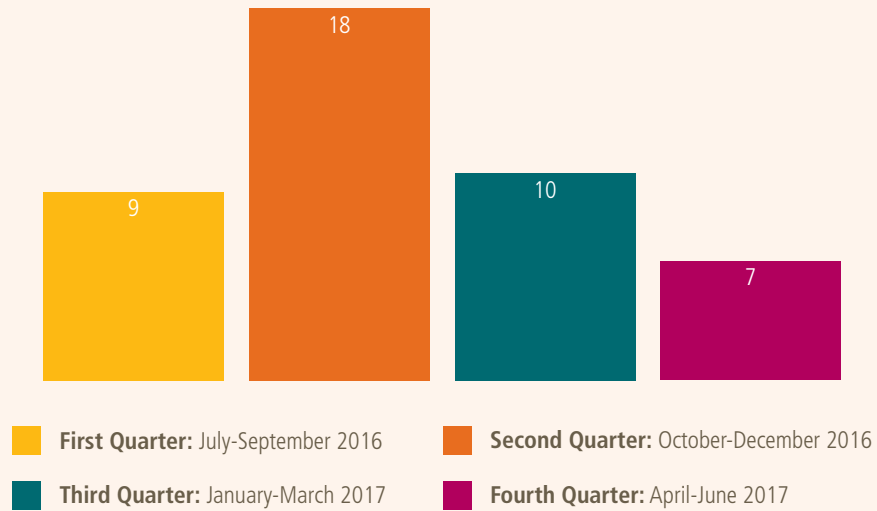


TERMINATIONS 2016/2017



The graph on the right indicates the reasons for termination. As indicated, the largest number of terminations were due to natural attrition. JPC has an ageing workforce, and thus workforce planning is a priority focus area for HR, so that they can put certain measures in place to close the gaps in business functions. Talent interventions such as upskilling and retraining, as well as transferring the technical competencies of existing staff, are essential. HRM, in conjunction with line management, will prioritise key critical areas by forecasting the future workforce in line with the business strategy and objectives.

Deceased: The death cases experienced in the 2016/2017 financial year are as a result of natural causes and sudden short illnesses, and these death cases are categorised as staff turnover due to natural attribution. The impact of these death cases on JPC as an organisation resulted in a loss of skill and institutional knowledge, increasing the vacancy rate.

The key measure for JPC to manage this impact is to intensify the employee wellness programme and focus on healthy lifestyle promotion and medical screening and assessments.

TERMINATION REASONS 2016/2017

