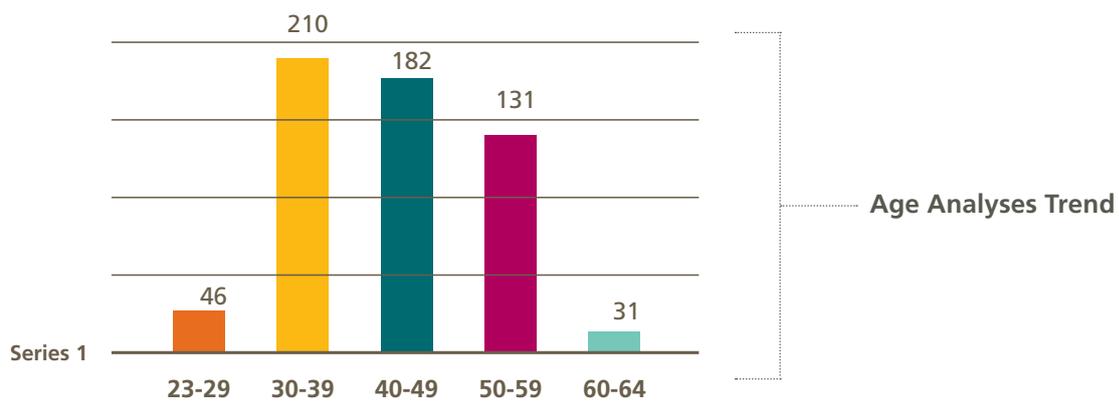


The graph above indicates that the staff turn-over rate of 1% as of end June 2016, and this is at an acceptable level. The organisation will focus on programmes that will ensure retention of critical and scarce skills. The initiative of transfer of skills will be a focus area to ensure business continuity. Mentoring and coaching programmes will be introduced to skilled aged employees to mentor and coach the up-coming youth to acquire skills through on the job training interventions

### Age Analyses Trend



The age analyses trend indicates that JPC has an ageing workforce with the majority of employees in the age group 50-59 and above. This analysis supports the need for interventions to concentrate on building capacity and assist with workforce planning.

### Occupational Health & Safety Programmes

In partnership with the City’s Group Safety, Health and Environment (SHE) Department, JPC attends quarterly meetings to review and discuss current support systems that help to guide and promote good health for all council employees. The benefit to JPC is that a platform is created for all state owned companies (SOC’s). This allows representatives from each SOC to find solutions to common health and safety challenges; those as identified in their respective areas of control. The platform encourages the City to be aware of safety and health programmes that should take priority as and when necessary.

Equally important is getting the basics right and having the right supportive systems in place. This includes also having the right personnel on board; a dedicated team to promote good employee health and safety.

#### Challenge

Unlike the other SOC’s, including the City, JPC does not have an established OHASA unit to manage occupational health and safety matters and compliance, on a fulltime basis. It is issues like this, for example, where the basics need to be reviewed and properly aligned to promote safety and health fulltime.

## Occupational Health & Safety Programmes continued

### OHASA Progress

In the month of April, JPC submitted quarterly reports to the Group SHE department that would reflect the state of compliance at the offices; Forum 2 Braampark and, other buildings occupied by JPC employees. The compliance rating scoring has not been finalized as yet by the City for reporting purposes.

In the month of May, great emphasis was placed on the importance of:

- The turnaround to SOC's reporting fatality cases,
- The consequences of an SOC being penalised for reporting COIDA claim after the cut-off period of 7 working days and,
- The effectiveness of the existing quarterly SHE reporting.

The Shared Services Unit has also embarked on a journey to create staff awareness on JPC's First Aiders who have been certified to administer first aid treatments that are within their span of control.

In the current period April to June 2016, there have been no partnership programmes on health and safety matters. There is focus on promoting internal support measures to manage occupational health, safety and compliance at the SOC's.

The roadshow programme is meant for all MD's/ CEO and their respective appointees as the target audience. The roadshow will be conducted by the Group SHE Department. The roadshow programme theme will place focus on the role of accountability and highlight COIDA statistics and other critical health and safety areas.

In the previous three quarters, employees were exposed to educational programmes on an ongoing basis in partnership with the City and other SOC's. To date, employees have been provided with useful education on breast cancer, stress management, and hypertension. The City also promotes World Health Themes such as Kidney Month to all council employees to promote wellness education. The Health Department plays a support role on health education promotion.

### Internal Safety Support

JPC has a team of well-trained appointed representatives in Fire Fighting and First Aid to support cases of an emergency evacuation. All safety equipment and gear is regularly serviced as stipulated in the Occupational Health and Safety Act no. 85 of 1993.

Employees working with possible safety hazards are provided with protective clothing and gear. The use of machinery is managed with the aid of safety signage which supports the reporting on Occupational Injuries and Disease (COIDA); below find the status on reported cases of occupational injuries for the period under review.