



DASHBOARD

CREATE

PROCESS

Award 2019: SABPP EEDT Overall (Results Achieved)

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 THE DOCUMENTS YOUR UPLOAD TO THOSE WHOSE UPLOADING IS COMPULSORY (*) AS THIS SERVES ANOTHER PURPOSE.

RESULTS ACHIEVED (Total weight: 30)

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: 9

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)

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

No file chosen

end date of the period being entered for, alternatively the latest date on which this is available before the end date *

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. (Columns with names and surnames can be deleted if this is a concern) *

Choose File No file chosen

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

Choose File No file chosen

2. ASPECTS ADJUDICATED UPON: IMPACT OF PROGRAMME(S)/STRATEGY(IES)/PLAN 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)
- comparisons between (a) the BEFORE and AFTER documentation requested to be uploaded below and (b) the BEFORE and AFTER HR Policies and Procedures requested to be uploaded below

Weighted: 6

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

Comparative results of Measurement Instruments used before and after implementation

Barriers Analysis Reports BEFORE implementation

Choose File No file chosen

Barriers Analysis Reports AFTER implementation

Choose File No file chosen

If not uploaded state reason

Text input field

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) *

Text input field

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

Choose File No file chosen

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

Choose File No file chosen

If not uploaded, state reason, state reason

Text input field

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) *

Text input field

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

Choose File No file chosen

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

Choose File No file chosen

If not uploaded, state reason, state reason

Text input field

Text input field

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

Recruitment and Selection before implementation

Choose File No file chosen

Recruitment and Selection after implementation*

Choose File No file chosen

Performance Management before implementation

Choose File No file chosen

Performance Management after implementation*

Choose File No file chosen

Training and Development before implementation

Choose File No file chosen

Training and Development after implementation*

Choose File No file chosen

Talent Management before implementation (if applicable)

Choose File No file chosen

Talent Management after implementation (if applicable)

Choose File No file chosen

Succession Planning after implementation

Choose File No file chosen

Succession Planning before implementation

Choose File No file chosen

Evidence of the dates that any of the above Policies were saved or approved by the Entrant BEFORE implementation if not evident from uploaded Policies

Choose File No file chosen

Evidence of the dates that any of the above Policies were saved or approved by the Entrant AFTER implementation if not evident from uploaded Policies

Choose File 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

Text input field

3. ASPECTS ADJUDICATED UPON: IMPACT OF PROGRAMME(S)/STRATEGY(IES)/PLAN ON DIVERSITY INCLUSION ENVIRONMENT

Criteria to be applied in measurement:

- Extent of Diversity Inclusion on the ground with reference to experience of previously excluded groups regarding:
- Having access to and being included in the organisation (entry/having a seat)
- Being accepted as members of the organisation (beyond tolerance)
- Opportunities of diverse groups to contribute and participate
- Valuing of uniqueness and contributions of diverse groups
- Diversity inclusion shifts from the beginning to the end of the entry period
- Any other aspect that entrant may include that has contributed significantly to Diversity Inclusion at the entrant's workplace

Weighted: 6

DOCUMENTS TO BE UPLOADED

Tangible evidence of impact of diversity Inclusion strategy on diversity inclusion, such as comparative climate or other survey results, Diversity Barriers Analysis results, etc with reference to before and after implementation of strategy.

Survey/or Barriers Analysis Result BEFORE implementation of strategy

Choose File 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) *

Survey/or Barriers Analysis Result AFTER implementation of strategy

Choose File 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) *

Summaries of comparative results from management tools/instruments implemented to measure behaviours with reference to before and after implementation of strategy

Result before implementation of strategy

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) *

Result after implementation of strategy

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) *

Summaries of comparative Exit Interview results with reference to before and after implementation of strategy

Result before implementation of strategy

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) *

Result after implementation of strategy

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) *

4. ASPECTS ADJUDICATED UPON: IMPACT OF PROGRAMME(S)/STRATEGY(IES)/PLAN ON GENDER EQUITY

Criteria to be applied in measurement:

- Progress in B-BBEE MC female Score (per year and overall) over the period entered for in the Management Control (MC) score(s) out of 5 (points for Board members excluded)
- 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 Gender Equity in the Industry/Region

Weighted: 3

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 female 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

DOCUMENTS TO BE UPLOADED

The EEA2 Report of the start year of the period entered for if not already uploaded

Choose File No file chosen

Please indicate if already uploaded*

Yes
 No

The latest EEA2 Report; 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 (if not already uploaded above)

Choose File No file chosen

Please indicate if already uploaded*

Yes
 No

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 if not already uploaded (Columns with names and surnames can be deleted if this is a concern)

Choose File No file chosen

Please indicate if already uploaded*

Yes
 No

Evidence of inherent restraints to Gender Equity in the Industry/Region

Choose File No file chosen

5. ASPECTS ADJUDICATED UPON: IMPACT OF PROGRAMME(S)/STRATEGY(IES)/PLAN ON DISABILITY INCLUSION

Criteria to be applied in measurement:

- Improvement in the percentage of persons with disabilities employed by the entrant between the time of commencement of the programme/ strategy /Plan to the present using the latest available credible data
- Increase in the number and percentage of persons with disabilities resulting from:

- o Visual impairments
- o Hearing impairments
- o Impairments resulting in wheelchair or crutches usage
- o Mental impairments
- o Other impairments as defined in the EE Act

Weighted: 3

TEMPLATE TO BE DOWNLOADED AND COMPLETED

Please download the [Disability Template](#) and then complete it in respect of BOTH the:

- Beginning of the period entered for
- End of the period being entered for

DOCUMENTS TO BE UPLOADED

Completed Disability Template*

No file chosen

The EEA2 Report of the start year of the period entered for if not already uploaded

No file chosen

Please indicate if already uploaded*

- Yes
- No

The latest EEA2 Report; 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 if not already uploaded)

No file chosen

Please indicate if already uploaded*

- Yes
- No

6. 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: 3

INFORMATION TO BE FURNISHED

Please describe benefit / impact on bottom line

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

*Items marked with * are compulsory*