



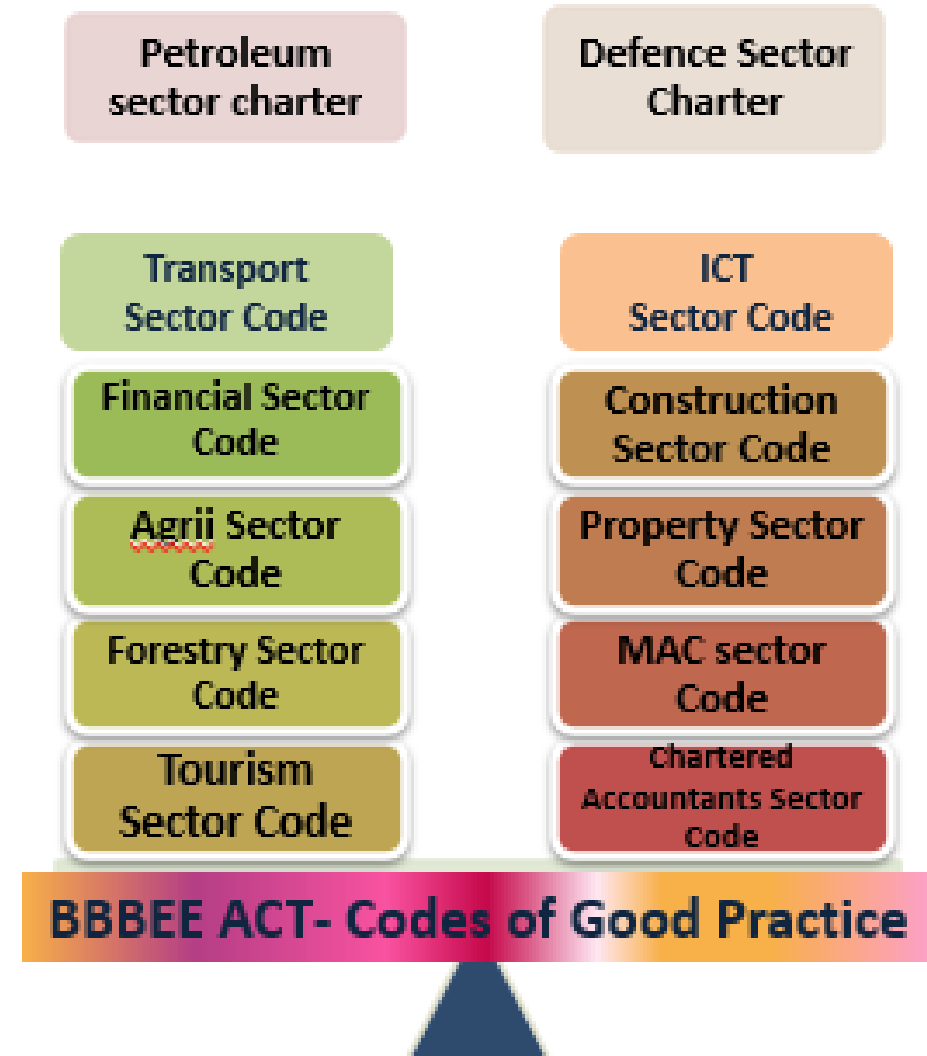
# PROPERTY SECTOR CODE SCORECARD TRAINING



**PROPERTY**  
— SECTOR —  
**CHARTER**  
COUNCIL

# DEVELOPMENT OF SECTOR CODES

- The Broad-Based Black economic Empowerment Act 53 of 2003 (“BBBEE Act) The “Generic” Codes of Good Practice and Sector Codes are issued under the B-BBEE
- What cannot be changed
  - Principles
  - Methodology
  - Definitions
  - Beneficiaries
- What can be changed
  - Target
  - Weighting
  - QSE threshold
  - Additional Elements



# DEVELOPMENT OF SECTOR CODES

❖ **MAIN PURPOSE OF sector council office (Reason for Existence):**

❑ **ENHANCE TRANSFORMATION** by factoring **UNIQUE KNOWLEDGE AND CHARACTERISTICS** in order to **DEEPEN MEANINGFUL PARTICIPATION** of property participants in the main stream of SA Economy;

**TRANSFORM THE  
PROPERTY  
SECTOR**



# PURPOSE, MANDATE & ROLE OF SECTOR CODES

- ❑ Promote **TRANSFORMED, VIBRANT AND GLOBALLY COMPETITIVE SECTORS** that reflects the demographics of SA & contributes to the establishment of an **EQUITABLE SOCIETY**:
  - ❖ To **ADD VALUE** to the sector by providing the much needed **GUIDANCE** towards **TRANSFORMATION**
  - ❖ To **ASSIST THE STAKEHOLDERS** of the sector on their **TRANSFORMATION JOURNEY** as outlined in the sector Codes
  - ❖ To **BREATH LIFE** into the Sector Code process
  - ❖ Develop **SECTOR SPECIFIC INTERVENTIONS**
- ❑ Provide necessary executive **AUTHORITY in GUIDANCE** on sector specific matters affecting B-BBEE to entities within sector
- ❑ **EVALUATE AND MONITOR** transformation progress in line with the gazetted Sector Code



# PURPOSE, MANDATE & ROLE NAMA IN TRANSFORMATION

## ULTIMATE OUTCOME

- Improving transformation in the area of our Mandate

## SHORT TERM OUTCOME

- Actively encourage preference towards direct & active participation of Black people in ownership, management and control of COMMUNITY SCHEME including social.
- Improve strategic Direction and coordination of transformation initiatives.  
strategies, policies, effort or enhance the transformation outcomes
- Establishment of a clear performance scope, criteria and outcomes of the empowerment interventions and the applicable processes
- The monitoring and evaluation to achieve the transformation objectives

## LONG TERM OUTCOME

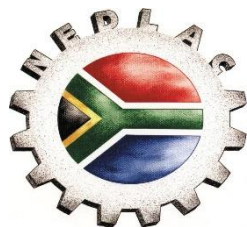
- Assist government to attain its priorities in the relevant areas that are linked Community scheme
- Strive to remove structural barriers & create enabling environment for new & emerging property participants in the Housing sector
- Direct the structural transformation of the community schemes sector, in as far as doing business with the

# Journey & Scope of Property Sector Code



**PROPERTY**  
— SECTOR —  
**CHARTER**  
COUNCIL

# MEMBERS OF PROPERTY SECTOR CHARTER COUNCIL





# SCOPE OF THE PROPERTY SECTOR CODE

- **Commercial Property Industry**
- **Residential Property Industry**
- **Zoned land**





# SCOPE OF THE PROPERTY SECTOR CODE

- **Commercial Property Industry**
  - Office Property Industry
  - Industrial Property industry
  - Retail Property Industry
  - Leisure Property Industry
- **Residential Property Industry**
  - Houses
  - Community schemes
    - Flats, Clusters, Town Houses etc
  - Social Housing
- **Zoned land**



# SCOPE OF THE PROPERTY SECTOR CODE

- **Commercial Property Industry**

- Office Property Industry
- Industrial Property industry
- Retail Property Industry
- Leisure Property Industry

