24. Auditor's remuneration

	June 2017 R000	June 2016 R000
Auditor's remuneration – fees paid to external auditors for the attest function		
KPMG	2 362	
Grant Thornton	186	2 044
Ernst & Young	627	821
	3 175	2 865
Other auditor's remuneration – internal audit services		
PricewaterhouseCoopers	1 331	1 294
Other auditor's remuneration – other services		
KPMG	149	1 454
Grant Thornton		105
Ernst & Young		121
	1 480	2 974

25. Employee remuneration

Equity-settled share-based employee remuneration

On 1 January 2014, the group implemented a long-term employee incentive scheme (the conditional share plan (CUP)), which consists of two components – performance shares and retention shares. Both the performance and the retention components of the scheme are settled in Hyprop shares.

Performance shares

In terms of the CUP, fully paid awards are made on an annual basis, comprising performance shares and retention shares. The split between performance shares and retention shares is 70%:30% for all participants.

The performance conditions for the shares allocated as performance shares are as follows:

- Growth in distribution per share relative to the peer group (weighting 40%)
- Share price performance relative to the peer group (weighting 40%)
- Strategic component, which is determined by the remuneration committee in line with the prevailing circumstance and projects at the time of the award (weighting 20%).

Each of the performance conditions will be measured over a three-year performance period. Participants must be employed until the end of the vesting period to be eligible for the award.

Retention shares

Retention shares vest after five years, provided the participant is still employed by the group.

Reconciliation of shares allocated in terms of the CUP

	Number of performance shares	Number of retention shares
Unvested at 30 June 2015	214 617	91 981
Granted	78 282	33 549
Forfeited	(7 955)	(3 757)
Vested	(1 356)	(234)
Unvested at 30 June 2016	283 588	121 539
Granted	86 961	36 063
Forfeited	(3 368)	(405)
Vested	(106 370)	(3 591)
Unvested at 30 June 2017	260 811	153 606