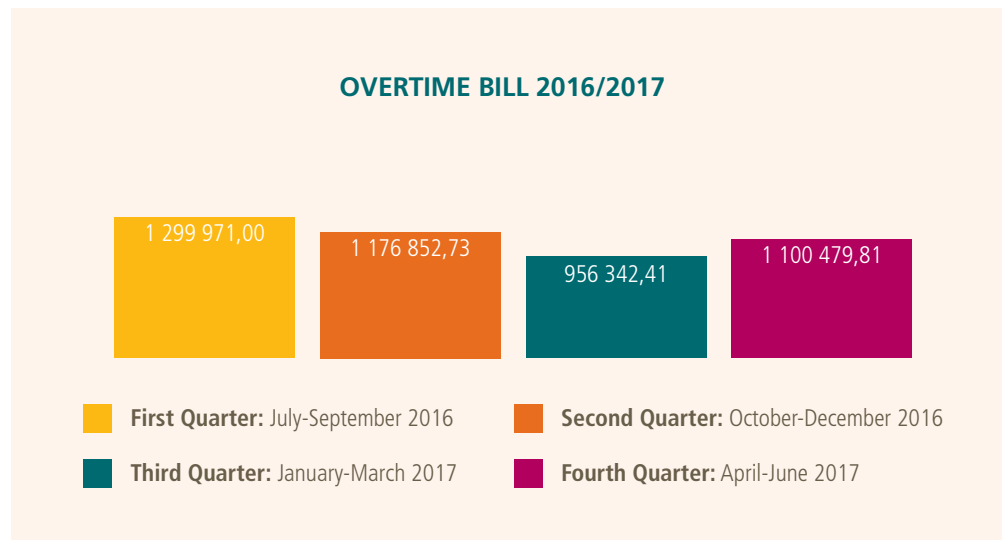
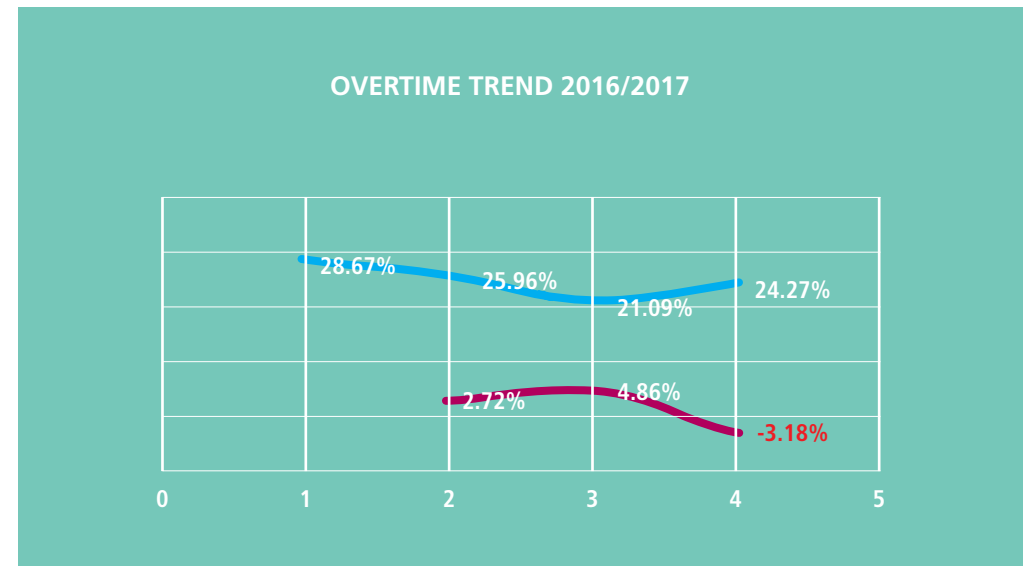


## Overtime Costs: 2016/2017 Financial Year

Overtime expenditure consists of the services rendered to the public by JPC in respect of the public convenience facilities. The public convenience facilities are open seven (7) days a week and employees working at these facilities are five-day workers. They are thus required to work during weekends in order to deliver services to the public. JPC incurred an expenditure of approximately R4.5 million on overtime for 2016/2017 financial year. The graph below indicates the quarterly overtime expenditure for the 2016/2017 financial year.



The diagram below shows the periodical overtime percentage fluctuation.



The diagrams above indicate the quarterly costs incurred on overtime. The percentage reduction between the first and second quarter (2.72%), between the second and third quarter (4.86%) occurred as result of stringent measures implemented, such as overtime hours restricted per employee. In the third quarter, it is as a result of the leave taken by employees over the holiday period. There is a 3% increase between the third and fourth quarter, which relates to overtime payments being extended to drivers who offer services of transporting employees attending colleagues' funerals over the weekend. This service was a result of the organisation offering support in the form of transport in case of employee funerals. The overall financial impact in respect of overtime is managed effectively to achieve cost reductions and to ensure services rendered to the public continue.