

RBC Dexia

Some of our key initiatives include:

Remuneration strategy was developed and implemented to ensure all employees remuneration is based on attracting and rewarding employees based on benchmarking against the market. It also focuses on transparency across the organisation to enable both genders to visualise where they sit against the current market and their own performance.

16 weeks paid primary care giver leave for either the male or female primary giver upon completion of 12 months continuous service.

2 weeks paid secondary carer leave.

Mentoring Program

AGSM leadership training developed to increase self awareness and drive an inclusive culture.

EEO training by the Anti Discrimination Board for all employees up to and including the senior leadership team and the Managing Director.

Ability to purchase an additional 2 weeks annual leave to enable employees to better balance work and family commitments.

Volunteer leave as one days paid leave or two days half pay leave to enable employees to better accommodate community and work commitments

Staying in touch program.

Career break of up to 12 months unpaid for employees who have 2 years continuous service.

Introduction of key leaders conference providing all key leaders within the organisation a voice and an opportunity to have a more visible role within the business and improving communication across the organisation with representatives