

Draft letter to temps

Dear valued Kelly Group associate

I would like to take this opportunity of wishing you a happy, peaceful and prosperous New Year. We at the Kelly Group look forward to continuing our mutually rewarding partnership with you in meeting the challenges and opportunities that lie ahead.

You may have read in the newspapers of the proposed amendments to the country's labour laws and I am writing to you to allay any worries that you may have regarding their impact on your temp work. The new bills are problematic in a number of respects. In their current form, they are inconsistent, contradictory and confusing.

The Kelly Group believes the draft bills will not be enacted as they stand today. Even Government has conceded that the draft bills could still change substantially before being tabled at Parliament. We believe they fail to recognise that a flexible workforce is a growing, world-wide phenomenon. They also ignore South Africa's pressing unemployment problem as well as the findings of Cabinet's own Regulatory Impact Assessment report, which says that the proposed amendments would result in the loss of thousands of temporary jobs, act as a disincentive to employment and destabilise the labour market.

In addition, the proposed bills are not in line with the ANC's manifesto promise of regulating non-standard work in a way that recognises its legitimate role in a modern economy but seeks to prevent it being used as a vehicle for worker exploitation. The bills are also unconstitutional in that they will impact on your right to choose and carry a trade.

Through CAPES (the Confederation of Associations in the Private Employment Sector), the industry body of which the Kelly Group is a member, we have long supported a regulatory model of greater compliance and enforcement in order to rid the industry of those unscrupulous players who have exploited workers through legislative loopholes.

The Kelly Group, which has over 40 years' expertise in the world of work, has long subscribed to a philosophy of providing fair wages, employment security, benefits and a safe working environment and has already embraced the ILO's decent work agenda. While we believe that changes to the country's labour laws are inevitable and indeed desirable, we trust that they will not have a major impact on our operations or the way we do business with you.

The Kelly Group offers a host of benefits to temporary workers that are closely aligned to what permanent staff receive and we constantly add additional ones as and when the need is identified. Please don't hesitate to speak to your account executive for more information. Some of the benefits on offer, in addition to the statutory ones such as sick leave, annual leave and UIF for example, include:

- personal accident cover with a benefit of R7 500 in the event of accidental death or accidental injury resulting in permanent and total disability paid for by the Kelly Group;
- C5 – HIV Prevention Programme, which is accessible 24/7 and offers cover in the event of accidental exposure to HIV/Aids, including advice, counselling and anti-retroviral treatments, and is available to a temp and a temp's spouse and children under the age of 25 and is paid for by the Kelly Group ;
- funeral plan, hospital cash plan and hospital indemnity plan at affordable premiums;
- the Capes National Provident Fund, which is a retirement savings plan and is offered, as an elective benefit, at affordable premiums;
- personal loans through Logical Staff Loans Solutions, a registered credit provider with the National Credit Regulator;
- debt counselling through Ubuntu Debt Counsellors who provide assistance with financial wellness education; and
- an employee wellness manager, who is available to confidentially help flexi employees with any personal problems they might have including HIV/Aids, sexual harassment, trauma, hi-jacking and marital problems

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We will keep you updated on developments on the bills as they arise, the next of which will be the outcome of the National Economic Development and Labour Council's (NEDLAC) negotiations on these amendments. We are very confident that common sense will prevail and that many of the problematic provisions in the proposed laws will be addressed.

Thank you for choosing the Kelly Group

Yours sincerely