



DASHBOARD

CREATE

PROCESS

Award 2019: SABPP EEDT Overall (Quality of Approach)

The premier category of the Awards is the Employment Equity, Diversity and Transformation Overall Award. This Award will be presented to the employer that can show the most progress made in achieving EE transformation and diversity inclusion in the workplace. The recipient of this Award needs to demonstrate how the company has moved beyond compliance towards embracing the spirit of 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 YOUR UPLOADING TO "REQUIRED DOCUMENTS" AS THIS SERVES ANOTHER PURPOSE.

QUALITY OF APPROACH (Total weight: 30)

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

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

- 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)/ PLAN(S) TO THE REQUIREMENTS OF THE EE ACT

Criteria to be applied in measurement: Alignment of the programme(s)/strategy(ies)/ plan(s) to EE Act's Analysis and EE Plan requirements

Weighted: 4

Please note: Where the Entrant's programme(s)/strategy(ies)/ plan(s) relied on and uploaded under Aspect 1 is not the EE Plan but for example an EE Transformation Policy or other document, the contents of such document will be used to assess the alignment. Where it is the EE Plan, the alignment will be assessed against the EE Plan and further related documentation to be uploaded under "Extent of Application".

No further documentation is required to be uploaded under this Aspect.

3. ASPECTS ADJUDICATED UPON: ALIGNMENT OF STRATEGIES DEVELOPED TO EE TRANSFORMATION BEST PRACTICE

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 raise to the level of:
 - HR Practice and/or
 - Diversity and Inclusion
- Effective governance of EE transformation
- Other Best Practice strategies

Weighted: 8

DOCUMENTS TO BE UPLOADED

Any document setting out the entrant's EE strategy/approach to EE transformation

No file chosen

Please indicate if already uploaded

- 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) *

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

 No file chosen

Please indicate if already uploaded

 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) *

4. ASPECTS ADJUDICATED UPON: ALIGNMENT OF STRATEGIES TO DIVERSITY AND INCLUSION BEST PRACTICE

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

Diversity Inclusion Strategy(ies)/Programme(s) developed setting out the entrant's approach to diversity and inclusion not included in EE Plan or EE Transformation strategy/ policy already uploaded aimed at improving the state of diversity and inclusion at the entrant

 No file chosen

Please indicate if already uploaded

 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) *

5. ASPECTS ADJUDICATED UPON: ALIGNMENT OF STRATEGIES TO GENDER EQUITY BEST PRACTICE

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

Strategies developed not included in EE Plan or EE Transformation / Diversity and Inclusion strategy/ policy, already uploaded, aimed at contributing to the state of Gender Equity at the entrant

 No file chosen

Please indicate if already uploaded

 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) *

6. ASPECTS ADJUDICATED UPON: ALIGNMENT OF STRATEGIES TO THE ACCOMMODATION OF PERSONS WITH DISABILITIES BEST PRACTICE

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

Weighted: 3

DOCUMENTS TO BE UPLOADED

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

 No file chosen

Please indicate if already uploaded

 Yes
 No

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

Items marked with * are compulsory