

Personnel structure

Number of employees

As of the end of 2016, the actual number of employees of the Group totalled 325.1 thousand people. In this section, the information is presented upon the principal members of the Group which have a significant influence on the regions of their presence and cover 96% of the total number of employees.

Most Group employees are employed with Sberbank; in 2016, they totaled about 260 thousand persons (or about 80% of the total staff size of the Group). During the reporting period, the turnover rate in the Group decreased by 1 p.p. to 13%.

Sberbank strives to create comfortable work conditions for its employees, which is why all employees work under the conditions of a collective agreement, and 86% are full-time employees.

Sberbank is working actively to increase its personnel engagement rate by offering a competitive benefits package and thoroughly studying the needs of employees for the purpose of further improving its loyalty programs.

100%
of Sberbank employees are
covered by the Collective
Agreement

Staff size of the Group

	2013	2014	2015	2016
Subsidiary banks and companies	41,286	44,883	46,993	54,235 ¹
Sberbank	255,515	275,723	271,231	259,999
Share of employees covered by collective agreements, %	88	87	87	83

The staff size of the Group broken down by gender

Employees, %	2016
Men	30.9
Women	69.1

Turnover rate, %	2013	2014	2015	2016
Staff turnover in subsidiary banks and companies	24	27	24	21
Staff turnover in Sberbank	22	17	13	12
Group	22	18	14	13

Staff size of the Group broken down by age, %	2016
Under 30 years	38.8
30–50 years	52.1
Over 50 years	9.1

¹ Hereinafter, analysis of the staff size is given net of the subsidiary bank PAO Sberbank (Ukraine).

Group structure broken down by categories of employees, %	2016
Managers	9.0
Employees	91.0

Structure of the Group's management bodies broken down by gender, %	2016
Men	82.8
Women	17.2

Structure of the Group's management bodies broken down by age, %	2016
Under 30 years	4.0
30–50 years	79.4
Over 50 years	16.6