

Human Resources & Administration

By

Yavisht Toolseeya

30 November 2015



AFRINIC

23



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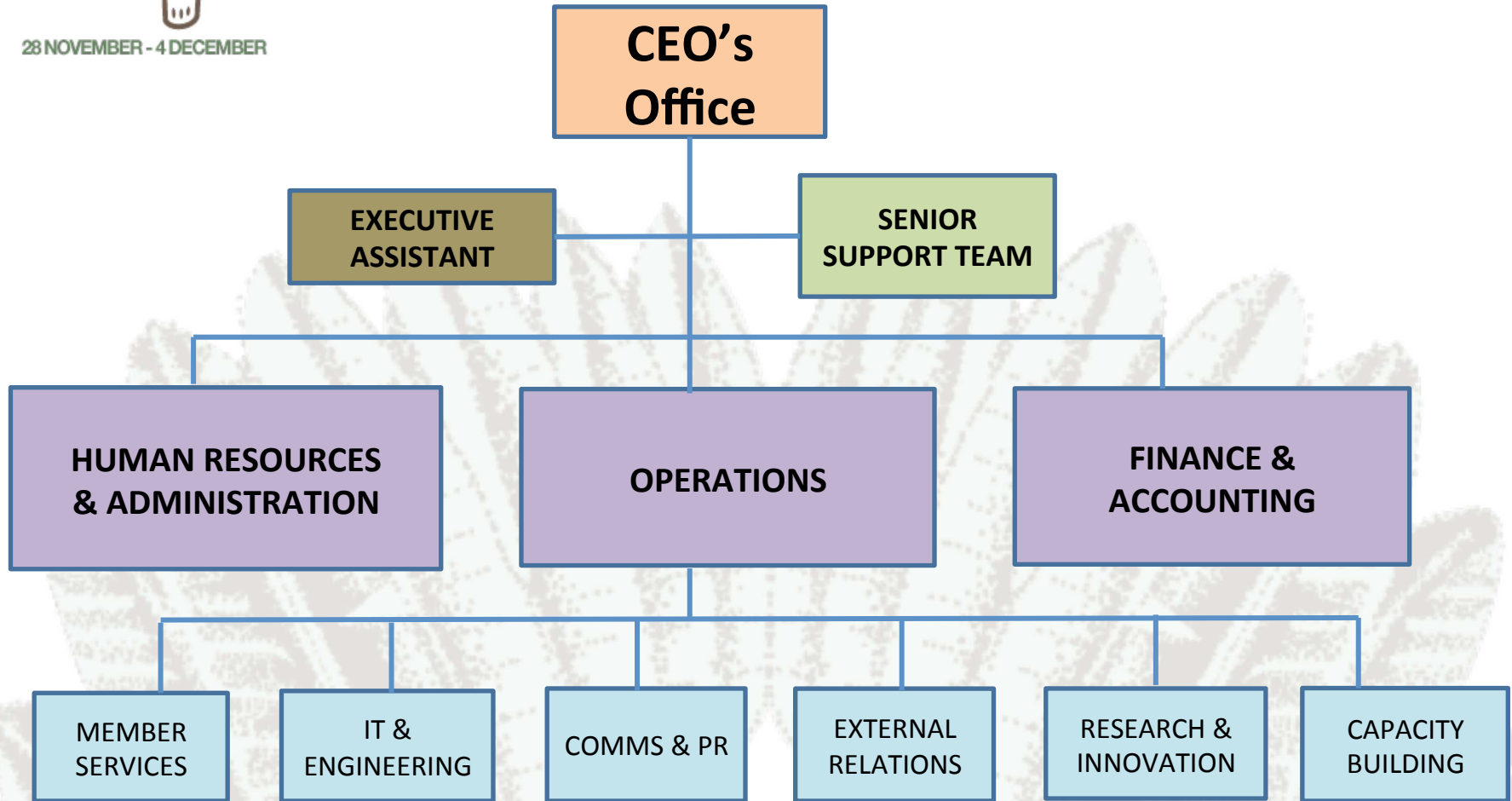
28 NOVEMBER - 4 DECEMBER
2015



28 NOVEMBER - 4 DECEMBER

ORGANISATIONAL STRUCTURE

(as at 3 December 2015)





28 NOVEMBER - 4 DECEMBER

The Department Structure



Human Resources
Officer
Salveena Larché

Human Resources &
Administration
Manager
Yavisht Toolseeya



Receptionist / Clerk
Sabrina Francoise



28 NOVEMBER - 4 DECEMBER

Main Objectives of the Department

Optimise services AFRINIC offers to our members by
improving performance of our Employees





