

Benefits to Clients

These days, many client companies choose only to deal with APSO member agencies and list this as a requirement for tendering for recruitment contracts.

Many clients are unaware of the fact that, when using a Temporary Employment Service (TES) provider, they are jointly and severally liable in the case of contravention of the Basic Conditions of Employment Act, collective agreements from Bargaining Councils, binding arbitration and determinations under the Wage Act, as outlined in Section 198 of the Labour Relations Act. For this reason clients should be extra careful when choosing their TES provider and rather choose to deal with an agency that is APSO accredited.

Benefits of using an APSO accredited recruitment provider

- Access to advice and information pertaining to the recruitment industry;
- Assistance with fee dispute resolution (between two member agencies);
- Recourse in the case of unprofessional business practices via the Ethics Arbitration Process;
- Knowledge that their recruitment provider has been kept abreast of changes affecting the recruitment industry

In order to qualify for membership, APSO accredited agencies must:

- Be legislatively compliant;
- Be registered with the Department of Labour;
- Operate professionally have offices and structures that meet APSO minimum standards; and
- Adhere to the APSO Code of Ethics

Client companies should be aware that APSO membership is renewed on an annual basis and is awarded to each of the agencies' individual offices. In order to check the validity of their membership please ask the agency to provide you with their valid APSO Certificate of Membership. Client companies can also log into the APSO website and check that the company is listed or call the National Office on (011) 615 9417 to enquire about membership status.

A.P.S.O.