

Human Resources

The employees of any business are critical to the attainment of strategic and operational objectives, and thus the success of an organisation. Albaraka Bank is no exception and we therefore place high value on every member of our staff, viewing them each as noteworthy contributors to our ongoing success.

We recognise the need to staff our organisation with individuals with the competencies we require. Such recruitment practices reflect this need and proved an asset to the bank during the review period, during which time a number of significant appointments were made and which immediately added value to our operations and results.

The effective training of staff, too, is regarded as a vital value-adding activity. The bank initiated a comprehensive training programme during 2005 and this will continue to be a major focus in the year ahead.

A new challenge we faced in the 2005 financial year was the need to undertake an internal job grading exercise, designed to bring all the business functions of the bank within the well-known and highly regarded Patterson Grading System.

Linked to this is the fact that staff performance has come to the fore in order for the bank to meet its internal business targets for 2006. A new Performance Development Process has been introduced, which sees managers and staff jointly setting objectives, creating personal development plans and identifying staff training needs to ensure all employees are skilled in achieving the set objectives.

Looking to the future, the bank is set to work towards such challenges as an employee assistance programme, a review of the bank's current human resources policies and procedures and the introduction of formalised induction programmes for new staff.

It is envisaged that such actions will greatly enhance employee relations within the bank.

Workforce Profile - As at December 2005

Workforce	AIC*		White		Total		Grand Total
	Male	Female	Male	Female	Male	Female	
Top Management	1	-	-	-	1	-	1
Senior Management	-	-	2	-	2	-	2
Professionally qualified & experienced specialists & mid-management	15	5	3	-	18	5	23
Skilled technical & academically qualified workers, junior management supervisors	29	14	1	-	30	14	44
Semi-skilled and discretionary decision-making	16	37	1	-	17	37	54
Unskilled and defined decision making	2	7	-	-	2	7	9
Total	63	63	7	-	70	63	133

* - AIC = African, Indian and Coloured

