

Temporary Employment Services could assist South African citrus industry

Amidst the challenges faced by the citrus industry in South Africa, including severe droughts and production issues, the Temporary Employment Services (TES) partnership has been identified as a potential solution to turn the sector's fortunes around. The industry is currently facing logistical problems during the harvest season and the impacts of climate change. Moreover, the implementation of a new national minimum wage could negatively affect profitability if not managed properly.

Musa Dlamini, Regional Director of Workforce Staffing, emphasized the importance of agility and a strategic approach to maintain cost-effectiveness while managing labour requirements. "A Temporary Employment Services (TES) partner can be an asset. Handling the admin and giving citrus farmers access to a flexible, legally compliant workforce. This is a workforce that can be made available at short notice to cope with the unpredictability of the industry," Dlamini explained. He further highlighted the necessity for the citrus industry to adapt to the challenges posed by unpredictable weather and shifting growing and harvest seasons. Partnering with TES providers could optimize costs and ensure a flexible workforce while maintaining good community relations, according to Dlamini.

Dlamini also stressed the importance of choosing TES partners that comply with all labour laws, including labour, safety, and sanitary laws, as well as fair trade regulations. "This will give you the flexibility to scale and descale the workforce quickly while remaining compliant. It is a major benefit and a source of competitive advantage. The ability to source and supply skilled, compliant, and experienced labour at short notice. It is essential to take advantage of this small window. And then, when the harvest is over, the workforce can be scaled back again to optimize costs," Dlamini stated.

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