- **Residential Property Industry**

- Houses
- Community schemes
  - Flats, Clusters, Town Houses etc

- **Zoned land**

- **Property Services**

- Property Development
- Property Ownership
- Property Letting
- Property Management
- Facility Management
- Property Sales
- Property Broking
- Estate Agents
- Property Valuation
- Asset Management

# PROPERTY SECTOR CODE



TRANSFORM THE  
PROPERTY  
SECTOR



**PROPERTY**  
SECTOR  
**CHARTER**  
COUNCIL



# AMENDED PROPERTY SECTOR CODE

- Amended PSC gazetted on  
9<sup>th</sup> June 2017  
– Gazette No.40910

## GENERAL NOTICE

NOTICE \_\_\_\_\_ OF 2017

### DEPARTMENT OF TRADE AND INDUSTRY

#### CODES OF GOOD PRACTICE ON BROAD BASED BLACK ECONOMIC EMPOWERMENT

I, **Dr Rob Davies**, Minister of Trade and Industry, hereby:

- Issue the **Amended Property Sector Code** in terms of section 9 (1) of the Broad-Based Black Economic Empowerment Act, (Act No. 53 of 2003) as amended by B-BBEE Act 46 of 2013; and
- Determine that these Codes come into effect on the date of this publication.

  
Dr ROB DAVIES, MP  
MINISTER OF TRADE AND INDUSTRY

DATE:

29/5/17



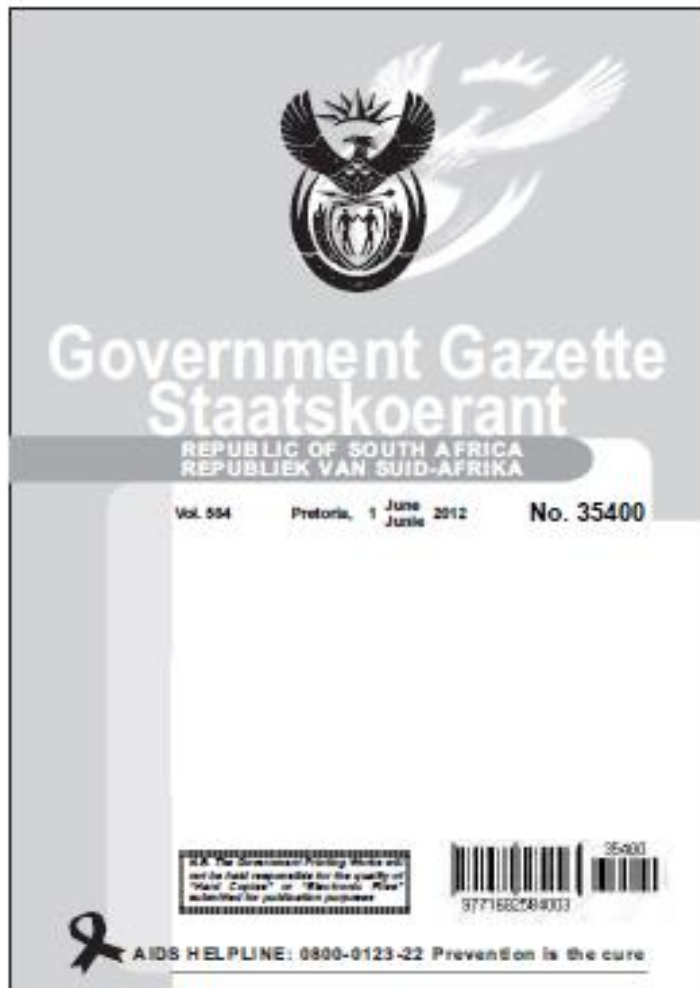




# AMENDED PROPERTY SECTOR CODE

- PSC gazetted on June 2012  
– Gazette No.35400

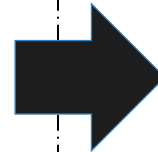
- Amended PSC gazetted on June 2017  
– Gazette No.40910



# LINKING PSCC TO NHFC



- **Commercial Property Industry**
  - Office Property Industry
  - Industrial Property industry
  - Retail Property Industry
  - Leisure Property Industry
- **Residential Property Industry**
  - Houses
  - Community schemes/living
  - Social Houses
- **Zoned land**

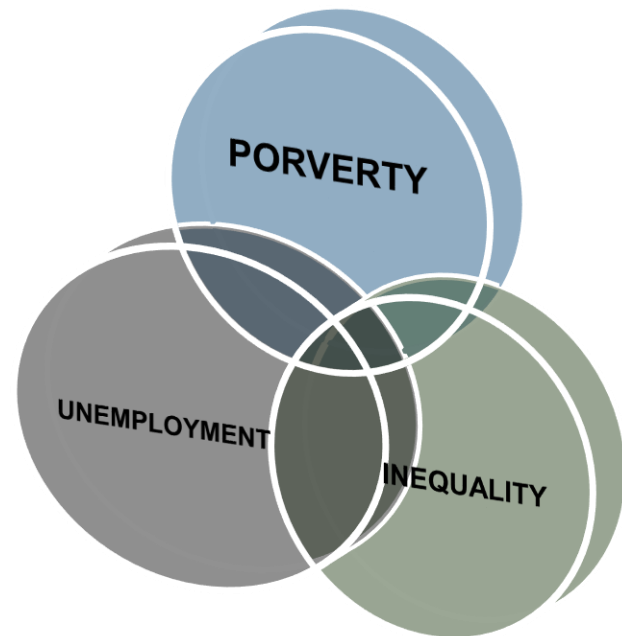


# NEW ROAD TOWARDS REVISION & UNDERSTANDING WHY THE REVISION

- NOW – Need to Gazette Revised Amended Property Sector Cod

## Why are we revising Again?

- All Sector Codes need to be revised when COGP are revised
- Revisions are aligned to Prioritise of Government:



# WHAT ARE THE CHANGES IN THE REVISED AMENDED PROPERTY SECTOR CODES

- Incorporate the changes in the Code of Good Practice (COGP) gazetted under 42497 which include changes in:
  - Skill Development (Code 300)
  - Enterprise and Supplier Development (Code 400)
  - Address the clarify some definitions and interpretations (schedule 1)
  - Address some principles (statement 000)
- Add and Customise Youth Empowerment Services (YES) for the Property Sector
- Revise the company size threshold where necessary and relevant
- Accelerate the gender composition in ownership, management and participation
- Address the weak performance of the Black Executive directors in Property Sector
- Address the development of skill and absorption of students, candidates, interns, Learners specifically in the property sector
- Enhance entrepreneurial development and increase the number of BBBEE Enterprises and SMEs providing services to the sector





# WHEN DOES PROPERTY SECTOR CODE CHANGE?

- Will the Revised Amended Property Sector Code Change



- Very Possible

**WHEN?**

- When BBBEE changes Code of Good Practice



- ALL Sector Code have to Align

**WHY Does BBBEE change?**



- In Response to the need/challenges of the country
  - In Line with what has been achieved and/or lacking
- Government reviews priorities**

