

# Human Resources

The 2008 financial year brought to fruition a number of human resource-related projects for the benefit of members of staff.

## Training focus

With regard to the training requirements of both staff and management, the bank was successful in establishing a working relationship with the BANKSETA, which will stand the bank in good stead going forward.

During the course of the financial year under review, one of the bank's managers was nominated to participate in the BANKSETA Middle Management Training Programme, which ran for some six months and exposed participants to all the critical areas of management.

The bank's own management training focus was also maintained through the 2008 financial year. Working in conjunction with the University of KwaZulu-Natal, we formulated a series of structured management workshops.

The Graduate Programme was implemented early in 2008 with three participating graduates. In essence, participants are exposed to the various departments within the bank for a period of 18 months.

## Employee wellness

The bank's employee wellness programme was launched during the course of 2008, running in conjunction with the medical aid administration company and providing for a nurse's availability at various branches of our bank for the benefit of members of staff.

In addition, our employee wellness effort provides for an incentive programme enabling members of staff to accumulate points for their participation in an exercise regime, attending workshops and managing their sick leave.

At year-end a wellness champion and wellness group was nominated and acknowledged.

## Long service

Albaraka Bank prides itself on the dedication of the staff it employs. Such dedication is often most ably demonstrated through the service and delivery record of staff. We are, therefore, pleased to recognise those members of our team who have shown high levels of commitment and loyalty to the bank during past years and for assisting us to meet our strategic objectives and business obligations.

## Electronic human resource environment

The 2008 financial year heralded a significant change - the move from manual to electronic payslips.

All staff members now receive their payslip information electronically, opening the way for the provision of further information electronically, such as IRP5 documentation.

In addition, we are investigating the feasibility of acquiring an updated human resource information system during the 2009 financial year.

## Human Resources (Continued)

Workforce	AIC*		White		Total		Grand Total
	M	F	M	F	M	F	
Executive Management	2	-	2	-	4	-	4
Professionally qualified and experienced specialist and mid-management	24	7	2	2	26	9	35
Skilled technical and academically qualified workers, junior management supervisors	39	31	2	-	41	31	72
Semi-skilled and discretionary decision-making	20	49	-	-	20	49	69
Unskilled and defined decision-making	3	5	-	-	3	5	8
<b>Total</b>	<b>88</b>	<b>92</b>	<b>6</b>	<b>2</b>	<b>94</b>	<b>94</b>	<b>188</b>

\* AIC = African, Indian and Coloured

