

JPC Annual Performance Against the Scorecard			Prior Year - 2014/2015		Current Year - 2015/2016	
No.	KPA Description	KPI Description	Annual target	Actual	Annual target	Actual
6.	Sustainable Human Settlements	6.1. Transfer or lease cumulative 13 000 properties under the land regularisation programme	13 000 properties leased or transferred	12 803 Identified properties 3 065 transferred properties	N/A	N/A

SAP Payroll Integration and Rollout Project

The SAP Payroll Integration and roll-out project has reached a final milestone i.e. Go-Live stage and the HCM team has been provided over-shoulder training as part of ensuring the readiness and smooth transition for successful implementation of SAP and running of the payroll operations. The focus for HR has been to embed the HR processes by creating awareness amongst employees.

The system changes that employees will experience are in respect the following aspects:

- Leave Management: Employees with zero annual leave balance, any leave taken will be recorded as unpaid leave.
- Manual Payslip instead of electronically payslip.

JPC and COJ are engaged in negotiations to finalize salient elements of the service level agreements and once in order to ensure approval and sign off.