



CONFEDERATION OF ASSOCIATIONS IN  
THE PRIVATE EMPLOYMENT SECTOR

# MEMBERSHIP INFO

2023



## VOICE OF THE STAFFING INDUSTRY

Established in 2002, when the need for a unified voice for the South African staffing industry became apparent, the Confederation of Associations in the Private Employment Sector (CAPES) serves as the lobbying organisation for the four primary staffing associations - APSO, AHASA, CEA, and ITA – and the thousands of SME staffing businesses they represent, and several of South Africa's largest staffing companies, in their capacity as corporate members.

CAPES has been at the forefront of negotiations for labour legislation and those regulating the industry and continues to champion the need for fit-for-purpose regulatory frameworks that acknowledge and enable a globally competitive, employment-rich, future world of work for South Africa.

[www.capes.org.za](http://www.capes.org.za)



# CAPES

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STAFFING INDUSTRY



CAPES advocates for a labour market that is flexible, efficient, and globally competitive, including transitions facilitated by compliant Private Employment Agencies (PEA) and Temporary Employment Services (TES)

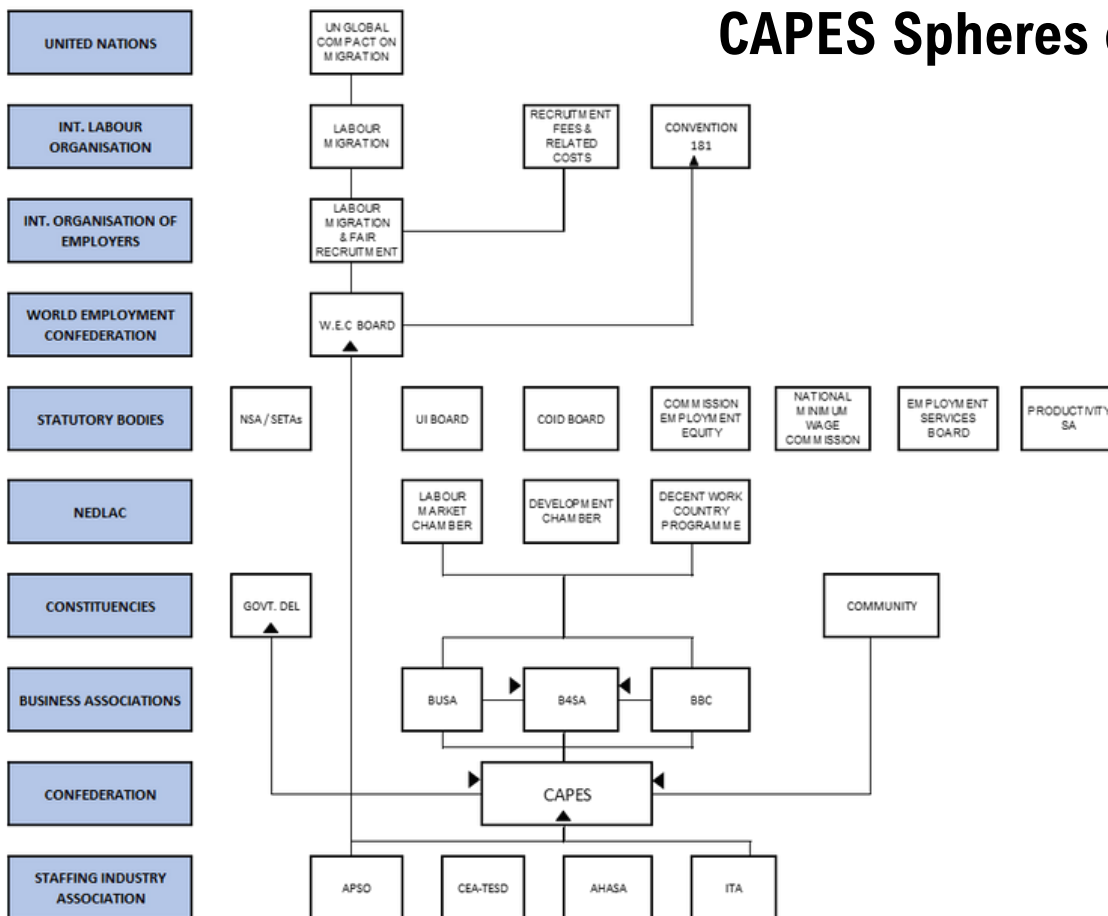
CAPES, as members of Business Unity South Africa (BUSA) and the Black Business Council (BBC), holds several prestigious seats on various statutory forums, including Employment Equity Commission (EEC), Employment Conditions Commission (ECC), National Minimum Wage (NMW), National Skills Authority (NSA) and the boards of UIF, COIDA and the Employment Services. Through these and other forums, CAPES is actively involved in giving inputs into the Organised Business submissions for legislative, policy, and regulatory changes.

