



4 Dunton Road, Rivonia, 2128
info@fzassociates.co.za
Tel: 011 803 7097
Cell: 072 116 0983

www.fzassociates.co.za

COMPANY OVERVIEW

Our firm is a dynamic entity that is fully compliant with all regulatory requirements. We offer a comprehensive service in all fields relating to Accounting, Auditing, Taxation and Advisory.

Our focus is to partner with our clients, optimise their businesses and to provide them with much needed financial peace of mind.

Our mission is to provide top quality personalised services in the fields of IT, Finance, Auditing, Accounting and Human Resources.

We strive to provide full and timely results at an affordable cost.

OUR VISION

Our vision is to be the of the market leaders in providing professional services to small and medium enterprises in the South African market.

CLIENTS

We service a broad range of clients particularly in the SME and NGO market.

We have the skills and understanding of SME businesses, that puts us in a position to support them as they grow and their business needs become more complex.

We build relationships with business owners which gives them peace of mind, freeing up their time to concentrate on operational and strategic issues.



AUDIT AND ADVISORY SERVICES

FZ & Associates provides high quality as well as secure financial accounting and auditing services to their clients country wide.

We offer a comprehensive range of services that caters to each stage of a business' growth. Our services cover the following areas:

Statutory and Special Audits

Our methodology and approach has been designed to help you understand what the risks in your business are, and how to face them. We keep you ahead of relevant financial reporting and related legislative and technical changes, and provide you with proactive advice to maximise the potential of your business. Our audit methodology facilitates and enhances audit quality, and is designed to meet applicable national and international standards.

Business Services

Apart from keeping you abreast of the precise financial state of your business, our accounting services will keep you compliant with accounting standards and Generally Accepted Accounting Practices for smaller entities (small GAAP).

Tax and Advisory Services

We are able to assess your current situation and develop strategies in guiding you forward, while at the same time, proposing alternatives for achieving your objectives.

Broad-Based Black Economic Empowerment (B-BBEE)

Broad-Based Black Economic Empowerment (B-BBEE) is a significant strategic issue and, opportunity across the spectrum of businesses and industries of all sizes operating in South Africa today. It affects most businesses operating in the South African landscape and therefore there is mounting pressure to comply with the requirements.

We assist business entities in identifying and understanding their empowerment status, enabling them to make informed, calculated, strategic decisions.

Corporate Finance

The Corporate Finance team has broad experience in a variety of disciplines, ranging from valuations, capital raising, transaction advise to due diligences. Our wealth of knowledge, skill and experience affords us the ability to provide creative and inventive solutions across a variety of sectors and for every size of enterprise.

Often clients approach us because they want to improve their business processes, 'pick our brains' or 'leverage off our experience' to gain valuable insight into their businesses



TRAINING SERVICES

We believe that knowledge is a necessity. With the increasing complexities in the business, it becomes a vitality to be equipped with the appropriate guidance, in order to master the different quandaries that one is expected to experience on their journey to self-realisation.

This is why we offer exceptional training to comply with the highest standards of operation excellence, in the following programs:

LG SETA

- Certificate: Municipal Financial Management ID 48965 Level 6
- National Diploma: Public Finance Management and Administration ID 49554 Level 5
- Further Education and Training Certificate: Municipal Finance and Administration ID 50372 Level 4

SERVICES SETA

- Further Education and Training Certificate: New Venture Creation ID 66249 Level 4
- National Certificate: New Venture Creation (SMME): ID 49648 Level 2 186
- Further Education and Training Certificate: Project Management ID 50080 Level 4 136
- Further Education and Training Certificate: Generic Management ID 57712 Level 4 150
- General Education and Training Certificate: Business Practice ID 61755 Level 1 121
- Further Education and Training Certificate: Business Administration Services ID 61595 Level 4 140
- National Certificate: Business Administration Services ID 67465 Level 3

PSETA

- National Certificate: Public Administration ID 57804 Level 3 157
- Further Education and Training Certificate: Public Administration ID 57824 Level 4 146
- National Certificate: Public Administration ID 50060 Level 5

FASSETA

- Local government accounting ID 59751
- Public sector accounting ID 20352
- Local Government Accounting ID 73712
- Small Business Financial Management ID 48736
- National Certificate: Bookkeeping ID 58375



HUMAN RESOURCE CONSULTING SERVICES

We are a partner who takes a consultative approach, delivering customised solutions to their needs for talent and expertise in a highly competitive world. Our human resource offering consists of the following;

- End-to-end Recruitment
- Job profiling
- Payroll
- Drafting and adoption Human Capital Policies
- Performance Management
- Employment Equity Planning
- Talent management
- Industrial Relations

Recruitment

We've recognized that our clients no longer require the traditional form of recruitment where in they recruit based on current demand i.e: resignations, dismissals, new projects or the termination of employee contracts.

Instead we help employers plan their current and future recruitment needs through workforce skills planning. This enables them to design a recruitment strategy based on the strategic goals and direction of their organisation, forecast which skills they need in order to achieve these goals, profile and develop the correct job specifications which match the skills required, we then use the specifications in the recruitment and selection of the right candidates through a detailed and comprehensive recruitment plan.

Our recruitment methods include the following:

- Succession planning
- Graduate Recruitment
- Head-hunting
- Database Management
- LinkedIn
- Online advertisements on our website
- Mobile and Social Media Recruitment

Areas of Recruitment Specialisation

- Finance
- Asset management
- IT
- Service Centre
- Audit
- Executive Placements

Types of Placements

- Fixed Term Contract
- Contingent (Project/ Assignment Workers)
- Permanent Placements

Job Profiling

The job profiling initiatives we conduct with our clients enable them to develop the following:

- Job Descriptions (to define the tasks and/or responsibilities per job title)
- Performance Agreements / Contracts (to define the outputs or goals per job title)
- Competence Profile (to define the qualifications and competencies per job title)



OUR CLIENTS

Great work can only come from great partnerships. Here are just a few of the amazing clients that allow us to come to work every day and push our boundaries.