- If there are No BBBEE changes in Code of Good Practice



- Property Sector Code will remain for 5 Years



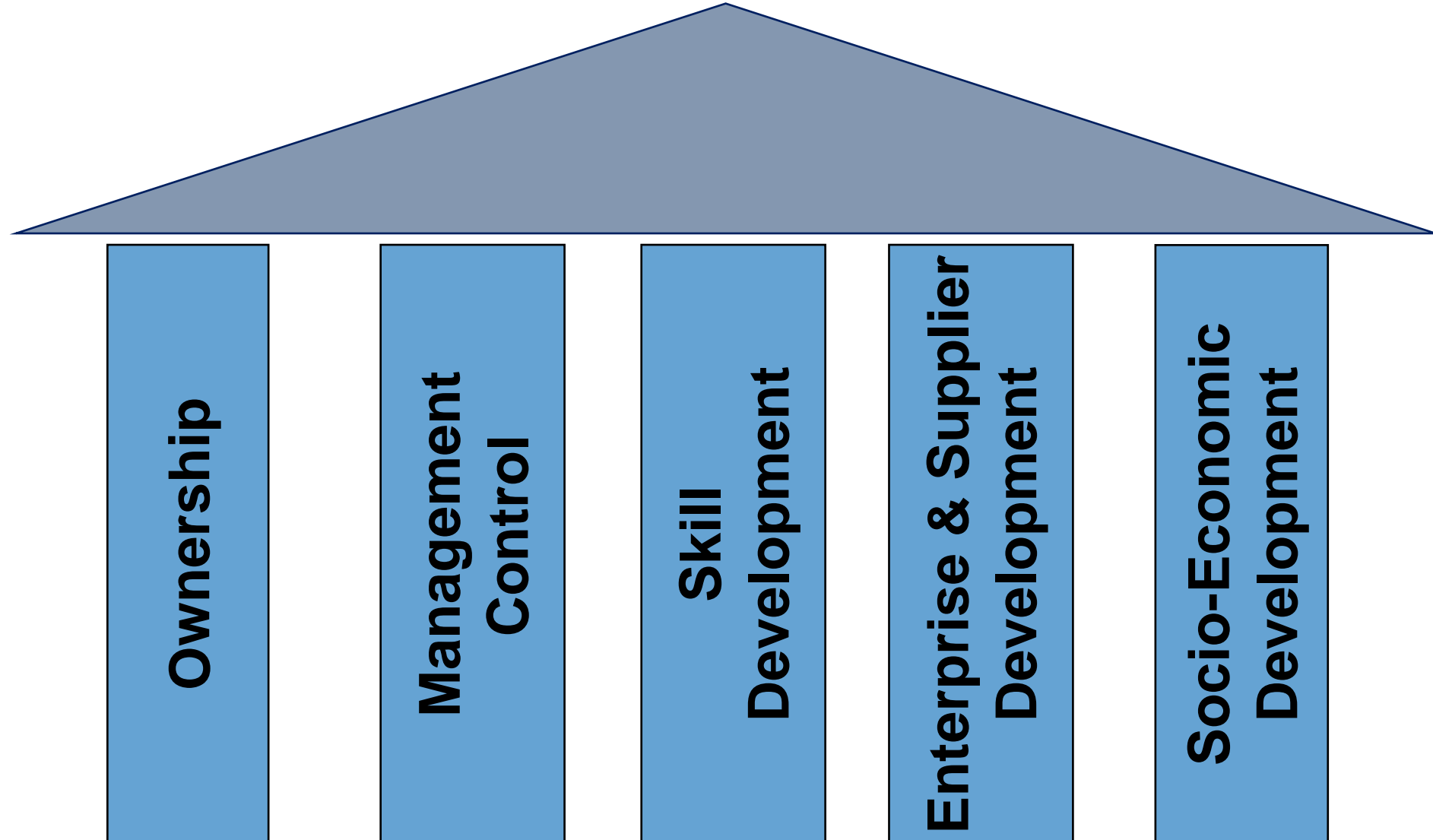
# Understanding BBBEE & Property Sector Code



