



# About Fusion Recruitment

*We enable our clients to grow their businesses with complete peace of mind that their staffing solutions are in expert hands.*



## ***Our Philosophy***

*To be a preferred employer and offer an inspirational working environment in which our employees can thrive.*

*To nurture long term personal relationships with our clients which enables us to better understand clients employment culture, requirements and challenges.*

*To work smartly, effectively and in line with market demands.*

## ***Our Strategy***

To provide temporary, contract and permanent staffing solutions and skills which are aligned with our clients' specific requirements as well as maximising long term return on investment for our clients. Our clients have peace of mind that their talent sourcing is in expert hands. We aim to stay competitive through continuous improvement of the skills which we need in order to deliver the best solutions to the market.

“

**Over 25 000 interviewed candidates in our database**

*Our current consultants have over 80 years' of combined recruitment experience.*

”

## ***Where we started***

*Fusion Recruitment was incorporated in the year 2000 under the name Objective Outsourcing, by its members who have over 33 years of experience in the recruitment industry. We've built up a strong client and candidate base over the years and maintained trusted relationships through the personalised services which we offer.*

# Areas of Expertise

*All our assignees receive leave and public holiday benefits with salary payments executed efficiently and timeously using our VIP Payroll system with an EFT facility.*



## **Contract Staffing Solutions**

Services include all categories and levels of industrial staff and labour on a contract basis, including operators, drivers, artisans, general workers, warehousing staff and technical management. Payroll, administrative functions, HR and IR matters are taken care of in strict accordance with current legislation, allowing our clients to concentrate on their core business.

## Benefits to clients:

**01**

A flexible workforce.

**02**

Only pay for actual hours worked.

**03**

No handling of disciplinary, contractual or union issues, or attendance at CCMA.

**04**

No handling of UIF or COIDA claims and queries.

**05**

Employee record keeping and statutory payments are taken care of.

**06**

No sourcing, interviewing, screening and checking of candidates.

**07**

No calculating of timesheets or handling of payroll and related queries.

**08**

Personal Protective Equipment (PPE) is provided for.



### **Our Services:**

*Management of all HR and IR issues including discipline, poor work performance counselling and hearings. Payment to contractors via EFT. Providing and administering employer/employee contracts and storing employee records. Screening, interviewing and reference checking prospects. ITC and security checks and qualification verification when required. Deduction and payment of all statutory returns. Attending to contractor queries, including COID queries and claims. Calculating and verify timesheets. Keeping up to date with labour legislation.*

# Areas of Expertise

*All consultants receive on-going and updated training on current legislation and techniques pertaining to recruitment.*

## Permanent Staffing Solutions

Services include staffing in all disciplines and levels, nationally and abroad. Our placements carry a 90-day guarantee and are all conducted in accordance with the APSO code of ethics.

# Our services:

### Needs analysis:

We will obtain a comprehensive job brief, in order to establish the specific requirements for each position.

### Candidate Sourcing:

**Database search:** Our comprehensive database of interviewed candidates gives us access to a vast range of skilled candidates and the ability to quickly identify candidates, in many instances, without the need to advertise externally.

**Advertising:** We will assess if there is a need to advertise the position in order to source candidates which best match the job brief.

**Search:** We can approach candidates on behalf of the client, which the client may have identified as being a good fit for their organisation, or identify "like" organisations from which to identify potential candidates.

### Stringent screening:

**CVs will be screened** against the core competencies of the position to identify which candidates are most suitable.

**Candidates are interviewed** thoroughly and reference checks done before we present a short list to the client.

**Criminal and qualification checks** are done.

# Benefits to clients:

01

No need to advertise or source candidates yourself.

02

No need to sort through CVs.

03

No need to screen candidates.

04

No need to do reference checks.

05

No need to conduct credit, criminal and qualification checks.

### Present short list of candidates:

*CVs are consistently formatted for ease of reading before being presented to the client.*

### Complete follow through:

*We will assist in the negotiation process between the client and the candidates in order to ensure satisfaction for all parties.*



+27 11 746 8600  
 admin@fusionp.co.za  
 www.fusionrecruitment.co.za