CAPES also values its collaborative public-private partnership relationship, cultivated over the past decade, with the Department of Employment & Labour and strives to inform and drive compliance and best practice across the private employment services sector.

## GLOBAL ENGAGEMENT

CAPES, through APSO, is an active member of World Employment Confederation (WEC) and participant on other International forums and has, since inception, been actively involved in engagements locally, and internationally to support ILO, IOE, and IOM standards, including ILO C181, Fair & Ethical Recruitment Practices, IRIS, and the Global Compact on Safe & Orderly Migration.

## CAPES Spheres of Influence



# WHAT IS CAPES ROLE?

As the unified voice of the staffing industry, CAPES' primary role is that of lobbying and advocacy. Support services to members are provided through the four staffing associations, membership of one of which is required to join CAPES:

- Allied Healthcare Association of South Africa (AHASA)
- Federation of African Professional Staffing Organisations (APSO)
- Construction & Engineering Association (CEA) - Temporary Employment Services Division (TESD)
- Information Technology Association (ITA)



## Lobbying & Advocacy

Lobbying for fit-for-purpose legislation and regulation and its fair and effective enforcement



## Capacity Building & Professionalisation

Growing individuals and businesses through industry-specific skills programmes & developmental initiatives.



## Compliance & Best Practice

Driving compliance and establishing and monitoring best practice through Codes of Conduct, awareness, and capacitation.



## Thought Leadership

Building knowledge of the changing world of work and the need for South Africa to remain relevant



## Profiling the Industry

Showcasing value the industry plays as subject-matter expert intermediaries, facilitating a globally competitive and efficient labour market

## Benefits of Membership

- Access to first-hand information and updates pertaining to the regulatory environment and other industry-related matters, i.e. litigation re Bargaining Councils etc.
- Seat on the CAPES Executive Committee (voting rights) and ability to attend monthly virtual meeting affording you the opportunity to directly influence major issues affecting the staffing sector
- Access to general advice/guidance and resources from CAPES Secretariat including CAPES Chief Executive Officer, Jonathan Goldberg
- Access to the CAPES Provident Fund. This retirement scheme was set up specifically to offer affordable, accessible and transferable retirement savings for temp workers and those permanently employed within the staffing sector (for more information please see attached brochure)
- Regular email correspondence from CAPES Secretariat
- A membership certificate will be provided to you which provides further opportunity to enhance credibility, and differentiate yourself from competitors.

# COMMITMENT TO COMPLIANCE & ETHICS

## VOLUNTARY SELF-REGULATION

All Member organisations are required to undergo initial (and annual) compliance verification to ensure operations are fully aligned to the legislation and regulation. Proof of continued compliance required to be submitted.

