

LABOUR RELATIONS AND LABOUR LAW

COURSE DATE

16 - 18 October 2019

COURSE DURATION

3 days – 08:30 to 16:30 daily

COURSE FEES

R12 985 (excl. VAT) per delegate

5% discount
for enrolment 2 weeks
prior to course date

WHAT'S INCLUDED

Provision of the course by AstroTech includes:

- Dynamic and knowledgeable facilitators
- Notepad and pen
- Training file and Electronic copy of course material
- High quality training venue
- Parking
- A course attendance certificate
- Lunch and refreshments

REGISTRATION DEADLINE

Your completed enrolment form must be received prior to the start of the scheduled course.

TEL 011 582 3222 / FAX 011 582 3201
E-MAIL TRAINING@ASTROTECHTRAINING.CO.ZA
PRIVATE BAG X80500 HOUGHTON 2041

WWW.ASTROTECH.CO.ZA

★ COURSE OVERVIEW

Labour legislation in South Africa is one of the biggest challenges facing managers and business people in South Africa. There is a maze of legislation governing correct practices and the legislation changes on an ongoing basis. To ensure that you are sufficiently trained and up to date on the topic and to ensure that you avoid the CCMA and Labour courts, AstroTech is offering a training programme titled "Labour Relations and Labour Law". Furthermore, applying best practices can assist you to get the best out of your staff. The course covers the following key topics:

MANAGING POOR PERFORMANCE

- Setting Performance Standards
- Counselling for Improved Performance
- Performance Measurement
- Discipline and Dismissal

DISCIPLINE & DISCIPLINARY ACTION

DISCIPLINARY HEARINGS

- Conducting an Investigation
- Disciplinary Standards and Norms
- Roles and Responsibilities
- Evidence
- Record Keeping
- Fair Procedure
- Preparation for Hearings
- Appeals
- Mitigating Circumstances

EMPLOYMENT ISSUES

- Grievance Procedures
- Codes of Conduct and Company Policies and Procedures
- Contracts of Employment
- Temporary Employees and Independent Contractors
- Affirmative Action
- Conditions of Service
- Unfair Labour Practice
- Unfair Dismissals
- Automatic Dismissals
- Recruitment
- Termination of Employment
- Process for Discipline, Grievances and Retrenchment
- Unfair Discrimination
- Working Time and Leave

INDUSTRIAL RELATIONS NEGOTIATIONS

- Union Negotiation, Wage Negotiation and Collective Agreements
- Worker Participation, Trade Unions and the Role of Shop Stewards
- Trade unions, their functions and structures
- Strikes, Lockouts and Protest Action

DISPUTE RESOLUTION

- Conciliation and Arbitration
- Arbitration Hearings
- Review of Awards
- Preparation for Arbitration
- Arbitration Awards
- Settlement Agreements

LABOUR LEGISLATION

- Basic Conditions of Employment Act
 - Occupational Health & Safety Act
 - The CCMA, Bargaining Councils and The Labour Court
 - Anticipated amendments to Labour Legislation
 - The Labour Relations Act
- ... AND MUCH MORE!



COURSE INFORMATION

★ WHO SHOULD ATTEND

- CEOs, managing directors, directors and senior managers
- Managers, team leaders and supervisors
- Human Resources Managers and practitioners
- Anyone else wanting to increase their knowledge of Labour Relations and Labour Law

★ OUTCOMES

After attending this course attendees should:

- Gain a practical understanding of the legislation
- Keep up to date on labour related topics
- Stay out of trouble with the CCMA/Courts
- Learn the right way of doing things

★ TAKE HOME TOOLS

- A detailed manual/workbook and electronic copy of course material
- Notepad & pen
- One month of free telephonic and e-mail support included

★ SETA ACCREDITATION

AstroTech Training is accredited as a Training Provider with the Services SETA (No. 3852)

Make sure that you complete your Workplace Skills Plan, and you can claim back the relevant percentage of your Skills Development Levies!

★ THE VENUE

The course will be held at the AstroTech Conference Centre, in Parktown, which boasts the unusual combination of an upmarket business venue, security and convenience, in a setting which captures the historic grace and style of Johannesburg's golden era.



Centrally situated, with easy access to both the M1 North & South, and approximately 1.8km from the Gautrain station in Rosebank, we are just around the corner from the Killarney Mall.

For a list of accommodation options nearby, visit www.astrotechconf.co.za/accommodation

★ LEVEL 2 BBBEE STATUS

Spending with AstroTech counts twice! You can claim 125% of any training spend with us towards your Procurement scorecard, and everything spent with us on training your qualifying staff will count towards your Skills Development target!

