

Section 1: Human Resource Management

In the 2016/2017 financial year, the strategic focus for Human Resources has been to conclude the initiatives relating to HR key performance areas and analyse their impact. The main focus has been on employees with respect to skills development, employee wellness and employee relations.

The rationale of the emphasis of initiatives focusing on employees is as follows:

- To increase employees' competence levels, while in some instances also creating an opportunity to acquire new and relevant skills.
- To promote organisational support through wellness and to encourage employees to take care of themselves.
- To build solid relationships with employees and create a sense of passion and commitment to the organisation.

Human Resources has managed initiatives relating to the following HR key strategic transformation agenda items.

Skills Development

JPC's vision is to ensure that its employees are empowered by giving them opportunities to upgrade their competencies and literacy levels. Over the four quarters of the 2016/2017 financial year, 247 individuals were trained in various skills development initiatives, including ABET programmes, matric, OHASA, technical artisan training, and property-related programmes such as real estate market analysis. In some instances, these 247 employees attended more than one training intervention. The skills development initiatives catered for organisational and legislative competencies, and generic and management development competencies, which were identified as the development priority areas in the 2016/2017 WSP in line with the organisation's strategic objectives. JPC was awarded a mandatory skill grant for 2015/2016 by the Services SETA amounting to R292 000.00, and the 2017/2018 WSP was submitted in April 2017.

