

Accsys PeoplePlace Talent Management

Ensuring you receive the perfect, carefully selected candidate - for all Industries.

Company Background

Accsys PeoplePlace is the recruitment division of Accsys (Pty) Ltd, the People Management Specialist company established in 1980 and now a member of the Business Connexion Group. Accsys (Pty) Ltd specialises in cutting edge products such as Payroll, Human Resource Management, Time and Attendance solutions, Access Control, Biometrics, Employee Self Service and recruitment

The recruitment division of Accsys (PeoplePlace) focuses on all positions in the following key speciality industries

- Human Resources and Payroll
- Engineering and Technology
- ICT
- Finance
- Business Management
- Sales and Marketing
- Public Administrators (Senior and Junior)
- Logistics
- Executive Search
- Project Management

Vision

Accsys PeoplePlace aims to be a supplier of choice for staffing solutions in South Africa and abroad.

Our Philosophy

Dedicated specialists - We enable our clients to focus on their core business whilst we take the responsibility of sourcing appropriate candidates.

Client centred services - We do our best to understand the client's business environment & culture first before recommending candidates.

Proactive recruitment - Over the years, we have developed a substantial database of competent candidates, that allows for a quick turnaround time.

Search database - We subscribe to the best search databases to ensure relevancy and up to date profiles.

Being a member of Business Connexion, one of the largest ICT companies in Africa, we have enjoyed the synergistic and networking relationship of our wide area coverage, enabling us to be referred to high calibre candidates.

Processes - We follow rigorous recruitment processes; consulting, competence based interviewing, tests & risk assessments in order to identify the best fit for our clients.

We provide on-going candidate support - Candidates placed in the areas of Human Resources, Payroll and Finance enjoy training from Accsys on pertinent new legislation on Tax, HR and Payroll, software and industry news to make them relevant and up to date with important trends. The training is provided free of charge during the first 6 months of placement.

National Coverage - We provide recruitment services nationally.

We adhere to **recruitment ethics** - As a member of APSO, we respect the Recruitment Code of good practice and we believe in maintaining progressive relationships even after placements.

Recruitment System/Tool

Accsys PeoplePlace utilises a web-based recruitment system to ensure a smooth recruitment process to our clients. The e-recruitment system is a tailor-made system that will cater for each client we service.

Benefits of the system

- Reduced time-to-hire
- Centralisation and standardisation of a traditionally disparate and fragmented process.
- Reduced recruitment costs
- Acquisition of high quality talent
- Best Practice Recruitment Delivery
- Compliance to Labour Legislation



Permanent and temporary staffing

Accsys PeoplePlace manages a separate database of screened, interviewed and reference checked candidates. On request of temporary placements by our clients, Accsys PeoplePlace provides a complete resume that complements the skills and competencies required by the client.

Benefits of Permanent Placements

- Ongoing candidate support
- Accsys software

Temp candidates are cost effective as our clients pay for productive hours only, relieving them from the burden of statutory returns, payroll administration and Industrial relations

Benefits of Temporary Placements:

- Manage the relationship between the client and the temporary or contract employee
- Manage the human resources issues and payroll of the temporary or contract employee
- Monitor and ensure that our temporary staff is productive and emotionally balanced to perform duties and fit with the business culture
- Conduct performance appraisals and counselling in conjunction with the client
- Ensure that the candidate is orientated and inducted to the client's environment before the interview and when confirmation on the placement has been communicated by the client



Our Recruitment Cycle

1. Service Level Agreement

Our Obligations
Guarantees
Rates

2. Consulting

Job descriptions
Business culture

3. Strategic fit

Competence based interviews
Tests
Risk assessment
Recommendation to client

4. Client interviews & Placement

Invoicing
Accsys goodie bag

5. On - Going candidate Support

Through free Accsys training for 6 months after placements (on HR and Payroll placements)



Risk Management

Accsys PeoplePlace aims at protecting the client and itself from any irregularities that may occur during the recruitment and selection process. We ensure proper vetting of candidates is done.

This follows a thorough reference check with the previous employers (whom the candidates reported to) and verifying information on the individual's credit record, criminal records, driver's licence checks, qualification's authentication, identification, citizenship and other essential checks as required by our clients. This is done through an accredited institution.

Stay in touch



Accreditation

Member to the umbrella body for all personnel association