**PROPERTY**  
— SECTOR —  
**CHARTER**  
COUNCIL

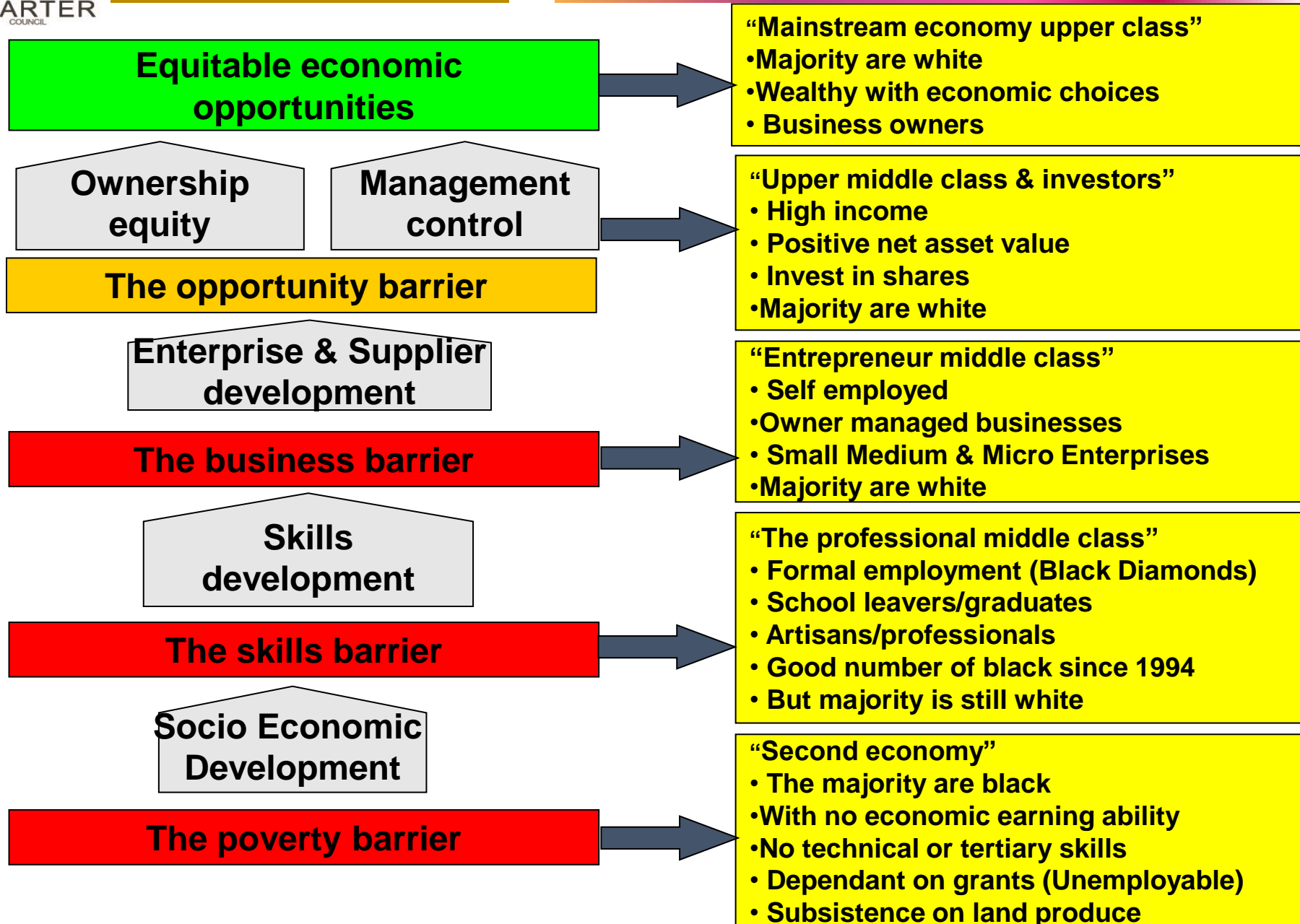
# UNDERSTANDING BBBEE

## Applicable Elements





# TRANSFORMATION THROUGH BBBEE ELEMENTS





# UNDERSTANDING BBBEE – Codes of Good Practice

	Old BBBEE
Ownership	✓
Management Control	✓
Employment Equity	✓
Skill Development	✓
Preferential Procurement	✓
Enterprise Development	✓
Socio-Economic Development	✓
<b>TOTAL</b>	<b>7</b>

# UNDERSTANDING BBBEE – Codes of Good Practice

	Old BBBEE	Amended BBBEE	
Ownership	✓	✓	
Management Control	✓		Merged to be Management Control
Employment Equity	✓	✓	
Skill Development	✓	✓	
Preferential Procurement	✓		Merged to be Enterprise & Supplier Development
Enterprise Development	✓	✓	
Socio-Economic Development	✓	✓	
<b>TOTAL</b>	<b>7</b>	<b>5</b>	

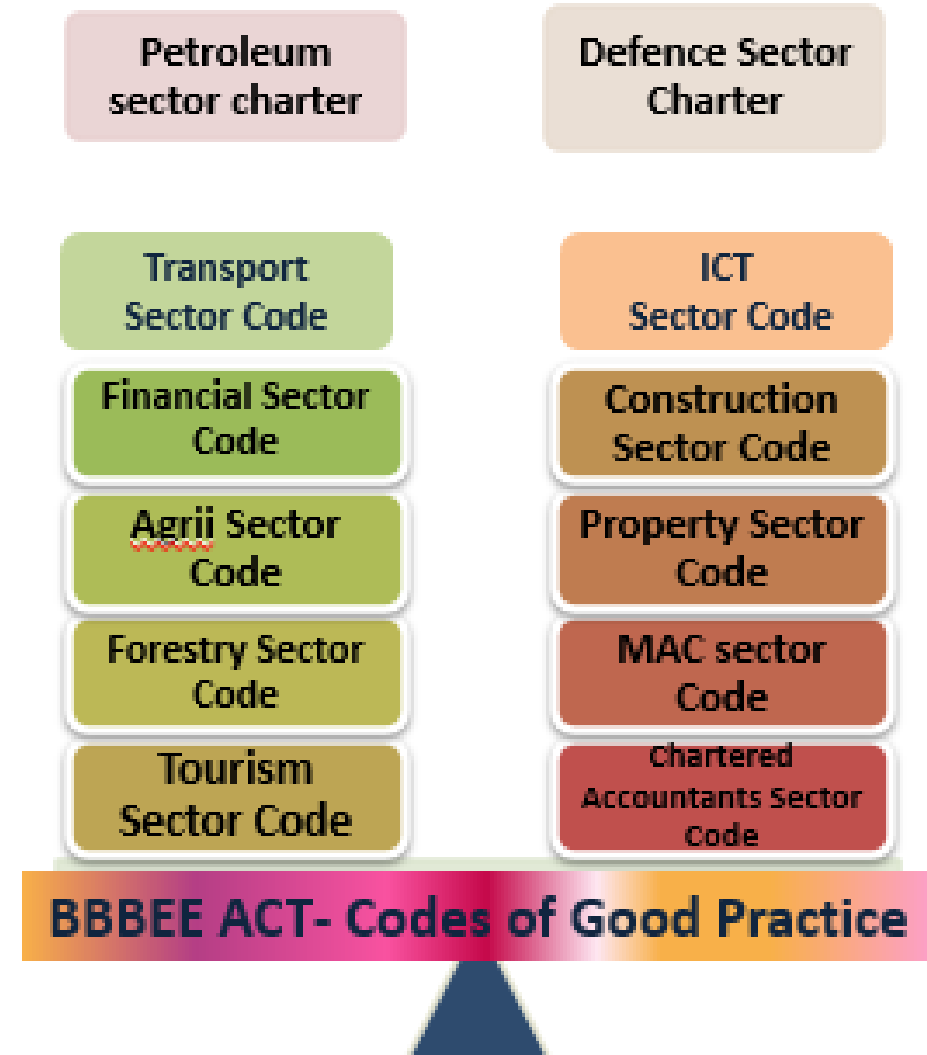
# UNDERSTANDING BBBEE – Codes of Good Practice

AMENDED BBBEE THRESHOLD			
	DEFINITIONS	APPLICATION SCORECARD REQUIREMENTS	SIZE OF COMPANIES
<b>LARGE ENTITIES</b>	<b>Large Companies</b>	<b>full scorecard requirement</b>	<b>Above R50M</b>
<b>QSE</b>	<b>Medium Sized Companies</b>	<b>Limited scorecard requirement</b>	<b>R10M – R50M</b>
<b>EME</b>	<b>Small Companies</b>	<b>Exempted</b>	<b>Less than R10M</b>



