



**Employment Equity Report**  
**2009**

09

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## PLEASE READ THIS FIRST

## PURPOSE OF THIS FORM

This form enables employers to comply with Section 21 of the Employment Equity Act 55 of 1998.

This form contains the format for employment equity reporting by employers to the Department of Labour. Both small employers (i.e. employers employing fewer than 150 employees) and large employers (i.e. employers employing 150 or more employees) are required to use this form. Those employers who are not designated, but wish to voluntarily comply, must also use this reporting form.

Although all sections of this form apply to large employers, only certain sections of this form should be completed by small employers. Employers who report for the first time are not required to complete the progress report section of this form.

## WHO SHOULD COMPLETE THIS FORM?

All designated employers that have to submit a report in terms of the Employment Equity Act, 55 of 1998. Employers who wish to voluntarily comply with the reporting requirements of the Act are also required to complete this form.

## WHEN SHOULD EMPLOYERS REPORT?

- Large employers must submit their first report within six months of being designated, and thereafter annually on the first working day of October; and
- Small employers must submit their first report within twelve months of being designated, and thereafter on the first working day of October of every year that ends with an even number.

## ESSENTIAL REQUIREMENTS

Large employers, i.e. employers with 150 and

## SECTION A: EMPLOYER DETAILS

Trade name	ANGLOGOLD ASHANTI LTD
DTI registration name	ANGLOGOLD ASHANTI LTD
DTI registration number	1944/17354/06
PAYE/SARS number	9640/006/60/8 P
UIF reference number	18596
EE reference number	4930
Seta classification	MINING QUALIFICATIONS AUTHORITY
Industry/Sector	MINING AND QUARRYING
Telephone number	0116376256
Fax number	0116376148
Email address	abardin@anglogoldashanti.com PO Box 62117
<b>Postal address</b>	Marshalltown 2107
Postal code	2107
City/Town	JOHANNESBURG
Province	GAUTENG
<b>Physical address</b>	76 Jeppe Street Newtown Johannesburg
Postal code	2001
City/Town	JOHANNESBURG
Province	GAUTENG
Details of CEO at the time of submitting this report	
Name and surname	Mark Cutifani
Telephone number	0116376084
Fax number	0116376148
Email address	mcutifani@anglogoldashanti.com

more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. All relevant areas of the form must be fully and accurately completed by employers. **Designated employers who fail to observe this provision will be deemed not to have reported.** Guidance to overcome difficulties on how to complete the form properly must be obtained from the Department prior to completing and submitting the report.

**SEND TO:**

Employment Equity Registry  
The Department of Labour  
Private Bag X117  
Pretoria 0001  
Telephone: 012 3094000  
Facsimile: 012 3094737 / 3094188  
e-mail: [ee@labour.gov.za](mailto:ee@labour.gov.za)

**Details of Employment Equity Manager at the time of submitting this report**

Name and surname Abe Bardin  
Telephone number 0116376256  
Fax number 0116376148  
Email address [abardin@anglogoldashanti.com](mailto:abardin@anglogoldashanti.com)  
Business type

Private Sector  National Government   
Local Government  Non-profit Organization   
Parastatal  Provincial Government   
Educational Institution

**Information about the organization at the time of submitting this report**

Number of employees in the organization  
0 to 49   
50 to 149   
150 or more

Is your organization an organ of State? No

Is your organisation part of a group / holding company? No

If yes, please provide the name.

Date of submitting this report



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Please indicate below the period the report covers (in the case of large employers the preceding twelve months and for small employers twenty-four months, except for first time reporting where the period may be shorter):

From (date): 8/1/2008 To (date): 7/31/2009

Please indicate below the duration of your current employment equity plan:

From (date): 8/1/2009 To (date): 7/31/2014

Please read this first

- a. The method of reporting should remain for the period of the plan, and must be consistent from reporting period to reporting period.
- b. Employers must refrain from leaving blank spaces or using a dash (-) when referring to the value "0" (Zero) or the word "No". All relevant areas of the form must be fully and

accurately completed by employers. Designated employers who fail to observe this provision will be deemed not to have reported.

