



## Structured planning

### Notice

#### **Update South Africa – Employment Services Act: Operation date 9 August 2015**

On the 7th of August 2015, South Africa's Government gave official notice that the date of operation of the new Employment Services Act 4 of 2014 is 9 August 2015. The Act was assented to on the 7th of April 2014 and the date of operation has been eagerly awaited.

Important aspects of the new legislation include:-

- >increased regulation and obligations in respect of the employment of foreign nationals in South Africa;
- >increased regulation around the running of tempo-rary employment agencies or "labour brokers";
- >the establishment of new government structures to combat unemployment.

With the coming into operation of the Act, follows the need to stay abreast of new obligations which employers may face, particularly in respect of the employment of foreign nationals in South Africa and new penalties for non-compliance which the Act introduces.

Companies which make use of contract labour will also need to be aware of the effect of the new legislation, whilst temporary employment agencies will be submitted to increased regulation besides that which was introduced in January 2015 by the Labour Relations Amendment Act.

For further information on these and other changes, please contact us. We look forward to helping you and your organisation stay compliant.

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