

# Boost warehousing competitiveness this festive season with temporary employment services

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The festive season is always a challenging period for warehousing in South Africa, thanks to pressures of increased demand and customer service expectations coupled with security risks, logistics issues, staff shortages and potential supply chain disruptions.



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Leveraging the expertise of a reputable Temporary Employment Services (TES) provider can not only help warehousing businesses address these challenges but also harness a strategic solution that can add a competitive edge for organisations to come out on top.

A TES provider's assistance in staffing, skills matching, and administrative support empowers businesses to optimise their operations and deliver excellent customer service, ultimately making the most of the festive season's potential for success.

## **Surging demand, fluctuating supply**

One of the biggest challenges during the festive season is the greatly increased demand for a wide range of goods due to holidays, celebrations, and increased shopping activity. Warehousing businesses may struggle to manage the sudden increase in orders, leading to potential stock shortages and/or delays in fulfilling orders.

Meeting customer expectations for timely delivery becomes even more crucial during the festive season, and any delays or mistakes can lead to dissatisfied customers, negative reviews, and reputational damage.



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Adding to the complexity is the need for an increased seasonal workforce around the same time as many people wish to take annual leave. Many warehousing businesses require a temporary increase in their workforce to handle the holiday rush, but finding and training temporary staff can be a challenge, and ensuring their efficiency and adherence to safety protocols is crucial.

There is also potential for disruptions to the supply chain because of transport strikes, industrial action and other external factors that can cause delays in receiving goods, in turn affecting order fulfilment.

### A strategic solution

Overcoming these challenges can be a daunting task, however, leveraging the skills and expertise of a reputable TES partner can be invaluable in enhancing competitiveness over the festive season by providing flexible staffing solutions and operational support. TES providers can quickly supply an agile, scalable, and appropriately skilled workforce from their extensive pool of pre-screened and qualified candidates, allowing them to rapidly deploy temporary workers to client warehouses as soon as the demand arises.

This allows businesses to meet fluctuating demand, minimise the risk of labour shortages or excessive labour costs, and ensure that all employees have the necessary skills and training to perform warehouse tasks efficiently.

TES providers will work with warehousing businesses to develop tailored solutions that meet specific needs and challenges while taking care of administrative elements including human resources, industrial relations, onboarding and training, disciplinary proceedings and compliance with labour laws and other legal requirements.

With the right TES partner, warehousing businesses can effectively optimise operations through a scalable, flexible, and effectively trained workforce. This helps businesses meet demand, handle disruptions, and gain a competitive edge during the festive season while maintaining operational excellence.

### ABOUT THE AUTHOR

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