



## Take action, inspire change, make everyday a Mandela Day

2018 marks the centenary of the birth of Nelson Mandela. This provides a unique opportunity for people around the world to reflect on his life and times and to promote his legacy.

The message behind Mandela Day is simple – everyone has the ability and the responsibility to change the world for the better. If each one of us heeds the call to simply do something good every day, we can live Nelson Mandela's legacy and help build the country of our dreams.

### What can I do?

By giving a little of your time each day to making a change that's close to your heart or by giving a little of your time to make a difference to the life of someone else, you can start changing the world around you. There are so many ways to make a difference. Start with what you are passionate about and where you know your actions will have a lasting impact.



Follow Mandela Day on social media and sign up to receive the Mandela Day newsletter. For more information visit [www.nelsonmandela.org](http://www.nelsonmandela.org)

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# Duty of care considerations for travelling employees

Business travel is part of the day-to-day job for a growing cohort of employees, from senior company executives to junior sales staff, across all company types and often across borders and continents. Travelling for business brings with it its own set of risks, demanding that organisations of all sizes exercise the utmost duty of care in managing and mitigating the risks to employees, operations, business continuity, reputation and profitability.



‘Duty of care’ refers to the legal and moral responsibility that employers have to ensure the health, safety and wellbeing of their employees in the workplace and while travelling for business. It helps to ensure business continuity and compliance, as well as protecting against reputational damage and potentially costly legal issues. Most fundamentally, it helps safeguard the primary business-critical assets of any organisation: its people.

According to Claudia Lemon, accident and health underwriting manager at Chubb South Africa, duty of care is a complex risk that is difficult to quantify and manage and has the potential to create fundamental damage to a company’s reputation and bottom line if not addressed thoroughly. “The scope of business travel risks are truly global, which is why corporate responsibility and governance must work hand in hand with insurance risk management to protect employees, the business and the brand reputation,” says Lemon.

A key challenge for those responsible for corporate stewardship is to ensure that the right insurance solution is chosen that enables the provision of duty of care. A good place to start is with a group personal accident as well as travel insurance for those employees who go away on business.

“Besides the more obvious insurance cover for medical emergencies, political instability, on-the-ground expert response and even emergency extraction while travelling for business, many companies are unfamiliar with the additional technology support and tools that the insurance industry has developed, such as preventive information, country risk assessments, post-accident support, smartphone apps and guidance notes for staff travelling internationally for business,” says Lemon.

“Technology can also allow the company to send alerts directly to employees in the middle of an event in addition to tracking and locating them using the GPS on their phones in case an extraction is required. Given the proliferation of smartphones and mobile devices, there is great potential for growth in digital services that can support employees when they travel for business, and these tools should be considered a standard offering for all companies that send their staff on business trips,” Lemon explains.

It is also vitally important that the insurance partner chosen has the capacity and ability to cover all potential risks, no matter the complexity.

“With foresight, planning and expertise, insurance solutions can be designed to facilitate the organisation’s commitment to duty of care provision, mitigate reputational damage and legal repercussions, and demonstrate its absolute commitment to protecting employees in the execution of their work responsibilities,” says Lemon.



Companies can benefit from partnering with experienced insurers and brokers to protect their staff from unwanted business travel outcomes. At present, many companies appear to be undervaluing the support they can get from the insurance industry, but the range of available products and services can help companies to significantly upscale their duty of care. Insurance can offer more than just coverage and the range of tools and services that are often included can enhance significantly corporate duty of care procedures and responses.

# Top Candidates



## Gauteng—Accountant

This highly skilled candidate resides in Pretoria and would like to work within the Johannesburg/Pretoria Metropolitan area. My candidate has a BCompt Accounting degree and is also registered with the EAAB.

**His strongest attributes are the following:**

- Problem-solving
- Analytic Thinking
- Strategic Planning
- Report Writing
- Financial Accounting
- Leadership skills
- Real Estate Sales
- Real Estate Marketing
- Real Estate Administration and Finance

He has a proven track record of being able to conceive, develop and execute strategies. His strong Management skills in Accounting coupled with his ability to perform in Real Estate marketing, makes him to be an ideal candidate in Wealth Management.

This candidate is available immediately for a salary of R 25 000pm.

*Please contact Helen du Toit at 076 772 9933 for more information*

## Eastern Cape—Quality Manager/Engineer

Our African Male candidate is situated in the Eastern Cape, Port Elizabeth area and has an exceptional Quality profile with excellent qualifications and work experience to date. He is also a qualified VDA6.3 Process Auditor and has a National Diploma in Mechanical Engineering, as well as a BTECH in Quality Management. He has been employed by reputable employers in the past and is looking for a Quality Engineer or Internal Auditor role to enhance his career experience and knowledge gained to date.

