



**AFRINIC-20**  
25 MAY - 6 JUNE 2014  
Djibouti

# HUMAN RESOURCES AND ADMINISTRATION 2014

By

**Christian Fanchette**

June 2014

***Beyond connection:  
Internetworking for African Development***



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# HR TEAM OBJECTIVE

**Optimise services AFRINIC offers  
to our members by improving  
Performance of our staff members.**





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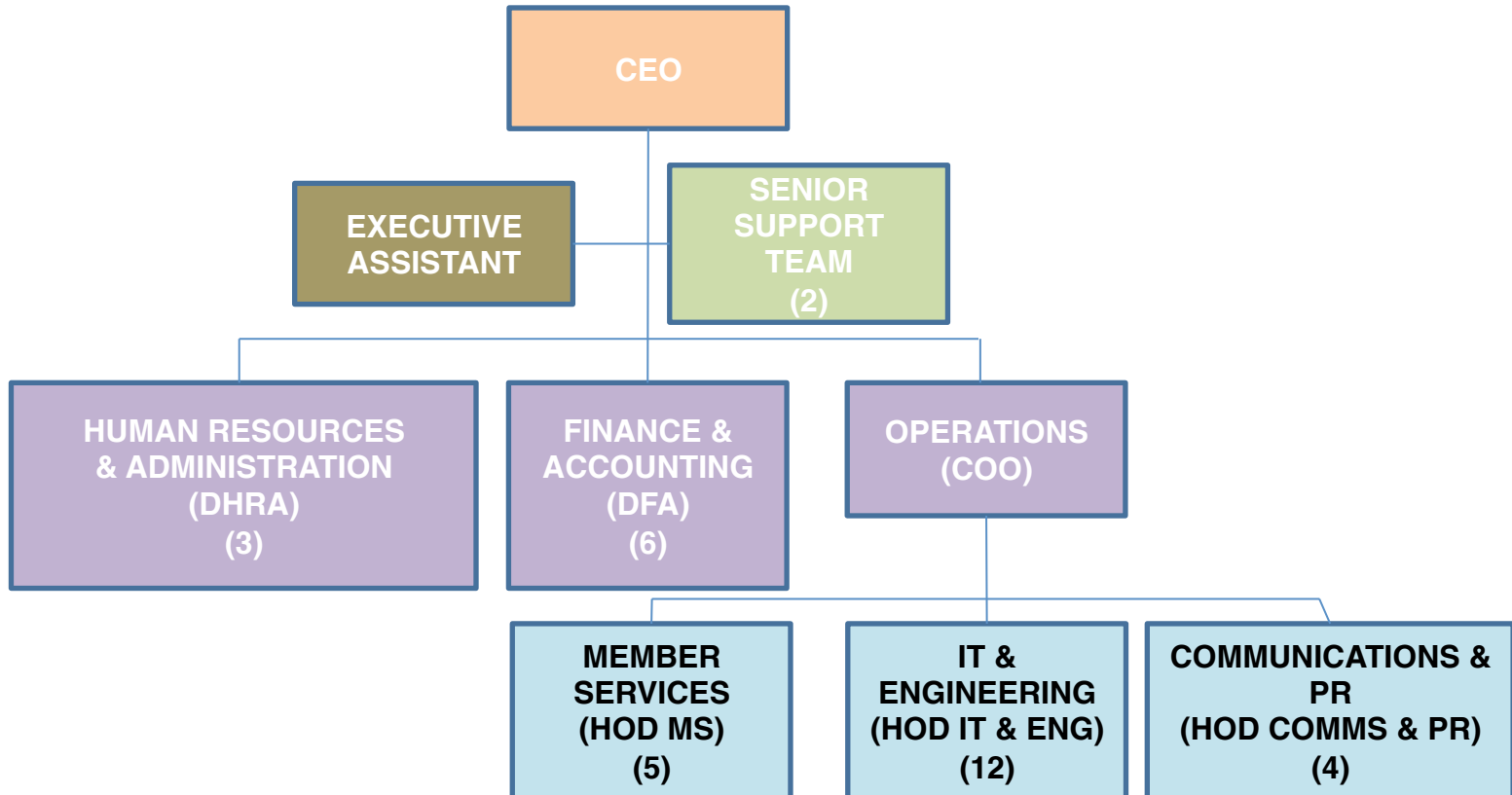
# ORGANISATIONAL STRUCTURE



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# ORGANISATIONAL STRUCTURE

(as at 31/04/2014)

