

## **NRMA Motoring and Services**

Initiatives and Outcomes NRMA have implemented are listed below:

- Review of the recruitment process of women into non traditional roles within the organisation as a priority goal for the reporting year. Promotion of NRMA's achievement of recruiting female mechanics and potential to attract more women knowing they have counter parts in the organisation for support, guidance and mentoring.
- NRMA's Future Leader Program saw four (4) women identified as High potentials within the organisation. Three (3) out of the four (4) women were promoted into higher level positions during the reporting period.
- Development of the Mentoring program has created a networking opportunity for women to support their career development, whilst building their capabilities in alignment with their career plan. This program was offer across the whole company.
- Amendment of the on-boarding process so that within the first three months of starting employment, it is compulsory for every employee to attend induction/corporate orientation program to facilitate early identification of employee's self-assessed and NRMA training, development and networking opportunities. It also ensures that all employees have clarity on what is expected in relation to EEO policy. The application form to attend induction/corporate orientation is included with the employees letter of offer.
- Promotion of Careers room facilities has resulted in more women accessing this room resulting in a reduction in careers leave.