

Methodology

THE SPECIALIST RESOURCE PROVISION METHODOLOGY

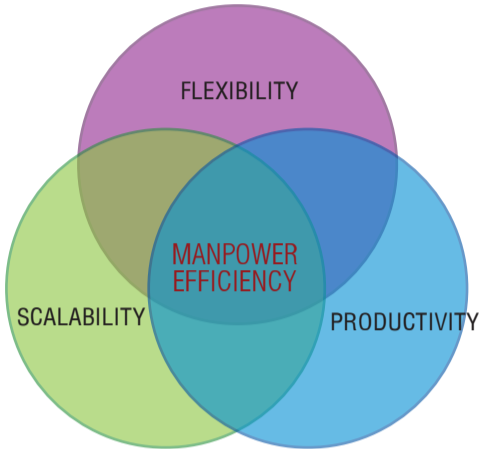
This consists of manpower efficiency focus and development that meet the Quality Objective.

MANPOWER EFFICIENCY

Elabrams core objective for Specialist Resource Provision (A1) is to achieve manpower efficiency in 3 main aspects:: Flexibility, Scalability and Productivity.

- Flexibility: Adaptable to changes in work requirements and environment.
- Scalability: Ability to carry out multiple tasks to fulfil work requirements, training and time management to meet deadlines.
- Productivity: Efficiency in continual learning, communication and quality management to meet work objectives.

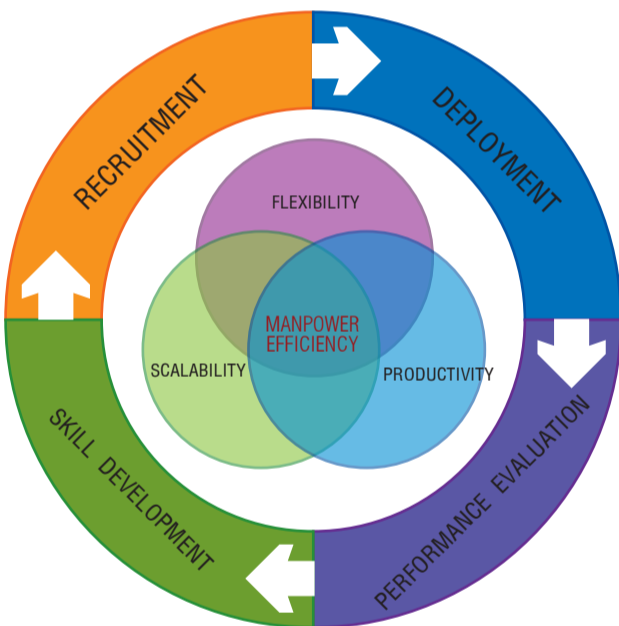
MANPOWER EFFICIENCY MODEL



THE MANPOWER EFFICIENCY DEVELOPMENT

In order to deliver manpower efficiency; Elabram will continually implement suitable processes in **recruitment, deployment, performance evaluation** and **skill development** to achieve the objectives.

MANPOWER EFFICIENCY DEVELOPMENT MODEL



RECRUITMENT

The recruitment process involves the following aspects:

- a. Manpower requirement & planning
- b. Selection process
- c. Hiring process

DEPLOYMENT

The deployment process involves the following aspects:

- a. Contract & commercial agreement
- b. Work commencement administration
- c. Manpower coordination & management

PERFORMANCE EVALUATION

The performance evaluation involves the following aspects:

- a. Performance appraisal
- b. Job evaluation
- c. Compensation & reward

SKILL DEVELOPMENT

The skill development involves the following aspects:

- a. In-house and on-job training
- b. Training to client
- c. Training evaluation