

Schedule 1 – Maximum Fines

Previous Contravention	Contravention relating to: consultation with employees; the analysis; publication of report; Manager responsible for EE; records; the review process itself	Contravention relating to: EE plan; EE report; successive EE plans; Director General's recommendations into the steps to be taken by the employer and the time in which it has to be done
No previous contravention	R1.5 million	The greater of R1.5 million or 2% of the employer's turnover
A previous contravention in respect of the same provision	R1.8 million	The greater of R1.8 million or 4 % of the employer's turnover
A previous contravention within the previous 12 months or two previous contraventions in respect of the same provision within three years	R2.1 million	The greater of R2.1 million or 6% of the employer's turnover
Three previous contraventions in respect of the same provision within three years	R2.4 million	The greater of R2.4 million or 8% of the employer's turnover
Four previous contraventions in respect of the same provision within three years	R2.7 million	The greater of R 2.7 million or 10 % of the employer's turnover