

Policies and programmes

Human capital development

Last revised	<i>December 2019</i>
Owner	<i>Head of HR and Legal</i>
Responsible	<i>Head of HR and Legal</i>

Policies and programmes - Human capital development

The employees are the most important input factor in the group. We want to create a health-promoting working environment that supports personal development.

- We recruit people based on competence and personal fitness – skills and personal qualities – which can actively help to realise the company's goals.
- Our employees are developed as independent, responsible and learning individuals.
- Managers want their employees to succeed and provide for learning and development.
- We aim to increase the proportion of female managers from 40 to 45% by 2021.

Key activities

- All employees go through an introductory programme for 6 months.
- Annual employee reviews and regular follow-up interviews are held.
- All employees receive annual training in ethics, anti-corruption and security. This takes the form of an “Ethics week” and regular e-learning and nano-learning programmes.
- Leaders and identified talents are offered guidance and coaching to develop in the role. Separate leadership and talent development programme aimed at women since 2019.
- Internal Advisor School and Leadership School.
- SpareBank 1 Østlandet participates in all national industry schemes for authorisation and certification of employees within financial advice, insurance and credit. All authorised and certified advisors are re-certified each year.
- Offer of further training and adult education courses at various levels. This is supported by the collectively agreed right to spend some work time on study (“Lesefri” - reading leave).
- Skills development is weighted as a key parameter in assessing bonuses.
- Separate HR strategy adopted by the Board for the period 2019 – 2021.
- Head of HR and Legal reports to the Board every year.