



PLEASE READ THIS FIRST

SECTION A: EMPLOYER DETAILS & INSTRUCTIONS

PURPOSE OF THIS FORM

This form enables employers to comply with Section 27 (1) of the Employment Equity Act 55 of 1998 as amended.

This form contains the format for an Income Differential Statement to be completed by designated employer and submitted to the Department of Employment and Labour.

WHO COMPLETES THIS FORM?

All designated employers must submit a report in terms of Section 27 (1) of the Employment Equity Act, 55 of 1998 as amended.

WHEN SHOULD EMPLOYERS REPORT?

Designated employers must submit their report annually at a Department of Employment and Labour office on the first working day of October for immediate capturing or by 15 January of the following year for online reporting.

Employers who become designated on or after the first working day of April but before the first working day of October must submit their Income Differential Statement on the first working day of October of the following year.

Online Reporting:
www.labour.gov.za
Helpline: 0860101018

NO FAXED OR E-MAILED REPORTS WILL BE ACCEPTED

Trade name	STELLENBOSCH UNIVERSITY
DTI registration name	
DTI registration number	
PAYE/SARS number	1274073020
UIF reference number	136891/0
EE reference number	762312
Seta classification	EDUCATION, TRAINING AND DEVELOPMENT PRACTICES
Industry/Sector	EDUCATION
Industry Sub Sector	Higher education
Bargaining Council	Education Labour Relations
Telephone number	0218084648
Postal address	Stellenbosch University Private Bag X1 Matieland STELLENBOSCH
City/Town	STELLENBOSCH
Province	WESTERN CAPE
Postal code	7600
Physical address	Rector and Vice Chancellor PRIVATE BAG X1 STELLENBOSCH
City/Town	STELLENBOSCH
Province	WESTERN CAPE
Postal code	7600
Details of CEO/Accounting Officer at the time of submitting this report	
Name and surname	Prof Wim de Villiers
Telephone number	0218084490
Fax number	0218083714
Email address	vc@sun.ac.za
Details of Employment Equity Senior Manager at the time of submitting this report	
Name and surname	Mr Sello Molapo
Telephone number	0218084648
Fax number	0218082484
Email address	sdm@sun.ac.za
Information about the organization at the time of submitting this report	
Business type	Educational Institution
Number of employees in the organization	150 or more
Is your organization an organ of State?	No
Is your organisation part of a group / holding company? If yes, please provide the name.	No
Year for which this report is submitted	2019

SECTION B: THE FOLLOWING MUST BE TAKEN INTO CONSIDERATION WHEN COMPLETING THE EEA4 FORMS

1. The objective of the EEA4 Form is to collect information for the assessment of the remuneration gap between the highest paid and lowest paid employees and, at the same time, to assess inequalities in remuneration in relation to race and gender in the various occupational levels. It must be noted that the total number of employees in the EEA2 in each occupational level (Workforce profile table 1.1) must be taken into account when completing this form (EEA4).

2. All employees (including Foreign Nationals) must be included when completing the EEA4 form in the appropriate space provided in the table below. Temporary employees are employees employed to work for less than three months over a period of 12 months.

3. "Remuneration" means any payment in money or in kind, or both in money and in kind, made or owing to any person in return for that person working for any other person, including the State.

4. Remuneration (i.e. fixed and variable remuneration) contained in this form must reflect information of the same employees reflected in the EEA2 Form for the reporting period concerned across all occupational levels. The workforce in terms of race and gender must be exactly the same as the workforce outlined in the EEA2 Form.

5. All employees, including Foreign Nationals and temporary employees (i.e. those employees employed to work for less than three months) must be included when completing the EEA4 Form.

6. Calculation of remuneration must include a period of twelve months and reflect the same reporting period covered by the EEA2 Form. Where an employee had not worked for a full twelve month period, an amount equivalent to the annual remuneration must be calculated and furnished. For example, the annual equivalent for an employee who worked for three months and earned R30 000 is R120 000 (i.e. $(R30\ 000 / 3) * 12$). All remuneration amounts to be reflected in the table below must be rounded up to the nearest Rand (R) and included as total remuneration (fixed / guaranteed remuneration plus any variable remuneration) that was paid out for each group in terms of population group and gender.

7. No blank spaces, commas (,), full stops or decimal points (.) or any other separator should be included when capturing the remuneration information in each of the cells in the table below — for example R7 345 567.6 must be captured as 7345568 with no separators.

8. All remuneration (i.e. total cost to company) must be included in the form as annualized fixed / guaranteed remuneration and annualized variable remuneration). The information below provides inclusions and exclusions to consider when completing the EEA4 Form.