# WHY BBBEE & SECTOR CODES NEED TO ALIGN

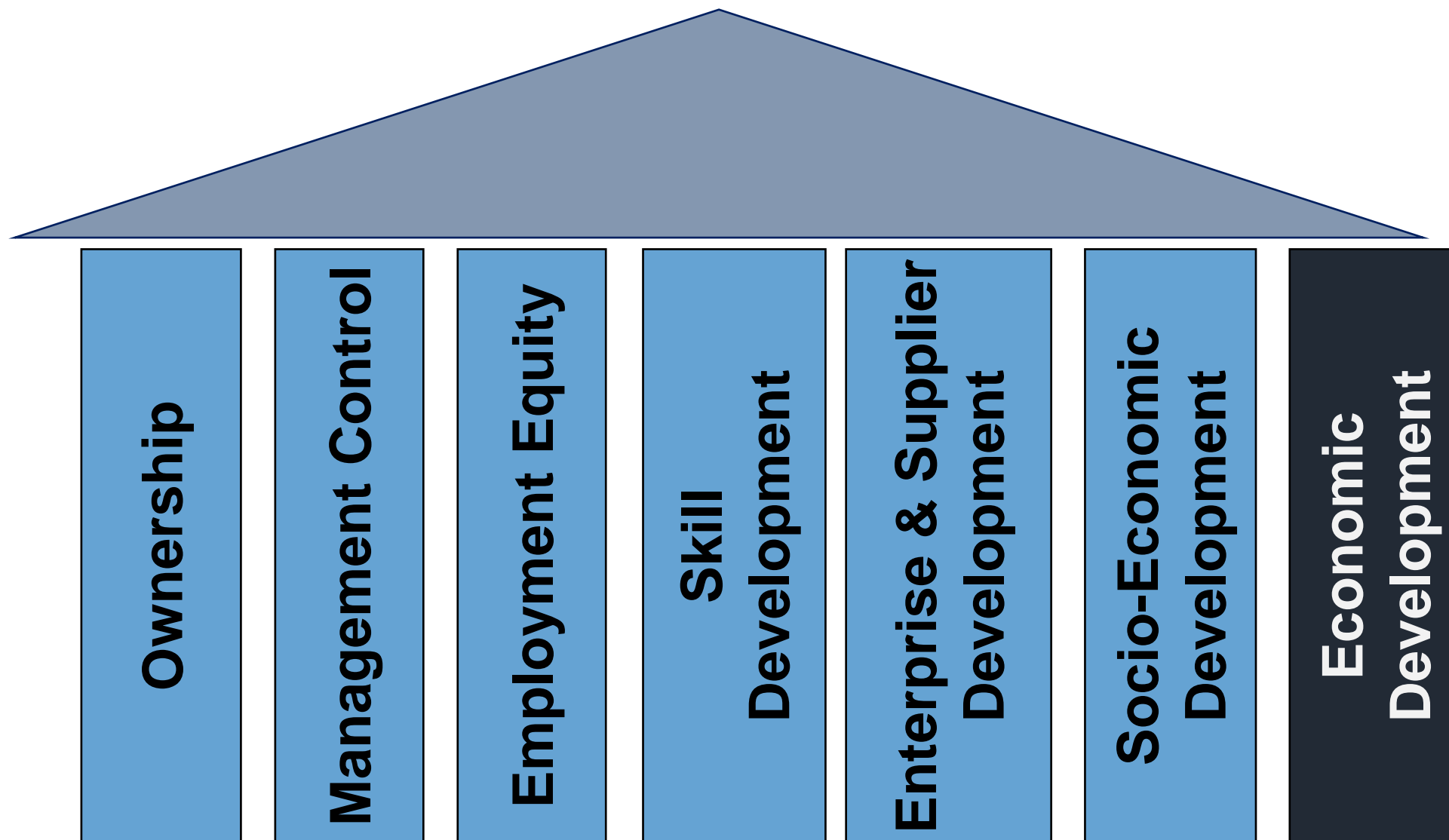
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- What cannot be changed
  - Principles
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  - Beneficiaries
- What can be changed
  - Target
  - Weighting
  - QSE threshold
  - Additional Elements







# UNDERSTANDING PROPERTY SECTOR CODE



# UNDERSTANDING PROPERTY SECTOR CODE

## Applicable Elements

	Old PSC
Ownership	✓
Management Control	✓
Employment Equity	✓
Skill Development	✓
Preferential Procurement	✓
Enterprise Development	✓
Socio-Economic Development	✓
Economic Development	✓
<b>TOTAL</b>	<b>8</b>

# UNDERSTANDING PROPERTY SECTOR CODE

## Applicable Elements

	Old PSC		Amended PSC	
Ownership	✓		✓	
Management Control	✓		✓	
Employment Equity	✓		✓	
Skill Development	✓		✓	
Preferential Procurement	✓	}	✓	Merged to be Enterprise & Supplier Development
Enterprise Development	✓			
Socio-Economic Development	✓			
Economic Development	✓		✓	
<b>TOTAL</b>	<b>8</b>		<b>7</b>	

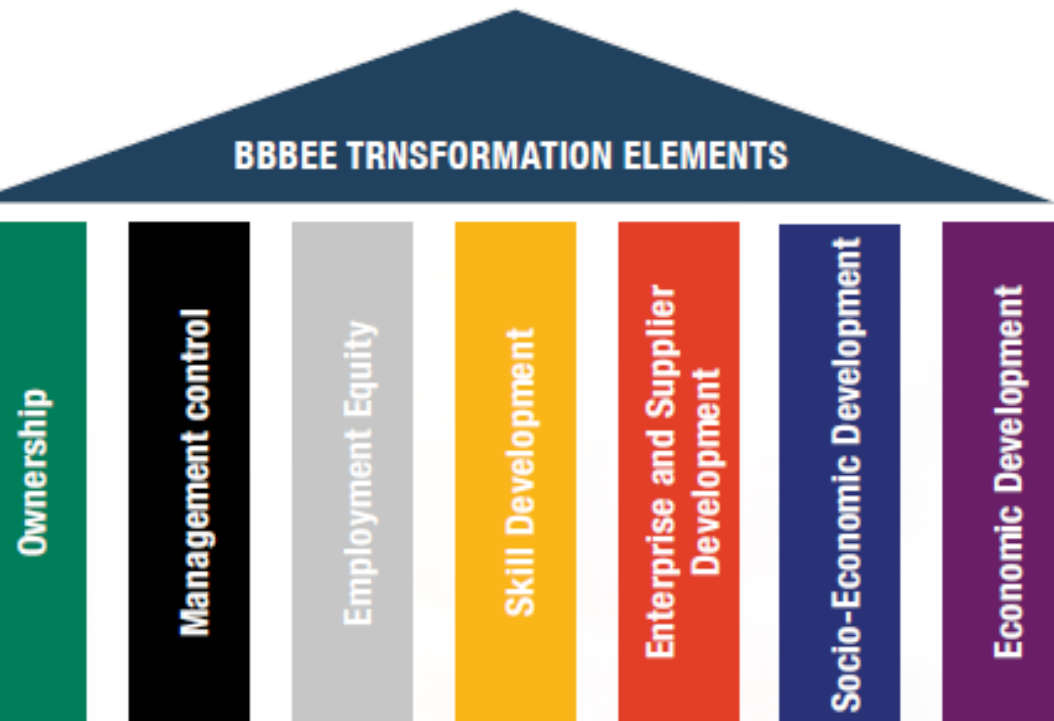
# UNDERSTANDING PROPERTY SECTOR CODE

## Company Threshold

AMENDED PSC THRESHOLD					
	DEFINITIONS	APPLICATION SCORECARD REQUIREMENTS	ESTATE AGENTS/BROK ERS/VALUERS	PROPERTY SERVICES	PROPERTY ASSET OWNER
<b>LARGE ENTITIES</b>	<b>Large Companies</b>	<b>full scorecard requirement</b>	<b>Above R35M</b>	<b>Above R50M</b>	<b>Above R400M</b>
<b>QSE</b>	<b>Medium Sized Companies</b>	<b>Limited scorecard requirement</b>	<b>R2.5M – R35M</b>	<b>R10M – R50M</b>	<b>R80M – R400M</b>
<b>EME</b>	<b>Small Companies</b>	<b>Exempted</b>	<b>Less than R2.5M</b>	<b>Less than R10M</b>	<b>Less than R80M</b>

# UNDERSTANDING THE PROPERTY SECTOR APPLICABLE WEIGHTING POINTS

Following elements are analysed



Changes to the Amended Property Sector Code

	Generio APSC	QSE APSC	Specialised APSC
Ownership	30	27	
Management control	9	9	9
Employment Equity	13	9	13
Skill Development	19	17	25
Enterprise and Supplier Development	39	35	50
Socio-Economic Development	2	2	2
Economic Development	5	4	5
<b>TOTAL</b>	<b>117</b>	<b>105</b>	<b>104</b>



