



مصرف الائتمان العراقي
Credit Bank of Iraq

**Credit Bank of Iraq
Rewards Policy**

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group / administration	Department of Human Resources

Introduction:

The Iraqi Credit Bank supports the efforts made by all its members and all its affiliates, as it follows the reward and motivation system for all members with outstanding performance. And since the human element is the main pillar on which the bank relies in achieving the desired goals and reaching its desired position in the Iraqi market according to its strategic objectives, it was necessary for us to set clear systems and determinants to reward and appreciate people with outstanding performance.

Performance evaluation:

The bank periodically evaluates the performance of all its employees, in order to find out the rate and level of performance of each individual, which in the end is reflected in the overall performance of the bank and reflects the extent of the ability of its executive management to achieve the hopeful and desired strategic goals and the extent of their skill in activating operating plans by adopting modern management methods In light of the instructions and laws governing the banking sector.

Determinants of performance evaluation:

The bank follows the latest methods used in performance evaluation processes to reach the real level of performance, and it is calculated according to mathematical operations and numerical rates prepared by experts in the field of human resources management, the elements related to performance evaluation are as follows:

- 1- The general performance of the job and is divided into the following:
 - Career goals.
 - Attention to the customer.
 - Dealing with employees.
 - Working procedures.
- 2- Competencies and skills:
It is a set of predetermined competencies and skills and is divided into two levels:
 - Competences and general skills
 - Administrative competencies and skills

Bonuses and incentives:

Based on the performance evaluation and the result of the performance of each person, the rewards granted to each person and their decision by the bank management are determined according to the following determinations:

- 1- The overall performance rate of the bank
- 2- Achieving profitability
- 3- The result of the individual performance evaluation results of excellence
- 4- The rewards shall be defined as either a percentage of the salary or a fixed amount