

P.G.C.A



PROFESSIONAL GOLF CLUB AUDITING (PTY) LTD.

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Founder & CEO: Etienne Breytenbach

DETAILED SOLUTION OFFERING



EMPLOYMENT EQUITY

Who is exempt?

This Act does not apply to members of the :

- National Defence Force
- National Intelligence Agency
- South African Secret Service
- South African National Academy of Intelligence.

Who must submit?

- All companies employing 50 or more employees submit yearly to D.O.L
- If < 50 employees but exceed turnover threshold index as per applicable industry then company is required to submit. (Index available on request)



PGCA Solutions:

- Establish EE committee
- EE committee Training (Equity Skills Strategy)
- EEA₂ Submissions
- EEA₄ Submissions
- EEA₉ Submissions
- Succession Planning (revolving 5 year plan)
- Chairing & minute taking of committee meetings

Employment Equity Act

Schedule 4

Annual Turnover Threshold – Revised January 2014

| <u>Industrial Sector</u> | <u>OLD Total Annual Turnover</u> | <u>NEW Total Annual Turnover</u> |
|--|----------------------------------|----------------------------------|
| Agriculture | R 2,00m | R 6,00m |
| Mining and Quarrying | R 7,50m | R 22,50m |
| Manufacturing | R10,00m | R30,00m |
| Electricity, Gas and Water | R10,00m | R30,00m |
| Construction | R 5,00m | R 15,00m |
| Retail and Motor Trade and Repair Services | R15,00m | R45,00m |
| Wholesale Trade, Commercial Agents and Allied Services | R25,00m | R75,00m |
| Catering, Accommodation and Other Trade | R 5,00m | R 15,00m |
| Transport, Storage and Communications | R10,00m | R30,00m |
| Finance and Business Services | R10,00m | R30,00m |
| Community, Social and Personal Services | R 5,00m | R 15,00m |



DETAILED SOLUTION OFFERING

Employment Equity

1. SUBMISSION OF EEA₂ (Annual submission required)
2. SUBMISSION OF EEA₄ (Annual submission required)
3. COMPILATION OF EE PLAN (Inspectors of DoL requirement)
4. NOMINATION & IMPLEMENTATION OF EE COMMITTEE
5. COMMITTEE TRAINING
6. CHAIRING & MINUTES OF EE COMMITTEE MEETINGS
7. EE STRATEGIES INTERGRATED WITH YOUR B-BBEE TARGETS



SERVICES



HEALTH & SAFETY

Is your program in place?



SKILLS DEVELOPMENT

Attain Financial Benefits.



EMPLOYMENT EQUITY

Become compliant.



B-BBEE

Strategies towards compliance?

P.G.C.A



YOUR COMPLIANCE IS OUR BUSINESS

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