- c. “Temporary employees” mean workers who are employed to work for three consecutive months or less.
- d. The **Numerical goal** is the workforce profile the employer projects to achieve at the end of the employer’s current employment equity plan (EE Plan). The numerical goals of the employer must be the same for the entire duration of the EE Plan.
- e. The **Numerical target** is the workforce profile the employer projects to achieve by the end of the next reporting period.
- f. Large employers, i.e. employers with 150 and more employees, must complete the entire EEA2 reporting form. Small employers, i.e. employers with fewer than 150 employees, must only complete areas of the EEA2 form that apply to them. Areas that only apply to small employers shall be made available by the Department of Labour in a separate form as well.
- g. The alphabets “A”, “C”, “I”, “W”, “M” and “F” used in the tables have the following corresponding meanings and must be interpreted as “Africans”, “Coloureds”, “Indians”, “Whites”, “Males” and “Females” respectively.

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## SECTION B: WORKFORCE PROFILE AND CORE & SUPPORT FUNCTIONS

### 1. WORKFORCE PROFILE

1.1 Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational levels**: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	5	1	0	0	0	2	0	9
Senior management	10	5	4	144	1	1	1	12	6	1	185
Professionally qualified and experienced specialists and mid-management	167	18	28	539	67	6	13	130	13	3	984
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1719	46	3	2169	337	20	11	468	394	3	5170
Semi-skilled and discretionary decision making	5394	33	0	170	706	22	0	187	4089	2	10603
Unskilled and defined decision making	10461	35	0	153	1731	7	0	4	5938	51	18380
<b>TOTAL PERMANENT</b>	<b>17752</b>	<b>137</b>	<b>35</b>	<b>3180</b>	<b>2843</b>	<b>56</b>	<b>25</b>	<b>801</b>	<b>10442</b>	<b>60</b>	<b>35331</b>
Temporary employees	34	4	0	26	47	1	0	42	2	1	157
<b>GRAND TOTAL</b>	<b>17786</b>	<b>141</b>	<b>35</b>	<b>3206</b>	<b>2890</b>	<b>57</b>	<b>25</b>	<b>843</b>	<b>10444</b>	<b>61</b>	<b>35488</b>

1.2 Please report the total number of **employees with disabilities** in each of the following occupational levels: Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	

Top management	0	0	0	0	0	0	0	0	0	0	
Senior management	0	0	0	2	1	0	0	0	0	3	
Professionally qualified and experienced specialists and mid-management	0	0	0	1	1	0	0	0	0	2	
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	5	1	0	13	1	0	0	0	1	0	21
Semi-skilled and discretionary decision making	36	0	0	0	2	0	0	0	4	0	42
Unskilled and defined decision making	227	0	0	1	7	0	1	0	60	0	296
<b>TOTAL PERMANENT</b>	268	1	0	17	12	0	1	0	65	0	364
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	268	1	0	17	12	0	1	0	65	0	364

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## 2. Core operation functions and Support functions by occupational level

A job could either be a **Core operation** function or a **Support** function. **Core operation Function** positions are those that directly relate to the core business of an organization and may lead to revenue generation e.g. sales production, etc. **Support Function** positions provide infrastructure and other enabling conditions for revenue generation e.g. human resources corporate services etc.

