



# **NATIONAL CERTIFICATE IN LABOUR RELATIONS PRACTICE**

**NQF LEVEL 6  
124 CREDITS**

The National Certificate in Labour Relations Practice (NCLRP) is the first holistic labour relations programme to embrace best practices in a disruptive environment.

It draws on the experience of labour lawyers, policymakers, business leaders, and design thinking experts to present an unmatched generalist labour relations programme with a twist – it excites, innovates, and drives best practices as well as compliance.



## ADVANCE BEYOND COMPLIANCE:

### THE FUTURE OF LABOUR RELATIONS IN A DIGITALLY ENABLED, DISRUPTIVE ERA

The National Certificate in Labour Relations Practice is far more than a foundational programme in labour law and dispute resolution. This updated qualification empowers HR, labour, and business professionals with in-depth proficiency—not only in labour law and best practices, but also in navigating rapid regulatory change, landmark new and amended statutes, transformation imperatives, and the accelerating impact of digitalisation and Artificial Intelligence (AI) in the workplace.

### GRADUATES WILL MASTER

Application of recently enacted and amended labour statutes, regulations, and codes with real-world case studies. Interpretation and practical deployment of leading and emerging labour case law—including the most recent Commission and Labour Court precedents.

The integration of AI-powered tools and analytics in dispute prevention, compliance management, HR decision-making, and workplace enablement, ensuring graduates future-proof their practice and add distinctive value in a disruptive environment.

The 2026 programme curriculum is fully aligned with South Africa's fast-evolving statutory landscape, global best practices, and the expansion of digital transformation within labour relations structures. Facilitation and learning are led by industry-recognised experts—many with direct Ministerial and policy experience.

### UNIQUE PROGRAMME BENEFITS

- Continuous integration of latest labour law amendments, notable judgments, and digital workplace trends
- Embedded AI and technology enablement in every learning block—gaining hands-on exposure to digital compliance, analytics, and best-practice HR technologies
- Access one virtual Mid-Year and Annual Labour Law Update seminar addressing emerging regulatory and workplace developments

### ABOUT THE COURSE

This NQF Level 6 qualification (124 credits) is a 1-year qualification consisting of **5 Blocks** made up of various modules and is accredited with the Services SETA. **Online facilitation** of one (1) block day per month over 5 months. Formative and Summative Assessments are attended to in the intervening periods and an innovative ROI project (Final Integrated Summative Assessment - FISA) is included in the programme. All learning material will be provided as **electronic versions** and emailed directly to delegates prior to each block session.

### ENTRY REQUIREMENTS

- It is assumed that learners have knowledge of general Human Resource principles and theory, and of South African Labour Relations Structures at NQF level 5.
- It is necessary to have a general understanding of the primary labour laws in South Africa.
- It is also assumed that the learner is able to engage with annual financial statements to make informed decisions on how labour relations inter-relates with business strategy.

#### WHO SHOULD ATTEND:

- HR and LR directors, managers, business partners
- Legal and HR practitioners and consultant
- Union officials
- Executives committed to excelling in a volatile, technology-enabled regulatory environment.

#### DATE AND COST:

1<sup>st</sup> Commencement Date: 4 February 2026

2<sup>nd</sup> Commencement Date: 12 May 2026

Course cost: R23 550 ex VAT per delegate

\*Price includes all assessments and FISA

Contact: [info@globalbusiness.co.za](mailto:info@globalbusiness.co.za)

## BLOCK 1 – THE GLOBAL AND NATIONAL LABOUR RELATIONS POLICY FRAMEWORKS

- ILO Conventions—Implications for South Africa
- NEDLAC Operations—Impact on legislative change
- SA Labour Market Dynamics—Data-driven analysis
- Economic-Employment Relationship—Labour economics, statistics, and digital indicators
- Transformation of the Workplace—Workplace equity, BBBEE, and technology disruption
- Related Assignment



## BLOCK 2 – THE ARTICULATION AND APPLICATION OF THE LABOUR LAW HIERARCHY

- The Labour Law Ecosystem: Collective agreements, bargaining councils, and regulatory architecture
- Designing Employment Contracts and Policies: Integrating new minimum requirements and digital compliance strategies
- Interpreting, Applying, and Complying with Labour Law:
  - ✓ Mass retrenchment
  - ✓ In limine hearings
  - ✓ Flexible employment regulation
- Labour Law, BBBEE, and Business Imperatives: Focus on compliance and enablement through smart systems
- Related Assignment

