

Trustco is Best

by Augetto Craig, Informanté

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Trustco Group Holdings was yesterday proclaimed the best company to work for in Namibia for 2015, taking top honours in the prestigious annual Deloitte Best Company to Work for Survey.

The survey conducted annually by Deloitte, aims to identify and celebrate the best companies to work for across Namibia, as rated by their employees. The results of the survey were announced at the Hilton Hotel in Windhoek where Trustco beat Old Mutual and Agra to the pinnacle of the large company category.

For purposes of the survey, large companies employ more than 500 employees, while in the category for companies that employ less than 500, the MVA Fund was best, followed by financial regulators Namfisa and insurance providers Santam. Erongo RED was the only other participating company to score a 3,7 point average and gain the right to use the Deloitte Standard of Excellence seal in its recruitment advertising.

According to Ramsay McDonald, the Deloitte partner in charge of the survey, this fifth year has been a milestone after the survey was refreshed and enhanced to be more innovative, provide better access to the results and a higher level of detail and quality of information. This year, the survey increased to a total of 19 participating employers with a total of 12 152 employees, 2 255 in the small-to medium-size category and 9 897 employees in the large-size company category. The number of participating employers in 2015 is nearly double that of 2011, the year in which the survey was introduced to Namibia. Agra Limited and the MVA Fund have participated in the survey for five consecutive years. Retuura Ballotti HR Senior Manager at Deloitte Namibia delivered the keynote address about human capital trends. "Companies have to manage people differently," she said, explaining that human resource departments in Namibian companies are falling behind in trying times. "Companies face an urgent need to develop leaders," she said, and pointed out that for today's top employees, "a pay-check is no longer enough." According to Deloitte's senior HR manager, "company culture is now a business issue, not just an HR issue."

Trustco boasts a robust and unique company culture that sets it above the rest. "I have always been cognisant of the fact that Trustco's success story would read very differently, if not for its employees. I am privileged to be supported by a dynamic team of unconventional individuals, to whom this award is truly dedicated," said founder and group managing director Dr Quinton van Rooyen.