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Please indicate below the preceding twelve month period the report covers (except for first time reporting where the period may be shorter):

From (date): 01 / 10 / 2020 to (date): 30 / 09 / 2021
DD / MM / YYYY DD / MM / YYYY

Please indicate below the duration of your current Employment Equity Plan:

From (date): 01 / 10 / 2017 to (date): 30 / 09 / 2022
DD / MM / YYYY DD / MM / YYYY

PLEASE READ THIS FIRST

- a. The report should cover a twelve month period, except for first time reporting where this may not be possible and the months covered should be consistent from year to year for the duration of the plan.
- b. Employers must complete the EEA2 and the EEA4 forms and submit them together to the Department of Labour. Reports submitted by employers to the Department may only be hand delivered, posted or submitted online by the first working day of October or by 15 January of the following year only in the case of electronic reporting.
- c. An employer who becomes designated on or after the first working day of April, but before the first working day of October, must only submit its first report on the first working day of October in the following year.
- d. "Designated groups" mean Black people (i.e. Africans, Coloureds and Indians), women and people with disabilities who are citizens of the Republic of South Africa by birth or descent; or became citizens of the Republic of South Africa by naturalisation (i) before 27 April 1994 or (ii) after 26 April 1994 and who would have been entitled to acquire citizenship by naturalisation prior to that date but who were precluded by apartheid policies.
- e. The alphabets "A", "C", "I", "W", "M" and "F" used in the tables have the following corresponding meanings and must be interpreted as "Africans", "Coloureds", "Indians", "Whites", "Males" and "Females" respectively.
- f. "Temporary employees" are those employees employed for less than three months.
- g. Guidelines on occupational levels are provided in the EEA9 Annexure of these regulations.
- h. **Numerical goals** must include the entire workforce profile, and **NOT** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve at the end of its Employment Equity Plan (EE Plan).
- i. **Numerical targets** must include the entire workforce profile, and **NOT** the difference between the current workforce profile and the projected workforce profile the employer seeks to achieve by the next reporting period.
- j. All areas of the form must be fully and accurately completed and submitted by employers. Designated employers who fail to observe this provision will be deemed not to have reported.
- k. Employers must **not** leave blank spaces, use 'not applicable' (NA) or a 'dash' (-) when referring to the value "0" (Zero) or the word "No".

SECTION B: WORKFORCE PROFILE

1. WORKFORCE PROFILE

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	0	0	0	3	0	0	0	0	0	5
Senior management	36	1	0	2	27	0	0	1	0	0	67
Professionally qualified and experienced specialists and mid-management	1907	2	15	41	5216	4	17	73	99	64	7438
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2035	3	0	10	7423	7	1	59	0	7	9545
Semi-skilled and discretionary decision making	3415	4	0	5	8894	6	0	13	1	1	12339
Unskilled and defined decision making	530	0	0	0	970	0	0	0	0	0	1500
TOTAL PERMANENT	7925	10	15	58	22533	17	18	146	100	72	30894
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1	10	15	58	22533	17	18	146	100	72	30894

1.2 Please report the total number of **employees with disabilities only** in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	9	0	0	0	10	0	0	2	0	0	21
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	16	0	0	0	13	1	0	0	0	0	30
Semi-skilled and discretionary decision making	33	0	0	0	22	0	0	0	0	0	55
Unskilled and defined decision making	15	0	0	0	9	0	0	0	0	0	24
TOTAL PERMANENT	73	0	0	0	54	1	0	2	0	0	130
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	73	0	0	0	54	1	0	2	0	0	130

SECTION C: WORKFORCE MOVEMENT

2. Recruitment

2.1. Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management											
Senior management	0	0	0	0	1	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	166	2	2	6	234	0	3	8	66	31	518
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	94	0	0	0	277	2	1	12	0	0	386
Semi-skilled and discretionary decision making	50	0	0	0	235	0	0	0	0	0	285
Unskilled and defined decision making	1107	0	0	4	12619	1	0	0	0	0	13733
TOTAL PERMANENT	1417	2	2	10	13366	3	4	22	66	31	14923
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1417	2	2	10	13366	3	4	22	66	31	14923

3. Promotion

3.1. Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0	0	0
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	0	0	0	0	0	0	0	0	0	0	0

4. Termination

4.1. Please report the total number of terminations in each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	3	0	0	0	6	0	0	0	0	0	9
Professionally qualified and experienced specialists and mid-management	389	1	4	44	776	2	2	26	4	1	1249
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	334	1	0	3	995	6	1	18	0	0	1358
Semi-skilled and discretionary decision making	751	0	2	1	5695	1	0	2	0	0	6452
Unskilled and defined decision making	42	0	0	0	36	0	0	1	0	0	79
TOTAL PERMANENT	1519	2	6	48	7508	9	3	47	4	1	9147
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	1519	2	6	48	7508	9	3	47	4	1	9147

