



POP-UP WEBINAR — YOU'RE INVITED

PARENTAL LEAVE AFTER VAN WYK


Practical strategies, defensible pay models, and urgent compliance actions for employers




On 3 October 2025, the Constitutional Court fundamentally changed the parental leave landscape in South Africa — declaring key provisions unconstitutional and introducing an interim shared parental leave framework.

This is not just a legal update — it is a strategic HR decision point.

Employers are now required to rethink:



How leave is structured



How employees are paid during leave



How to balance fairness, cost, and compliance



If your organisation currently pays employees during any form of parental leave, your risk profile has already changed.

👉 Join the GBS labour law team for a fast-paced, highly practical session designed to help you take action with confidence.



WHY YOU SHOULD ATTEND



The law has shifted — but the rules on pay are still not prescribed



Different approaches can create very different legal and financial consequences



Many employers are currently sitting in high-risk positions without realising it



There is a window to act strategically before complaints, disputes, or claims arise



WHAT MAKES THIS SESSION DIFFERENT

This is not a theoretical legal update. You will leave with:

- ✓ Clear decision frameworks (not just legal background)
- ✓ Real employer scenarios tested against constitutional principles
- ✓ Insight into what will stand up — and what won't — if challenged
- ✓ Practical guidance you can take straight into policy, payroll and EXCO discussions



INCLUDED FOR ALL DELEGATES

- ✓ A Parental Leave Policy Template aligned to the new dispensation
- ✓ A Model Contract Clause for immediate implementation
- ✓ Post-session practical guidance notes to support internal discussions



WHO SHOULD ATTEND

- ✓ HR Executives and Business Partners
- ✓ Employee Relations and Legal teams
- ✓ Payroll and Reward specialists
- ✓ Executives responsible for people strategy and compliance



WE WILL COVER

- ✓ What the Van Wyk Constitutional Court judgment requires of employers — immediately
- ✓ How the interim shared leave model works in practice
- ✓ Seven structured pay models — and where each one sits on the risk scale
- ✓ The concept of postpartum recovery pay vs bonding pay — and why this distinction matters legally
- ✓ How to design a defensible, non-discriminatory pay framework
- ✓ Common high-risk policy positions currently seen in the market
- ✓ What needs to change in your policies, contracts and payroll practices — and by when
- ✓ How to manage cost, fairness and employee expectations simultaneously
- ✓ Live Q&A with the GBS advisory team



IMPORTANT TO NOTE

The Court has equalised leave entitlement, but has not prescribed how employers must pay — placing the responsibility (and risk) squarely on organisations to design their own approach. This creates both:



Opportunity (to design strategically)



Exposure (if done incorrectly)

WEBINAR DETAILS



DATE
20 July 2026



TIME
10h00 – 11h30



PLATFORM
Zoom



INVESTMENT
R950 (excl. VAT)
per delegate



SECURE YOUR SPOT

Seats are limited to maintain an interactive session. Early registration is recommended.