## BLOCK 3: STAKEHOLDER ENGAGEMENT FORUMS AND STRATEGIES

- Statutory and Non-Statutory Forums: Including AI-powered engagement models
- Dynamic Communication, Consultation, and Negotiation: Enhanced by data and digital platforms
- Statutory Submission Requirements: Digitisation and statutory reporting
- Key Stakeholder Identification, Rights, and Interests: Using advanced analytics
- Building Sustainable Relationships: Prevention of disputes and automation-enabled relationship management
- Related Assignment

## BLOCK 4: CASE LAW AND DISPUTE MANAGEMENT

- Dismissals (Misconduct, Incapacity, Operational Requirements): Interpretation of the most recent cases
- Conciliation and Arbitration: Hybrid and virtual models, AI-assisted preparation
- Strikes and Picketing: Legislative and digital management
- Unfair Discrimination: Emerging issues and automated compliance analysis
- Related Assignment

## BLOCK 5: LABOUR RELATIONS MANAGEMENT IN A DISRUPTIVE ENVIRONMENT

- Types of Disruption and Impact on Law: AI, automation, remote work
- Competencies for Navigating Disruption: Emphasising tech proficiency
- COVID-19 and Digital Labour Relations: Policies, contracts, hearings
- Design-Thinking for Problem Solving: Human-centric, tech-enabled solutions
- Personal Mastery: Thriving as a strategic leader during digital transformation
- Related Assignment

### TO REGISTER:

Complete the attached registration form and return to Global Business Solutions together with required supporting documentation. Please note that the following documentation must accompany each application:

- A clear copy of your ID (certified)
- Latest NQF 5 statement of results and/or qualifications(certified). Foreign qualifications must be accompanied by an official letter from the South African Qualifications Authority (SAQA)



## REGISTRATION FORM

To secure your place at this webinar – please complete and sign the following and email the booking form to: [info@globalbusiness.co.za](mailto:info@globalbusiness.co.za)

Our standard procedure is to acknowledge receipt of registration in writing.

If you have not received same, please contact us to confirm we have received your registration before incurring any additional expenses

Course Name:	NATIONAL CERTIFICATE IN LABOUR RELATIONS PRACTICE NQF6			Date:	4 February 2026		12 May 2026	
East London	Johannesburg		Port Elizabeth		Cape Town		Durban	
Company Name :				Tel No:				
				Fax No:				
Postal Address:					Disability assistance needed:			
Physical Address:					Dietary requirements/ allergies:			
					*Additional costs may be incurred			
Vat no:				Purchase Order No:				
<b>DELEGATE DETAILS</b>								
	Delegate Name	ID Number	Email			Cell No.		
1								
2								
3								
4								
5								
6								
7								
8								
9								
10								

**Terms and Conditions:** The accepted applications to attend the Global Business Solutions courses are in every case subject to these terms and conditions. **Payment:** Payment must be made in full in advance. \*Quote excludes cost of credit card transactions using PayFast. \*Should you choose to make use of this payment method 4.5% will be added to your invoice in respect of PayFast fees. **Cancellations:** Cancellation must be made in writing and received by Global Business Solutions 5 working days prior to the course start date. Transfer fees may be charged in the case of transfers to another programme. **Any cancellation or transfer instruction received less than 5 days prior to the course/workshop start date, do not entitle the cancelling or transferring delegate to any refund or credit note and the full fee must be paid. Non-attendance on all or any one of the workshop days without written cancellation will result in no entitlement to any refund or credit and the company / delegate will be liable for the full fee.** **Indemnity:** Global Business Solutions is absolved and indemnified against any loss or damage as a result of alteration or cancellation/postponement of any seminar arising from any cause whatsoever, including without limitation, any fortuitous even, Act of God, unforeseen occurrence or any other event that renders performance of the event impracticable or impossible. A "fortuitous event" includes, but is not limited to, war, fire, meals, riot, industrial action, extreme weather or other emergency. **Warranty of Authority:** The signatory warrants that he/she has the authority to sign this Application and agrees to be personally liable to Global Business Solutions for payments falling due pursuant thereto should such warranty is breached. In the event that Global Business Solutions is obliged to take action against the participant and his/her employer shall be liable for and shall pay all costs, including attorney and client costs and collection commission. I hereby consent to giving my personal information to GBS to use my personal information to store and pass it onto third parties if necessary (CRM, LMS, QCTO, SETA, ETQA, SABPP & DHET). GBS has taken the necessary steps to comply with the provisions of the POPI Act and its regulations by conducting an impact assessment and developing a framework for compliance. In this regard, GBS warrants that it shall not use the information provided herein for purposes other than those set out in our privacy policy. GBS advises that in addition to the fields of information required below to deliver in terms of this agreement, it shall also require learner details in order to comply with the statutory requirements of, inter alia, the Skills Development Act and the systems requirements of our Learner Management System. In the absence of this information, GBS may not be able to deliver against its mandate. Furthermore, by accepting the terms of this agreement, you also understand and accept that GBS may have to further process the personal information received in this and other associated documents by transmitting it to other organisations as may be required such as SETA's, ETQA's, Professional Bodies and the like. In the event that you or any data subject wish to engage with our Information Officer and/ or access our Privacy Policy, please visit our website [www.globalbusiness.co.za](http://www.globalbusiness.co.za)