# UNDERSTANDING PROPERTY SECTOR CODE

## Application of Priority Elements

### Large Companies

#### Principles

- **3 Priority Elements**
- Elements that require focus and concerted effort
- Minimum threshold of 40%
- Failure to meet the minimum requirement of 40%
  - Discount of one level down from the total final level score

### Medium Sized Companies

#### Principles

- **2 Priority Elements**
- Elements that require focus and concerted effort
- Minimum threshold of 40%
- Failure to meet the minimum requirement of 40%
  - Discount of one level down from the total final level score

# UNDERSTANDING PROPERTY SECTOR CODE

## Application of Priority Elements

### Principles

- 3 Priority Elements
- Elements that require focus and concerted effort
- Minimum threshold of 40%
- Failure to meet the minimum requirement of 40%
- Discount of one level down from the total final level score



### • 3 Priority Elements – **LARGE COMPANIES**

- Ownership
- Skill Development
- Enterprise and Supplier Development

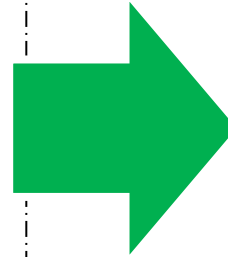
### • 2 Priority Elements – **MEDIUM SIZED COMPANY (QSE)**

- Ownership- compulsory
- Choose any one below
  - Skill Development
  - Enterprise and Supplier Development

# UNDERSTANDING PROPERTY SECTOR CODE

## Segments included in the PSC

- **Commercial Property Industry**
  - Office Property Industry
  - Industrial Property industry
  - Retail Property Industry
  - Leisure Property Industry
- **Residential Property Industry**
  - Houses
  - Community schemes
    - Flats, Clusters, Town Houses etc
  - Social Housing
- **Zoned land**



- **REITs & Property Owners**
  - Internally Managed
  - Externally Managed
- **Unlisted Public Mandated Collective Investment Scheme**
- **Property Services/Management**
- **Asset Management**
- **Residential Agencies**
- **Managing Agencies**
- **Valuers**
- **Proptech**
- **Social Housing**

# Complex Structure

	REITs/ Property Owners Internal Management	REITs/Owners External Management	Unlisted Public mandated collective Investment	Prop Management services	Estate Agents	Asset Management	Valuers	APUTS	Managing Agencies
Ownership	✓	✓	✓	✓	✓	✓	✓	✓	
Management Control	✓	✓	✓	✓	✓	✓	✓	✓	
Employment Equity	✓	X	✓	✓	✓	✓	✓	X	
Skill Development	✓	X	✓	✓	✓	✓	✓	X	
Enterprise Supplier Development	✓	✓	✓	✓	✓	✓	✓	✓	
Socio-Economic Development	✓	✓	✓	✓	✓	✓	✓	X	

# UNDERSTANDING PROPERTY SECTOR CODE

## Complex Structure

[illegible]



# Revised Amended Property Sector Code



**PROPERTY**  
— SECTOR —  
**CHARTER**  
COUNCIL



## REVISED AMENDED PROPERTY SECTOR CODE- Generic Large Companies

ELEMENT	CODE NUMBERS	CURRENT WEIGHTING POINTS (2017 APSC)	BONUS POINTS	PROPOSED WEIGHTING (REVISED APSC)	BONUS POINTS
Ownership	Code 701	30	3	30	3
Management Control	Code 702A	9	2	12	2
Employment Equity	Code 702B	13	3	14	2
Skills Development	Code 703	19	3	20	2
Enterprise and Supplier Development	Code 704	39	4	40	3
Socio-Economic Development	Code 705	2		2	
Economic Development	Code 706	5		5	
TOTAL		117	15	123	12



## REVISED AMENDED PROPERTY SECTOR CODE- QSE Medium Companies

ELEMENT	CODE NUMBERS	CURRENT WEIGHTING POINTS (2017 APSC)	BONUS POINTS	PROPOSED WEIGHTING (REVISED APSC)	BONUS POINTS
Ownership	Code 701	27		27	
Management Control	Code 702A	9		12	2
Employment Equity	Code 702B	11	3	12	2
Skills Development	Code 703	17	3	19	3
Enterprise and Supplier Development	Code 704	35		35	
Socio-Economic Development	Code 705	2		2	
Economic Development	Code 706	4		4	
TOTAL		105	5	111	7

