



SABPP EEDT HR Enabling Environment Award 2019

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

The employer that can show not only that its HR Environment is most enabling for the advancement of persons from designated groups, but also that it has been aimed at contributing, and has contributed significantly, to EE transformation.

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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 programme(s)/strategy(ies) developed to HR Best Practice 	<ul style="list-style-type: none"> ▪ Alignment of HR Strategy to the achievement HR Best Practice and transformation 	15	<ul style="list-style-type: none"> ▪ Detailed overview of programme/strategies developed and implemented ▪ Copies of HR Strategy(ies) ▪ Copies of EE Plan ▪ Copies of other relevant documentation
<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"> ▪ 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 	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 person(s) responsible to implementation of programme(s)/strategy(ies) ▪ Articles
	<ul style="list-style-type: none"> ▪ Communication of programme(s)/strategy(ies) regarding: <ul style="list-style-type: none"> ▪ To whom ▪ Medium ▪ Frequency ▪ Format 	15	



(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 	<p style="text-align: center;">8</p> <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 as per Template provided in respect of the EEA2s provided
<ul style="list-style-type: none"> ▪ HR enabling environment 	<ul style="list-style-type: none"> ▪ Level at which HR is practiced as assessed from: <ul style="list-style-type: none"> ▪ Completed "Best Practice" Questionnaire ▪ Required Policies and Procedures furnished ▪ Climate/Employee Commitment/Satisfaction/Best Employer Survey results ▪ Alignment with SABPP standards (if audited) 	<p style="text-align: center;">8</p> <ul style="list-style-type: none"> ▪ Assessment score from the completed HR Best Practice Template (compulsory) ▪ Copies of the following Policies and Procedures: <ul style="list-style-type: none"> ▪ Recruitment and Selection ▪ Performance Management ▪ Training and Development ▪ Talent Management ▪ Succession Planning ▪ Alignment with SABPP standards (if audited) ▪ Climate/Employee Commitment/Satisfaction/Engagement/Best Employer Survey results ▪ Any other written evidence/documentation
<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) 	<p style="text-align: center;">8</p> <ul style="list-style-type: none"> ▪ Same documentation as that furnished in respect of the previous aspect adjudicated upon ▪ Completion of HR Best Practice Template in respect of: <ul style="list-style-type: none"> ▪ Time of the commencement of the Strategy (please indicate in template by deleting inapplicable wording) ▪ Present time (please indicate in template by deleting inapplicable wording) ▪ Copies of the following Policies and Procedures replaced by the above Policies because of the implementation of the programme(s)/ strategy(ies) (if applicable): <ul style="list-style-type: none"> ▪ Recruitment and Selection ▪ Performance Management ▪ Training and Development ▪ Talent Management ▪ Succession Planning ▪ Comparative Climate/Employee Commitment/Satisfaction/Best Employer Survey results



(C) RESULTS ACHIEVED		30	
			<ul style="list-style-type: none"> Any other written evidence/documentation
<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 	6	<ul style="list-style-type: none"> Supporting documentary evidence showing relationship between strategy and result/impact benefit relied upon