8.1 Fixed / Guaranteed remuneration includes:

- a) Salary/wage;
- b) Housing or accommodation subsidy or housing or accommodation received as a benefit in kind;
- c) Travel allowance or provision of a car, except to the extent that the allowance or the car is provided to enable the employee to work as provided for by the Fourth and Seventh Schedules of the Income Tax Act;
- d) Any cash payments made to an employee, except those listed as exclusions in terms of this schedule;
- e) Any other payments in kind received by an employee, except those listed as exclusions in terms of this schedule;
- f) Employer's contributions to medical aid, pension, provident fund or similar benefit funds;
- g) Employer's contributions to income protection, funeral or death benefit schemes; and
- h) Guaranteed (non-discretionary) annual bonus/13th cheque.

8.2 Variable remuneration includes:

- a) Short-term incentives: annual or shorter incentives and (generally) cash performance-based payments, including deferrals (commission schemes are included here);
- b) Long-term incentives: longer than one year, (usually) share-based awards and cash-based settlement that have a vesting period of more than one year must also be included, which may be retention and / or performance-based;
- c) Lump sums in respect of ongoing employment e.g. back pay and leave paid upon termination;
- d) Discretionary payments not related to an employee's hours of work or performance (for example, a retention bonus);
- e) As provided for by the Income Tax Act, the taxable benefit portion of bursaries and scholarships provided to the employee and/or relatives of the employee; and
- f) Dividends included as remuneration by the Fourth Schedule of the Income Tax Act.

8.3 Excluded:

- a) Any allowance, cash payment or payment in kind provided to enable the employee to work (for example, an equipment, tool or similar allowances or the provision of transport or the payment of a transport allowance to enable the employee to travel to and from work);
- b) Gratuities (for example, tips received from customers) and gifts from the employer;
- c) Non-employment related lump sums such as severance pay; and
- d) Dividends not included as remuneration by the Fourth Schedule of the Income Tax Act.

9. Information and Calculations:

Information is required on the number of employees, including persons with disabilities, and the total remuneration in each occupational level in terms of the population group and gender in Section C of the EEA4 form.

In addition, remuneration information is required for the lowest paid individual at the lowest occupational level and the remuneration of the highest paid individual is required for each of the other occupational levels in your organisation in terms of population group and gender in Section D of the EEA4 form.

9.1 Please provide the remuneration of the employee with the highest total remuneration (i.e. fixed/guaranteed and variable remuneration) for each occupational level in terms of population group and gender. Where applicable, information must be provided for both males and females for Africans, Coloureds, Indians, Whites and Foreign Nationals.

9.2 Please provide the remuneration of the employee with the lowest total remuneration (i.e. fixed/guaranteed and variable remuneration) for the lowest occupational level in your organisation in terms of population group and gender. Where applicable, information must be provided for both males and females for Africans, Coloureds, Indians, Whites and Foreign Nationals.

9.3 Please provide the average/mean remuneration, the median remuneration and the remuneration gap as required in Section E of the EEA4 Form.

SECTION C: WORKFORCE PROFILE AND TOTAL REMUNERATION

Please use the table below to indicate the number of employees, including people with disabilities, and the total remuneration in terms of population group and gender for each occupational level. In addition, please provide the total remuneration per occupational level in your organisation.

Occupational levels	Male						Female				FOREIGN NATIONALS		Total
	A	C	I	W	A	C	I	W	Male	Female			
Top Management	Number of employees	0	1	0	4	0	0	0	1	0	0	6	
	Total Remuneration	0	2639701	0	13054480	0	0	0	2587354	0	0	18280935	
Senior Management	Number of employees	1	8	1	25	2	1	1	16	7	0	62	
	Total Remuneration	1630368	14165709	1470813	38316549	3489450	1744725	2161416	25855616	9942843	0	98777489	
Professionally qualified and experienced specialists and mid-management	Number of employees	21	56	15	385	15	63	8	308	51	26	948	
	Total Remuneration	20243408	50562549	19821408	399640922	15105553	61536056	7611529	280535546	56478153	24592650	936127774	
Skilled technical and academically qualified junior management supervisors, foremen and superintendents	Number of employees	62	268	14	210	88	431	15	588	11	21	1708	
	Total Remuneration	26341194	108108763	7010547	111449869	35293567	169973899	8160149	269885886	6685781	9509019	752418674	
Semi-skilled and discretionary decision making	Number of employees	25	188	0	9	28	161	0	30	1	0	442	
	Total Remuneration	4050323	3346837	0	1706793	4821350	29682713	0	6253483	219279	0	80200778	
Unskilled and defined decision making	Number of employees	2	26	0	0	5	29	0	1	0	0	63	
	Total Remuneration	310339	3244752	0	0	617852	3847176	0	112512	0	0	8132631	
Total Permanent	Number of employees	111	547	30	633	138	685	24	944	70	47	3229	
	Total Remuneration	52575632	212187711	28302768	564168613	59327772	266784569	17933094	58523097	73326056	34101669	1893938281	
Temporary Employees	Number of employees	65	124	17	213	127	239	22	453	73	63	1396	
	Total Remuneration	13795324	27849098	8531135	71267207	23515421	55217754	7125525	120897943	33700358	20943360	382843125	
TOTAL	Number of employees	176	671	47	846	265	924	46	1397	143	110	4625	
	Total Remuneration	66370956	240036809	36833903	635435820	82843193	322002323	25058619	706128340	107026414	55045029	2276781406	

