



Audit • Advisory • Tax

PEOPLE AND BUSINESS SOLUTIONS

OUTSOURCING SOLUTIONS

WHY BDO PEOPLE AND BUSINESS SOLUTIONS?



OUTSOURCING SOLUTIONS




BDO IN SOUTH AFRICA PROVIDES AUDIT, ADVISORY AND TAX SERVICES TO A BROAD RANGE OF CLIENTS - FROM LARGE JSE-LISTED COMPANIES TO SMALL AND MEDIUM SIZED ENTITIES, AND INDIVIDUALS.

AS THE SOUTH AFRICAN MEMBER FIRM OF BDO INTERNATIONAL, WHICH HAS OFFICES IN 162 COUNTRIES, WE HAVE BEEN DELIVERING EXCEPTIONAL SERVICE TO OUR CLIENTS SINCE 1963. IN SOUTH AFRICA WE SERVICE CLIENTS COUNTRYWIDE FROM OFFICES IN CAPE TOWN, DURBAN, JOHANNESBURG, PORT ELIZABETH, PRETORIA AND STELLENBOSCH. BECAUSE OF OUR SKILLS AND EXPERIENCE, WE ARE TRUSTED TO DELIVER A QUALITY OF SERVICE THAT IS UNDERPINNED BY A TAILORED APPROACH TO EVERY CLIENT. OUR PEOPLE HAVE THE SKILLS AND EXPERIENCE TO TAKE RESPONSIBILITY FOR THE WORK THEY DO AND ARE AGILE AND QUICK IN RESPONDING TO CLIENT DEMANDS. OUR APPROACH INVOLVES LISTENING TO OUR CLIENTS, UNDERSTANDING THEIR EXPECTATIONS AND DELIVERING THE CALIBRE OF SERVICE ASSOCIATED WITH A LEADING GLOBAL FINANCIAL SERVICES FIRM.

BDO People and Business Solutions aims to lead the optimisation of individual and business performance. Our global platform, professional consultants and leading-edge systems allow us to provide tailored interventions to maximise our clients' competitive advantage and reduce human capital risks. We offer a range of outsourcing, optimisation and advisory solutions which, coupled with our commitment to delivering exceptional service, provides a quality intervention.

Our qualified and experienced psychometrists, industrial psychologists, labour specialists and risk management consultants have extensive industry experience and expertise across a wide range of organisations and therefore understand the people, business, legislative and risk factors which contribute to optimal performance.

OUR SERVICE OFFERING ENCOMPASSES THREE AREAS

-  ▶ Outsourcing Solutions
-  ▶ Organisational Optimisation Solutions
-  ▶ Human Capital Advisory Solutions

TALENT ACQUISITION

The attraction and on-boarding of suitable talent can be a cumbersome and costly exercise. We understand the importance of selecting the right person for the role and organisation and as such we work with clients to design talent acquisition strategies and manage their acquisition pipeline to mitigate the risks associated with employing new people.

We assist with the following:

- **Talent Acquisition Strategies:** Engineering suitable recruitment and selection strategies to suit the business needs, industry value chain, and organisational dynamics.
- **Acquisition Pipeline Management:** Managing the end-to-end acquisition process for all levels, from needs analysis to on-boarding. We also provide professional assessment solutions for the talent acquisition process.
- **Risk Verification:** Risk verification and background checks.

HUMAN CAPITAL RETAINER SOLUTIONS

Our retainer solutions provide clients with specialised and skilled people and business optimisation services, so that they experience the benefit of sound human capital services without the risk and financial obligation of employing a permanent person in this position.

HUMAN RESOURCE INFORMATION SYSTEMS (HRIS)

Our Human Resource Information System (HRIS) facilitates the effective management of human resources, business activities and data. Acquiring, storing, analysing, retrieving and distributing relevant information about an organisation's human capital enables the most efficient use of the knowledge, talent, skills and capabilities within that organisation. We provide user-friendly data platforms that are adaptable to the needs of the client.

