



NORTH-WEST UNIVERSITY'S EE AND SD TRANSFORMATION POLICY STATEMENT

EE TRANSFORMATION VISION

To ensure that the University creates equal opportunities for all its employees and prospective employees.

POLICY STANCE

The North-West University, commits, in pursuance of the attainment of its EE Transformation Vision and within the framework of the Employment Equity Plan and Diversity Statement, as approved and/or amended from time to time. to -

- Ensure fair, non-discriminatory practices which respect the rights and dignity of all our employees irrespective of colour, race, gender or disability
- Attain equitable representation throughout the organisation
- Ensure the implementation of best people management practices
- Train, develop, advance and maximise the potential all employees, and in this regard afford preferential treatment to persons from designated groups.
- Give preferential treatment to persons from designated groups in recruitment and selection in accordance with the North-West University's EE Policy
- Provide reasonable accommodation for people with disabilities
- Provide a working environment that embraces diversity and fosters committed, motivated, high performing and confident employees
- Ensure effective Equity transformation

EQUITY TRANSFORMATION PROCESS

In order to achieve its EE Transformation Vision, the North-West University commits itself to follow a structured Equity transformation process, and in this regard to

- Provide the leadership required for such a change process;
- Set up all necessary transformation and change management structures;
- Make available all necessary personnel and financial resources;
- Recognise the EE & SD Forum as the primary change agent in the Equity and Skills Transformation Process; and
- Involve, and consult and communicate with, all employees, either directly or indirectly, through University structures, throughout.
- Create the enabling systems and environment so as to render the WSP meaningful and maximise the advancement of persons from designate groups

ROLES AND RESPONSIBILITIES

Vice-Chancellor of the North-West University

As the Vice-Chancellor, I am responsible for providing the leadership necessary for effective transformation at the North-West University. I am also responsible for ensuring that the provisions of the Employment Equity Act are complied with, and for the implementation of the North-West University's Employment Equity Plan. In this regard I need to ensure that:

- A senior manager (Director: Diversity, Equity and Human Rights) who is to take responsibility for the employment equity process in the organisation, inclusive of the monitoring and implementation of the Employment Equity Plan, is appointed:
- Such manager is given the authority and means to perform the above functions
- The company/organisation fulfills its reporting obligations in terms of the Act.

The Director: Diversity, Equity and Human Rights

A Director: Diversity, Equity and Human Rights has been appointed by the North-West University to take responsibility of Employment Equity and is accountable for the driving of the whole EE transformation process at the University. The Equity Manager has been given the necessary powers and authority to fulfill these obligations, and reports via the Human Resources structures directly to me with regard to such responsibilities.

The North-West University's EE & SD Forum will support the Director's functioning. He/she will further be responsible for the co-ordination and performance of all the Committee's activities, and ensuring the North-West University's compliance with the Act and implementation of Employment Equity.

Skills Development Facilitator (OLD)

A Skills Development Facilitator has been appointed who is to take responsibility for development of Workplace Skills Plans, and that Training Reports are submitted, according to Skills Legislation and EDTP-SETA requirements.

The SDF has been given the necessary powers and authority to fulfill these obligations, and is supported in her functioning by the Director: OLD and Equity and Skills Forum.

The Director: Human Resources

The Director: Human Resources, and that department will be responsible and play a crucial role in the implementation of Employment Equity at the North-West University. The Department will consequently be well represented on the EE & SD Forum, and fulfil an important function in the Forum's functioning.

Line Functionaries

As line managers will ultimately be accountable for the implementation of Employment Equity at the North-West University, they will also be well represented in the EE & SD Forum. All line managers will be expected to give their full support to the Director: Diversity, Equity and Human Resources and the EE & SD Forum, to release designated staff for meetings as and when required, and to fully support the North-West University's EE Plan, and its implementation.

Call on all Employees

I look to all employees to give their wholehearted support to the North-West University's EE and

SD Transformation Process, assisting wherever possible in ensuring its success and that it is to the ultimate benefit of each of us as individuals and the organisation as a whole. Our success is dependent on your support.

Yours sincerely

.....(signature) Date:

Vice-Chancellor