SECTION D: FIXED / GUARANTEED AND VARIABLE REMUNERATION

Please provide the remuneration of the employee with the highest total remuneration (i.e. fixed/guaranteed and variable remuneration) in terms of population group and gender for all the occupational levels, except for the lowest occupational level in your organisation. Please provide the remuneration of the employee with the lowest total remuneration in your organisation in terms of population group and gender. Where a choice has to be made between two employees with the same total remuneration, i.e. one employee having a higher fixed/guaranteed remuneration and the other employee having a higher variable remuneration, the employee with the higher variable remuneration, except at the lowest occupational level, wherein an employee with the lowest variable remuneration should be chosen when completing the form below.

Occupational levels		MALE				FEMALE				FOREIGN NATIONALS	
		A	C	I	W	A	C	I	W	M	F
Top Management	Fixed/Guaranteed	0	2639101	0	4728577	0	0	0	2587354	0	0
	Variable	0	0	0	0	0	0	0	0	0	0
	Total Remuneration	0	2639101	0	4728577	0	0	0	2587354	0	0
Senior Management	Fixed/Guaranteed	1630368	3121821	1470813	2028396	1744725	1744725	2161416	2028204	1470813	0
	Variable	0	0	0	0	0	0	0	0	0	0
	Total Remuneration	1630368	3121821	1470813	2028396	1744725	1744725	2161416	2028204	1470813	0
Professionally qualified, experienced specialists and mid-management	Fixed/Guaranteed	2486157	1730896	2388092	2630854	2126000	2161416	1700056	2683494	2630854	1841172
	Variable	0	0	0	0	0	0	0	0	0	0
	Total Remuneration	2486157	1730896	2388092	2630854	2126000	2161416	1700056	2683494	2630854	1841172
skilled technically, academically qualified and, junior management	Fixed/Guaranteed	715505	817155	709383	883846	739325	777967	653724	925650	744466	719096
	Variable	0	0	0	0	0	0	0	0	0	0
	Total Remuneration	715505	817155	709383	883846	739325	777967	653724	925650	744466	719096
Semi-skilled and discretionary decision making	Fixed/Guaranteed	208708	283611	0	228991	236496	317700	0	296919	219279	0
	Variable	0	0	0	0	0	0	0	0	0	0
	Total Remuneration	208708	283611	0	228991	236496	317700	0	296919	219279	0
Unskilled and defined decision making	Fixed/Guaranteed	78765	78765	0	0	90168	74888	0	112512	0	0
	Variable	0	0	0	0	0	0	0	0	0	0
	Total Remuneration	78765	78765	0	0	90168	74888	0	112512	0	0

SECTION E: AVERAGE AND MEDIAN PAY AND THE REMUNERATION GAP

Please note the average/ mean remuneration involves adding up a number of amounts in remuneration and dividing the total by the total number of employees included in the total. The 'median' is the "middle" value in a list of payments (i.e. remuneration) ranked from lowest to highest.

What is the average annual remuneration for the top 10% of your top earners?	Average Annual Remuneration	R 1368205
What is the average annual remuneration for the bottom 10% of your bottom earners?	Average Annual Remuneration	R 55231
What is the median earners remuneration in your organisation?	Median Earners Remuneration	R 382500
Please indicate whether your organisation has a policy in place to address and close the vertical gap between the highest and lowest paid employees in your workforce?	YES	
How many times (e.g. 10x, 15x, 20x) is the vertical gap between the highest and lowest paid worker in your organisation in terms of the policy?	25	
Is the remuneration-gap between the highest and lowest paid employees in your organisation aligned to your policy?	YES	X
	NO	
Are AA measures to address the remuneration gap included in your EE Plan?	YES	X
	NO	
Please indicate a key reason for the Income Differentials that apply to your organisation.	a) seniority/ length of service	X
	b) Qualifications	
	c) Performance	
	d) Demotion	
	e) Experiential training	
	f) Short of skill	
	g) Transfer of busines	

EEA4 Section F: Signature of the Chief Executive Officer/ Accounting Officer

Chief Executive Officer/Accounting Officer
<p>I Prof Wim de Villiers (full Name) CEO/Accounting Officer of STELLENBOSCH UNIVERSITY hereby declare that I have read, approved and authorized this information.</p> <p>Signed on this 13th day of December (month) year 2019</p> <p>At (place) : Stellenbosch</p> <p>Chief Executive Officer/Accounting Officer</p>