**His main duties include:**

- Customer Satisfaction
- Business Management System ISO/TS 16949 and ISO 14001
- Incoming Supplier Quality / Plant Returns
- Supplier Development and Evaluation
- Quality Engineering Activities (including APQP Activities)
- Support Validation Activities (from engineering) / Laboratory Testing and Calibration / Quality support to manufacturing

Our candidate would be an asset to any Automotive Manufacturing Quality department and is available for alternative employment through your earliest convenience of an interview.

*Please contact Janine Julyan at 083 235 0707 for more information*

**For more Top Candidates you can also visit our website**

**[www.intelligentplacement.co.za/employers](http://www.intelligentplacement.co.za/employers)**

**Top skills available in the market in various sectors.**



# Top Candidates



## Western Cape—Administrator

A young, dynamic and well-presented lady that has gained a number of years in the Administration field. She has completed Matric and a Diploma in Public Relations Management.

### **Why she would be an asset to any company:**

- Her honesty, hardworking and responsible nature
- Her ability to strive towards perfection and her positivity
- Her experience and reliability
- Her hunger to learn and grow and to impart knowledge

She is fluent in English, and presents herself in a professional manner. She has exceptional communications skills and an outgoing personality. She is seeking a challenging, stable opportunity, is available immediately and has a salary expectation of R6 500.

*Please contact Hayley Kagerer at 079 680 1982 for more information*

## Western Cape—Diesel Mechanic

This candidate has a Red Seal qualification as Diesel Mechanic. He has 13 years experience in construction, engineering and transport in a roadside, on site as well as workshop environment and a great all-rounder and is always willing to learn and teach others. He has extensive experience in all fields including: mechanical, electrical, hydraulic, airbrakes, welding, gas cutting and gas welding.

He has good management and planning skills, loves to make plans and has excellent problem solving skills. He has logistic management skills and experience in heavy duty rigging. He has been managing a workshop and a team of personnel as a qualified diesel mechanic for at least 11 years in a field service environment.

This candidate wants to relocate to the Western Cape area because his son was born blind and wants him to attend Pioneer School, Worcester, in 2019.

He has a 30 day notice period and his salary expectation is above R30 000.

*Please contact Johalize Swart at 021-201 5077 for more information*

# You did it! *Congratulations*



"I took a huge leap of faith three years ago to the day, on the 1st of July 2015, when my journey with Intelligent Placement began. Though overwhelmed, anxious and very excited, I started my journey with training in a daunting industry, which I have grown accustomed to. I was appointed the first of three brand new consultants for IP's national rollout. Today, I am also the most long-standing consultant with IP, and receive this honour with great appreciation and modesty. Pushed out of my comfort zone, into the unknown and working for an employer that is many miles away, gave me the freedom to manage my own operations, outcomes and most importantly my income.

IP has given me the freedom I have always wanted as a modern professional woman: to be flexible and be able to tend to my other job – being a mom to my two beautiful boys. Who can ask for any better jobs than that? The privilege to be part of and change people's life for the better has been the reason and essence of my motivation to do this every day! It's like paying yourself for the sacrifices you are prepared to make to get the job done.

And in saying that, I can also focus my energy more on customer relationship building, personal customer service to both clients and candidates, and still make a difference to all parties in this love triangle called recruitment. I pride myself in my match making ability, for believing in people and propelling their careers to new heights. When you invest in people and nurture their potential, they will love you for it and your blessings will be returned three-fold. If I could write a book and reflect upon all the placements I have done to date, that book would be a testament to gratitude, growth and betterment.

As a woman, I have the passion to drive my dreams to reality and with the support of an employer that will have my back no matter what. Even though we don't share an office or are close to one another, modern day technology ensures to keep us in touch with each other for support, motivation and camaraderie. I can honestly recommend Intelligent Placement to any Recruitment Consultant out there that wants the freedom to grow and deliver their best and deliver on their promises, whilst driving their own income through commission earnings only. IP rings true to "Whatever you put in, is what you get out."

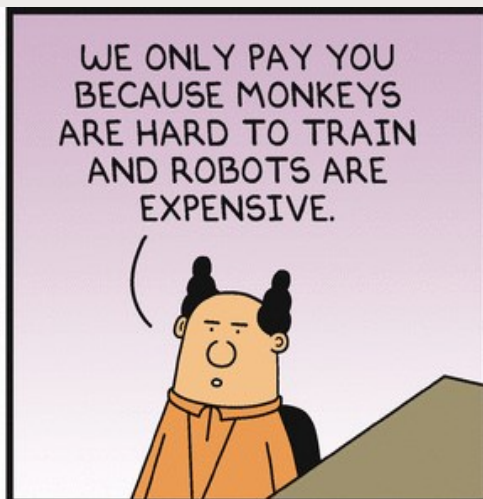
However - you'll experience that it is so much more than just that! If I could change anything about my career, I wish I had started with Intelligent Placement, much sooner! I thank you for my first 3 years and may there be many more."

*Janine Julyan*

## Office Funnies...



@SCOTTADAMSAYS  
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