

Subject: HFC BANK LAUNCHES STUDY AND WORK INITIATIVE

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HFC Bank, the only Fijian owned Bank is proud to have 100% Fijians working for the Bank. “Banking industry has increasingly evolved, and many digital solutions have replaced traditional in person banking experience. Despite this, staff remain core asset in transforming HFC Bank as a reputable and trusted commercial bank in Fiji. It is “our People” who are our greatest asset” Commented HFC Bank CEO Rakesh Ram.

Ram made these comments during the launch of HFC Bank’s “Study and Work” Initiative, which provides a platform for Tertiary students to gain work experience whilst studying. This is creating a platform for young talent to gain real workplace experience while they are still studying. Rakesh Ram, who is also Tertiary Scholarship and Loans Services (TSLS) Board Chairman is very appreciative of Government’s support through TSLS in enhancing access to Tertiary education for Fijians. The “Study and Work initiative” also aligns with the Government’s core objective of creating new employment and enabling every Fijian to excel in their career. HFC Bank is delighted to be one of the few corporate organizations to create such platform for Fijian students’ talent enrichment.

While launching this program, Mr Ram mentioned, that “study and work initiative” will create a bridge between theoretical studies at university and work life. Along with the financial support, this program will build students interpersonal skills, confidence, professionalism and create more relevance and meaning to theoretical studies as they do hands on practice in their roles. It also enhances their network, time management and multitasking ability. Working for Fiji’s own Bank will help students expand their career aspirations and make them more marketable.

HFC Bank is very pleased with the overwhelming response received from the Tertiary students around Fiji for the Initiative and the Bank will continue to provide such innovative platforms.

To this end, amidst adversity of the pandemic, HFC Bank launched a graduate trainee program for its own staff in 2021, where 10 graduate staff were placed on an accelerated/ fast track career progression training for one year. These 10 staff stepped out of their current roles and received special targeted grooming in all aspects of banking. Upon successful completion, these 10 staff are now well placed in the business and adding value in different departments. This program along with other programs such as rising stars and extended leadership programs is a testimony to HFC Bank recognising its staff as essential contributor to the bank's success and sustainability.

As part of its commitment to its staff, HFC Bank continued to retain all existing staff with normal salaries and benefits during the period of covid with no job losses or salary reduction and more importantly grew its workforce with additional 50 plus talented and dedicated local employees. As one of the fastest growing organizations in Fiji, HFC Bank continues to create new opportunities for the Fijian people and support the greater national interest.

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