



NEWSLETTER

EXTERNAL

WELCOME

We are delighted to introduce our new quarterly newsletter to all our clients.

In an ever-changing employment landscape, APS will provide you with exclusive updates and expert industry insights directly to your inbox.

With over 28 years of experience in the industry, APS is your leading service provider in staff outsourcing. We want to take you on our journey, Moving Forward, and take your company into the future by allowing you to focus on your core business.

Join our community of informed clients and stay ahead of the curve!

EVENTS AND NEWS

Africa Personnel Services is ready to contribute to making this festival a memorable and seamless experience for everyone involved. Our team of dedicated supervisors will ensure operational excellence throughout the festival. Skilled bartenders will be on hand to serve a wide range of refreshing drinks, adding to the overall enjoyment of all attendees. With 106 employees on duty, nothing can MOS go wrong!



27-28 April 2024



Wishing you a happy easter and safe travels on the road



THE aldahra PROJECT

Situated 70 kilometers outside Keetmanshoop at Naute Dam on the C12 route in the Keetmanshoop Rural Constituency, Aldahra continues to thrive thanks to the dedication of its employees and the support of APS.

APS has been instrumental in the success of Aldahra, providing essential manpower of up to 200 employees throughout the year.

At Aldahra, preparation for the harvesting of grapes and dates is a year-round endeavor, and APS employees play a crucial role in various activities such as pruning, dethorning, finning, fertilising, and on-site training.

In addition to our core activities, we also prioritize the well-being and leisure of our employees. Our on-site sports activities include soccer and netball, providing a healthy outlet and promoting camaraderie amongst our workforce. As part of our social responsibility, APS sponsors these activities, offering equipment and transportation to enhance our employees' leisure time experience.

We believe in equal opportunities and inclusivity, with a focus on nationalism rather than regionalism. While we prioritise the inhabitants of Keetmanshoop and the Karas region, we extend our employment opportunities to all Namibians, contributing to national development and job creation across the country.



GOING

SOLAR

37%
SAVINGS

Africa Personnel Services has taken a monumental step towards a sustainable future by integrating solar systems into its buildings. With 70 solar panels and 3 inverters, the company is not just embracing clean energy but also setting new standards for environmental stewardship.

Why did we go solar? The answer lies in the profound impact it has had since the last report. Africa Personnel Services has saved 2.82 barrels of oil, reduced energy needs equivalent to 0.52 households, saved 0.45 trees, and slashed 4.81 tonnes of CO2 emissions. These numbers aren't just metrics; they represent a commitment to making a tangible difference in our planet's health.

But our journey towards sustainability doesn't end there. Africa Personnel Services is dedicated to pushing further into the energy-saving frontier. We are embarking on a battery upgrade, adding 9 x 5 kWh Lithium Batteries to our infrastructure, totaling a remarkable 45 kWh of battery capacity. This upgrade not only enhances our energy storage capabilities but also reinforces our dedication to maximizing efficiency and reducing our carbon footprint.

By investing in solar power and advancing our energy-saving technologies, Africa Personnel Services is not just staying ahead of the curve; we are shaping the future of sustainable business practices. We invite everyone to join us on this journey towards a cleaner, greener tomorrow. Together, we can make a world of difference and inspire positive change for generations to come.



2.82

**Barrels of
oil saved**



0.52

**Energy needs
per household**



0.45

**Trees
saved**



4.81 t

**CO₂
reduced**

ENVIRONMENTAL CONTRIBUTION

ISO 9001:2015

ISO 9001:2015 is a globally recognised standard that sets the benchmark for Quality Management Systems (QMS). It offers a structured framework for organisations to establish, implement, maintain, and continually improve their quality management processes. This standard is maintained by the International Organisation for Standardisation (ISO), ensuring its credibility and relevance across industries.

ISO 9001:2015 demonstrates commitment to quality and customer satisfaction. By focusing on quality management principles such as customer focus, engagement of people, and evidence-based decision making, APS can enhance their service delivery and build strong relationships with clients.

Moreover, ISO 9001:2015 is also mandatory for all oil and gas producers and subcontractors, highlighting its importance in sectors where quality, safety, and regulatory compliance are paramount.

One of the key aspects emphasised by ISO 9001:2015 is being customer-centric. This involves understanding customer needs, meeting their expectations, and continuously improving processes to enhance customer satisfaction. Controlled documentation, conformance, and corrective action play vital roles in ensuring that operations align with quality standards and any deviations are promptly addressed.

Additionally, implementing root cause analysis enables organisations to identify the underlying reasons for issues and take effective corrective measures, contributing to ongoing improvement and organisational resilience.



FACT OR MYTH



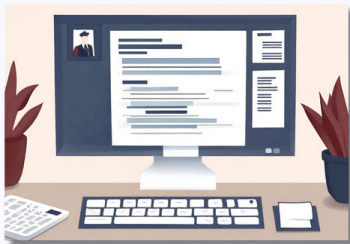
“APS deducts commission from employee salaries”.

ANSWER: FALSE

A fixed salary is agreed upon between APS and the company that requests our services. The client decides on the salary for the employee and pays APS a separate fee for our services.

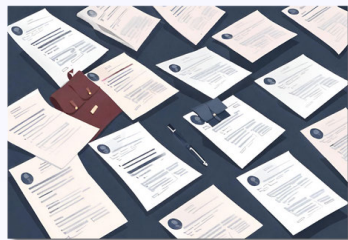


STAFF OUTSOURCING PROCESS



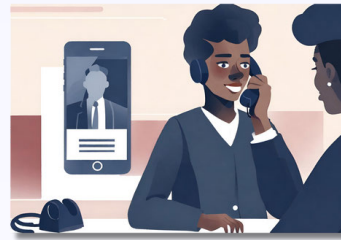
1

Email your CV to cv@aps.com.na



2

CV's are collected and categorised based on job types and education.



3

When a client sends a request, the recruitment team scans the CV's to choose top applicants.



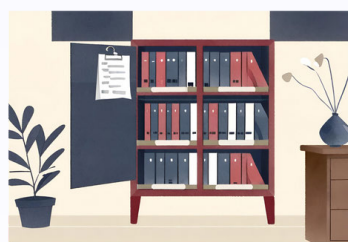
4

Top applicants may be placed immediately or go through further screening and interviews.



5

Clients can also join in on the final interview process to choose applicants.



6

Employees that were not chosen are placed in a temp pile.



7

Employees gain trust and move to better job positions.
***Depending on availability.**



8

APS, facilitating livelihoods.

UNSUBSCRIBE?

info@aps.com.na

61 Dr Theo-Ben Gurirab street