



## **SABPP Employment Equity, Diversity and Transformation Overall Award 2019**

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

The premier category of the Awards is Employment Equity, Diversity and Transformation Overall Award. This Award will be presented to the employer that can show the most progress made in achieving Employment Equity 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.

### **SABPP Employment Equity, and Transformation Overall Award 2019**

Aspects adjudicated upon	Criteria to be applied in measurement	Weighting	What information needs to be furnished
<b>(A) QUALITY OF APPROACH</b>		<b>30</b>	
<ul style="list-style-type: none"> <li>▪ Alignment of strategies developed and implemented to the requirements EE Act</li> </ul>	<ul style="list-style-type: none"> <li>▪ Alignment to EE Act's Analysis and EE Plan requirements</li> </ul>	6	<ul style="list-style-type: none"> <li>▪ Detailed overview of programme(s)/strategy(ies) developed and implemented</li> <li>▪ Copies of all relevant EE Plans</li> <li>▪ Copies of strategies developed and implemented not included in EE Plan which have contributed to the state of EE and Diversity Inclusion at the entrant</li> </ul>
<ul style="list-style-type: none"> <li>▪ Alignment of strategies developed to EE Transformation Best Practice</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provision for:                             <ul style="list-style-type: none"> <li>▪ Effective governance of EE transformation</li> <li>▪ Achievable EE Numerical Goals and strategies to support their achievement</li> <li>▪ Raising the level of HR Practice</li> <li>▪ Increasing diversity inclusion</li> <li>▪ Ownership of EE Transformation by Leadership</li> </ul> </li> </ul>	8	
<ul style="list-style-type: none"> <li>▪ Design, Innovation, detailed planning of programme/ strategy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Programme(s)/strategy(ies):                             <ul style="list-style-type: none"> <li>▪ Innovativeness/Originality</li> <li>▪ Design</li> <li>▪ Detail</li> </ul> </li> </ul>	8	
<ul style="list-style-type: none"> <li>▪ Alignment of strategies to Diversity Inclusion Best Practice</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provision for:                             <ul style="list-style-type: none"> <li>▪ Alignment of values with transformation</li> <li>▪ Internalisation by leadership of aligned values aimed at changing past behaviour</li> <li>▪ Cascading and internalisation across whole organisation</li> <li>▪ Measurement and correction of non-aligned behaviours after intervention</li> </ul> </li> </ul>	8	



(B) EXTENT OF APPLICATION		40	
	<ul style="list-style-type: none"> <li>▪ How the programme(s)/strategy(ies) is/are/was/were managed with reference to:               <ul style="list-style-type: none"> <li>▪ Frequency of meetings</li> <li>▪ Decision making powers of attendees</li> <li>▪ How its/their implementation was monitored and tracked</li> <li>▪ Systems utilised</li> </ul> </li> </ul>	25	<ul style="list-style-type: none"> <li>▪ Any written evidence of implementation of programme(s)/strategy(ies)</li> <li>▪ Minutes of meetings reflecting governance and tracking of implementation of strategies</li> <li>▪ Reports on progress with implementation of strategies</li> <li>▪ Sample materials used/generated during implementation</li> <li>▪ Evidence of systems utilised</li> <li>▪ Evidence of linkage of KPIs of Person(s) responsible to implementation of programme(s)/strategy(ies)</li> <li>▪ Articles</li> </ul>
	<ul style="list-style-type: none"> <li>▪ Communication of programme(s)/strategy(ies) with reference to:               <ul style="list-style-type: none"> <li>▪ To whom</li> <li>▪ Medium</li> <li>▪ Frequency</li> <li>▪ Format</li> </ul> </li> </ul>	15	<ul style="list-style-type: none"> <li>▪ All evidence of communication of programme(s)/strategy(ies)</li> </ul>
(C) RESULTS ACHIEVED		30	
<ul style="list-style-type: none"> <li>▪ MC Score using the 2014 Generic Scorecard but discounting double counting of females</li> <li>▪ Progress in MC Score (per year and overall) over the period entered for (from the time of the development of strategies to the present)</li> </ul>	<ul style="list-style-type: none"> <li>▪ 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</li> <li>▪ Accuracy of alignment of employees' grades used measuring MC Score(s) to the Job Evaluation used by the Entrant</li> <li>▪ Accuracy of correlation of Job Evaluation used by the Entrant to the EEA9 requirements</li> <li>▪ Inherent restraints to EE transformation in the Industry/Region</li> </ul>	8	<ul style="list-style-type: none"> <li>▪ 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</li> <li>▪ The detailed report on which the EEA2 or similar credible data furnished is based, containing at least, regarding 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.</li> </ul>
<ul style="list-style-type: none"> <li>▪ HR enabling environment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Level at which HR is practiced</li> <li>▪ Impact on Level at which HR is practiced as a result of Strategy/Programme</li> </ul>	8	<ul style="list-style-type: none"> <li>▪ Assessment score from the completed <a href="#">HR Practice Template</a> (compulsory)</li> <li>▪ Copies of the following Policies</li> </ul>



(C) RESULTS ACHIEVED		30	
			and Procedures: <ul style="list-style-type: none"> <li>▪ Recruitment &amp; Selection</li> <li>▪ Performance Management</li> <li>▪ Training and Development</li> <li>▪ Talent Management</li> <li>▪ Succession Planning</li> <li>▪ Alignment with SABPP standards (if audited)</li> <li>▪ Climate/Employee Commitment/Satisfaction/Engagement/ Best Employer Survey results</li> <li>▪ Any other written evidence/documentation</li> </ul>
<ul style="list-style-type: none"> <li>▪ Diversity inclusion environment</li> </ul>	<ul style="list-style-type: none"> <li>▪ Extent of Diversity Inclusion on the ground with reference to experience of previously excluded groups regarding:               <ul style="list-style-type: none"> <li>▪ Having access to and being included in the organisation (entry/having a seat)</li> <li>▪ Being accepted as members of the organisation (beyond tolerance)</li> <li>▪ Opportunities of diverse groups to contribute and participate</li> <li>▪ Valuing of uniqueness and contributions of diverse groups</li> <li>▪ Diversity inclusion shifts from the beginning to the end of the entry period</li> </ul> </li> </ul>	8	<ul style="list-style-type: none"> <li>▪ Tangible evidence of impact of Diversity Inclusion strategy on Diversity inclusion, such as comparative Climate or other survey results, Diversity Audits results, etc.</li> <li>▪ Summaries of comparative results from management tools/ instruments implemented to measure behaviours</li> <li>▪ Summaries of comparative Exit Interview results</li> </ul>
<ul style="list-style-type: none"> <li>▪ Employer's Performance</li> </ul>	<ul style="list-style-type: none"> <li>▪ Level of Employer's Performance</li> </ul>	6	<ul style="list-style-type: none"> <li>▪ Annual Reports</li> <li>▪ Annual Financial Statements</li> <li>▪ If the employer is a Local Municipality or Metro, State Owned Enterprise or Government Department               <ul style="list-style-type: none"> <li>▪ Internal Government scorecard</li> <li>▪ Auditor- General Report</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>▪ Resultant benefits of the implementation of the strategy for the organisation</li> </ul>	<ul style="list-style-type: none"> <li>▪ Tangible benefits arising from strategy</li> <li>▪ Impact of strategy on the entrant's bottom line or turnover</li> </ul>	8	<ul style="list-style-type: none"> <li>▪ Supporting documentary evidence showing relationship between strategy and result/impact benefit relied upon</li> </ul>