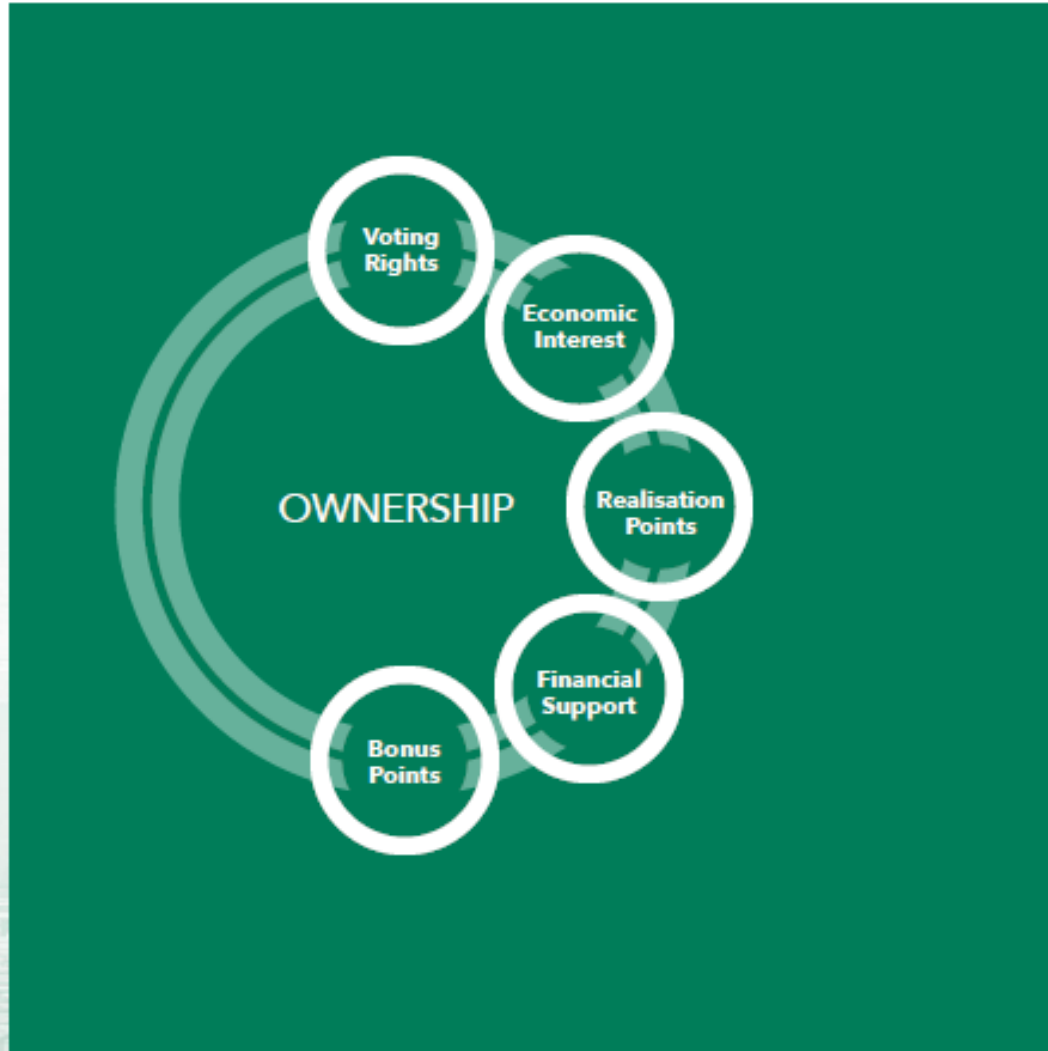


# REVISED AMENDED PROPERTY SECTOR CODE- Generic Large Companies

ELEMENT	CODE NUMBERS	SHIs		ODAs	
		Weighting Points	Bonus	Weighting Points	Bonus
Ownership	Code 701			30	
Management Control	Code 702A	12		12	2
Employment Equity	Code 702B	14	3	14	2
Skills Development	Code 703	25	3	20	2
Enterprise Supplier Development and	Code 704	50		40	3
Socio-Economic Development	Code 705	2		2	
Economic Development	Code 706	5		5	
TOTAL		103+5	6	118+5	9



# OWNERSHIP PERFORMANCE



	Amended PSC Weighting
Ownership	30
Management control	9
Employment Equity	13
Skill Development	19
Enterprise and Supplier Development	39
Socio-Economic Development	2
Economic Development	5
<b>TOTAL</b>	<b>117</b>

		Property owning companies		All other companies	
<b>OWNERSHIP (30)</b>	Black voting rights	27%	4	25%+1	5
	Black women voting rights	10%	2	10%	2
	Black economic interest	27%	4	25%+1	5
	Black women economic interest	10%	2	10%	2
	Black economic interest groups	2.5%	4	2.5%	4
	Black new entrants	2%	2	2%	2
	New equity schedule		8		10
	Financial support to black companies	1-3yrs - 1% 4-5yrs - 2%	4		
<b>Bonus</b>	Disposal of assets to 51% black owned	35%	3		
<b>Total</b>			<b>30+3</b>		<b>30</b>





# Ownership

**Weighting Points = 30**

**Black Voting Rights**

**Black Economic Interest**

**Economic Interest Group**

**Black Schemes, New Entrants**

**Net Equity -schedule**



# OWNERSHIP

## ODAs

	Amended PSC weighting
Ownership	30
Management Control	12
Employment Equity	14
Skill Development	20
Enterprise and Supplier Development	40
Socio-Economic Development	2
Economic Development	5
<b>TOTAL</b>	<b>118+5</b>



		ODAs	
		Targets	Weighting Points
<b>OWNERSHIP (30)</b>	Black Voting rights	27%	5
	Black Women Voting Rights	10%	2
	Black Economic Interest	27%	5
	Black Women Economic Interest	10%	2
	Black Economic Interest groups	2.5%	4
		2%	2
	Black New Entrants		
	Net Equity Schedule		10
	<b>TOTAL</b>		<b>30</b>



# OWNERSHIP

- **Ownership**
  - ✓ **Net Equity Value Schedule**

YEAR	Schedule
Year 1	10%
Year 2	20%
Year 3	40%
Year 4	
Year 5	60%
Year 6	
Year 7	80%
Year 8	
Year 9	100%
Year 10	

# Management Control

**Weighting Points = 12**

**Black Voting Rights**

**Black Exec Directors**

**Black Executive Management**



# MANAGEMENT CONTROL

	ODAs	SHIs
Ownership	30	
Management Control	12	12
Employment Equity	14	14
Skill Development	20	25
Enterprise and Supplier Development	40	50
Socio-Economic Development	2	2
Economic Development	5	5
<b>TOTAL</b>	<b>118+5</b>	<b>103+5</b>



MANAGEMENT CONTROL (12)		Targets	Weighting points
	Black Voting rights	50%	2
	Black Women Voting Rights	35%	1
	Black Executive Directors	50%	4
	Black Women Executive Director	35%	2
	Black Executive Management	60%	2
	Black Female Executive Management	40%	1
	<b>TOTAL</b>		<b>12</b>



# EMPLOYMENT EQUITY PERFORMANCE



	Amended PSC Weighting
Ownership	30
Management control	9
Employment Equity	13
Skill Development	19
Enterprise and Supplier Development	39
Socio-Economic Development	2
Economic Development	5
<b>TOTAL</b>	<b>117</b>

		Targets	Weighting points
<b>EMPLOYMENT EQUITY (11)</b>	Black employee in senior management	60%	4
	Black female employees in senior management	30%	2
	Black employee in middle management	75%	3
	Black female employees in middle management	38%	1
	Black junior employee in junior management	88%	1
	Black female employees in junior management	44%	1
	Black disabled employees	2%	1
<b>Bonus</b>	Black employee in senior management	70%	1
	Black female employees in senior management	40%	1
	Black employee in middle management	85%	0.5
	Black female employees in middle management	50%	0.5
<b>Total</b>			<b>13+2</b>



# Employment Equity

Weighting Points =14

Black Senior Mgmt

Black Middle Mgmt

Black Junior Mgmt

Black Disabled Mgmt



# EMPLOYMENT EQUITY

	ODAs	SHIs
Ownership	30	
Management Control	12	12
Employment Equity	14	14
Skill Development	20	25
Enterprise and Supplier Development	40	50
Socio-Economic Development	2	2
Economic Development	5	5
<b>TOTAL</b>	<b>118+5</b>	<b>103+5</b>



EMPLOYMENT EQUITY(14)		Target	Weighting
	Black employee in senior management	60%	4
	Black female employees in senior management	35%	2
	Black employee in middle management	75%	3
	Black female employees in middle management	45%	2
	Black employee in Junior management	88%	1
	Black female employees in junior management	50%	1
	Black disabled employees	2%	1
	<b>TOTAL</b>		<b>14</b>

# SKILLS DEVELOPMENT PERFORMANCE



	Amended PSC Weighting
Ownership	30
Management control	9
Employment Equity	13
Skill Development	19
Enterprise and Supplier Development	39
Socio-Economic Development	2
Economic Development	5
<b>TOTAL</b>	<b>117</b>

		Targets	Weighting points
<b>SKILL DEVELOPMENT (19)</b>	Skill Development expenditure for black people	5%	8
	Skill Development expenditure for black people with disability	0.3%	3
	Number of black people participating in learnerships, apprenticeships and internships	2.5%	4
	Number of unemployed black people participating in learnerships, apprenticeships and internships	2.5%	4
<b>Bonus</b>	Number of black people absorbed at the end of the learnership	100%	3
	<b>Total</b>		<b>19+2</b>

