



DASHBOARD

CREATE

PROCESS

Award 2019: SABPP EEDT HR Enabling Environment (Results Achieved)

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 B-BBEE SCORE USING THE 2014 GENERIC SCORECARD

Criteria to be applied in measurement:

- Progress (per year and overall) over the period entered for in the Management Control (MC) score(s) out of 16 (reduced from 19 by excluding any points for Black Board Members) using the 2014 Generic B-BEE Scorecard
- 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

Weighted: 10

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 prejudiced as their MC 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 requests for information below

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)

 No file chosen

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)

 No file chosen

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

 No file chosen

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

 No file chosen

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

 No file chosen

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

 No file chosen

2. ASPECTS ADJUDICATED UPON: IMPACT OF PROGRAMME(S)/STRATEGY(IES) ON HR ENABLING ENVIRONMENT

Criteria to be applied in measurement:

- Improvement of HR enabling Environment because of programme(s)/strategy(ies) as assessed from:
 - Completed "Best Practice" Questionnaire (this can be accessed after this window upon saving this window at the bottom right)
 - A comparison between (a) the documentation requested to be uploaded below and (b) the revised HR Policies and Procedures vs Replaced Policies and Procedures requested to be uploaded below

Weighted: 15

QUESTIONNAIRES TO BE COMPLETED

Please completed both the "BEFORE" and "AFTER HR "Best Practice" Questionnaires which can be accessed upon saving this window where indicated at the bottom right of this window

DOCUMENTS TO BE UPLOADED

Evidence in support of veracity of before and after practices such as:

Barriers Analysis Reports before implementation

 No file chosen

Barriers Analysis Reports after implementation

 No file chosen

If not uploaded, state reason

Climate Employee Commitment/Satisfaction/Engagement/ Best

 No file chosen

Employer Survey result before implementation

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

No file chosen

If not uploaded, state reason

Independent HR Audit/Top Employer/Best Employer or similar survey result before implementation

No file chosen

Independent HR Audit/Top Employer/Best Employer or similar survey result after implementation

No file chosen

If inapplicable, state reason

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

Succession Planning after implementation

No file chosen

Succession Planning before implementation

No file chosen

Recruitment and Selection before implementation

No file chosen

Recruitment and Selection after implementation

No file chosen

Performance Management before implementation

No file chosen

Performance Management after implementation

No file chosen

Training and Development before implementation

No file chosen

Training and Development after implementation

No file chosen

Talent Management before implementation

No file chosen

Talent Management after implementation

No file chosen

Evidence of the time that any of the above uploaded Policies in respect of the time BEFORE implementation were approved by the Entrant (only if not evident from Policies uploaded above)

No file chosen

Evidence of the time that any of the above uploaded Policies in respect of the time AFTER implementation were approved by the Entrant (only if not evident from Policies uploaded above)

No file chosen

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: RESULTANT BENEFITS OF THE IMPLEMENTATION OF PROGRAMME(S)/STRATEGY(IES)/PLAN FOR THE ORGANISATION

Criteria to be applied in measurement:

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

Weighted: 5

INFORMATION TO BE FURNISHED

Please describe benefit / impact on bottom line (please elaborate if necessary in Summary)

DOCUMENTS TO BE UPLOADED

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

No file chosen

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