

Sector Scorecard Weightings

ELEMENTS	SCORECARD WEIGHTING						
	Generic	Growers	Fibre	Saw-millers	Contractors	Pole	Charcoal
Ownership	20	20	20	20	30	20	20
Management control	10	10	10	10	10	10	10
Employment equity	10	10	10	10	10	10	10
Skills development	20	20	20	20	20	20	20
Preferential procurement	20	20	20	20	15	15	20
Enterprise development	10	10	10	10	10	10	10
Residual	10	10	10	10	5	15	10

Sector Scorecard Targets

ELEMENTS	SCORECARD TARGETS						
	Generic	Growers	Fibre	Saw-millers	Contractors	Pole	Charcoal
Ownership	25+1	25+1	25+1 ?	30	50.01	25+1	30
Management control	50	50	50 ?	50	50	50	50
Employment equity	60	60	40 ?	50	50	60	60 ?
Skills development	3	3	3 ?	3	3	3	3
Preferential procurement	70	70	50 ?	70	70	70	70
Enterprise development	2	3	2 ?	2	2	2	2
Residual	1.5	1.5	1.5 ?	1.5	1.5	1.5	1.5

Sector Scorecard

- Ownership:
 - Sale of ownership and business assets to achieve 25% ownership by black people (10% for black women) in existing enterprises in the plantation growing, fibre (?) and pole production sub-sectors
 - Higher ownership targets of 30% (15% for black women) in existing enterprises in the sawmilling and charcoal production sub-sectors, and 50% (25% for black women) in the forestry contracting sub-sector.
 - Special emphasis on broad based ownership through higher targets and weightings set by all sub-sectors for ownership by black workers, people living in rural areas and black new entrants into the economy

Sector Scorecard

- Management Control:
 - Adopt final Generic Targets: – 50% board members (25% black women); 40% Top management (20% black women)
- Employment Equity:
 - Accept draft Generic Targets, except for fibre, sawmilling, contractors and charcoal sub-sectors that have lowered their targets for black and black women representation at senior and middle management levels
- Skills development:
 - Accept draft Generic Targets, but wish to broaden definition of skills development spend and the nature of training programmes
 - Forestry contractors propose to replace the organisational transformation index indicators with an industry Code of Good Practice for employment

Sector Scorecard

- Industry specific initiatives:
 - Growers: contributions to wide ranging initiatives that serve public interests and support local communities
 - Forestry Contractors: Contributions to representative Contractors Association's programmes aimed at empowering black contractors.
 - Fibre producers: additional enterprise development support that contribute to increased roundwood supply, local beneficiation of forest and waste products and local production of goods and services procured by sub-sector.
 - Sawmillers: Establishment of representative sawmillers organisation and support to its programmes aimed at empowering emerging black sawmillers