

IS COLLABORATION PART OF YOUR STRATEGIC PLAN?

We are a holistic Human Resource service provider with 36 years' experience in partnering with client companies in their search to find innovative solutions to their staffing and human resource challenges.

At Express Employment Professionals, we see collaboration as essential to the way we do business. In our quest to

be a value add partner to our clients, we have collaborated with carefully selected companies that work with us in a common effort to enhance value to our clients; companies like **MIE (Managed Integrity Evaluation)** and **Thomas International** are examples of this collaboration.

Working with **MIE** enables our franchisee network to provide our client companies access to efficient verification of qualifications, credit records, criminal records, driver's licences, employment references, and citizenship checks. Utilising MIE to conduct an individual's background check will mitigate the risk of a poor hire, and it protects the reputation of the hiring company. **#collaboration #success**

Our collaborative initiative with **Thomas International** has helped many client companies to quickly, accurately and cost effectively access the behavioural profile of prospective and current employees and this in turn provides insight into how to motivate and manage people more productively. **These assessments represent a breakthrough in the analysis of a person's ability to handle the job, ensuring that the right candidate is recruited for the right job. #collaboration #success**

In addition, through internal collaboration between Express franchise owners and Express Employment Professionals functional experts, we offer ISO certified recruitment processes, labour advice, labour legislation wall charts (posters), and outsourced payroll solutions and advice. This is enhanced through strategic business partnerships with partners like Global Business Solutions,

CAPES (Confederation of Associations within the Private Employment Sector), APSO (The Federation of African Professional Staffing Organisations), and NEASA. We are equipped to help you, our valued clients, comply with legislation and mitigate risks in the hiring process.

We believe that a collaborative environment is a catalyst to creating more

successful business ventures. For collaboration to work it must be consistent and purposeful, with resources and rewards dedicated to its success. You may have many standout successes in your company already; but what if it were possible that you could increase your company's productivity exponentially by adopting a more collaborative approach?

Consider a strategic business partnership with Express Employment Professionals.

Contact any one of our franchise owners around the country to engage in a strategic discussion that could lead to greater profitability for you. **#collaboration #success**

Carolyn Diaz
Managing Director



MAKE YOUR MARK

SALES SUMMIT 2019 MAKE YOUR MARK

On 26 January 2019 Express Employment Professionals hosted our annual Sales Summit themed Make Your Mark.

At Express Employment Professionals, we don't just leave a mark, we make them by taking actions that are memorable, significant, and unmatched. These actions are driven by a will to succeed and a strong desire to make a difference in the world.

Nearly every office has their own story of an associate whose entire world was turned upside down before they came to Express. By doing our job and fulfilling our own personal calling, we helped them find their way again. To them, we made a mark.

It is during these routine occurrences that our actions go from acceptable to amazing. Because we know that a single moment—answering a phone call, responding to one more email, or even offering a smile of encouragement—can change a life.

Changing lives is how we **Make Our Mark** every day.

Express South Africa had the wonderful pleasure of having Karen Gilbert and Cheryl Moreno from Express Headquarters in Oklahoma City, USA, join us and facilitate the activities for the day, discussing accountability in the workplace. Andy Preston gave a motivational sales talk on stand out selling for recruiters. The day ended on a high note with a team building activity facilitated by Mark Dio.



Express Bedfordview



Express Middelburg



Express Durban South



Express Parktown



Express Pietermaritzburg



Circle of Excellence Award - Express Durban North



Circle of Excellence Award - Express Midrand



Circle of Excellence Award - Express Richards Bay



*Most New Clients & Most Appointments
Famous Moeketsi*



*Most Sales Call Volume
Luke Pillay*



*Helping Hand Award
Ferdinand Brannekamper*



*Values & Action Award
Jo-Anne Jansen van Vuuren*

The most successful offices were awarded prizes for their outstanding efforts in 2018 at the Evening of Excellence function.

Awards

The awards ranged from Most Profitable, Highest Placements to the prestigious Circle of Excellence.

We celebrated our successful Top Sales Reps in three categories: Most New Clients, Most Sales Call Volume and Most Appointments.

The **Helping Hand Award** is awarded to an individual or office that has demonstrated the Express spirit by extending a "helping hand," encouragement and direction to another office.

