



David White

www.drg.co.za

COMPETITIVE DIFFERENTIATION THROUGH HIGHLY ENGAGED PEOPLE

DRG Outsourcing is a human capital advisory and support partner of over 20 years' standing. Twenty years which saw continuous changes in workplace governance, culture and best-practice. Twenty years of ever-increasing complexity in the challenges which employers and their leaders face.

In keeping with well-established global trends in the outsourcing of business support solutions, we have been delivering 'just right' HR solutions to our ever-increasing client base - local, over-border and transcontinental. Our solutions enable our clients to stay focused on the fundamentals of leading their businesses. We take care of non-revenue producing but, nevertheless, essential HR support activities. With DRG Outsourcing you can draw in professional human resource skills on a needs basis, for example ...

Human Capital Best – Practice Support

The perception of the term 'HR Management' referring to business practice in respect of people in the enterprise, has evolved from a mainly statutory compliance and administrative emphasis to that of investing in people. We encourage enterprises to look beyond the notion of the cost-of-employment or, people as commodities. People should be employed to contribute actively to business results, not to simply follow the job description; to be focused on results, not activity. For effective people outcomes, the people expenditure mindset must evolve to a focus on investment, hence our preference for the term human capital - from income statement to balance sheet! After all, it is people who mobilise and nurture an organisation's assets. In delivering our human capital best-practice support service, we recommend the introduction of an assessment of current people practices and will conduct such assessments according to a structured methodology. The assessment will discover areas of risk and opportunity in terms of optimum people practices

and, in so doing, provide an enabling framework for appropriate initiatives. DRG Outsourcing is well placed to provide a full or partial human capital support service, either on a retainer or project basis, according to need.

Employee Investment

If people are to be regarded as business assets in terms of the knowledge, expertise and mindset that they apply to the achievement of business objectives, it follows that one may apply business terminology further in considering people-related factors.

Our Employee Investment service aligns Enterprise Strategy with Human Capital Strategy and, inter-alia, addresses the following:

Getting the base right - ensuring that pay levels support the acquisition, mobilisation and retention human capital. That pay practices are defensible in terms of fairness (equity) principles, for example, job grades are in place, a logical pay structure founded upon job grades is in place, policies and procedures governing pay practices are in place.

Creating an environment that allows people to deliver to the best of their ability, then to recognise and reward exceptional contribution. Here a number of factors come into play, for example, training and development, career development and, most importantly, a leadership style enabling people to deliver results to their full potential. This latter state we refer to as employee engagement and we describe it as: Highly Engaged People, Taking Self Inspired Action - For Results!

In this regard, the core of this service offering is our Inspiring Purpose Leadership Development Programme, providing leaders with a business-case point of reference in establishing team member focus and action. Team members gain practical insights into the 'business of the business' through discovering their role's zone of influence; then measure their contribution to business performance. We help to design an enterprise's reward strategy to reinforce

the process by linking reward to results. We call this a contribution dividend or, a share in the spoils of entrepreneurial behaviour; traditionally referred to as a performance incentive.

PEO Service

As a core competency within DRG, we provide a full human resource management support service to a wide range of local and international organisations. These services are referred to as PEO or Professional Employer Organisation services.

In this service DRG provides organisations with the support of a full HR department, ensuring their staff are fully compliant in terms of labour law, employee taxation, social security, and all related employment legislation. This comprehensive HR service is inclusive of a compliant human resource foundation of payroll administration, workman's compensation, unemployment insurance, contracts of employment,

job descriptions, and where applicable, critical skills and general work permits. DRG's fully functional HR service includes access to quality retirement fund, medical aid, life and risk cover products and services. Staff on the PEO Programme have voluntary access to these group employee benefits.

Typically customers using our PEO service are international organizations trading in South Africa, that require local in-country staffing support; NGO's without a fully-fledged HR department; organisations funded through government agencies as the Growth and Jobs Funds; larger organisations that require project or non-core related staffing support, mid-size companies that wish to focus more on core activities and not be pulled into the administration of the business; and SMME and start-up enterprises that wish to ensure their HR responsibilities are properly structured and fully compliant - from the very beginning.



▶ DRG Outsourcing Team : L- R: Charles Henzi, David White, Daisy White, Rumba Munsamy, Lindiwe Bhadi, Nikita Pillay, Iviwe Mtebele, Angel Mbatha, Christy Chetty, Mahendra Singh

Full Name of Company: DRG Outsourcing (Pty) Ltd.

Nature of Business: DRG Outsourcing is a Total Solutions Company, providing professional and reliable human resource management solutions

Date Established: 1996

B-BBEE Status: Level 4 Contributor

OUR CORE TEAM

Chief Executive Officer: David White

Employee Investment Service Line Leader: Charles Henzi

Payroll Manager: Christy Chetty

Financial Manager: Mahendra Singh

HR Manager: Nikita Pillay

Administration Manager: Lindiwe Bhadi

Contractor Administrator: Youshi Naidoo

Payroll Administrator: Rumba Munsamy

Payroll Administrator: Chyanne Chetty

HR Administrator: Iviwe Mtebele

CONTACT DETAILS

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