## HIGHEST ETHICAL STANDARDS

All Members' employees are required to subscribe to, and work in accordance with, the Code of Conduct, Charter, and Association Codes of Ethics & Professional Practice

No fees to workseekers

Clients, workseekers and assignees engaging with Members have free recourse in the event of poor service or concerns



## Membership Criteria (Eligibility)

- You must be a registered Private Employment Agency/Temporary Employment Service with the Department of Employment & Labour and be in possession of a valid PE/ATES certificate.
- You must belong to one of the four CAPES associations, your choice and based on your line of staffing business and ability to meet their compliance criteria:
  - o Federation of African Professional Staffing Organisations (APSO) [www.apso.org.za](http://www.apso.org.za)
  - o Constructional Engineering Association – TES Division (CEA-TES) [www.cea.co.za](http://www.cea.co.za)
  - o Information Technology Association (ITA) [www.ita.org.za](http://www.ita.org.za)
  - o Allied Healthcare Association of South Africa (AHASA) [www.ahasa.org.za](http://www.ahasa.org.za)
- You must be registered with, and in good standing in respect to all statutory obligations/bargaining councils etc., whichever are appropriate to your line of business
- You must commit to working in accordance to the CAPES Code of Conduct & CAPES Charter
- Fees are payable monthly and membership is renewed annually. CAPES fees are paid on the basis of a Temp Levy, calculated at 0.1% of monthly temp payroll (managed by monthly submission in line with your EMP201 submission process) or alternatively R10 000 per month.



# CAPE S

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Driving professionalism and capacitation of industry players to support a strong, sustainable and value-adding staffing sector.

## CONTINUOUS PROFESSIONAL DEVELOPMENT (CPD)

Staffing recognised as a profession in 2013, with 3 professional designations registered with SAQA, these are:

- Individual Staffing Practitioner (ISP)
- Individual Staffing Professional (ISPr)
- Individual Staffing Master (ISM)

CAPE S has partnered with Wits University to develop & deliver two customised skills programmes:

- Employment Services Business Management Programme (BMP)
- Management Development Programme for Employment Services Professionals (MDP)

The programmes run over a year and are delivered by subject matter experts who also have experience within the staffing industry. Delivered virtually, incorporating collaborative active learning in the classroom, the programme content is regularly updated to ensure fit-for-purpose and relevance to current market conditions. All assignments are built to add value to the workplace, in addition to assessing academic competence,

Since 2018, CAPES has successfully lobbied for and secured R35 million in funding from Services SETA which has seen nearly 1000 individuals complete the Wits Programmes.

## CAPE S PROVIDENT FUND

All Member organisations have the option to join the CAPES Provident Fund (perm and TES employees). In addition to retirement benefits, the fund offers a death and funeral benefit and is very affordable, with participating Employers eligible to determine the contribution rates.

This high performing fund was customised to accommodate the uniqueness of TES work, including movement between sectors, changing rates of pay, and periods of inactivity/contribution. More than 125 employers and 7000 active employees participate with the fund value in excess of R150 million.

## STAYING CURRENT WITH GLOBAL TRENDS

Through APSO, CAPES participates actively at the World Employment Confederation (WEC), keeping abreast with changing labour markets and the innovation of staffing services. Insights gathered through WEC are shared with members to help inform their own strategies to remain relevant and continue to add value to clients and candidates.

CAPE S is a proud member of the Strategic Advisory Council for the 4-Day Week Pilot in South Africa, exploring the opportunities to drive greater flexibility and balance for organisations and workers alike.

We regularly interact with various stakeholders to provide workforce insights, and identify opportunities for growth, learning, and advocacy for the industry and our members.



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## JOIN US TODAY!

For more information, or to join, please contact our Secretariat:

**Address:** Block D, Stoneridge Office Park  
8 Greenstone Place, Modderfontein, 1644

**Email:** [info@capes.org.za](mailto:info@capes.org.za)

**Website:** [www.capes.org.za](http://www.capes.org.za)

**PR Enquiries:** Natalie Singer [pr@capes.org.za](mailto:pr@capes.org.za)



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