



**CGP CONSULTANTS**  
"We fill the Gap"

# CGP CONSULTANTS

**STAFF OUTSOURCE SERVICE**  
Your workers are our employees



A modern conference room with large windows and several office chairs. The room is empty, and the text "WHY STAFF OUTSOURCING?" is overlaid on a pink banner in the center.

**WHY STAFF OUTSOURCING?**





Motivation to provide Temporary Employee Services (TES) to organisations was influenced by the emergence and popularity of Business Process Outsourcing (BPO). BPO essentially entails subcontracting of non-primary business activities and functions to a third party.

Organisations have preferred outsourcing of non-core services because it offered increased time for management to focus on core business competencies without being burdened by the demands of bureaucratic restraints. Key resources (e.g. employees) are released from performing non-core or administrative processes and can invest time and energy in building the company core business. Companies can also avoid heavy capital investment in unessential human resources by outsourcing.



TES is a relatively new business practice in Botswana. However it has been practiced in the region, especially in South Africa and Namibia for several decades. Under this service, the end user (Company) secures employees from or through an Agency or broker that specializes in such a service.

The employees work for a specified period of time for an agreed fee, payable to the agency or broker. This is actually a form of subcontracting where explicit services are procured from an external supplier.



The International Labour Organisation (ILO) categorises subcontracting in two: first, contractors offer certain services and equipment; secondly those contractors who offers labour only. Labour outsourcing has been proven to boost economy by creating employment and also provides support to end users by supplying hassle-free short-term labour.

TES is considered to be a platform for first time job seekers and it is often associated with labourers and other entry level, non-skilled workers. However over the years research has indicated that TES incorporates categories of employees with secondary education in semi-skilled and skilled jobs such as sales and services. In view of the economic realities in Botswana, university graduates could benefit from this scheme.





CGP Consultants has been in operation in the Human Resource space for over two decades and has dealt mostly with permanent recruitment. This initiative, though part of broader recruitment function, will focus on short-term, project related staffing needs. Outsourcing of non-essential staff has many advantages;

Companies will benefit from the scope of the human resource infrastructure of CGP, using economies of scale and sharing costs of the administration of outsourced labour amongst its clients and at a fraction of the cost to the individual companies;

CGP has implemented Employee Management Systems which will enable effective staff management, instant access to the right skills for the job and access to online CV database, reduced employee pay queries, disciplinary enquiries or union meetings to deal with and thereby promoting attendance and productivity. The client will not have deal with complex remuneration and tax matters; save for a once-off monthly invoicing;



In addition to other savings related to human resource administration, prolonged vacancies, advertising, screening and interviewing of applicants costs, acquisition and maintenance of HR management systems, the client will be spared time spent on dealing with HR issues, legal costs for attorneys;

Emerging, small and medium sized businesses who cannot accord a functional human resource department would benefit from this arrangement;

Foreign multi-nationals or start-ups who are not familiar with local laws and culture, will find contracting CGP will make it easier for them to invest in Botswana;

CGP as the employer is accountable and responsible for all the risks associated with employment;

Using modern labour relations and human resource development techniques and implementation of relevant and up-to-date employee development initiatives, CGP will endeavor to increase employee stability and productivity;





Outsourcing also has notable benefits for the employees as well; it enables multi skilling as employees become exposed to a variety of skills and industries; it provides a greater job security as there is wider pool of employers; legal protection for the employee because CGP is a reputable and ethical HR practitioner.



## SUMMARY OF ADVANTAGES OF LABOUR OUTSOURCING TO CGP

- a. Timely provision of staff with required skills;
- b. Effective management of a variety of employment contracts;
- c. Technologically advanced employee management and administration;
- d. We engage with client and staff to ensure that required productivity levels are met;
- e. CGP will deal with any industrial relations matter (e.g. disciplinary hearing, Union, termination etc.) decisively and timeously;
- f. Any third party consultation as regards the employee will be responsibility of CGP e.g. Government relations, Unions;
- g. All processes and records of remunerations, benefits and deductions will be administered by CGP and copies thereof will be made available on request to client and relevant authorities;



## Contact us Today

Mandisa Paledi  
+267 395 1147

Portia Paledi  
+267 395 1147

[info@cgpconsultants.com](mailto:info@cgpconsultants.com)

[www.cgpconsultants.com](http://www.cgpconsultants.com)