<b>I acknowledge that I have read, understood and accept the Terms and Conditions (including Payment Terms) and hereby apply for registration on behalf of myself (if a single delegate) or on behalf of the undermentioned organisation which I am duly authorised to represent.</b>			
Name of Organisation:			Date:
Name of person responsible for Payment:			Email:
Job Title (specific):			
Signature:			
FEE EXCLUDING VAT PER DELEGATE (Please select an option)			COST/ DELEGATE
Course Name: National Certificate in Labour Relations Practice			R23 550 (excl. VAT)
*Price includes assessments and FISA			
Please indicate method of payment			EFT
HOW DID YOU FIND OUT ABOUT THIS COURSE?			*Credit Card
E-mail:		GBS Website:	Other (Please specify):

## LEARNER DATA REGISTRATION FORM

Each delegate to complete the below form (SETA Requirement). One form per delegate.

<b>Course Name:</b>									
<b>With which Accreditation Body are you registering with for your Portfolio of Evidence (PoE)?</b>									
<b>Services SETA</b>		<b>ETDP SETA</b>		<b>SABPP</b>		<b>QCTO</b>		<b>Other</b>	
<b>Title: Mr Miss Mrs Ms Other</b>						<b>ID Number:</b>			
<b>Full Name and Surname:</b>						<b>Passport Number if not a South African:</b>			
<b>Your Home Physical Address:</b>						<b>Disability Status:</b>			
	<b>City / Province:</b>								
	<b>Code:</b>								
<b>Postal Address:</b> <i>(If different to home address)</i>						<b>Equity:</b>			
						<b>Asian</b>			
						<b>African</b>			
						<b>Indian</b>			
					<b>Coloured</b>				
					<b>White</b>				
<b>Company Name:</b>					<b>Your occupation:</b>				
<b>Work Contact Number:</b>					<b>Cellphone Number:</b>				
<b>Work Email Address:</b>					<b>Other Email Address (optional):</b>				
<b>Home Language:</b>					<b>Matriculated School Year:</b>				
<b>Last High (Secondary) School Attended:</b>									
<b>Highest Qualification: Matric</b>		<b>National Certificate:</b>		<b>Diploma:</b>		<b>Degree:</b>		<b>Other:</b>	
<b>Certified Qualification copy attached: Yes No (Reason)</b>									
<b>Certified ID copy attached: Yes No (Reason)</b>									

I hereby consent to giving my personal information to GBS to use my personal information to store and pass it onto third parties if necessary (CRM, LMS, QCTO, SETA, ETQA, SABPP & DHET). GBS has taken the necessary steps to comply with the provisions of the POPI Act and its regulations by conducting an impact assessment and developing a framework for compliance. In this regard, GBS warrants that it shall not use the information provided herein for purposes other than those set out in our privacy policy. GBS advises that in addition to the fields of information required below to deliver in terms of this agreement, it shall also require learner details in order to comply with the statutory requirements of, inter alia, the Skills Development Act and the systems requirements of our Learner Management System. In the absence of this information, GBS may not be able to deliver against its mandate. Furthermore, by accepting the terms of this agreement, you also understand and accept that GBS may have to further process the personal information received in this and other associated documents by transmitting it to other organisations as may be required such as SETA's, ETQA's, Professional Bodies and the like. In the event that you or any data subject wish to engage with our Information Officer and/ or access our Privacy Policy, please visit our website [www.globalbusiness.co.za](http://www.globalbusiness.co.za)

**Your Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_