



# SCRIBANTE LABOUR CONSULTANTS NEWSLETTER



**Our Solutions: TES and project contractees, Payroll Administration, Training and Skills Development, HR & IR Consulting, Recruitment**



## Message from our CEO

I need not remind you that the past months have been extremely challenging for everyone. We have managed through the COVID-19 health crisis by staying true to what we stand for, keeping employees safe, keeping clients safe and protecting our financial well-being. Thanks to the work of the entire Scribante Labour Consultants team, we have so far weathered the storm.

During this year we celebrated our 21st Anniversary. A lot has changed over the last 21 years, but the one thing that has not, is our client's expectation of us. Our clients want today what they wanted then, reliable, efficient, and innovative labour solutions. We strive to be relevant to our clients in an ever changing labour environment.

Thanks to our dedicated staff who have laid the foundation for our great company and the more than 3500 employees who have gone over and above the call of duty to make sure that Scribante Labour Consultants always runs like a smoothly oiled machine.

We have a lot of projects happening right now, and Scribante Labour employees never cease to amaze me. They do whatever it takes to get the job done, no matter what, even when times are tough.

Thanks to the never wavering support of our employees, our clients and business partners, we are pushing to finish this year strongly and will start the next 21yrs with a thriving company that is full of opportunities, hope, development, equality and sustainable growth.

Thank you for making Scribante Labour Consultants a staple in the communities we serve. I wish you all a safe and blessed festive season. Let us give 2020 the kick in the butt it deserves and bring in 2021 with renewed vigor and opportunities.

Kind regards  
Dino Scribante

## UIF COVID-19 TERS.

It has been a very busy period in payroll since lockdown with the processing, reconciling and payment of TERS to the employees. To say that TERS has been a challenge for most companies is an understatement but the Department of Employment and Labour has to be commended on their ability to get a system up and running for an entire country in such a short period of time.

The understanding of the process in which the application and payment amount TERS works has been constantly changing but we have managed to get our staff paid. Although there are still some queries and outstanding payments, for the most part TERS has been successful.

We have been able to assist our clients in not only successfully claiming TERS but also reconciling what needs to be paid to the employees and/or paid back to the Department of Labour. If you need assistance with reconciliations of TERS please contact Yvonne King at [yvonne@scribantelabour.co.za](mailto:yvonne@scribantelabour.co.za)



Scribante Labour Consultants Johannesburg team

## SLC Johannesburg moves premises

Scribante labour Consultants is happy to announce that the Johannesburg branch has moved to new and bigger premises. The new home for Scribante Labour Johannesburg is 7 Molecule street, Chloorkop, Kempton Park.

These purpose-built offices are only 2 kilometers off the highway allowing for easy access to come and visit us for all your Labour recruitment needs. The new 163 m<sup>2</sup> office space has allowed us to better utilise the space required for our continued growth of the Johannesburg Branch. The new offices are sunny and warm with plenty of secure parking space available.

The new office is in Kempton Park and is an amazing new office space that has been specially built for the growth needs of the Johannesburg sales office.

The big move happened this past month with a seamless transition. We have used the opportunity to get rid of the clutter and refresh it with a new refreshed look. Our doors are open and we are ready to assist, so if you are in the area or in need for some Labour advise, pop in to say hello and come and share this amazing space with us



Sive Mbetheni- Site Supervisor

## From intern to site supervisor

If I had to look back and pinpoint my proudest career moment to-date, it would have to be taking time off from university to complete my internship. Doing so opened my eyes and helped me understand how the materials I studied in textbooks applied to the real working world. It also opened doors for me that otherwise may have been closed.

If you have been wondering what you might get out of doing an internship, here is a first-hand account of how interning helped me jump-start my career. Throughout my internships I was lucky to have great people supporting me. While I gained a variety of experiences and skills, I think the impact of having the opportunity to learn from seasoned professionals gave me someone to look up to and a goal to work towards. It instilled a work ethic in me of wanting to go above and beyond of what was required.

There's a common saying, "It's not what you know, but who you know," and cultivating those connections in your internship before graduating can help set you up to get a job you'll love down the line. Not only that, but by making a positive impression while interning, you're building your own brand, and people will remember the kind of person you are— this is a quality that will be very useful down the road when looking for references or asking for recommendations on your LinkedIn profile.

After 12 months of testing myself in a real-world working environment, I had grown both as an employee and an individual. But most of all, I had the experience needed to secure my first full-time job. Ultimately, completing an internship gave me an edge over others who did not.