

Human Resources



The 2007 financial year proved both an exciting and challenging period. In line with the bank's growth during the review period, it was necessary to increase staff numbers in order to fulfil the bank's growing business obligations. In addition, a number of staff members realised promotional opportunities.

Training focus

The impact of our training focus, too, became increasingly evident during the year with an average of three days training per employee being recorded. In this regard, the employment of a full-time training officer has already paid dividends, ensuring that individual members of staff each successfully undergo required training interventions, so assisting them to become more efficient in the performance of their day-to-day duties. An investigation into the feasibility of implementing a Graduate Programme was undertaken in June 2007. The positive outcome of this investigation allowed us to plan for the launch of the new programme in February 2008. This is regarded as a pilot programme, with the bank setting out to identify young graduates looking to gain entry into the corporate world.

Ideally, graduates should display a passion for Islamic banking and must have completed a B.Com degree in either management, accounting or finance. In addition, the bank has worked towards the introduction of a formalised succession planning process, together with management development, geared to ensuring that managers receive appropriate training so as to increase their management capabilities.

Employee wellness

Employee wellness has become an increasingly important element of business within many South African companies. Albaraka Bank is no exception in this regard; we take the ongoing wellness of our staff very seriously. Our commitment to the health and wellbeing of our employees was evidenced by a Health Day, successfully staged in each of our branches nationally during the review period.

Indeed, the Health Day concept proved so popular amongst staff that additional interventions will be introduced in 2008.

The future

Looking ahead, we aim to continue identifying initiatives to ensure that, through our staff, the bank remains at the forefront of banking in South Africa and that our valued employees are continually provided with access to growth and development opportunities. We look forward to meeting and beating the challenges of human resources going forward.

Workforce profile - as at 31 December 2007

Workforce	AIC*		White		Total		Grand Total
	M	F	M	F	M	F	
Executive Management	1	-	2	-	3	-	3
Professionally qualified and experienced specialists and mid-management	23	7	4	-	27	7	34
Skilled technical and academically qualified workers, junior management supervisors	38	26	1	-	39	26	65
Semi-skilled and discretionary decision-making	23	50	-	-	23	50	73
Unskilled and defined decision-making	3	6	-	-	3	6	9
Total	88	89	7	-	95	89	184

* AIC - African, Indian and Coloured