

Benefits to Candidates

With the increasing skills shortage, candidates today are more particular about who represents them in their search for a new job and career development prospects.

There are many, many recruitment companies in South Africa, some of which are not all they appear to be and candidates would be well warned to check out the agency before choosing to divulge any of their personal information. All recruitment companies are required, as a minimum, to register with the Department of Labour as a Private Employment Office for Gain. Ask to see their certificate if you're uncertain of their legitimacy.

Benefits of using an APSO accredited recruitment provider

Candidates who choose to use an APSO member can expect the following in terms of service & conduct:

- No charge to candidates (either registration or placement fees or commissions)
- Right to be treated in a professional and confidential manner
- Right to be interviewed in a non-discriminating manner by a consultant of appropriate experience & skill
- Right to be informed of the full details of the job for which you're being considered – including location, key performance areas, salary & benefits and any other relevant information
- Right to be given the name of the client company before your CV is submitted for the position
- Right to always be asked permission before any of your personal details (CV) is sent to any client company
- Right to be kept informed of the progress of your application and to be regretted should you not gain the initial interview or be unsuccessful in securing the position post-interview

If you receive service that you believe does not live up to the APSO Code of Ethics, you have the right and the opportunity to lay a complaint against the APSO member agency in question. For more information on how to do this, please view the Ethics section of the APSO website www.apso.co.za

A.P.S.O.