

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.

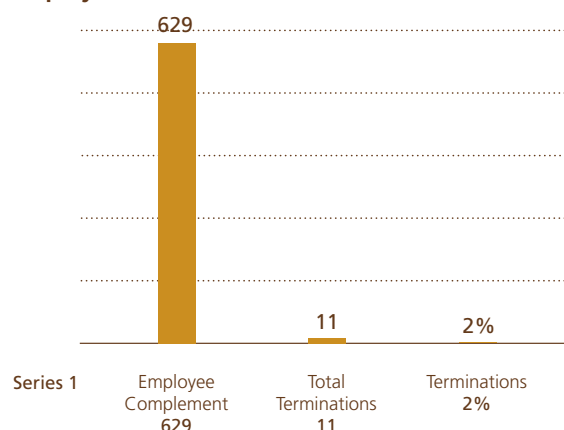
Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	1	1	0	0	2
Professionally qualified and experienced specialists and Mid-management	0	0	0	0	0	0	0	0	0
Junior Management/Skilled Technical and Superintendents	0	0	0	0	1	0	0	0	1
Semi-skilled/Administration	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

Terminations: A total number of fifty six terminations occurred in the 2014/2015 financial year as per the table below. The majority of terminations consisted of retirements and resignations.

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top Management	1	0	0	0	1	1	0	0	3
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and Mid-management	2	0	0	1	1	0	0	0	4
Junior Management/Skilled Technical and Superintendents	9	3	1	1	0	1	0	0	15
Semi-skilled/Administration	8	1	0	0	1	0	0	0	10
Unskilled	14	1	2	0	4	2	0	1	24
TEMPS	0	0	0	0	0	0	0	0	0
GRAND TOTAL	34	5	3	2	7	4	0	1	56

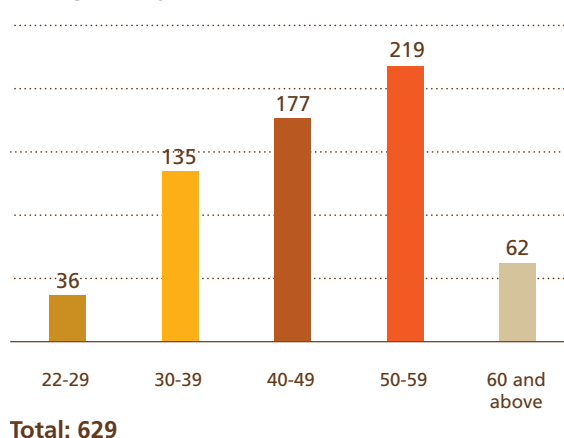
Employee turnover: A 2% reduction in Employee turnover was recorded, which remains at an acceptable level. The analysis is based on permanent Employees only.

Employee Turnover



Age analysis: The graph indicates that JPC has an ageing workforce. Most Employees fall within the age groups between 50 to 59 and above. This indicates that it is imperative to accelerate implementation of youth and skills development as well as succession planning programmes.

JPC Age Analysis

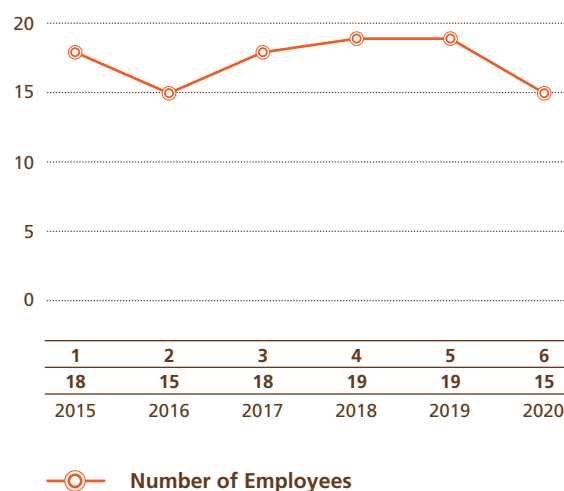


Workforce Movement continued

The finalisation of the lower level structure will give JPC the opportunity to put programmes in place to close the gaps emanating from natural attrition. The main objective is to retain critical skills, while focusing on mentorship and skills transfer.

Retirement trends: The retirement trend graph depicts Employees due for retirement in line with their pension fund rules within the next five years from 2015 to 2020. These statistics will assist Management with workforce planning.

Retirement Trends



Remuneration and Benefits for the 2014/2015 financial year

The Salaries and Allowances quarterly expenditure for 2014/2015

The Salaries and Allowances quarterly expenditure for 2014/2015 economic and social development, and the service delivery objectives of the CoJ.

	JPC total
1st Quarter	46 395 378
2nd Quarter	64 065 450
3rd Quarter	50 899 947
4th Quarter	46 875 369
Total amount	208 236 144

Leave Provision reported quarterly for the 2014/2015 financial year

	JPC total
1st Quarter	34 752 472
2nd Quarter	36 678 150
3rd Quarter	28 739 786
4th Quarter	30 476 197
Total amount	130 646 605