



DISABILITY MANAGEMENT THE LANDBANK WAY

November 2012



Presentation Outline

1. Turnover

2. Gender analysis

3. EE Strategy (Review)

4. Gender mainstreaming

Turnover

- **Turnover as at 30 October 2012 = 4.7% PWD 0.2%**
- **Terminations by 31 March 2012 = 47% Female, 52%
ACI PWD 0.2%**
- **Terminations by 31 March 2011 = 31% Female, 67%
ACI PWD 0%**

Appointments

- **Appointments by 31 March 2012 = 59% Female, 80%
ACI PWD 3%**
- **Terminations by 31 March 2011 = 31% Female, 67%
ACI PWD 0%**

EE Strategy

- **Purpose – Outlines principles of EE and describes way to realise the principles**
- **Key issues : Assignment of responsibility; EE compliance; Diversity management; mentoring & coaching; Learning & Development; Budget; PWD; Gender mainstreaming.**

Disability Mainstreaming

- **Involves incorporation of Disability,gender considerations into all policies & practices (HR planning, Recruitment, Advertising, Selection, Remuneration, training).**
- **Why Disability and Gender mainstreaming ? Elimination of unfair discrimination; best company to work for (attraction & retention).**

Disability mainstreaming

- **HR planning : decisions of staff planning to be based on inherent job requirements**
- **Recruitment : job specification to include Disability awareness**
- **Advertising : Encourage PWD and women to apply through appropriate wording**
- **Selection : Questions to focus on job competencies**
- **Remuneration : Equal pay for work of equal value**
- **Training : Increase expenditure on PWD and women in levels that they are underrepresented**

Active projects

- **Banking Learnership: Managed inhouse from a project management point and theory by Milpark University**
- **Disability Management awareness**
- **Disability wheelchair drive**
- **Agricultural Economics Learnership to be based at AFC**

DISABILITY RETENTION

- **Performance contracting: Managing once own potential, strength and performance**
- **Involvement in meaningful projects< Decision making roles**
- **Disability reasonable accomodation**
- **Environmental and Culture management**
- **EVP for PWD**
- **Training and Upward Mobility**



Thank you

