

Employee rights

Precise. Staffing Solutions and Precise. Secretarial & Personnel Services and its EE partners have more than 30 years' expertise in the provision of professional services recruitment. Its strategy for growth and competitiveness is based on the excellence of its business model, the quality of its services, the development of its operations, employee commitment and market satisfaction.

We undertake to:

- abide by all International Labour Organisation conventions and recommendations ratified by the SA and EE Government and enshrined in national legislation and industry codes of practice;
- protect health and safety and promote good working conditions;
- promote diversity and equal opportunities;
- respect its employees and enable them to prosper;
- promote freedom;
- ensure transparency; and
- protect the right to privacy of its employees and of its work seekers and clients registering for the provision of recruitment services.

We undertake to ensure that we don't care about the financial bottom line, we believe that social responsibility is the key to long-term success.

Working Conditions

The promotion and maintenance of the health, safety and good working conditions of its employees and work seekers supplied or introduced to client employers are us at PSS and PSPS.

Equal opportunities

We DO NOT discriminate for any reason whatsoever in the workplace. It recruits its employees and provides recruitment services to work seekers registered with it by reference to their skills, qualifications and experience and treats them with dignity. There is no discriminate on the basis of age, social origin, family situation, gender, sexual orientation, disability, political, trade union or religious opinions, ethnic origin, country, or race in compliance with ILO Convention No. 111.

PSS | PSPS fosters diversity, in the individuals it employs and the work seekers registered with the company for the provision of recruitment services.

We endeavour to help person/s with physical or other disabilities, in order to integrate them into the company and the working community.

Jobs

PSS | PSPS strives to protect jobs. In the event of any reorganization or restructuring of the company and makes a commitment to seek alternative roles for workers within the company wherever possible or with clients registering job vacancies.

Right to training

We at PSS | PSPS undertake to provide every one of its employees, throughout their entire career with the company, regardless of their age and position, with the training necessary to properly perform their job and build a career.

Working hours and right to paid holidays

PSS | PSPS abide by national legislation on working hours in line with the needs of the company and taking into account workers' wishes. In compliance with national legislation and business practices within the SA and EE, all PSS | PSPS employees and temporary workers supplied by the company to client hirers are entitled to paid holidays.

Pay

PSS | PSPS recognise the principle of fair compensation for work and complies with the provisions equal pay for equal work.

Freedom of association/Employee representation

PSS | PSPS adheres to the ILO declaration on the fundamental rights and principles at work adopted in 1998 at the 86th International Labour Conference with respect to freedom of association.

Relations with suppliers and clients

PSS | PSPS informs its own suppliers and clients of the contents of this statement and urges them to consider adhering to it. It encourages them to introduce and implement equivalent principles in their own companies.

Implementation

This statement will be distributed to all staff of PSS | PSPS. Employees and work seekers registered with the company for the provision of recruitment services will have the opportunity to inform the company of any conduct that does not comply with this statement.