2.1 Please indicate the total number of employees (including people with disabilities), that are involved in **/Core Operational Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	2	1	0	48	0	0	0	0	1	0	52
Professionally qualified and experienced specialists and mid-management	97	11	6	296	32	0	4	26	3	0	475
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1276	36	0	1921	86	1	1	66	359	2	3748
Semi-skilled and discretionary decision making	4516	24	0	151	134	3	0	18	3981	0	8827
Unskilled and defined decision making	10039	35	0	149	1525	6	0	4	5693	50	17501
<b>TOTAL PERMANENT</b>	15930	107	6	2565	1777	10	5	114	10037	52	30603
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	15930	107	6	2565	1777	10	5	114	10037	52	30603

2.2 Please indicate the total number of employees (including people with disabilities), that are involved in **Support Function** positions at each level in your organization. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	

Top management	1	0	0	5	1	0	0	0	2	0	9
Senior management	8	4	4	96	1	1	1	12	5	1	133
Professionally qualified and experienced specialists and mid-management	70	7	22	243	35	6	9	104	10	3	509
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	443	10	3	248	251	19	10	402	35	1	1422
Semi-skilled and discretionary decision making	878	9	0	19	572	19	0	169	108	2	1776
Unskilled and defined decision making	422	0	0	4	206	1	0	0	245	1	879
<b>TOTAL PERMANENT</b>	1822	30	29	615	1066	46	20	687	405	8	4728
Temporary employees	34	4	0	26	47	1	0	42	2	1	157
<b>GRAND TOTAL</b>	1856	34	29	641	1113	47	20	729	407	9	4885

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## SECTION C: WORKFORCE MOVEMENT

### 3. Recruitment

3.1 Please report the total number of new recruits, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	8	1	0	0	1	3	0	13
Professionally qualified and experienced specialists and mid-management	49	4	6	55	15	1	4	13	5	1	153
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	217	12	0	386	67	4	8	65	47	1	807
Semi-skilled and discretionary decision making	192	4	1	37	39	2	12	53	145	0	485
Unskilled and defined decision making	2116	7	0	112	497	3	0	4	405	15	3159
<b>TOTAL PERMANENT</b>	2574	27	7	598	619	10	24	136	605	17	4617
Temporary employees	119	4	1	72	59	2	1	70	3	0	331
<b>GRAND TOTAL</b>	2693	31	8	670	678	12	25	206	608	17	4948

### 4. Promotion

4.1 Please report the total number of promotions into each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	

Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	1	2	0	13	0	0	0	0	0	0	16
Professionally qualified and experienced specialists and mid-management	49	3	2	50	29	0	1	20	2	0	156
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	190	1	2	81	50	1	1	68	43	1	438
Semi-skilled and discretionary decision making	754	5	0	22	93	0	0	3	461	1	1339
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL PERMANENT</b>	994	11	4	166	172	1	2	91	506	2	1949
Temporary employees	3	0	0	3	3	0	0	3	0	0	12
<b>GRAND TOTAL</b>	997	11	4	169	175	1	2	94	506	2	1961

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## 5. Termination

5.1 Please report the total number of terminations in each occupational level, including people with disabilities. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	1	0	0	0	0	1	0	2
Senior management	1	0	0	15	1	0	0	2	1	0	20
Professionally qualified and experienced specialists and mid-management	16	2	2	48	0	1	2	8	7	1	87
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	166	9	0	257	10	2	13	47	41	1	546
Semi-skilled and discretionary decision making	643	3	0	28	15	1	8	20	464	0	1182
Unskilled and defined decision making	1013	2	0	44	51	1	1	1	593	2	1708
<b>TOTAL PERMANENT</b>	1839	16	2	393	77	5	24	78	1107	4	3545
Temporary employees	42	0	0	25	23	0	0	25	2	0	117
<b>GRAND TOTAL</b>	1881	16	2	418	100	5	24	103	1109	4	3662

5.2 Please report the total number of terminations, including people with disabilities, in each **termination category** below. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Terminations	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Resignation	132	6	2	201	14	4	23	51	32	2	467
Non-renewal of contract	42	0	0	24	23	0	0	25	4	0	118
Dismissal – Operational requirements (retrenchment)	19	0	0	4	5	0	0	0	4	0	32
Dismissal - misconduct	657	7	0	92	19	1	0	3	262	1	1042

