



# APSO Membership

promoting professionalism

## Join the Leaders

Save time. Save money. Enhance your image. Increase your bottom line. Shape the future

That's what leaders do when they belong to APSO



# Protecting your business prospects

Speaking out counts – in the spheres of Government, in the news media and with clients. Whether it's being heard at NEDLAC and other forums on national policies affecting the labour recruitment industry, commenting to the news media, developing strategies to promote professionalism, or more, APSO works hard to protect members from legal liability, expand their business opportunities, and promote a positive image to a wide range of publics.

## HIGHLIGHTS

### CAPEs

Political lobbying to ensure the protection and livelihood of the industry

### Industrial Relations Advice

APSO members have free access to LabourNet for industrial relations and labour law advice and assistance

### CIETT

Membership of International Confederation of Private Employment Agencies (CIETT) provides APSO members with access to global statistics, advice and assistance to ensure that we're always keeping up with the international trends.

### Affiliations

APSO regularly interacts with other recruitment associations including REC (United Kingdom), ASA (USA) and RCSA (Australia and New Zealand) to ensure that our service offering is up to international standards.



The Association of Personnel Service Organisations (APSO) promotes legal, ethical and professional practices for the labour recruitment industry.

When it comes to your business, APSO membership makes sense:

- Promoting professionalism
- Striving for regulation
- Speaking out in a powerful, unified voice
- Protecting the industry
- Delivering an edge in information
- Ensuring education and CPD



"CAPEs represents members in political lobbying and is the industry's unified voice when dealing with key stakeholders. CAPEs aims to promote professionalism and compliance across the labour recruitment industry."

Angela Dick CEO, Transman



is a proud member of:



## Enhancing your professional skill

Education. Training. Networking. Knowledge. These are the hallmarks of recruitment professionals. Through the APSO entry exam, training workshops, regular networking and national conference, APSO offers many opportunities to expand your expertise and improve your performance.

### HIGHLIGHTS

#### APSO Entry Exam

This compulsory exam ensures that recruiters have the embedded knowledge and competence required to operate professionally and ethically.

## Helping you stay ahead

APSO information is accurate, timely and trustworthy - just what you need to run your business with confidence. While you concentrate on making money, trust APSO to keep you informed with the latest developments.

### HIGHLIGHTS

#### APSOgram

The glossy quarterly A4 magazine is packed full of interesting information, advice and industry news.

#### INFOgrams and News Flashes

These electronic news briefs are designed to provide easy access and interpretation of the information that every recruiter needs.

## Driving ethics and best practice

APSO is committed to promoting adherence to high ethical and professional standards of business. These include legal compliance, professional standards of operation and adherence to the APSO Code of Ethical and Professional Practice. Today many client companies choose only to deal with APSO members and list this as a tender requirement.

### HIGHLIGHTS

#### APSO Code of Ethical and Professional Practice

The Code prescribes the minimum levels of service required to be given to clients, candidates

### Training Workshops

Regular workshops are held across the country.

### APSO Annual Conference

World class speakers, industry debates and networking opportunities.



"Our staff regularly attend APSO workshops which are in line with changes to the industry and facilitated by excellent trainers. Our team has gained confidence and sales have increased as a result – thanks to APSO training"

**Gugu Mathambama Manager, Lusiba Staffing**

### APSO website

A great resource for recruiters, packed with information and links to other stakeholder sites.



"As a young recruitment agency, we've gained a lot of confidence dealing with both clients and candidates knowing we subscribe to a code of ethics, are fully equipped and up to date with current trends and ever changing legislation. I recommend APSO."

**Thando Madyibi Owner, TembaKunye Recruitment**

and other stakeholders. It sets clear guidelines on issues such as search and selection, recruitment, reference checking, interviewing and fee dispute resolution, in the case of a dispute between two members.



"Having APSO as an official, and reputable organisation to guide both applicants and clients; the APSO Code of Ethical and Professional Practice has proven to be what differentiates IT Select from non-member agencies."

**Heather Dutton-Brown Manager, IT Select**



The Association of Personnel Service Organisations (APSO) was established in 1977 and continues to represent its members in their dealings with Government and related bodies. APSO promotes and ensures, for the benefit of both clients and candidates, the adherence to high ethical and professional standards of business.

APSO is focused on improving the professionalism of the recruitment industry, by providing training and continuous professional development for our members and their employees. APSO works closely with the Services SETA and other stakeholders to ensure that APSO members remain at the “top” when it comes to delivering recruitment services to their clients.

APSO is a fully constituted Section 21 company, governed by an elected National Executive Committee made up of volunteer members. In addition, each region is run by an elected Regional Committee who assist in rolling out APSO's strategic projects on a regional basis. Operational issues are handled by the full-time National Office team based in Gauteng

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