The **Values and Action Award** is awarded to an individual who constantly takes positive action towards achieving growth by living the Express values - Integrity, professionalism, teamwork, continuous improvement, perseverance, easy to do business with and partnerships for profitability.

The theme for the evening function was A Royal Blue Affair. The Express teams outdid themselves and looked elegant and classy. After the awards ceremony it was time to eat, relax and dance the night away!

EVERYTHING YOU NEED TO KNOW ABOUT THE NATIONAL MINIMUM WAGE

The National Minimum Wage Act (NMWA) and the amendments to the Basic Conditions of Employment Act (BCEA) took effect on 1 January 2019.

Here are some important aspects employers need to take cognisance of:

The minimum wage in South Africa will be R20.00 per hour.

All employees will be covered except the South African Defence Force, Intelligence Agency, Secret service and volunteers.

Calculation of the national minimum wage excludes:

- Employer contributions to any transport, equipment, tool, food or accommodation;
- Any payment in kind including board and accommodation;
- Gratuities including bonuses, tips or gifts; and
- Any other prescribed category of payment

No employee may receive less than the national minimum wage, however, the following exemptions will apply:

- Farm Workers: A minimum wage of R18.00 per hour;
- Domestic Workers: A minimum wage of R15.00 per hour;
- Expanded Public Works Programme Workers: A minimum wage of R11.00 per hour; and
- Learnerships will be paid according to the learnership agreement and allowances as per schedule 2 of the NMWA.

These exempted minimum wages will be gradually increased over a period of around 2 years to catch up and match the national minimum wage.

The new section 9A of the BCEA will require a minimum of 4 hours pay per day if the employee works less than 4 hours (applicable for below the earnings threshold earners).

The national minimum wage will take precedence over any contract of employment, Bargaining Council, Sectoral Determination or collective agreement unless such wage prescribed is more favourable than the national minimum wage. Therefore, one of two things will happen:

- Remuneration below the minimum wage will have to adjust upwards.
- Remuneration above the national minimum wage will remain unchanged as employers will still have to comply with such employment legislation.



Attempting to unilaterally adjust above minimum wages to the national minimum wage or other conditions of employment such as working hours, constitutes an unfair labour practice.

Exemptions can be applied for and will only be granted for 1 year if successful. We anticipate such exemptions to be granted in the area of a 10% reduction and in no uncertain terms will any employee be 100% exempted.

Disputes pertaining to the national minimum wage, such as failure to pay, may be referred to the CCMA if the employee earns below the earnings threshold. And of course, no Act is complete without a penalty clause or two... whereas a fine may be imposed on an employer who paid an employee less than the national minimum wage, an amount that is the greater of twice the value of the underpayment; or twice the employee's monthly wage.

For the purpose of clarity (Schedule 1 of the NMWA):

"farm worker" means a worker who is employed mainly or wholly in connection with farming or forestry activities, and includes a domestic worker employed in a home on a farm or forestry environment and a security guard on a farm or other agricultural premises, excluding a security guard employed in the private security industry in terms of the Private Security Industry Regulation Act, 2001 (Act No. 56 of 2001);

"domestic worker" means a worker who performs domestic work in a private household and who receives, or is entitled to receive, a wage and includes-

- (a) A gardener;
- (b) A person employed by a household as a driver of a motor vehicle;
- (c) A person who takes care of children, the aged, the sick, the frail or the disabled; and
- (d) Domestic workers employed or supplied by employment services; and

"expanded public works programme" means a programme to provide public or community services through a labour intensive programme determined by the Minister in terms of sections 50 of the Basic Conditions of Employment Act and funded from public resources.

By: *Roché Houman*

Express Franchised Offices in South Africa

Bedfordview	0861 177 758
Cape Town	0861 222 280
Durban North	0861 222 276
Durban South	0861 222 265

Middelburg	0861 177 754
Midrand	0860 604 949
Parktown	011 351 6363
Pietermaritzburg	0861 222 263

Port Elizabeth	0861 177 757
Pretoria North	0860 403 500
Richards Bay	0861 222 264
Sandton	0861 177 755

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JOIN THE LARGEST FRANCHISED STAFFING FIRM IN SOUTH AFRICA AND INVEST IN YOUR SUCCESS WITH AN EXPRESS EMPLOYMENT PROFESSIONALS FRANCHISE.

For franchise opportunities contact Carolyn Diaz at (012) 641 0100 or FranchiseSales@expresspros.co.za

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