★ TERMS & CONDITIONS

- If the course is not held for any reason, AstroTech's liability is limited to the refund of the full course fee.
- Should course expectations not be met for any reason, delegates are given the opportunity to leave before lunch on the first day, and receive a full refund of the course fee.
- Payment is due before the start of the course, unless other terms form part of our Supplier/Client agreement.
- Failure to pay on time does **not** constitute cancellation of the booking, and the Terms and Conditions applicable to Cancellations and Postponements as set out below will apply.
- To avoid possible additional costs, **WRITTEN NOTICE** of any changes to your booking must be received at training@astrotechtraining.co.za within the following timeframes:

➤ CANCELLATIONS:

- | | |
|------------------------------------|--|
| CANCEL WITHOUT COSTS: | If you advise us BY EMAIL at least SEVEN calendar days before the course |
| PAY 50% OF THE COURSE FEE: | If you advise us BY EMAIL less than SEVEN calendar days, but more than 24 hours before the course |
| PAY 100% OF THE COURSE FEE: | If you advise us BY EMAIL less than 24 hours before the start of the scheduled course, OR if the delegate is ABSENT without notification |

➤ POSTPONEMENTS:

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| WITHOUT COSTS: | If you advise us BY EMAIL more than THREE working days before the course |
| WITH ADDITIONAL FEE (R1,870 PER DELEGATE): | If you advise us BY EMAIL THREE or less working days before the course starts, or if the delegate is ABSENT without notification, but still wants the option of postponement |

- The invoice for the training remains due and payable as at the scheduled start date of the original course booked, and payment terms are not extended for postponements or exchanges to future courses.
- Postponements must be utilised within a maximum of **SIX** months from the scheduled date of the original course booked, or the course fee will be forfeited.
- Once you have postponed, the **CANCELLATION** terms above **no longer apply** to the future course, and you cannot subsequently cancel the booking without being liable for the full course fee.
- Special promotions applicable to the original course dates will **not** carry over to the postponed dates where the new dates fall outside of the promotion period.

➤ PRESENTERS

Should it be necessary, AstroTech reserves the right to substitute the presenter.

➤ COMMUNICATION

When a person registers on AstroTech's website, is registered on an AstroTech course or sends an email to AstroTech, that person consents to receiving communications electronically or otherwise from AstroTech and/or its business partners.

➤ DISCLAIMER

AstroTech will not be held responsible for any loss, damage or harm, direct, indirect, consequential or otherwise and howsoever arising that may be caused to any person or property during the providing of any services by AstroTech to the client.

COURSE NAME: **Labour Relations and Labour Law**

COURSE CODE: **LRL 20191016**

COURSE DATE: **16 - 18 October 2019**

DURATION: **3 DAYS**
(Johannesburg)

COURSE FEE: **R12 985.00 excl. VAT (per delegate)**

Qualify for a **5% discount**, if we receive your form before: **2 October 2019**

DISCOUNTED FEE: **R12 335.75 excl. VAT (per delegate)**

TOTAL NUMBER OF DELEGATES TO BE ENROLLED:

> DELEGATE DETAILS [Substitutions may be made at any time prior to the start of the training course]

1 First Name and Surname _____

Position _____ Special Diet: S V K H O

E-mail _____

Cell No. Office Tel No.

2 First Name and Surname _____

Position _____ Special Diet: S V K H O

E-mail _____

Cell No. Office Tel No.

TO REGISTER ADDITIONAL DELEGATES, PLEASE COMPLETE THE INFORMATION ON THE NEXT PAGE.

DIETARY REQUIREMENTS [Insert total no. of DELEGATES PER MEAL CATEGORY- meal fees below are **additional** to course fee]

Standard Catering (No Charge) Vegetarian (No Charge) Halal: R490 (excl. VAT) per day Kosher: R585 (excl. VAT) per day

OTHER: (e.g. allergies, etc) Please specify: _____

Special Needs (e.g. wheelchair, visual disability, etc) _____

> COMPANY / ORGANISATION DETAILS (Please supply company details as required for a SARS compliant Tax Invoice)

Company Name _____

Department/Division _____

Postal Address _____ Postal Code

Company VAT No.

Main Company Switchboard No. Fax No.

> PAYMENT (Payment is required prior to the start of the training course. **NB:** Use your invoice number as reference on your deposit/EFT)

Purchase Order No. (to be incl. on Invoice if applicable) _____

Do you require separate invoices for each delegate? YES NO

Payment Contact Person _____

Office Telephone No.

E-mail _____

> AUTHORISATION

Name _____

Position _____

Office Telephone No. Cell No.

E-mail _____

Authorising Signature: _____

Date / /

Your booking is confirmed as soon as we receive your completed enrolment form, which you can e-mail to training@astrotechtraining.co.za or fax to **011 582 3201**. If you need any assistance whatsoever, please call us on **011 582 3222**.

Submission of this enrolment form constitutes acceptance of our Terms and Conditions, and also serves as confirmation of your authority to make the booking and ensure payment on behalf of your Organisation.

ENROLMENT FORM (CONT.)

COURSE NAME: **Labour Relations and Labour Law**
COURSE CODE: **LRL 20191016**(Johannesburg)

> DELEGATE DETAILS

3 First Name and Surname _____
Position _____ Special Diet:

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E-mail _____
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Position _____ Special Diet:

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E-mail _____
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 Office Tel No.

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11 First Name and Surname _____
Position _____ Special Diet:

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E-mail _____
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 Office Tel No.

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