

We are very excited to introduce our new consultant in Gauteng:

Maxine Swart
Gauteng—East Rand



Success is going from failure to failure without losing your enthusiasm.

Winston Churchill

Vision and trust for the changing world of talent.

Intelligent Placement will assist you...



Are you aware that Contract work is limited to three months in terms of the latest labour laws.

It is illegal in South Africa to hire workers in temporary employment for more than three months without justifiable reasons. Department of Labour Director, Ian Macun stated that Workers in temporary employment should be treated as permanent unless there is justifiable reason. The implication is that in a dispute, both the temporary employment service provider and the client can be cited,"

Fixed Term Contracts

Fixed term contracts cannot exceed 3 months, unless justifiable reason can be shown such as:

- If the employee replaces a permanent employee of an employer that is temporarily absent;
- If there is a temporary increase in the volume of work of an employer, provided the contract is then not for a period of more than 12 (twelve) months;
- If the employee is a student or recent graduate being trained for a profession;
- If the employee is exclusively employed on a specific project that has a limited or defined duration;
- If the employee is not a citizen and the employment is linked to the period of the employee's work permit
- If the employee performs of "seasonal work"
- If the employee is engaged in an official public works scheme or public job creation scheme
- Where the position the employee occupies is funded by an external source for a limited period
- If the employee has reached normal or agreed retirement age

* This is however not a closed list of justifiable reasons. *

Fixed term contract that exceeds 3 months without justifiable reason would result in that employee automatically becoming a permanent employee of your company.

Fixed term employees working for longer than 3 months must work under and receive the same benefits as all other permanent employees – unless a justifiable reason to differentiate in terms and conditions exists, such as length of service, seniority, etc.



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Should a Fixed term contract run in excess of 2 years, an employee would be entitled to severance pay equal to 1 week's remuneration for every full year of service upon termination of employment.

Reference links <http://www.labour.gov.za/DOL> & <http://www.labourguide.co.za/>

The Four Agreements A Practical Guide to Personal Freedom

by Don Miguel Ruiz

The Four Agreements

1 BE IMPECCABLE WITH YOUR WORD

1

- Speak with integrity.
- Say only what you mean.
- Avoid using the Word to speak against yourself or to gossip about others.
- Use the power of your Word in the direction of truth and love.

2 DON'T TAKE ANYTHING PERSONALLY

2

- Nothing others do is because of you.
- What others say and do is a projection of their own reality, their own dream.
- When you are immune to the options and actions of others, you won't be the victim of needless suffering.

3 DON'T MAKE ASSUMPTIONS

3

- Find the courage to ask questions and to express what you really want.
- Communicate with others as clearly as you can to avoid misunderstandings, sadness and drama.
- With just this one agreement, you can completely transform your life.

4 ALWAYS DO YOUR BEST

4

- Your best is going to change from moment to moment; it will be different when you are healthy as opposed to sick.
- Under any circumstance, simply do your best, and you will avoid self-judgment, self-abuse, and regret.

Mama Taxi from <http://mamataxi.blogspot.co.za/>

