



SABPP EEDT Disability Employer Award 2019

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

The employer that has shown the greatest progress in the accommodation of Persons with Disabilities across all disabilities aligned to the objectives of the EE Act. This will include measures to increase the representivity of Persons with Disabilities, as well as the creation of a disability-friendly and inclusive environment.

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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 strategies to Disability Best Practice 	<ul style="list-style-type: none"> ▪ Provision for: <ul style="list-style-type: none"> ▪ 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 	15	<ul style="list-style-type: none"> ▪ Detailed overview of programme/strategies developed and implemented ▪ Copy of Disability Strategy/Programme ▪ Copies of relevant EE Plans reflecting disability strategy/AA Measures ▪ Copies of other relevant documentation ▪ Evidence of criteria being met
<ul style="list-style-type: none"> ▪ Alignment of strategies developed and implemented to the requirements EE Act 	<ul style="list-style-type: none"> ▪ Alignment of strategy/approach to EE Act's Analysis and EE Plan requirements 	7	
<ul style="list-style-type: none"> ▪ Design, Innovation, detailed planning of programme/strategy 	Programme(s)/strategy(ies) <ul style="list-style-type: none"> ▪ Innovativeness/ Originality ▪ Design ▪ Detail 	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 during implementation ▪ Evidence of systems utilised ▪ Evidence of linkage of KPIs of



(B) EXTENT OF APPLICATION		40	
			Person(s) responsible to implementation of programme(s)/strategy(ies) <ul style="list-style-type: none"> 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"> The percentage of persons with disabilities employed by the entrant aligned to the EAP and across all Occupational Levels 	<ul style="list-style-type: none"> Percentage persons with disabilities employed by the entrant Increase in % persons with disabilities employed by the entrant since the commencement of the strategy Alignment of those persons categorised as a person with disabilities by the employer to the definition of the EE Act The number and percentage of persons with the following disabilities: <ul style="list-style-type: none"> Visual impairments Hearing impairments Impairments resulting in wheelchair or crutches usage Mental impairments Other impairments Alignment of persons with disabilities to the EAP 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 	4	<ul style="list-style-type: none"> The EEA2 Report of the start year of the period entering for, and the latest EEA2 Report, alternatively more up to date similar credible data matching the end date of the period entering 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 Completion of Awards Disability Template regarding: <ul style="list-style-type: none"> Time of the commencement of the Strategy Present time
<ul style="list-style-type: none"> Growth of percentage of persons with disabilities employed by the entrant aligned to the EAP and across all Occupational Levels 		3	
<ul style="list-style-type: none"> Advancement of persons with disability to higher levels 		4	
<ul style="list-style-type: none"> Disability awareness training 	<ul style="list-style-type: none"> Percentage of employees who have received meaningful disability awareness training 	3	<ul style="list-style-type: none"> Evidence of Disability Awareness training Documentary evidence of the number of employees who received training Copy of the training materials used
<ul style="list-style-type: none"> Reasonable accommodation made to accommodate persons with disabilities 	<ul style="list-style-type: none"> The extent of structural and other changes made to accommodate persons with disabilities 	4	<ul style="list-style-type: none"> Summary of accommodation made Minutes of meetings Relevant Reports



(C) RESULTS ACHIEVED		30	
<ul style="list-style-type: none"> ▪ Upskilling/ empowerment of Persons with Disabilities in the workplace aligned to the EAP 	<ul style="list-style-type: none"> ▪ % spend on Persons with Disabilities training in relation to total training spend for each year of the programme ▪ % spend on Black Persons with Disabilities training in relation to total training spend for each year of the programme over past 2 years 	4	<ul style="list-style-type: none"> ▪ Summary of training spend for Persons with Disabilities per year since the inception of the strategy alternatively over the past three years ▪ B-BBEE SD Spend Detailed Report generated by the entrant's B-BBEE verification agency for each year of the programme ▪ Payroll spend for each year of the programme as verified by the entrant's B-BBEE Verification Agency
<ul style="list-style-type: none"> ▪ Resultant benefits of the implementation of the strategy for the organisation 	<ul style="list-style-type: none"> ▪ Tangible benefits arising from strategy ▪ Impact of strategy on the entrant's bottom line or turnover 	3	<ul style="list-style-type: none"> ▪ Supporting documentary evidence showing relationship between strategy and result/impact benefit relied upon