

Occupational Levels	Male				Female				Total
	A	C	I	W	A	C	I	W	
Top Management	2	0	0	1	0	1	0	0	4
Senior Management	3	1	0	0	4	0	2	0	10
Professionally Qualified and Experienced Specialists and Mid-Management	4	0	0	1	6	0	2	1	14
Skilled, Technical and Academically Qualified Workers, Junior Management, Supervisors, Foremen and Superintendents	36	3	5	3	24	1	1	0	73
Semi-Skilled and Discretionary Decision Making	60	4	2	3	17	8	3	1	98
Unskilled and Defined Decision Making	30	3	1	1	3	8	0	0	46
Total Permanent/ Full-Time Contract	135	11	8	9	54	18	8	2	245
Temporary Employees	0	0	0	0	1	1	0	0	2
Grand Total	135	11	8	9	55	19	8	2	247

ABET and Matriculation Programmes

The matric programme provides employees with an opportunity to pursue their career interests and enables the employer to grant financial support for the further development of employees. The second matric rollout commenced in July 2016, with 23 employees enrolling to acquire Matric, including those who wanted to improve their previous matric results. The classes commenced on 6 September 2016 and examinations are scheduled to start in June 2017.

To address the illiteracy and numeracy challenges in the lower occupational levels, 17 employees enrolled in the ABET (Adult Basic Education and Training) programme, which commenced on 4 July 2016. The programme is aimed at increasing accuracy, safety and productivity in the workplace. It also provides employees with confidence to perform and communicate effectively.

JPC Employee Bursary Scheme

Additionally, JPC invested in employee development academically in the form of a bursary scheme to increase the number of employees with qualifications between NQF levels 6 and 9.

In the 2016/2017 financial year, the Talent Management Forum evaluated and granted bursaries to 25 employees.