

NAVIGATING SOUTH AFRICA'S LANDMARK LABOUR LAW REFORMS

A comprehensive briefing on the most far-reaching amendments to labour legislation in a generation — and what they mean for your organisation.

Following a multi-year tripartite process at NEDLAC, proposed amendments to the **Labour Relations Act (LRA)**, **Employment Equity Act (EEA)**, **Basic Conditions of Employment Act (BCEA)** and the **National Minimum Wage Act (NMWA)** have significant policy implications for employers. This webinar will equip you to understand, interpret and respond to these pending changes — and to identify practical options for improved risk management and financial sustainability in an increasingly complex labour law ecosystem.

This **2-hour webinar** is specifically designed to prepare **employers, HR professionals, in-house counsel and business stakeholders** to understand and interpret the pending amendments that have been gazetted for public comment. Attendees will leave with a clear picture of what is changing, what remains contested, and what practical steps to take now to manage risk and ensure compliance readiness.

YOUR FACILITATORS:

Jonathan Goldberg

Labour Market Convenor, Business Unity South Africa (BUSA)
NEDLAC Labour Law Reform Task Team

John Botha

Joint CEO, Global Business Solutions (GBS)
Employment Law & Transformation Specialist

OPTION 1:

DATE: 3 March 2026

PLATFORM: Zoom

TIME: 14H00 - 16H00

PRICE: R 950 excl. VAT

OPTION 2:

DATE: 25 March 2026

PLATFORM: Zoom

TIME: 09H00 - 11H00

PRICE: R 950 excl. VAT

All workshops are offered as customised in-house training that can be presented virtually or on-site. Contact us for more information.

All online course are subject to minimum delegate numbers.

Bargaining Councils & Collective Agreements

Secret ballot requirements for closed shop agreements, funding agreement renewals, and enhanced registrar powers

Dismissal — Limitation of Remedies

New earnings threshold (R1.8m p.a.), capped compensation for high-paid employees, and the revised test for procedural fairness

Retrenchment & Severance Pay

Major reforms to section 189A large-scale retrenchments and the proposed doubling of statutory severance pay

Unfair Labour Practice Definition

Proposed deletion of sub-sections 186(2)(a) and (c) — limiting justiciable ULP disputes to suspensions, disciplinary action and whistleblowing

TES, Fixed-Term & Part-Time Work

Proposed extensions to initial employment periods under sections 198A, 198B and 198C — and what was ultimately agreed

Socio-Economic Protest Action

24-month validity period for section 77 certificates — balancing business protection with labour rights

Extended Definition of Employee

New Schedule 11 to the LRA extending organisational and bargaining rights to non-standard workers — compliance and cost implications

"On Call" Workers

New section 9B BCEA proposals — minimum pay guarantees, advance notice requirements, and leave entitlement calculations

Deductions from Remuneration

Proposed amendments to BCEA section 34 — what was tabled, what was rejected, and the road ahead

Unfair Discrimination on Arbitrary Grounds

EEA amendments on arbitrary wage differentiations — the proposed definition and its litigation risk implications

National Minimum Wage — Quantum Foods

Proposed amendments to exclude deferred payments (bonuses) from NMW calculations following the LAC judgment

Start-Up Exclusions from Bargaining Councils

Two-year exemption for new employers with fewer than 50 employees from extended bargaining council agreements