



BCH GROUP

Business Compliance Holdings Group (PTY) Ltd.

"YOUR COMPLIANCE OUR BUSINESS"

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Accredited by:



CEO: Etienne Breytenbach

EMPLOYMENT EQUITY



Compliance Requirements:

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 must submit yearly to D.O.L
- If < 50 employees but exceed turnover threshold index as per applicable industry then entity is required to submit.
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BCH 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





Nkosi sikelele' iAfrika

God Bless Africa

BUSINESS COMPLIANCE HOLDINGS

SERVICES



HEALTH & SAFETY

Is your program in place?



SKILLS DEVELOPMENT

Attain Financial Benefits.



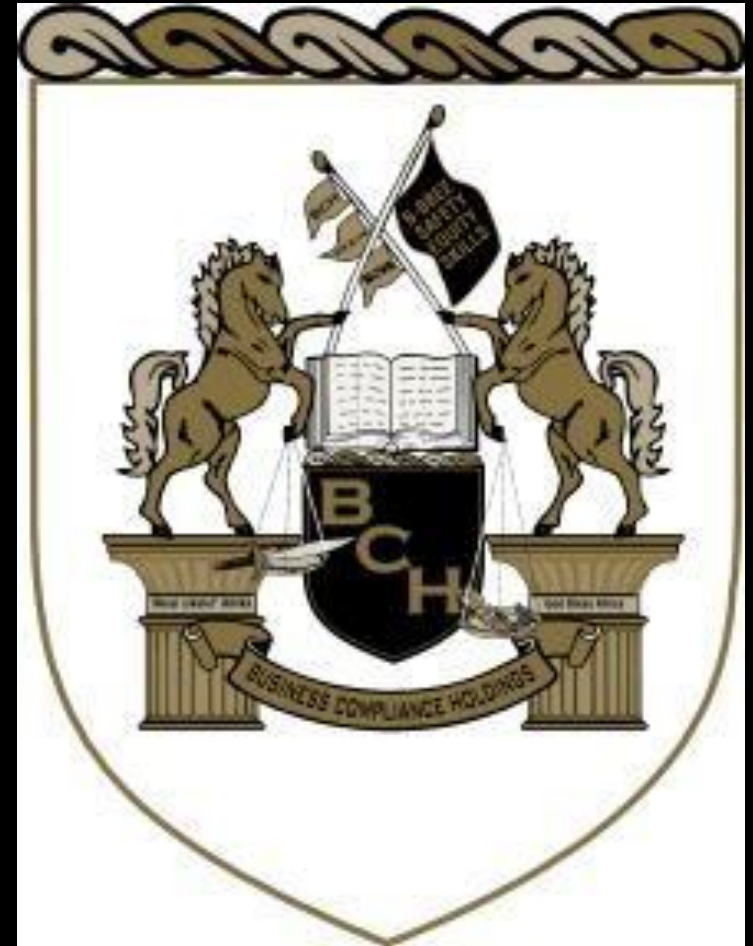
EMPLOYMENT EQUITY

Become compliant.



B-BBEE

Strategies towards compliance?



“YOUR COMPLIANCE IS OUR BUSINESS”

NATIONAL CLIENTS



To name a few.....

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www.pgca.co.za