



SABPP EEDT Affirmative Action Measures Award 2018

Aspects to be adjudicated upon, Award Criteria to be applied in measurement, and Information that needs to be furnished

The employer that shows the greatest embracement of the letter and the spirit of the EE Act in the conducting of its Barrier Analysis and subsequent development, and implementation, of AA measures

SABPP EEDT AA Measures Award 2018

Aspects adjudicated upon	Criteria being applied in measurement	Weighting	What information needs to be furnished
(A) QUALITY OF APPROACH		30	
<ul style="list-style-type: none"> ▪ Alignment of programme(s)/strategy(ies) developed and implemented to the requirements EE Act 	<ul style="list-style-type: none"> ▪ Alignment of approach to the barriers analysis and application thereof to the requirements of the Act read together with the Codes of Good Practices and Regulations 	15	<ul style="list-style-type: none"> ▪ Detailed overview of programme/strategies developed and implemented ▪ Copy(ies) of EE Plan(s) which includes AA measures on which entry is based ▪ Copy(ies) of Barriers Analysis informing the AA measures on which entry is based ▪ Copies of other relevant documentation
	<ul style="list-style-type: none"> ▪ Alignment of AA measures to the requirements of the Act read together with the EE Regulations 		
<ul style="list-style-type: none"> ▪ Alignment of programme(s)/strategy(ies) developed to Best EE Practice 	<ul style="list-style-type: none"> ▪ Inclusion of AA measures in EE Plan that will remove barriers in Policies, Procedures and Practices aimed at raising the level of HR Practice 	7	
<ul style="list-style-type: none"> ▪ Design, Innovation, detailed planning of programme/strategy 	<ul style="list-style-type: none"> ▪ Programme(s)/strategy(ies): <ul style="list-style-type: none"> ▪ Innovativeness/Originality ▪ Design ▪ Detail ▪ Creativity in the design and implementation of measures to remove barriers, adoption of special measures, establishment of positive policies or practices, forward-thinking in HR practices, and/or development of new or unique initiative 	8	
(B) EXTENT OF APPLICATION		40	
	<ul style="list-style-type: none"> ▪ How the programme(s)/strategy(ies) is/are/was/were managed with reference to: <ul style="list-style-type: none"> ▪ Frequency of meetings ▪ Decision making powers of attendees ▪ How its/their implementation was monitored and tracked ▪ Systems utilised 	25	<ul style="list-style-type: none"> ▪ Any written evidence of implementation of programme(s)/strategy(ies) ▪ Minutes of meetings reflecting governance and tracking of implementation of strategies ▪ Reports on progress with implementation of strategies ▪ Sample materials used/generated



(B) EXTENT OF APPLICATION		40	
			<ul style="list-style-type: none"> during implementation ▪ Evidence of systems utilised ▪ Evidence of linkage of KPIs of person(s) responsible to implementation of programme(s)/strategy(ies) ▪ Articles
	<ul style="list-style-type: none"> ▪ Communication of programme(s)/strategy(ies) with reference to: <ul style="list-style-type: none"> ▪ To whom ▪ Medium ▪ Frequency ▪ Format 	15	<ul style="list-style-type: none"> ▪ All evidence of communication of programme(s)/ strategy(ies)
(C) RESULTS ACHIEVED		30	
<ul style="list-style-type: none"> ▪ MC Score using the 2014 Generic Scorecard but discounting double counting of females ▪ Progress in MC Score (per year and overall) over the period entered for (from the time of the development of strategies to the present) 	<ul style="list-style-type: none"> ▪ Score(s) out of 19 with the points in Senior, Middle and Junior Management in the Scorecard allocated for Black Females, instead being added to each levels weight in respect of each measurement ▪ 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 	5	<ul style="list-style-type: none"> ▪ The EEA2 Report of the start year of the period entered for, and the latest EEA2 Report; alternatively, more up-to-date similar credible data matching the end date of the period entered for ▪ The detailed report on which the EEA2 or similar credible data furnished is based, containing at least, in respect of each employee, his/her race, gender, 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
<ul style="list-style-type: none"> ▪ Impact of programme(s)/strategy(ies) on HR enabling Environment 	<ul style="list-style-type: none"> ▪ Improvement of HR enabling Environment because of programme(s)/strategy(ies) as assessed from: <ul style="list-style-type: none"> ▪ Completed "Best Practice" Questionnaire ▪ Required Policies and Procedures furnished vs Replaced Policies and Procedures ▪ Subsequent alignment with SABPP standards (if audited) 	8	<ul style="list-style-type: none"> ▪ Same documentation as that furnished in respect of the previous "aspect decided upon" ▪ Completion of the HR Best Practice Template (compulsory) regarding the: <ul style="list-style-type: none"> ▪ Time of the commencement of the Strategy ▪ Present time ▪ Copies of the following Policies and Procedures replaced by the above Policies as a result of the implementation of the programme(s)/strategy(ies) (if applicable): <ul style="list-style-type: none"> ▪ Recruitment and Selection



(C) RESULTS ACHIEVED		30	
			<ul style="list-style-type: none"> ▪ Performance Management ▪ Training and Development ▪ Talent Management ▪ Succession Planning ▪ Comparative Climate/Employee Commitment/Satisfaction/Best Employer Survey results ▪ Any other written evidence/documentation
<ul style="list-style-type: none"> ▪ Impact of programme on diversity inclusion environment 	<ul style="list-style-type: none"> ▪ Extent of improvement of Diversity Inclusion on the ground directly because of the implementation of the AA measures with reference to experience of previously excluded groups regarding: <ul style="list-style-type: none"> ▪ 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 measurement period 	6	<ul style="list-style-type: none"> ▪ Tangible evidence of impact of AA measures on Diversity inclusion, such as comparative Climate or other survey results, Diversity Audits results, etc. ▪ Summaries of comparative results from management tools/instruments implemented to measure behaviours ▪ Summaries of comparative Exit Interview results