

TRENDS ARTICLE**LRA AMENDMENTS: WHAT TO LOOK FOR WHEN SELECTING A TEMPORARY EMPLOYMENT SERVICES PROVIDER**

A temporary employment services provider must be registered with the Department of Labour and in possession of a Private Employment Agencies certificate, says Arlene Boing, Managed Talent Solutions business unit manager at Datacentrix.

Amendments to the Labour Relations Act (LRA), which were finalised earlier this year, giving wider protection to staff employed through temporary employment services (TES) providers or labour brokers, have had a major impact on the way local businesses approach staffing.

So says Arlene Boing, Managed Talent Solutions business unit manager at Datacentrix, who explains that, in light of the stricter, more regulated temporary staffing environment, the uncertainty around the new regulations, and the joint liability risks that already exist in this field, it is imperative for companies to seek out a dependable service provider to assist in navigating this new, and potentially risky, environment," she explains.

According to Boing, the first requirement of a TES provider is that they are registered with the Department of Labour, and in possession of a Private Employment Agencies (PEA) certificate. "At the same time, it is also important that the service provider is registered with a professional, recognised industry body, such as the Federation of African Professional Staffing Organisations (APSO), to demonstrate that they are fully compliant with labour legislation, as well as best practice and regulations governing all aspects of the TES sector."

The labour broker must also be able to show that it is registered (and in good standing) with the South African Revenue Services (SARS), when it comes to employee deductions such as PAYE, VAT, UIF, SDL and other employment benefits.

Finally, it is crucial that a TES provider has the internal policies and procedures in place to ensure it follows fair labour practice.

"As an APSO accredited specialist talent advisor for both permanent and fixed-contractual skills, Datacentrix Managed Talent Solutions has taken the necessary steps to stay ahead of the game when it comes to the most recent LRA changes," she explains. "We can provide employers with peace of mind that Datacentrix is committed to legal compliance, mitigating client risks, provides an environment where people can excel, as well as ensuring that our contractors receive fair wage and benefits including sick leave and holiday pay."

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