



DASHBOARD

CREATE

PROCESS

Award 2019: SABPP Gender Equity Employer (Extent of Application)

EXTENT OF APPLICATION (Total weight: 40) - Please refer to the instructions under QUALITY OF APPROACH which are also applicable here

1. ASPECTS ADJUDICATED UPON: INVESTMENT IN GENDER EQUITY PER ANNUM OVER THE PERIOD ENTERED FOR EXCLUDING TRAINING MEASURED AS A % OF PAYROLL

Criteria to be applied in measurement:

- The amount of money allocated to, and utilised, in support of the enhancement of Gender Equity per annum, excluding training included in the entrant's Training Report, over the period entered for, measured as a % of payroll

Weighted: 5

DOCUMENTS TO BE UPLOADED

Detailed summary of all amounts spent on achieving or enhancing Gender Equity per year (excluding training included in any Annual Training Report below) over the period entered for

No file chosen

Payroll spend in respect of each year during the period entered for as verified by the entrant's B-BBEE Verification Agency or other means in the absence of any BEE Verification (please scan into one document before uploading if not evident from documents already uploaded)

No file chosen

2. ASPECTS ADJUDICATED UPON: TRAINING INVESTMENT IN GENDER EQUITY PER ANNUM OVER THE PERIOD ENTERED FOR MEASURED AS A % OF PAYROLL

Criteria to be applied in measurement:

- The amount of money allocated and utilised in respect of training conducted specifically aimed at enhancing Gender Equity at the entrant, included in each year's Training Report during the period entered for measured as a % of payroll

Weighted: 10

Annual Training Reports (on which the B-BBEE SD Spend Reports below, in the event of the entrant having a BEE Certificate, need to be based), in respect of each year of the period entered for, in which the training conducted specifically aimed at furthering Gender Equity at the entrant is highlighted. (please scan into one document before uploading)

No file chosen

A document generated by the entrant specifically for the entering of the awards, where necessary, setting out a detailed summary of the amounts claimed, and basis on which each amount it claims in the above Training Reports (i.e. the highlighted training) in respect of training of females at the entrant over the period entered for

No file chosen

Payroll spend in respect of each year during the period entered for as verified by the entrant's B-BBEE Verification Agency or other means in the absence of any BEE Verification (please scan into one document before uploading if not evident from documents already uploaded)

No file chosen

3. ASPECTS ADJUDICATED UPON: EXTENT TO WHICH THE PROGRAMME(S)/ STRATEGY(IES)/ PLAN(S) RELIED UPON HAS/HAVE BEEN IMPLEMENTED

Criteria to be applied in measurement:

- Where the entrant has (a) written programme(s)/ strategy(ies) included and relied upon other than the EE Plan, the extent to which the programme(s)/ strategy(ies) relied upon has/have been implemented as measured against its/their objectives
- Where the EE Plan is a/the programme/ strategy relied upon, the extent of application will be measured mainly with reference to the extent to which the EE Numerical Goals, annual Objectives, and AA Measures therein have been implemented or attempted to be implemented

Weighted: 10

DOCUMENTS TO BE UPLOADED

A summary prepared by the Entrant specifically for purposes of the entering of this Award comparing what was planned in terms of the programme/strategy/ plan and what was implemented

No file chosen

Contemporaneous documentation generated by the Entrant during the implementation of the programme /strategy/ plan such as (final) Report (s) as evidence of what was implemented (only if not uploaded as a Report under Aspect 4 below)

No file chosen

Uploaded as Reports under Aspect 4 below?

- Yes
 No

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

4. ASPECTS ADJUDICATED UPON: HOW THE IMPLEMENTATION OF THE PROGRAMME(S) /STRATEGY(IES) IS/ ARE/ WAS/ WERE MANAGED

Criteria to be applied in measurement:

- How the implementation of the programme(s)/strategy(ies) is/are/was/were managed with reference to:
- Frequency of meetings
- Decision making powers of attendees
- How its implementation was monitored and tracked
- Systems utilised

Weighted: 10

DOCUMENTS TO BE UPLOADED

DOCUMENTATION USED BY THE ENTRANT TO MEASURE OR TRACK IMPLEMENTATION OF THE PROGRAMME/STRATEGY/PLAN

Minutes of at least 3 meetings reflecting governance and tracking of implementation of strategy

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

At least 3 reports on progress with implementation of strategy

Report #1

No file chosen

Report #2

No file chosen

Report #3

No file chosen

At least 3 sample materials used/generated during implementation

Sample materials #1

No file chosen

Sample materials #2

No file chosen

Sample materials #3

No file chosen

Evidence of at least 1 system utilised

No file chosen

Evidence of linkage of KPIs of person(s) responsible to implementation of programme(s)/strategy(ies)

No file chosen

5. ASPECTS ADJUDICATED UPON: HOW EFFECTIVELY THE IMPLEMENTATION OF THE PROGRAMME/STRATEGY IS/WAS COMMUNICATED TO EMPLOYEES

Criteria to be applied in measurement:

- Communication of the implementation of programme(s)/strategy(ies) with reference to:
 - To whom
 - Medium
 - Frequency
 - Format

Weighted: 5

DOCUMENTS TO BE UPLOADED

At least 3 samples of communication of the implementation of programme(s)/strategy(ies) that best illustrate communication against criteria measured against

Sample #1

No file chosen

Sample #2

No file chosen

Sample #3

No file chosen