



DASHBOARD

CREATE

PROCESS

**Award 2019: SABPP EEDT HR Enabling Environment (Quality of Approach)**

This Award will be presented to the employer that can show not only that it developed and implemented (a) programme(s)/strategy(ies)/Plan(s) that has/have resulted in its HR Environment being significantly more enabling for the advancement of persons from designated groups, but also that this was aimed at contributing, and has contributed significantly, to EE transformation.

**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)

**1. ASPECTS ADJUDICATED UPON: DESIGN, INNOVATION, DETAILED PLANNING OF PROGRAMME/STRATEGY**

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

- Innovativeness/Originality
- Design
- Detail

**Weighted: 10**

DOCUMENTS TO BE UPLOADED

**A. Programme/strategy/policy/plan relied on\***

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(S)/ STRATEGY(IES) DEVELOPED TO HR BEST PRACTICE**

Criteria to be applied in measurement: Alignment of HR Strategy to the achievement HR Best Practice and transformation and/ or raising the level of HR Practice

**Weighted: 14**

DOCUMENTS TO BE UPLOADED

**B. Programme/strategy/policy/plan relied on**

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. (If no documents have been uploaded as evidence in this regard, please state so) \*

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

Criteria to be applied in measurement:

- Alignment of Programme/ strategy/ policy/ plan relied on to Entrant's EE Plan
- The extent to which the EE Act's obligations are to be/ were used strategically to identify barriers in HR Policies, Procedures and Practices and to remove them through the implementation of the resultant AA Measures aimed at raising the level of HR Practice

**Weighted: 6**

DOCUMENTS TO BE UPLOADED

**AA Measures of EE Plan relied on if applicable**

Choose File No file chosen

**Applicable Section 19 barriers analysis report if applicable**

Choose File 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) \*

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