

This year's achievements of the EE Implementation Plan are as follows:

- The terms of reference for the Constitution of the Employment Equity Forum were finalised and approved in consultation with EE representatives.
- The online registration to submit the annual EE report has successfully been achieved.
- This year, the Department of Labour audited JPC's compliance in respect of the Employment Equity Act, 1998. JPC responded well in terms of the audit requests and is still awaiting the outcome.
- The graph below indicates the quarterly workforce trends for the 2016/2017 financial year.
- The analysis above indicates the staff complement per quarter and shows the reduction in staff since the first quarter. Although the staff turnover rate is at an acceptable level, the organisation, with its limited resources, focused on upskilling and reskilling internal resources through training initiatives to fill the capacity gaps. The intention was to fill only critical vacancies in alignment with the EE affirmative action measures plan in order to close the gap identified at various occupational levels.