# Skills Development

Weighting points= 25 or 20

Spend on Black Development

Spend on Black Disabled  
Development

Black Learnerships



# SKILL DEVELOPMENT

	ODAs	SHIs
Ownership	30	
Management Control	12	12
Employment Equity	14	14
Skill Development	20	25
Enterprise and Supplier Development	40	50
Socio-Economic Development	2	2
Economic Development	5	5
<b>TOTAL</b>	<b>118+5</b>	<b>103+5</b>



		ODAs		SHIs	
		Target	Weighting	Target	Weighting
SKILL DEVELOPMENT (20 or 25)	Skill Development expenditure for Black people	3%	5	3%	5
	Skill Development Spend that support property related career develop for basic & higher education	2%	4	2%	5
	Skill Development expenditure on learning programme for student who acquire professional designation or equivalence property sector	3%	3	3%	4
	Skill Development expenditure for Black people with disability	0.3%	2	0.3%	3
	Number of Black people participating in learnerships, Apprenticeship and Internship	2%	3	2%	4
	No of people absorbed in the property sector after bursary, internship/learnership/apprenticeship or candidacy	100%	3	100%	4
	<b>TOTAL</b>		<b>20</b>		<b>25</b>



# ENTERPRISE & SUPPLIER DEVELOPMENT PERFORMANCE



	Amended PSC Weighting
Ownership	30
Management control	9
Employment Equity	13
Skill Development	19
Enterprise and Supplier Development	39
Socio-Economic Development	2
Economic Development	5
<b>TOTAL</b>	<b>117</b>

		Targets	Weighting points
<b>ENTERPRISE and SUPPLIER DEVELOPMENT (39)</b>	BBBEE procurement spend with recognition level	80%	2
	BBBEE procurement spend on QSE	15%	2
	BBBEE procurement spend on EME	15%	2
	BBBEE procurement spend on 51% black owned	40%	8
	BBBEE procurement spend on 31% black owned	12%	4
	Procurement spend on black owned property services enterprise	40%	6
	<b>Total Preferential Procurement</b>		<b>24</b>
	Annual value of suppliers development contribution to NPAT	2% NPAT	10
	<b>Total Supplier Development</b>		<b>10</b>
	Annual value of Enterprise Development contribution	1% NPAT	5
	<b>Total Enterprise Development</b>		<b>5</b>
<b>Bonus</b>	BBBEE procurement spend from designated group that are 51% black owned		2
	Graduation of one or more ED beneficiaries to supplier development		1
	Creating one or more jobs directly in the beneficiary entity as a result of supplier development		1
	<b>Total</b>		<b>39+4</b>

# ENTERPRISE & SUPPLIER DEVELOPMENT

Weighting points= 40 or 50

Preferential Procurement  
(30/25)

Supplier Development (10/15)

Enterprise Development (5)

# ENTERPRISE & SUPPLIER DEVELOPMENTS

	ODAs	SHIs
Ownership	30	
Management Control	12	12
Employment Equity	14	14
Skill Development	20	25
Enterprise and Supplier Development	40	50
Socio-Economic Development	2	2
Economic Development	5	5
<b>TOTAL</b>	<b>118+5</b>	<b>103+5</b>



**ENTERPRISE & SUPPLIER DEVELOPMENT (50 or 40)**

	SHIs		ODAs	
	Targets	Weighting	Targets	Weighting
BBBEE Procurement Spend with recognition level	80%	2	80%	2
BBBEE Procurement Spend on QSE	15%	2	15%	2
BBBEE Procurement Spend on EME	15%	2	15%	2
BBBEE Procurement Spend on 51% black owned	40%	8	40%	8
BBBEE Procurement Spend on 31% black Owned	12%	4	12%	5
Procurement Spend on Black owned Property services enterprise	40%	6	40%	6
<b>Total Preferential Procurement</b>		<b>30</b>		<b>25</b>
Annual value of suppliers development contribution-2 NPAT	2% NPAT	7%	1.5%	6
Integrate at least 30% of Enterprise Development beneficiaries in the Property Sector Value chair		8%	30%	4
<b>Total supplier Development</b>		<b>15</b>		<b>10</b>
Annual value of Enterprise Development contribution	1% NPAT	2	0.5% NPAT	2
Annual value of Enterprise Development contributions that cover beneficiaries within the property sector code scope		3	0.5% NPAT	3
<b>Total Enterprise Development</b>		<b>5</b>		<b>5</b>
<b>TOTAL</b>		<b>50</b>		<b>40</b>

# SOCIO-ECONOMIC PERFORMANCE

SOCIO-  
ECONOMIC  
DEVELOPMENT

1%  
of NPAT

	Amended PSC Weighting
Ownership	30
Management control	9
Employment Equity	13
Skill Development	19
Enterprise and Supplier Development	39
Socio-Economic Development	2
Economic Development	5
<b>TOTAL</b>	<b>117</b>

		Targets	Weighting points
<b>SOCIO-ECONOMIC DEVELOPMENT (2)</b>	Annual value of Socio-Economic Development contribution made by measured entity	<b>1% NPAT</b>	<b>2</b>
	<b>Total</b>		<b>2</b>

# Socio- Economic Development

Weighting points= 2

Socio-Economic Development  
Contribution



# SOCIO- ECONOMIC DEVELOPMENT

	ODAs	SHIs
Ownership	30	
Management Control	12	12
Employment Equity	14	14
Skill Development	20	25
Enterprise and Supplier Development	40	50
Socio-Economic Development	2	2
Economic Development	5	5
<b>TOTAL</b>	<b>118+5</b>	<b>103+5</b>



SOCIO- ECONOMIC DEVELOPMENT (2)		Targets	Weighting
	Annual value of all socio-Economic Development Contribution made by measured entity	1% NPAT	2
	<b>TOTAL</b>		<b>2</b>

# ECONOMIC PERFORMANCE

## ECONOMIC DEVELOPMENT

Development  
in under  
resourced  
areas

Contribution  
towards  
Economic  
Development

	Amended PSC Weighting
Ownership	30
Management control	9
Employment Equity	13
Skill Development	19
Enterprise and Supplier Development	39
Socio-Economic Development	2
Economic Development	5
<b>TOTAL</b>	<b>117</b>

		Targets	Weighting points
<b>ECONOMIC DEVELOPMENT (5)</b>	Development Investment in under resourced areas as a percentage of total annual investment	10%	5
	<b>OR</b>		
	Contribution towards development as a percentage of total annual investment	5%	3

		Targets	Weighting points
<b>ECONOMIC DEVELOPMENT (5)</b>	Development Investment in under resourced areas as a percentage of total annual investment	5%	3
	<b>OR</b>		
	Contribution towards development as a percentage of total annual investment	2.5%	2



# Economic Development

Weighting points= 5

To be defined



# ECONOMIC DEVELOPMENT

	ODAs	SHIs
Ownership	30	
Management Control	12	12
Employment Equity	14	14
Skill Development	20	25
Enterprise and Supplier Development	40	50
Socio-Economic Development	2	2
Economic Development	5	5
<b>TOTAL</b>	<b>118+5</b>	<b>103+5</b>



To be defined  
It can be areas/location where  
there is a high requirements  
for social Housing

# Thank you



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