT OF PROGRAMME(S)/STRATEGY(IES) DEVELOPED TO THE REQUIREMENTS OF THE

EE ACT IN WHICH THE INDIVIDUAL BEING NOMINATED ON BEHALF OF THE ENTRANT WAS INVOLVED IN

Criteria to be applied in measurement:

- Alignment of Programme/strategy/policy/ plan relied on and resultant barriers analysis and EE Plan to EE Act's Analysis and EE Plan requirements

Weighted: 6

DOCUMENTS TO BE UPLOADED

Any document setting out the entrant's EE strategy/approach to EE transformation if not already uploaded

No file chosen

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

EE Plan(s) relied on*

No file chosen

Barriers Analysis(es) preceding EE Plan(s)*

No file chosen

Workforce Profile Analysis(es) preceding EE Plan(s)*

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 meeting #1

No file chosen

Minutes of meeting #2

No file chosen

Minutes of meeting #3

No file chosen

Attendance register in respect of meeting #1

No file chosen

Attendance registers in respect of meeting #2

No file chosen

Attendance registers in respect of meeting #3

No file chosen

3. ASPECTS ADJUDICATED UPON: ALIGNMENT OF STRATEGIES DEVELOPED TO EE TRANSFORMATION BEST PRACTICE IN WHICH THE INDIVIDUAL BEING NOMINATED ON BEHALF OF THE ENTRANT WAS INVOLVED IN

Criteria to be applied in measurement:

- Provision for:
 - Ownership by leadership of EE transformation implementation
 - Alignment of values to transformation and diversity inclusion
 - Effective planning of EE transformation
 - Achievable EE Numerical Goals and strategies to support their achievement
 - Using the Act's requirements strategically to raise the level of:
 - HR Practice and/or
 - Diversity and Inclusion
 - Effective governance of EE transformation
 - Other Best Practice strategies

Weighted: 6

DOCUMENTS TO BE UPLOADED

Any document setting out the entrant's EE strategy/approach to EE transformation if not already uploaded

No file chosen

Please furnish name of document(s) and page number(s) being relied upon (If no documents have been uploaded as evidence in this regard, please state so) *

Strategies developed not included in EE Plan aimed at contributing to the state of EE transformation at the entrant

No file chosen

Please furnish name of document(s) and page number(s) being relied upon (If no documents have been uploaded as evidence in this regard, please state so) *

4. ASPECTS ADJUDICATED UPON: ALIGNMENT OF STRATEGIES TO DIVERSITY AND INCLUSION BEST PRACTICE IN WHICH THE INDIVIDUAL BEING NOMINATED ON BEHALF OF THE ENTRANT WAS INVOLVED IN

Criteria to be applied in measurement: Provision for:

- Ownership by leadership of diversity and inclusion implementation
- Alignment of values with transformation and diversity inclusion
- Internalisation by leadership of aligned values aimed at changing past behaviour
- Cascading and internalisation across whole organisation
- Measurement and correction of non-aligned behaviours after intervention
- Other Best Practice strategies

Weighted: 6

DOCUMENTS TO BE UPLOADED

Any document setting out the entrant's approach to transformation and diversity and inclusion if not already uploaded

No file chosen

Please furnish name of document(s) and page number(s) being relied upon (If no documents have been uploaded as evidence in this regard, please state so) *

Strategies developed not included in EE Plan aimed at contributing to the state of diversity and inclusion at the entrant

No file chosen

Please furnish name of document(s) and page number(s) being relied upon (If no documents have been uploaded as evidence in this regard, please state so) *

5. ASPECTS ADJUDICATED UPON: ALIGNMENT OF STRATEGIES TO GENDER EQUITY BEST PRACTICE IN WHICH THE INDIVIDUAL BEING NOMINATED ON BEHALF OF THE ENTRANT WAS INVOLVED IN

Criteria to be applied in measurement: Provision for:

- Analysis of existing Gender Equity Policy
- Identification of barriers to the accommodation of females
- Proactively increasing the % of females employed at all levels

- Proactively upskilling/ empowering women in the workplace
- Gender awareness sensitisation of employees
- Removal of barriers to the accommodation of females
- Special programmes to advance Gender Equity in the workplace
- Other Gender Equity Best Practice strategies

Weighted: 3

DOCUMENTS TO BE UPLOADED

Any document setting out the entrant's approach to gender equity if not already uploaded

No file chosen

Strategies developed not included in EE Plan aimed at contributing to the state of Gender Equity at the entrant

No file chosen

Please furnish name of document(s) and page number(s) being relied upon (if no documents have been uploaded as evidence in this regard, please state so) *

6. ASPECTS ADJUDICATED UPON: ALIGNMENT OF STRATEGIES TO THE ACCOMMODATION OF PERSONS WITH DISABILITIES BEST PRACTICE IN WHICH THE INDIVIDUAL BEING NOMINATED ON BEHALF OF THE ENTRANT WAS INVOLVED IN

Criteria to be applied in measurement: Provision for:

- Analysis of existing Disability Policy
- Disability awareness sensitisation of employees
- An Environmental/Ergonomics Analysis
- Analysis of current workforce to determine persons with disabilities
- Removal of barriers to the accommodation of persons with disabilities
- Other Disability Equity Best Practice strategies
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Weighted: 3

DOCUMENTS TO BE UPLOADED

Any document setting out the entrant's approach to the accommodation of persons with disability if not already uploaded

No file chosen

Please furnish name of document(s) and page number(s) being relied upon (if no documents have been uploaded as evidence in this regard, please state so) *

Strategies developed not included in EE Plan aimed at contributing to the accommodation of persons with disabilities at the entrant if not already uploaded

No file chosen

Please furnish name of document(s) and page number(s) being relied upon (if no documents have been uploaded as evidence in this regard, please state so) *

*Items marked with * are compulsory*