Dismissal - incapacity	702	2	0	28	12	0	0	3	535	1	1283
Retirement	177	0	0	57	16	0	1	20	138	0	409
Death	152	1	0	12	11	0	0	1	134	0	311
<b>TOTAL</b>	<b>1881</b>	<b>16</b>	<b>2</b>	<b>418</b>	<b>100</b>	<b>5</b>	<b>24</b>	<b>103</b>	<b>1109</b>	<b>4</b>	<b>3662</b>

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## SECTION D: SKILLS DEVELOPMENT

### 6. Skills Development

6.1 Please report the total number of people from the designated groups, including people with disabilities, who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				TOTAL
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	1	0	2	0	0	0	0	2	5
Professionally qualified and experienced specialists and mid-management	60	3	8	0	23	2	6	44	146
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	536	15	2	0	116	9	5	208	891
Semi-skilled and discretionary decision making	1820	5	1	0	116	2	0	30	1974
Unskilled and defined decision making	3721	5	0	0	416	0	0	3	4145
<b>TOTAL PERMANENT</b>	<b>6138</b>	<b>28</b>	<b>13</b>	<b>0</b>	<b>671</b>	<b>13</b>	<b>11</b>	<b>287</b>	<b>7161</b>
Temporary employees	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>6138</b>	<b>28</b>	<b>13</b>	<b>0</b>	<b>671</b>	<b>13</b>	<b>11</b>	<b>287</b>	<b>7161</b>

6.2 Please report the total number of **people with disabilities** only who received training **solely** for the purpose of achieving the numerical goals, and not the number of training courses attended by individuals. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				TOTAL
	A	C	I	W	A	C	I	W	
Top management	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	2	0	0	0	2
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	3	1	0	0	4	0	0	0	8
Semi-skilled and discretionary decision making	3	0	0	0	1	0	0	0	4
Unskilled and defined decision making	27	0	0	0	0	0	0	0	27
<b>TOTAL PERMANENT</b>	<b>33</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>41</b>
Temporary employees	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>33</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>41</b>

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## SECTION E: NUMERICAL GOALS & TARGETS



## 7. Numerical Goals

7.1 Please indicate the numerical goals (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of your current employment equity plan in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	2	0	0	5	1	0	0	0	2	0	10
Senior management	33	10	8	122	17	6	3	9	5	0	213
Professionally qualified and experienced specialists and mid-management	234	27	28	387	93	13	18	110	14	2	926
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1960	102	28	1429	443	72	30	390	293	2	4749
Semi-skilled and discretionary decision making	4328	42	0	194	673	69	11	190	2449	4	7960
Unskilled and defined decision making	7960	208	45	233	2908	193	28	100	4529	35	16239
<b>TOTAL PERMANENT</b>	<b>14517</b>	<b>389</b>	<b>109</b>	<b>2370</b>	<b>4135</b>	<b>353</b>	<b>90</b>	<b>799</b>	<b>7292</b>	<b>43</b>	<b>30097</b>
Temporary employees	7	0	0	7	19	0	0	5	0	0	38
<b>GRAND TOTAL</b>	<b>14524</b>	<b>389</b>	<b>109</b>	<b>2377</b>	<b>4154</b>	<b>353</b>	<b>90</b>	<b>804</b>	<b>7292</b>	<b>43</b>	<b>30135</b>

7.2 Please indicate the numerical goals (i.e. the workforce profile) you project to achieve for the total number of **employees with disabilities only** at the end of your current employment equity plan in terms of occupational levels.

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	4	1	0	0	0	0	0	5
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	14	0	0	11	3	1	0	2	0	0	31
Semi-skilled and discretionary decision making	28	1	0	3	5	0	0	1	5	0	43
Unskilled and defined decision making	290	3	2	4	4	0	2	1	157	0	463
<b>TOTAL PERMANENT</b>	<b>332</b>	<b>4</b>	<b>2</b>	<b>23</b>	<b>13</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>162</b>	<b>0</b>	<b>543</b>
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	<b>332</b>	<b>4</b>	<b>2</b>	<b>23</b>	<b>13</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>162</b>	<b>0</b>	<b>543</b>

