Talent Shore

Recruit and hire remote staff in South Africa

Why South Africa?



1. You'll be saving **40% on your UK staffing costs** (including our fees).

2. When compared with other countries, South Africa has only a **one-hour time difference**.

3. Lastly, the culture and use of the English language are **seamless**.

What sets us apart?

We make it easy!

Historically, you'd navigate through engaging a South African recruitment agency for candidate sourcing, coordinating with a for payroll and HR compliance provider, and enlisting a South African IT firm for candidate setup.

Our solution is a comprehensive employment approach from South Africa to the UK. We simplify the entire process, removing complexities tied to multiple service providers. Embrace efficiency and simplicity with our all-encompassing employment solution.



Talent Shore’s Recruitment Process

1

Discovery

Meet with a UK Director to kick off the process.

2

Vacancy Meeting

Collaborate with our talent acquisition team to discuss specific vacancy requirements.

3

Sourcing

Conduct a streamlined 2-stage interview process, plus IT checks and reference checks

4

Candidate Shortlist

Receive a comprehensive shortlist, including video interviews.

5

Securing

Let Talent Shore handle the candidate securing and onboarding process.

Choosing the right HR partner



The intricacies of South African employment laws and regulations demand expertise and precision in HR management.

Making the wrong choice can leave your organisation vulnerable to legal risks, compliance issues, and potential financial penalties.

With our in-depth knowledge, experience, and commitment to compliance, we mitigate risks and ensure that your HR operations run seamlessly, allowing you to focus on driving your business forward with confidence.

Choosing the right HR partner is not just about outsourcing tasks; it's about safeguarding your organisation's reputation and success in the competitive South African market.

Talent Shore’s Service Breakdown

We specialise in managing all aspects of HR, payroll, and compliance & IT, allowing our clients to focus on their core business activities while ensuring smooth and compliant operations.

Onboarding & Recruitment

If requested, we can handle the entire onboarding process for new employees, ensuring a smooth transition into the organisation.

Employment Contracts

We draft and manage employment contracts tailored to meet the specific needs of our clients and ensure compliance with South African labour laws.

HR Administration

Our team handles all day-to-day HR tasks, including managing employee records, updating HR policies, and providing guidance on HR-related matters.

Performance Management

We assist in setting performance goals, conducting performance reviews, and implementing performance improvement plans when necessary.

Employee Relations

Our experts handle all employee relations matters, including disciplinary actions, grievances, and the termination of employees in compliance with South African labour laws

Legal Compliance

We stay updated with the latest South African employment legislation and manage any cases brought before the Commission for Conciliation, Mediation and Arbitration (CCMA) on your behalf.

Leave Management

We oversee the administration of annual leave, sick leave, and other types of leave as per company policies and statutory requirements.

Payroll Processing

We process and submit employee salaries, taxes, payslips, and compliance such as UIF (Unemployment Insurance Fund) contributions.

Note: Please refer to our HR handbook for the processes that you would follow with our HR team. During your onboarding meeting with Talent Shore, our HR team would be walking through this with you.

Our all-inclusive package

You will pay for the candidate salary, plus one of our packages outlined below.

Please see our rate card for a rough idea of what certain roles would cost you per month in South Africa (including our monthly fee).

	TS-3	TS-6	TS-12
Vacancy Term	3-month rolling	6-month rolling	12-month rolling
Monthly Fee	**£550**	**£525**	**£500**
One-off Administration Fee	**£999**	**£999**	**£999**
Optional IT Hardware	**£99** PER MONTH	**£99** PER MONTH	**£99** PER MONTH

Note: If our recruitment offering is not included in your package, we can provide a discounted monthly fee of £350, and the administration fee would be reduced to £599.

Pricing Notes

At TalentShore Ltd., we aim to align our payment terms with the way our clients typically handle their payroll processes.

To make the transition seamless, we've updated our payment structure as follows:

1. VAT - Prices shown do not include VAT.

2. Contract Duration - This is aligned with the vacancy, not the candidate. Our HR team ensures a proper and cost-effective exit for team members. For example, candidates in senior roles may have negotiated specific notice periods. Similarly, those on project-based contracts have week notice for 1-6 months, 2 weeks for 6-12 months, and 4 weeks for 12 months and beyond.

3. Candidate Exits - Tour monthly payment decreases to our Monthly EOR (Employer of Record) fee while we work together to find a replacement. We commit to presenting a new shortlist within 10 working days as part of our SLA.

4. IT Services - Our IT team provides guidance, procures and sets it up on your behalf. Backup power/inverter, laptop, headset, keyboard, mouse, screens provided and maintained by Talent Shore.

5. Administration Fee - This is a one-off fee charged only on successful completion of you hiring a candidate through us. We do not charge large upfront recruitment fees, instead we just charge a small fee on completion for us to recuperate some of the time, costs and onboarding of your candidate.

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Initial Payment

Upon selecting your candidate, you will make an initial payment that includes:

- A one-time admin fee of £999
- A refundable deposit equivalent to one month's total cost (e.g., £2,000 based on a salary of £1,500 and our EOR fee of £500). This deposit will be returned at the end of our engagement, subject to any outstanding payments or fees.

Ongoing Monthly Payments

Going forward, you will have 30-day payment terms on all future invoices. This means that instead of paying in advance, you will now pay for each month's services at the end of the month, similar to how you would process payroll for your internal staff.

For example, if your candidate's total monthly cost is £2,000 (inclusive of their salary and our EOR fee), you will receive an invoice at the end of month 1, which will be due within 30 days.

This structure ensures that payments are aligned with your existing payroll processes, providing a more familiar and manageable experience for your business.

References

Please see our attached references about Talent Shore.

Any questions, please reach out to someone from our sales team.

