

## **CAPES**

Theme: TES in the Construction Engineering Industry

Words: 526

There is a huge market for Temporary Employment Services (Labour Broking) in Construction Engineering in South Africa. Due to the short-term nature of projects in this industry, the number of staff Companies require is completely reliant on the size and duration of the project.

### **How Companies Benefit**

One of the biggest advantages of contracting staff through a Temporary Employment Services Agency is that the agency takes care of all recruitment and HR processes. This means the provided employee would be sourced, interviewed and paid by the agency, which means less admin work for the company.

Temporary Employment Services Agencies house a database of suitable temporary staff who would then be dispatched to jobs when required. This is a great advantage for Construction Engineering companies. When permanent staff are not available during a project, productivity becomes disturbed. Common occurrences like a staff member getting sick in the middle of a project can be a huge setback for business. An efficient Temporary Employment Services Agency could supply a substitute in the blink of an eye.

### **Finding a compliant Temporary Employment Services Agency**

The Temporary Employment Services Division (TESD) of the CEA (SA) represents employers engaged in the Construction Engineering industry, and it is also one of the four associations that make up the Confederation of Associations in the Private Employment Sector (CAPES). CAPES is committed to the professionalisation of the private employment agency industry in South Africa. All members are required to operate in strict accordance with legislation and to ensure the highest levels of professional conduct, ethics, and best practice are followed.

Construction Engineering companies employing the services of Temporary Employment Services Agencies need to ensure that these agencies are registered, and compliant with the necessary legislation, including the Employment Equity Act. Similar to any non-compliant business, fly-by-night Temporary Employment Services Agencies do more harm to the industry than good.

### **Do staff benefit from TES Agencies?**

For the temporary staff member, it is often easier to find work by approaching a TES Agency, which will notify them of work opportunities immediately when they become available. For the lower-class who would most likely not have access to the



internet on an everyday basis, having their contact details saved by the agency is advantageous, as they can be contacted and informed of work without going to the effort of job hunting every day.

Temporary Employment Services ease the burden of employing staff permanently, and this is an advantage for both the business owners and work-seekers. Having 100 permanent employees with little work could be a heavy liability for businesses, a liability that could cause it to close shop, which would also mean a 100 people would lose their jobs. The TES model is a sound system that keeps the industry alive, providing manpower when required, and re-locating staff to another business when the demand runs low. The catch is finding a compliant and accredited agency. Click [HERE](#) for a list of compliant agencies in the Construction Engineering industry.

***Registering with a legal and compliant TES agency is free! Never pay to get placed.***

For more information, visit [www.capes.org.za](http://www.capes.org.za)

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