

Creating jobs and optimising work conditions

Our commitment to our people and the country is demonstrated in our Employment Equity and Training Committee (EE&TC) and Employee Relations Forum (ERF). These fora ensure that we are achieving equitable representation of employees from designated groups, and that we are empowering our staff with the abilities and opportunities they need in order to grow their careers and futures within the company.



Employee Relations Forum (ERF)

The Employee Relations Forum (ERF) consists of 10 employees drawn from different departments and levels within the company. The ERF represents the interests of all employees regarding employment conditions. The ERF continued to be proactive and solution-driven in the 2018/19 financial year and ensured any concerns raised were addressed and staff engagement remained high.

Employment Equity & Training Committee (EE&TC)

The Employment Equity & Training Committee's (EE&TC) mandate is to monitor employment equity across the company to ensure compliance with the EE Act, as well as oversee training and skills development, including reviewing and approving the Workplace Skills Plan (WSP).

The appointed EE senior manager completes the monthly workforce profile, which is used to monitor under-represented groups in line with the Economically Active Population (EAP) of the Western Cape.

The 2018 EE plan was submitted to the Department of Employment and Labour in December 2018 for the reporting period. In May 2019, the centre received communication from the Department of Employment and Labour acknowledging receipt of the EE report for the 2018 reporting period and verifying that we would appear on the EE public register for 2018 in terms of Section 21 of the EE Act No. 55 of 1998, as amended.

The WSP was submitted to the Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority (CATHSSETA) in April 2019. We received communication and confirmation from CATHSSETA that the centre's Mandatory Grant Application had been evaluated and was approved.

As of the end of the 2018/19 financial year, 80% of our employees in the three highest levels of management (including EXCO, MANCO and Leadership) were from the designated groups. In other words, 24 out of 30 employees, which is on par with the centre's KPI target and complies with our approved employment equity plan.