



Our Transformation Team is on the go

Description

AfroCentric supports South Africa's transformation agenda to redress the injustices of the past. We want our workforce to be representative of South Africa's demographics while promoting economic development and inclusion. Our Human Capital (HC) and Transformation business unit is helping us achieve these goals.



Meet Nelisa Radu, Employment Equity Specialist

Q: What is your role in the HC team and what key projects are you focusing on?

A: I'm responsible for developing a governing structure for all our subsidiaries; having fully constituted national and divisional forums; employment equity (EE) plans; co-chairing divisional forums; and submitting progress reports to the Department of Employment and Labour (DEL) in line with the Employment Equity Act requirements.

I have to ensure equitable representation of all designated groups; track and monitor the Group's diversity performance scorecard through the Broad-Based Black Economic Empowerment (B-BBEE) management control pillar; and implement our EE plan targets. I also address unfair discrimination, B-BBEE and EE barriers.

Working with the Women's Think Tank, we co-create gender and women empowerment programmes. We also co-create employee resource groups for employees with disabilities and sensitise the business and employees on disability management, ensuring that our company reasonably accommodates our employees with disabilities in line with B-BBEE/EE and diversity, equity and inclusion (DEI) objectives.

On a more technical level, we review policies and procedures to ensure inclusivity, we handle any audits from the Department of Employment and Labour, and we conduct annual B-BBEE verification for AfroCentric Health and AfroCentric Investment Corporation in collaboration with B-BBEE pillar owners and various stakeholders in the business.

Q: Any achievements (yours or your team's) you'd like to mention?

A: We hosted Employment Equity workshops nationally in collaboration with the Department of Employment and Labour for the newly constituted EE forums.

AfroCentric Health was recently applauded by the Department of Employment and Labour for our commitment to transformation following a rigorous review and monitoring of the implementation of our three-year transformation plan. Our team, in collaboration with the B-BBEE pillar owners, successfully completed the B-BBEE verification process, resulting in both AfroCentric Health and AfroCentric Investment Corporation being certified at Level 1.

Q: What is one aspect you love about your career at AfroCentric?

A: Continuously co-creating a more inclusive work environment that embraces diversity.

Q: What do you do in your spare time and what's on your playlist, or do you have a favourite TV programme or movie?

A: I'm a homebody, so you'll mostly find me at home watching crime channels or ignoring phone calls because I'm watching funny TikToks. My playlist ranges from Michael Bublé to amapiano, and my favourite show is Law & Order: Special Victims Unit.



Meet Mosah Nkosi, Administrator

Q: What is your role in the HC team and what key projects is the team focusing on?

A: I'm responsible for supporting the Transformation Team, which entails measurement and reporting; risk management; enterprise and supplier development (ESD); B-BBEE stakeholder management; annual BEE verification; projects that align DEI to our Group culture and leadership philosophy; developing and implementing ESD incubation programmes; high-level reporting on Group business units; Transformation Policy updates; and supporting skills development, management control, socioeconomic development and preferential procurement pillar owners.

A big focus for the team has been our work on the Women's Think Tank event, which was a platform to change the Absence Management Policy (Maternity, Paternity and Adoption) and make it more suitable to women and men in this century. The new policy was finalised in early 2023, which brought about the launch of the AfroCentric Mommy Rooms.

Q: Any achievements (yours or your team's) you'd like to mention?

A: We coordinated and supported the Group's successful employment equity workshop in 2023. We also planned and facilitated events for the Women's Think Tank in 2022 and we recently collaborated with Wellness and Group Marketing and Corporate Affairs (GMCA) – and of course our recent Heritage Day initiative.

Q: What is one aspect you love about your career at AfroCentric?

A: I like being among people who have a passionate conviction to excel, who do their work to the best of their ability and look for ways to do better and learn from others.

Q: What do you do in your spare time and what's on your playlist, or do you have a favourite TV programme or movie?

A: I exercise, watch my favourite movies or series, fix something (I'm quite handy) and spend time with loved ones.

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