

NOTES TO THE GROUP ANNUAL FINANCIAL STATEMENTS

	2016 R'000	2015 R'000
25. PROVISIONS		
Leave pay	40 378	42 254
Bonus and incentive scheme	29 528	27 938
	69 906	70 192
Made up as follows:		
Leave pay		
Balance at beginning of year	42 254	45 331
Arising during the year	56 914	68 660
Utilised during the year	(51 348)	(66 282)
Unused amounts reversed	(4 675)	(5 581)
Reclassification to disposal group held-for-sale (note 2.1))	(3 835)	–
Disposal of business (note 2.1)	–	(369)
Exchange rate adjustments	1 068	495
Balance at end of year	40 378	42 254
Bonus and incentive scheme		
Balance at beginning of year	27 938	–
Arising during the year	32 228	27 938
Utilised during the year	(21 788)	–
Unused amounts reversed	(8 850)	–
Balance at end of year	29 528	27 938

Leave pay provision

In excess of 95% of the balance represents the liability for employees in South Africa. In terms of the Group policy, employees in South Africa are entitled to accumulate leave benefits not taken within a leave cycle, up to a maximum of three times the employee's annual leave allocation, limited to a maximum of 45 days. The obligation is reviewed annually.

Bonus and incentive provision

Certain employees participate in a performance-based incentive scheme and provision is made for the estimated liability in terms of set performance criteria. These incentives are expected to be paid in September 2016.