SECTION D: SKILLS DEVELOPMENT

5. Skills Development

5.1. Please report the total number of people including people with disabilities, who received training ONLY for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	0	0	0	0	0	0	0	0	0
Temporary employees	0	0	0	0	0	0	0	0	0
GRAND TOTAL	0	0	0	0	0	0	0	0	0

SECTION E: NUMERICAL GOALS & TARGETS

6. Numerical goals

6.1. Please indicate the numerical goals as contained in the EE Plan (i.e. the entire workforce profile including people with disabilities) you project to achieve at the end of your current Employment Equity Plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites:

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	4	0	0	0	2	0	0	0	0	0	6
Senior management	45	1	0	3	36	0	0	1	0	0	86
Professionally qualified and experienced specialists and mid-management	2165	6	29	72	5238	9	22	142	110	52	7845
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2135	7	4	31	5595	8	10	95	3	12	7901
Semi-skilled and discretionary decision making	6052	10	1	20	11959	15	4	55	0	0	18116
Unskilled and defined decision making	1195	2	2	2	1604	3	2	5	0	0	2815
TOTAL PERMANENT	11596	26	36	128	24435	35	38	298	113	64	36769
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	11596	26	36	128	24435	35	38	298	113	64	36769

7. Numerical targets

7.1. Please indicate the numerical targets as contained in the EE Plan (i.e. the entire workforce profile including people with disabilities) you project to achieve at the end of the next reporting cycle, in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign Nationals		Total
	A	C	I	W	A	C	I	W	Male	Female	
Top management	4	0	0	0	2	0	0	0	0	0	6
Senior management	45	1	0	3	36	0	0	1	0	0	86
Professionally qualified and experienced specialists and mid-management	2134	5	29	70	5238	9	22	140	110	52	7809
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	2085	7	4	27	5596	7	10	89	3	12	7840
Semi-skilled and discretionary decision making	5646	9	1	18	11959	15	4	51	0	0	17703
Unskilled and defined decision making	1194	2	2	2	1604	3	2	5	0	0	2814
TOTAL PERMANENT	11108	24	36	120	24435	34	38	286	113	64	36258
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	11108	24	36	120	24435	34	38	286	113	64	36258

SECTION F: MONITORING & EVALUATION

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8. Consultation

8.1. Please indicate below the stakeholders that were involved in the consultation process when developing and implementing your Employment Equity Plan and the preparation of this Employment Equity Report.

Consultation	Yes	No
Consultative body or employment equity forum	✓	
Registered trade union(s)	✓	
Employees	✓	

9. Barriers and affirmative action measures

9.1. Please indicate which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether or not there are affirmative action measures developed and the time-frames to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIME-FRAME FOR IMPLEMENTATION OF AA MEASURES	
	YES	NO	YES	NO	START DATE	END DATE
Recruitment procedures	✓		✓		1 Oct 2017	31 Aug 2018
Advertising positions	✓		✓		1 Oct 2017	31 Aug 2022
Selection criteria	✓		✓		1 Oct 2017	31 Aug 2022
Appointments						
Job classification and grading						
Remuneration and benefits						
Terms & conditions of employment						
Job assignments						
Work environment and facilities	✓		✓		1 Oct 2019	31 Aug 2020
Training and development	✓		✓		1 Oct 2018	31 Aug 2019
Performance and evaluation						
Promotions						
Transfers						
Succession & experience planning						
Disciplinary measures						
Dismissals						
Retention of designated groups						
Corporate culture						
Reasonable accommodation	✓		✓		1 March 2018	30 Sept 2018
HIV&AIDS prevention and wellness programmes						
Assigned senior manager(s) to manage EE implementation						
Budget allocation in support of employment equity goals						
Time off for employment equity consultative committee to meet						

10. Monitoring and evaluation of implementation

10.1. How regularly do you monitor progress on the implementation of the Employment Equity Plan?
Please choose one.

Monthly	Quarterly
	X

10.2. Did you achieve the annual objectives as set out in your Employment Equity Plan for this period?

Yes	No	Please explain
	X	Posts not advertised due to financial constraints

SECTION G: Signature of the Chief Executive Officer/Accounting Officer

Chief Executive Officer/Accounting Officer

I Dr T MHLONGO----- (full Name) CEO/Accounting Officer
of -----

hereby declare that I have read, approved and authorized this report.

Signed on this 15 th----- day of December----- (month) year 2021-----

At (place): POLOKWANE-----



Chief Executive Officer/Accounting Officer