



SABPP EEDT DISABILITY EMPLOYER

Nedbank Group: Driven to create a winning bank – commercially focussed, transformed and innovative staff working collaboratively together

May 2018

see money differently

NEDBANK

Nedbank Limited Reg No 1951/000009/06. Authorised financial services and registered credit provider (NCRCP16).

Governance

Nedbank
people
We're money experts who do good



GTSEC-Board

Group Exco

Trahrco

EE
Managers

Group Transformation

NEEF

Enterprise
Group
Compliance:
Monitoring

Cluster EE
Forums

Women
Forum

Disability
Forum

Policies, procedures, strategies, training and awareness



Composition

- Persons with disabilities from Nedbank clusters.
- Assigned EE manager.
- Talent Management.
- EE Managers.
- Organised Labour.

Mandate

- Assist the bank to make the workplace inclusive for Persons with Disabilities.
- A consultative structure for analysis and corrective measures.
- Advisory body for NEEF on disability related matters.
- Identification of issues that require management attention for auctioning.
- Monitoring of implementation of disability Affirmative Action measures.

Policy Framework

- Reasonable accommodation.
- Reasonable Accommodation Audit tool.
- Wellness.
- Ethics and anti discrimination.

Reasonable opportunity to meet, feedback to constituencies, regular meetings, disclosure of relevant information.
Meetings by-monthly in line with NEEF calendar.

Representation-Analysis

		DISABILITY																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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Progress Update

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Senior Management														
	Target	Actual												
	2018		January	February	March	April	May	June	July	August	September	October	November	December
African	19%	13.10%												
Black People	39%	37.70%												
Black Female	17%	16.33%												
Middle management														
	Target	Actual												
	2018													
African	29%	27.07%												
Black People	61%	59.92%												
Black Female	32%	32.33%												
Junior Management														
	Target	Actual												
	2018													
African	54%	57.18%												
Black People	87%	87.58%												
Black Female	58%	59.42%												
Disability	3%	2.88%												



Accessibility Audit

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Campuses	All Nedbank campuses
Workstations	All persons with disabilities
Employment and Benefits	Employment, systems and pay

BARRIERS AND AFFIRMATIVE ACTION MEASURES

Tick (✓) one or more cells			BARRIER	AFFIRMATIVE ACTION MEASURES	TIME-FRAMES		RESPONSIBILITY (Designation)
POLIC	PROC	PRAC			START DATE	END DATE	
		X	Inadequate representation of black people with disabilities to support the 2% BBBEE requirement.	Clusters will submit recruitment plans aimed at persons with disabilities.	01/07/2017	30/06/2018	HR Executive: Talent Management
	X		- Bursaries only advertised online, no opportunity for candidates that do not have access to email or internet. - All vacancies are advertised on line and no manual CV's are accepted and those that get dropped off at the branches get lost in the process.	- The bank will continue to utilise the Nedbank foundations and schools network to advertise in rural areas. - Recruitment will investigate and recommend best solutions for applicants without access to internet.	01/07/2017	30/06/2019	HR Executive: Talent Management
					01/07/2017	31/12/2017	
		X	Continued appointment of overrepresented groups.	CoE will adopt and communicate affirmative action principles dealing with overrepresentation and foreign nationals as per relevant legislation.	01/07/2017	30/06/2018	HR Executive: ER, Transformation and HR Compliance
		X	- Lack of awareness on employment equity. - Workplace inaccessibility for some disabilities.	- Conduct awareness as captured in the broad objectives. - Accessibility audit.	01/07/2017	30/06/2018	HR Executive: ER, Transformation and HR Compliance



Current initiatives

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Challenge	Action	Responsibility	Consulted
Policy	Review Nedbank Reasonable Accommodation Policy.	Group Transformation HR	EE Managers, Disability Forum, GHR Exco, EWHR and NEEF
SAP accessibility	Reconfiguration of SAP to ensure disclosure, declaration and accessibility by all employees with disabilities.	Disability Forum GBS and Group Technology	Disability Forum (Jacques Stassen/Siyabulela Lucas & Mark Cussons)
Awareness	Prepare a standard disability awareness communication.	Group Transformation HR (Richard Khumalo)	EE Managers and Disability Forum
	Raise awareness to Reception and Security staff	Group Transformation and EE Managers	Properties
	Raise awareness to all Nedbank employees across all occupational levels.	Cluster EE Managers	CoE
	Reconstruct the disability website.	Disability Forum	EE Managers
	Commemoration of the disability day across Nedbank(In my shoes day)	Cluster EE managers	Disability and EE Forums
Working environment	Assessment of all Nedbank Campuses.	Nedbank Facilities	Howard/ Basil
Reasonable accommodation	Audit and provide individual reasonable accommodation.	Transformation	GBS & EE Managers
Representation of PWDs	Recruitment and promotion of persons with disabilities.	Cluster HR and Executives	Line Managers
Income Differentials	Income differential Analysis involving PWDs.	Performance and Reward	Transformation Unit
Growth and development	Audit career development of persons with disabilities and put action plan for growth	Talent Management	Skills development
Inaccessibility to ATMs, internet and banking apps	Test and correct accessibility of internet and banking apps for visually impaired clients	GMCCA	Disability Forum and RBB
Awareness	Education on PWDs rights	Ethics	Transformation
Declaration	Encourage Persons with Disabilities to disclose	Wellness	Transformation

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Other important considerations

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1. Internally (Employees)

- Recruitment team to send recruitment opportunities to employees who have visual impairments to allow them to access them.
- Clusters EE Forums to have Persons with Disabilities.
- Reasonable accommodation will be reviewed annually.
- All communiqués to employees will be in a format that is accessible to visually impaired employees.
- All Nedbank premises will accommodate employees with guide dogs.
- Sign languages will be encouraged in the branches.
- Workstation assessment should be done in conjunction with H&S team to avoid duplication.
- Disabled parking should be strictly used by persons with disabilities after approval of a request.
- All managers with persons with disabilities to undergo disability awareness.

2. Externally

- Branch accessibility for persons using wheelchairs and other forms of disabilities.
- Nedbank apps should be accessible to all.

3. Awareness Calendar

- Monthly according to different international and national themes



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1. **Disability**
2. **Classifications**
3. **Disability rights and obligations**
4. **Self declaration process and importance**
5. **Nedbank benefits**
6. **Reasonable Accommodation**
7. **Disability etiquette**

Our motto

The employment of people with disabilities should not be viewed as a social responsibility,
Nor be seen purely as a legislative obligation,
But viewed as a business opportunity and imperative.

Mind shift

"Im just nobody-----"

"I believe I can fly-----"



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