'WE UNDERSTAND THE IMPORTANCE OF SELECTING THE RIGHT PERSON TO FIT THE ROLE AND ORGANISATION SO WE WORK WITH CLIENTS TO DESIGN TALENT ACQUISITION STRATEGIES, MANAGE THEIR ACQUISITION PIPELINE AND THEN MITIGATE RISKS ASSOCIATED WITH EMPLOYING NEW PEOPLE.'

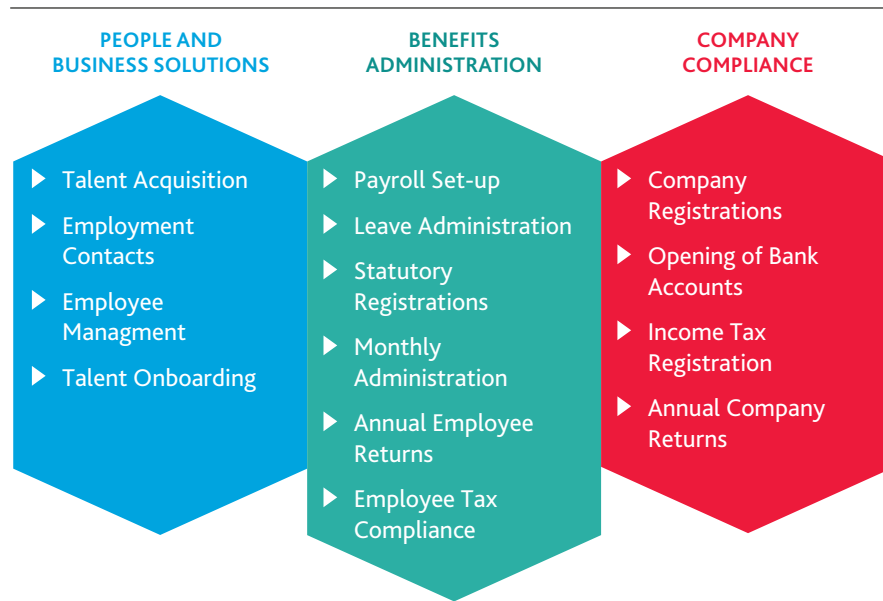


GLOBAL OUTSOURCING SOLUTIONS

With offices in 162 countries, we provide outsourced employment services world-wide. Many organisations find being globally connected challenging – it can be constraining and costly to set-up operations in a desired location. We take the hassle out of establishing a business in a new location by managing talent acquisition, providing remuneration solutions and handling legislative and compliance requirements.

Clients can choose for BDO to manage the complete employment value chain, or only one aspect thereof.

Clients deal with one consultant, pay one invoice, and have one salary approval process, regardless of the number of countries in which they operate and have employees based in.



'WITH OFFICES IN 162 COUNTRIES, WE PROVIDE OUTSOURCED EMPLOYMENT SERVICES WORLD-WIDE.'

OUTSOURCED EMPLOYMENT SOLUTIONS

Many organisations desire leaner operations and structures which often leaves the management of people in limbo. Our Outsourced Employment Solutions provide a comprehensive evaluation of your requirements and strategic focus, which we use to engage the right services to ensure optimal people and business enablement and performance.

'OUR OUTSOURCED EMPLOYMENT SOLUTIONS PROVIDE A COMPREHENSIVE EVALUATION OF YOUR REQUIREMENTS AND STRATEGIC FOCUS, WHICH WE USE TO ENGAGE THE RIGHT SERVICES TO ENSURE OPTIMAL PEOPLE AND BUSINESS ENABLEMENT AND PERFORMANCE.'

Why you should outsource your human capital requirements:

- Improved quality of human capital service delivery
- Reduced cost of ensuring a full human capital function
- Best practice replication
- Human capital risk mitigation and management
- Professional and experienced advocacy and consulting
- Flexible and practical human capital support
- Better utilisation of in-house human capital business partners
- Enhanced credibility of the human capital function
- Objectivity in providing specialised human capital solutions

Our Outsourced Employment solution includes the following offerings:

- Human capital business unit start-ups
- Payroll and benefits administration



WE TAKE IT PERSONALLY. FOR FURTHER
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