28 NOVEMBER - 4 DECEMBER

EVOLUTION OF STAFF AS AT 30 NOVEMBER 2015

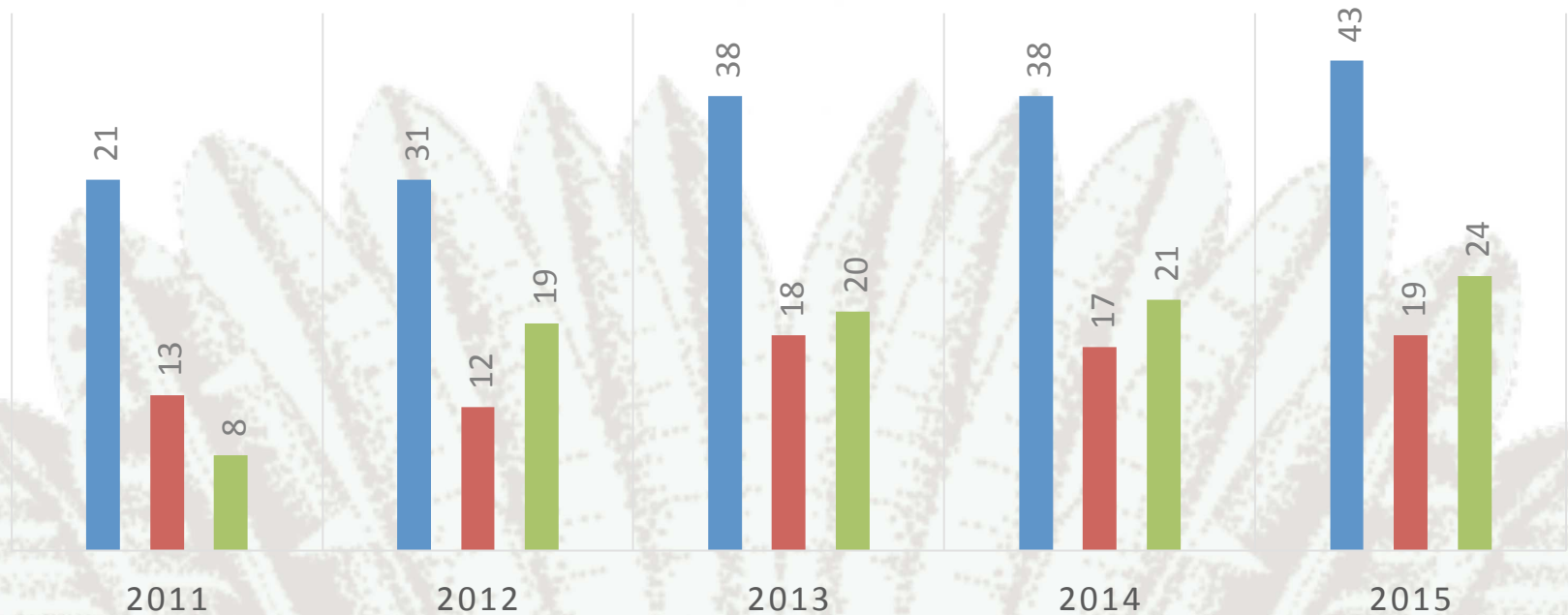




28 NOVEMBER - 4 DECEMBER

EVOLUTION OF STAFF (AS AT 30 NOVEMBER 2015)

■ Employees ■ International ■ Mauritian



Our employees represent AFRINIC's most important asset.

AFRINIC will only achieve its objective if all employees are competent, motivated and work synergistically towards corporate goals.



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RECRUITMENT



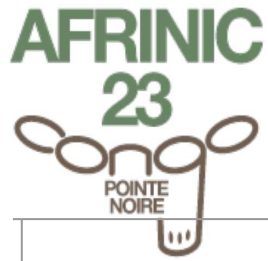
Employee Name	Department	Job Title	Date of entry	Country
NJUKI David	IT & Engineering	Systems Engineer	20/11/2014	Kenya
MBEYET Cedrick	IT & Engineering	Systems Engineer	26/11/2014	Congo
B.SIMMANDREE Nikesh	IT & Engineering	Junior Systems Engineer	1/12/2014	Mauritius
EMILIEN Darrell	IT & Engineering	Junior System Engineer	18/02/2015	Mauritius
HONLUE Stephen	Capacity Building	Trainer	18/03/2015	Cameroon
FRANCOISE Sabrina	Human Resources and Administration	Receptionist/Clerk	16/02/2015	Mauritius
BARRETT Alan	Executive Office	Chief Executive Officer	20/04/2015	South Africa
BUDOO Bhavna	Communications and Public Relations	Junior Events Coordinator	1/8/2015	Mauritius