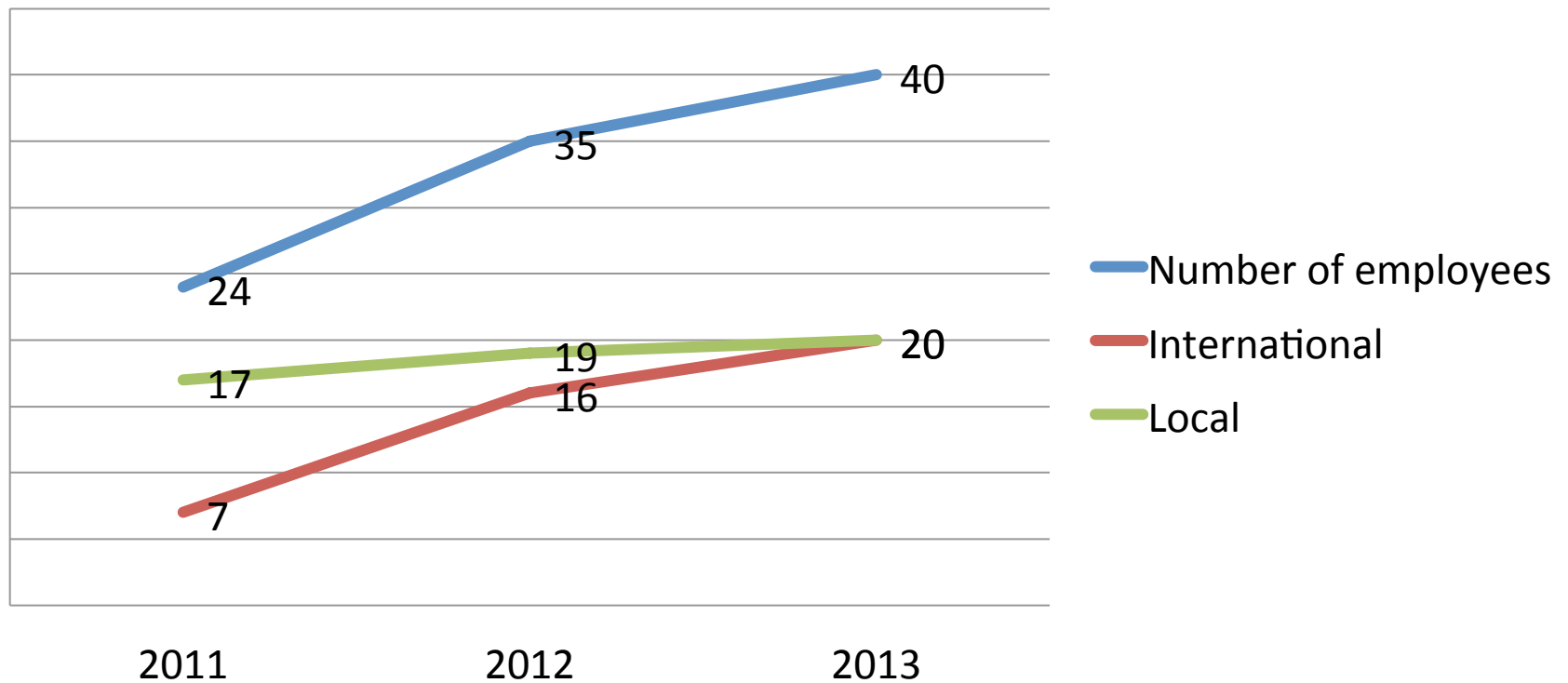




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# EVOLUTION OF STAFF

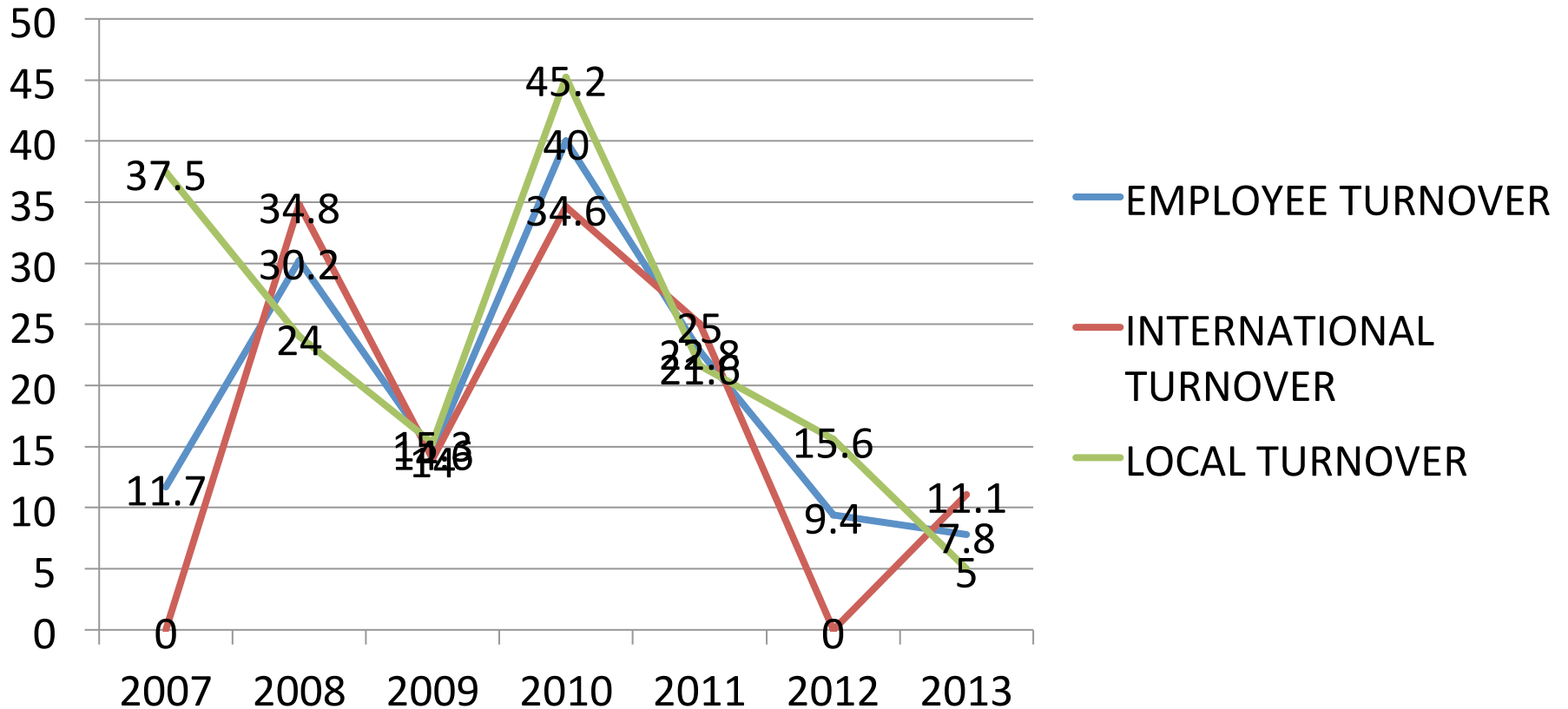
**Number of employees (December 2011-  
December 2013)**





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# Percentage Rate of Turnover Graph (2007- 2013)





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# NEW RECRUITS

Employee Name	Department	Job Title	Date of Entry
AUVERDIN Julie	Communications & PR	Event Coordinator	08/03/2013
BAJNATH Avinash	Finance & Accounting	Revenue Officer	02/05/2013
MANIC Nirmal	Finance & Accounting	Accountant	02/05/2013
SERUYINDA Simon	IT & Engineering	Database Manager	17/05/2013
SENGHOR Patricia	Communications & PR	Cooperation and Project Development Manager	21/08/2013
ODOU Michel	IT & Engineering	Software Engineer	23/08/2013
DAJEE Girish	Member Services	Member Services Liaison Officer	15/01/2014



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# HUMAN RESOURCES PROJECTS





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# COMPLETED HR PROJECTS

1. **HRMS**
2. **New Employee Pack**
3. **HR Strategic plan**
4. **Team Building through the 7 Habits of highly effective people**
5. **Team Building Workshop for Top Management**
6. **Training: Building and Maintaining a Team (Whole staff)**
7. **360 degree Feedback for year 2013**
8. **Salary Survey in ICT survey in Mauritius**



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# Ongoing HR PROJECTS

## 1) ISO Certification

- a) Final audit in August 2014
- b) To be audited on 45 process

## 2) Performance Management System

- a) Job Description – Completed
- b) KPIs & KRAs – 90% completed
- c) 360° Feedback (behavioural skills/competencies) – April 2013 and being repeated in May 2014



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# Ongoing HR PROJECTS

## **3) Reviewed Induction Programme**

- Proposal submitted

## **4) Staff Engagement**

- Proposal and Recommendations already received

## **5) Staff Welfare**

- Continuous Effort to keep the best working environment for our staff – Staff Welfare

**Thank you  
for your  
attention**



[twitter.com/AIS\\_2014](https://twitter.com/AIS_2014)