

**Criteria for the Accreditation of Temporary Employment Services Providers in the Metal and Engineering Industries**

- ▶ The company's registration document and details
- ▶ Membership of the CEA (TESD)
- ▶ The registration number issued by the MEIBC in respect of the TES in pursuance of the Council's Registration and administration Expenses Agreement. (MIBFA number)
- ▶ An affidavit warranting compliance with regard to Legislation, and Collective Agreements
- ▶ Correct rates are being paid to placed staff, and made according to the MEIBC collective agreements and including all benefits
- ▶ Physical business address of the TES Provider
- ▶ A list of the TES provider's clients which will remain confidential between the member and the MEIBC
- ▶ Copies of current exemption to the Main Agreement, if applicable
- ▶ Employment contracts to be available for inspection
- ▶ Letter of good standing from the Compensation Commissioner
- ▶ Letter of good standing from the Unemployment Insurance Fund
- ▶ Tax clearance certificate from SARS
- ▶ Proof of submission of Employment Equity reports if applicable
- ▶ BEE certificate or scorecard if applicable
- ▶ The registration number allocated by the Director-General of Labour and/or a certificate of registration in respect of section 24 of the Skills Development Act
- ▶ The company policy on ethics must conform to the TESD code of ethics
- ▶ The company is up to date with all MEIBC dues
- ▶ Contributor towards CAPES

**Member of the Steel and Engineering Industries Federation of Southern Africa**

# Constructional Engineering Association of South Africa



**TESD**  
TEMPORARY EMPLOYMENT SERVICES DIVISION

*This is to certify that:*

## ***Impact Human Resources***

*Member No: 12358*

Has been audited in terms of the Temporary Employment Services Providers criteria and found to be compliant

Valid from 11 May 2020 to 10 May 2021

M Landman  
Auditor

Signature

A Boy  
Executive Director (CEA) (SA)

Signature

L Trentini  
Operations Director (SEIFSA)

Signature

