

Employee Health and Wellness

Employee Health and Wellness plays a significant role in influencing the quality of work, productivity, attendance and retention of JPC Employees. Healthy Employees result in a more productive workforce with less absenteeism, fewer accidents, lower healthcare demands and greater overall savings by reducing the incidence of diseases and disability.

A Service Level Agreement between CoJ and JPC was signed by the JPC Chief Executive Officer and CoJ Group Executive Director in April 2015. The agreement includes the management of Occupational and Health Wellness Services in its entirety.

As part of the Health and Wellness Agenda, the next focus area is to conduct a Health Risk Assessment for JPC and it is aimed at:

- Assessing the health status and wellbeing of Employees – to understand the prevalence of diseases that impact our Employees and to drive a structured Wellness Agenda to reduce health risks;
- Identifying a relevant Wellness Programme to feed into a Comprehensive Wellness Plan that will address gaps identified and support our Employees' wellbeing; and
- Demonstrate JPC's support of Employees and enhancing Employee relations.

It is important to note that a total number of thirteen Employees were referred for EAP during this period under review and all the referrals had a positive outcome.

Workforce Movement

Recruitment: In the 2014/2015 financial year, only critical vacancies were filled at Senior Management level. As shown below three permanent appointments were made and two temporary appointments. The three permanent appointments were in line with the EE affirmative action plan and the applicable policies during the 2014/2015 financial year.

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	1	1	0	0	2
Professionally qualified and experienced specialists and Mid-management	0	0	0	0	0	0	0	0	0
Junior Management/Skilled Technical and Superintendents	0	0	0	0	1	0	0	0	1
Semi-skilled/Administration	0	0	0	0	0	0	0	0	0
Unskilled	0	0	0	0	0	0	0	0	0
TOTAL PERMANENT	0	0	0	0	2	1	0	0	3
Temporary Employees	0	0	0	0	1	1	0	0	2
GRAND TOTAL	0	0	0	0	3	2	0	0	5