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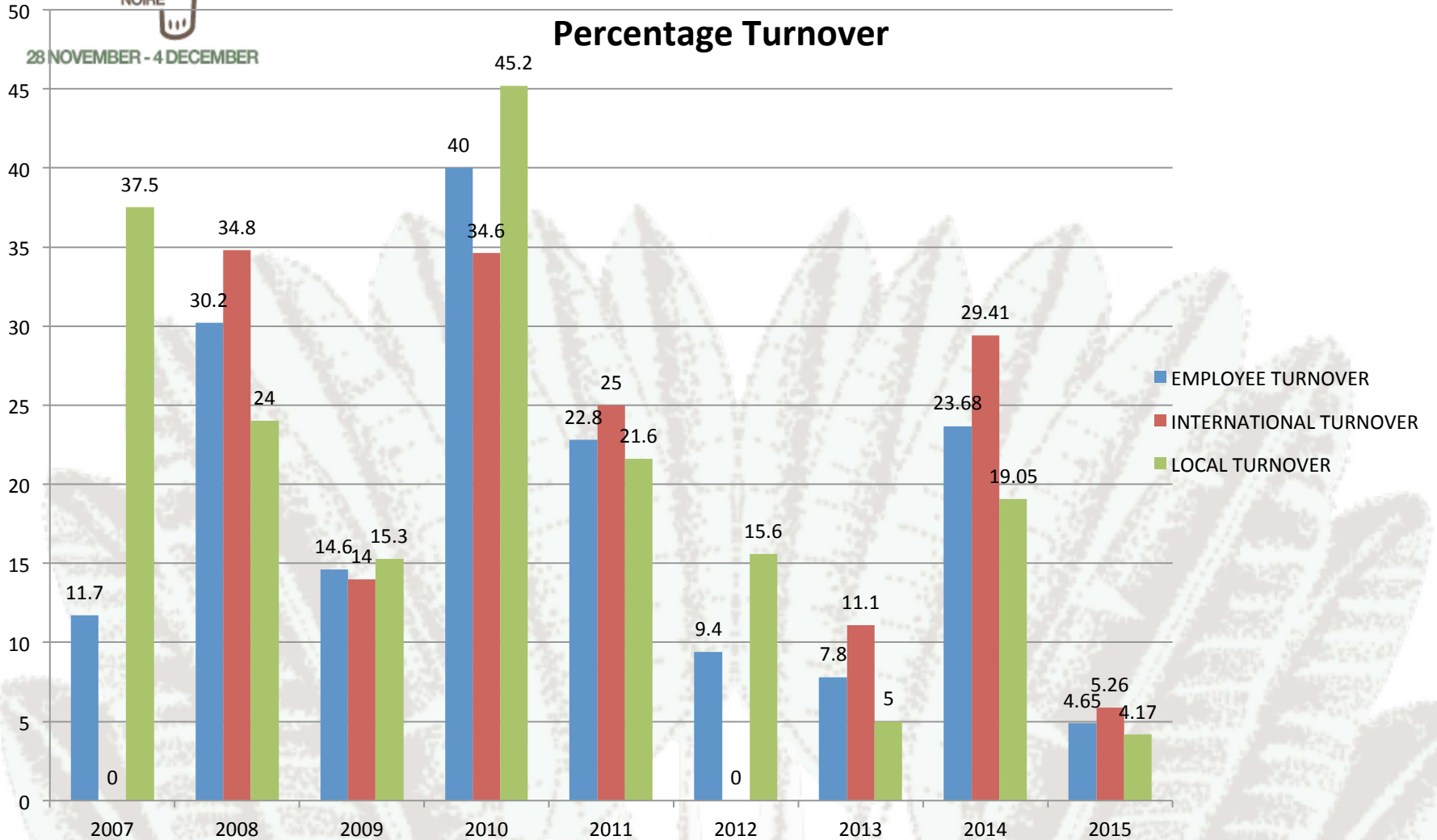
Percentage Turnover





28 NOVEMBER - 4 DECEMBER

Percentage Turnover





28 NOVEMBER - 4 DECEMBER

Number of Departures and Reasons for Departures

Department	Number of departures	Reasons for Departures
Communications & PR	1	Better Opportunity
CEO's office	1	Better Opportunity





28 NOVEMBER - 4 DECEMBER

Projects and Status





28 NOVEMBER - 4 DECEMBER

Ongoing Projects

1. Performance Management System – Measurable KPI's and Non-Measurable Soft Skills
2. 360 degree feedback – Perception of others on the Soft Skills of other employees
3. PDP – Personal Development Plan, closing of gaps identified in the Performance Appraisal through appropriate Training.
4. Continuous Effort to keep the best working environment for our staff – Staff Welfare
5. ISO Certification – AFRINIC has successfully passed through the Surveillance Audit held on 17 & 18 November 2015
6. Talent Management System

Talent Management System

Mapping Potential against Performance





28 NOVEMBER - 4 DECEMBER

Enkosi
Ngiyabonga
Amesege'nallo'
Zikomo Kwambiri
Siyabonga kakulu
Thank You
Asante sana
Ndatenda
Murakoze
N'jtumezi
Masvita
Kea leboha
Zikomo

Thank you
for your
Attention

Questions?



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