

MEDIA RELEASE

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DELOITTE BEST COMPANY TO WORK FOR 2016 SURVEY WINNERS ANNOUNCED

Windhoek – Deloitte’s Best Company to Work For Survey provides organisations with a platform to gain insights into how employees experience the workplace, which is crucial to adapting their organisational design, shaping their engagement strategies, informing their leadership and ensuring they hold on to their key talent.

This principle is reflected in the survey theme of “Measure, Inspire, Motivate, Engage”. As the pre-eminent survey of its kind, this survey has been conducted annually by Deloitte since 2000 and in Namibia, since 2011.

Apart from the benefits of Industry, Size Category and Regional benchmarking, each participating organisation gains invaluable insights into the reported employment priorities and experiences of its employees which can serve as the basis to optimise their overall employment experience and thereby enhance the organisation’s performance and status as a recognised employer of choice.

Having undergone a significant refresh and revamp in 2015, the survey has moved away from the traditional benchmark measurement of employer of choice status to a more focused

internal measurement of employee engagement and with improved online access to results, facilitates a better understanding of employee sentiment across key demographics.

The employees surveyed are randomly selected across the entire organisation and their responses are captured according to the following dimensions:

- Values and Culture – influences on behaviour and attitude towards the organisation
- Leadership – confidence in leadership
- Relationship with manager/supervisor – nature and quality of the relationship
- Inclusion – involved in activities and decision making
- Operational effectiveness – tools and environment to do your job
- Job satisfaction – the amount of satisfaction you get from your job
- Performance and recognition – appropriately recognised
- Remuneration – an appropriate measure of the worth to the company
- Learning and development – adequate opportunity to grow
- Fairness and equity – equal treatment

This year a total of 19 employers participated in the survey with a total of 12 761 employees, 2 452 in the small/medium size category and 10 309 employees in the large size company category.

Announcing this year's top performers, Deloitte Namibia partner Ramsay Mc Donald highlighted the high standard of excellence achieved in the overall scoring of the participating companies with an overall mean score of 3.73. This score is calculated by adding all raw values per question and dividing it by the number of responses. The benchmark score indicating excellence is an average of more than 3.7. A positive or favourable score is between 3.38 and 3.7, while areas of concern are indicated by a score of between 3.15 and 3.37.

Compared to last year, the top ranking company score in the medium category increased from 4.06 to 4.09. The top ranking company score in the large company category also increased significantly from 3.99 to 4.15.

This increase in scoring is a clear reflection of the effort participating companies are making to better understand their employees and to improve the overall employment experience.

2016 RESULTS

Small/Medium Size Company Category (fewer than 500 employees)

- **Winner** – MVA Fund of Namibia
- **2nd place** – Namibia Financial Institutions Supervisory Authority (NAMFISA)
- **3rd place** – Namibia Institute of Pathology Limited

Large Size Company Category (more than 500 employees)

- **Winner** – Trustco Group Holdings Limited
- **2nd place** – FNB Namibia Holdings
- **3rd place** – Agra Limited

Standard of Excellence Achievers (achieving more than the 3.7 mean):

- Agra Limited
- Erongo Regional Electricity Distributor Company
- FNB Namibia Holdings Ltd
- Government Institutions Pension Fund of Namibia (GIPF)
- MVA Fund of Namibia
- Namibia Financial Institutions Supervisory Authority (NAMFISA)
- Namibia Institute of Pathology
- Trustco Group Holdings Limited

BCTWF 2016 CONFERENCE

The Deloitte Best Company to Work For survey offers more than just the honour of being recognised as a top performer. Later this year a conference will be held at which the overall results of the BCTWF 2016 survey and key trends, challenges and opportunities will be presented. The conference hosted by Deloitte will be open to participants as well as the greater Namibian employment community.

END.

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