



United in bridging Your expectations



INPATRIATION  
Some Issues.  
Ian Holmes.

# Inpatriation

- The gentle art of convincing foreigners to come to work in South Africa and keeping them here!
- Corporate Work Permit
- Recruitment has its special challenges
- Source has to be researched and understood
- Can be costly

# Selection

**Adaptability**

**Stability**

**Innovative and Resolute Personality**

**Culturally Sensitive**

**Adventurous**

**Motives**

**Health**

**Previous experience**

# Preparation pre departure.

- Documentation
- Cultural
- Geographical
- Medical
- Social
- Contractual
- Remuneration
- Family issues

# Documentation

- Passport
- Qualifications
- Police Clearance
- Bank statements
- Vaccinations
- Visa Applications
- Travel Arrangements
- Drivers Licence

# Cultural

- Language
- Living arrangements
- Family issues
- Children parents family
- Education issues
- South African Security issues

# Geographical

- Map of SA
- Regional issues
- Travel Opportunities
- Temperatures and Climate
- Population
- Clothing!
- Map book for each.

# Medical

- Pre departure Medical If an issue is evident
- General medical knowledge
- Pre existing conditions
- SA Facilities
- Medical Insurance/Medical Aid
- Medication
- HIV/AIDS



# Social

- SA life style
- SA Social structures
- Sports and facilities
- Holiday opportunities
- Company Social Initiatives
- Document given to each.

# Contractual

- Type of offer in terms of SA conditions
- Duration
- Ability to extend
- Type of Work Permit
- Mobility within SA and surrounds
- Dispute Resolution

# Remuneration

- Structuring the offer:SA build up or total Expat
- Retirement Funding
- Accommodation
- Schooling
- Transport
- Insurances
- Repat cover
- Currency Fluctuation!!

# Family Issues

- Dependants in home country
- Travel of family
- Cash repatriation
- Emergency contact details
- Language issues
- Health & Security

# Summary

- Communicate as broadly and as thoroughly as you can!
- Record all issues with a financial implication
- Make each contact as personal as possible  
There is no substitute for sincere interest
- Get to know the person We are all individuals
- Believe in what you are doing !

# Thanks!

- Questions??