## 8. Numerical Targets

8.1 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of employees, including people with disabilities, at the end of the next reporting in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	1	0	0	5	1	0	0	0	2	0	9
Senior management	20	8	5	142	4	1	1	12	6	0	199
Professionally qualified and experienced specialists and mid-management	169	19	26	480	67	9	15	118	14	2	919
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	1883	74	6	1985	394	29	13	455	380	2	5221
Semi-skilled and discretionary decision making	4782	34	0	217	623	30	3	193	3363	4	9249
Unskilled and defined decision making	9996	185	39	156	2191	59	31	80	5922	35	18694
<b>TOTAL PERMANENT</b>	16851	320	76	2985	3280	128	63	858	9687	43	34291
Temporary employees	15	0	0	10	23	0	0	20	0	0	68
<b>GRAND TOTAL</b>	16866	320	76	2995	3303	128	63	878	9687	43	34359

8.2 Please indicate the numerical targets (i.e. the workforce profile) you project to achieve for the total number of **employees with disabilities only** at the end of the next reporting period in terms of occupational levels. Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Occupational Levels	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
Top management	0	0	0	0	0	0	0	0	0	0	0
Senior management	0	0	0	1	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	0	0	0	5	1	0	0	0	0	0	6
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents	12	1	0	12	0	0	0	0	0	0	25
Semi-skilled and discretionary decision making	17	0	0	2	4	0	0	0	6	0	29
Unskilled and defined decision making	237	0	0	4	3	0	0	0	134	0	378
<b>TOTAL PERMANENT</b>	266	1	0	24	8	0	0	0	140	0	439
Temporary employees	0	0	0	0	0	0	0	0	0	0	0
<b>GRAND TOTAL</b>	266	1	0	24	8	0	0	0	140	0	439

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## SECTION F: MONITORING & EVALUATION (This section is not applicable to small employers)

### 9. Disciplinary Action

9.1 Disciplinary action: (report the total number of disciplinary actions during the twelve months preceding this report). Note: A=Africans, C=Coloureds, I=Indians and W=Whites

Disciplinary Action	Male				Female				Foreign National		TOTAL
	A	C	I	W	A	C	I	W	Male	Female	
	3847	271	19	1642	1183	33	4	451	6054	192	13696

## 10. Awareness of Employment Equity

10.1 Please indicate which of the following awareness measures were implemented by your organization:

	Yes	No	No. of employees covered
Formal written communication	Yes		35488
Policy statement includes reference to employment equity	Yes		35488
Summary of the Act displayed	Yes		35488
Employment Equity training	Yes		60
Diversity management programmes	Yes		699
Discrimination awareness programmes	Yes		35488

## 11. Consultation

11.1 Please indicate which stakeholders were involved in the consultation process prior to the development of your employment equity plan:

	Yes	No
Consultative body or employment equity forum	Yes	
Registered trade union (s)	Yes	
Employees	Yes	

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## 12. Barriers and affirmative action measures

12.1 Please indicate in which categories of employment policy or practice barriers to employment equity were identified. If your answer is 'Yes' to barriers in any of the categories, please indicate whether you have developed affirmative action measures and the timeframes to overcome them.

Categories	BARRIERS		AFFIRMATIVE ACTION MEASURES		TIMEFRAME FOR IMPLEMENTING OF AA MEASURES	
	Yes	No	Yes	No	START DATE	END DATE
Recruitment procedures	Yes		Yes		8/1/2009	7/30/2014
Advertising positions		No				
Selection criteria		No				
Appointments		No				
Job classification and grading		No				
Remuneration and benefits	Yes		Yes		8/1/2009	7/30/2014
Terms and conditions of employment		No				
Job assignments	Yes		Yes		8/1/2009	7/30/2010



I hereby declare that I have read, approved and authorized this report.

Signed on this 17 day of January year 2010

At place: Vaal Reefs

Signature Chief Executive Officer

Mark Cutifani

Full Name

Cancel

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