Notes to the Group annual financial statements continued

24 CASH-SETTLED OPTIONS

	2018 R'000	2017 R'000
Opening balance	**7 384**	3 117
Charged to operating profit	**4 656**	5 358
Payments made	**(9 627)**	(1 091)
	2 413	7 384
Refer to Annexure B	**–**	–

25 PROVISIONS

Leave pay	**52 816**	44 373
Bonus and incentive scheme	**31 088**	31 557
Other	**46 428**	–
	130 332	75 930
Made up as follows:		
Leave pay		
Balance at beginning of year	**44 373**	40 378
Arising during the year	**72 710**	64 765
Utilised during the year	**(60 533)**	(55 123)
Unused amounts reversed	**(6 198)**	(5 335)
Acquisition of business	**2 255**	–
Exchange rate adjustments	**209**	(312)
Balance at end of year	**52 816**	44 373
Bonus and incentive scheme		
Balance at beginning of year	**31 557**	29 528
Arising during the year	**31 196**	31 557
Utilised during the year	**(31 665)**	(26 647)
Unused amounts reversed	**–**	(2 881)
Balance at end of year	**31 088**	31 557
Other		
Balance at beginning of year	**–**	–
Arising during the year	**46 428**	–
Balance at end of year	**46 428**	–

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 30 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 2018.

Other

Other provision includes a liability as a result of an initial contract with a customer which provides for the Group to sign an obligation agreement which should be discharged over a period of seven years.