



CAPITAL

Employ. Develop. Africa

Capital is a workforce solutions business

Founded in 1985 in South Africa, we began to branch out into other countries on the continent. We have years of experience managing workforces across Africa through various innovative solutions and product offerings

We aim to optimise productivity and people's performance, to positively impact on our customers' bottom lines. We operate in multiple service sectors, with specific expertise in and focus on oil and gas, mining and construction, power generation, fast-moving consumer goods, logistics and humanitarian interests. Capital Africa is a wholly owned subsidiary of Adcorp Holdings Limited, a listed entity on the JSE Limited. Adcorp has operations in Africa, Australia, India and Asia with a turnover exceeding \$1 billion. We employ over 100 000 people across the continent at any one time. Being part of a listed business provides Capital with financial strength, credibility and a level of corporate governance expected by international blue chip companies.



Our African expertise

Capital has been operating in Africa for the past 16 years and is registered in 23 countries. We understand the complexities of Africa and run our workforces successfully and productively, which in turn improves customer profitability.

We pride ourselves in sourcing appropriate staff and developing these people to perform to the standard required of them.

Our management team

Our management is highly skilled and experienced in the challenges of Africa. Most of the team have been involved in the African expansion since we first ventured into the continent.

By leveraging our experience, we can help all of our national and international clients who are attempting to establish a footprint and run successful operations in Africa. While it isn't always easy, we are aware of the challenges and are confident in our ability to work in remote locations in partnership with our customers to overcome them.

Our services



Workforce optimisation

Capital recruits the employees required by our clients. We then mobilise the staff, induct them into the operations of the customer, manage their employment and take care of their health and safety along with all significant issues relating to them. We create and manage the employment contracts, ensuring that they adhere to local requirements and guarantee that the employees are paid on time.

We place agents at each employer site to make sure that all the processes, requirements, issues, conditions and laws are understood.



Payroll management solution

Capital has been extremely successful in developing a unique payroll system. It is automated from the time the employees clock in until they are paid. It can operate from any location in Africa (no matter how remote). The workers are paid accurately, on time, and into a bank account. We understand the connectivity and communication issues and have solutions that accommodate Africa's uncertainties. The system is integrated into the payroll and employee database.



Third country nationals (TCNs)

There is a severe shortage of staff and a lack of local skills in Africa. Capital's solution is to source foreign skills from alternative markets when they are required. Capital takes care of all the steps to mobilise expat workers.



In-country support

Capital ensures that all workers have applicable visas and work-permits. These can be provided whether the worker is a Capital or customer employee.

We are able to assist in making the arrival of new managers more pleasant, assisting them with required services, schooling and accommodation in addition to all in-country services and facilities.



Community responsibility

Capital works with local communities to resource staff, ensuring that quality local candidates are identified and hired. We provide appropriate training, maximising local employment and developing skills. As a result of our interaction with the communities and our relationship we are well positioned to provide other services.



Project labour agreements

As a general rule, projects and operations suffer industrial action downtime when all stakeholders are not aligned to exact employment conditions. To minimise the risk of any disruption, Capital encourages and manages a process of documenting all HR-related expectations and responsibilities in a Project Labour Agreement (PLA).

Their collective agreements are documented and signed by all stakeholders and their monthly performances are reported against project objectives. Capital's site agents are proficient in creating, managing and upholding PLAs.



Training and skills development

Africa is a challenging environment in which to find skilled employees. Generally, skill levels of the local population are inadequate, resulting in the locals not being able to take full advantage of the available opportunities. Capital provides customised training solutions to assist the locals in bridging this gap. This way, they can optimise their opportunity to take advantage of the current resource boom.



Pathfinder

Capital has developed Pathfinder, a competency management system that has been successfully implemented at many of our customers. Pathfinder allows for people to be developed in a planned and organised way and for training spend to be focussed on the needs of both the company and the individual.

Let Capital provide your workforce solutions

Capital takes care of the administration, legalities and challenges associated with workforce management. With our services in place, you'll find that your business's productivity and performance increases, while your employee satisfaction also rises.

Get in touch with us to find out how we can help you to get your people performing and your business producing.

www.capitalafrica.net