



presents our 2017

Annual Labour Law Update Seminar

What is the Global Business Solutions' Annual Labour Law Update all about?

Global Business Solutions' Annual Labour Law Update Seminar is a day-long session during which our CEO - renowned labour law specialist, speaker and lecturer Jonathan Goldberg - unpacks the latest labour law cases. Most importantly, he will tell you what these mean for your business so that you are one step ahead by amending company policies and/or procedures in line with recent case law rulings.

Benefits of attending Global Business Solutions' Annual Labour Law Update:



Leading Labour Law Expert

- Jonathan has been at the forefront of South African labour law for more than 20 years.
- He holds several key positions, including
 - ✓ Employment Conditions Commissioner
 - ✓ Employment Services Board member
 - ✓ BUSA representative at NEDLAC
 - ✓ COO CAPES
- Jonathan has been involved in leading negotiations at plant, industry and NEDLAC level.



Preparation Is Key

- That's why we share the case law with you in an electronic version a week ahead of the seminar, so you can come to the seminar prepared.
- You can also email johnny@iafrica.co.za before the seminar with any comments and questions you might have which he will then address on the day.



The Most Relevant Case Law

- Jonathan will discuss a careful selection of cases and legislative changes that could have an impact on business and industry, enabling you to pro-actively and strategically align your workplace policies, practices and procedures.



Who Should Attend?

Global Business Solutions' Annual Labour Law Update has become the must-attend seminar for all HR, IR and ER practitioners in South Africa.



Why You Should Attend

The revamped format received rave reviews from delegates who attended the Mid-Year Labour Law Update earlier this year:

- "Brilliant. Lovely venue, with great facilities. I loved the pre-seminar reading – a very good idea as it gives a preview of what is to come."
Lynne Pape: HR Manager, Codray Trust
- "Very informative and enlightening." **Michael Somevi: Director, Somers Business Solutions**
- "The new slideshows and books are great. There is more information and the flow is better on the presentation." **Aqeelah Brandt: HR Administrator, Voestalpine Automotive Components.**



Our Annual Law Update Seminar

What cases will Jonathan be looking at?

- How to determine if an employment relationship exists. The recent Uber drivers case and the implications thereof.
- What possible implications are there when social media comments are made by employees?
- Does “anything go” in union conduct?
- What happens when an employee is dismissed without a hearing?
- Are Co-operative workers deemed to be employees?
- Can a disciplinary hearing take place via affidavits?
- What are your legal obligations in terms of dismissal for operational requirements?
- To what extent can an employee claim unpaid leave after termination?
- How long is an arbitration award enforceable against an employer?
- What are the practical ways of dealing with racist comments and discrimination in the workplace?
- Interdicting a disciplinary hearing owing to the invalid appointment of a Municipal Manager.
- Assign Services LAC Case: What is the state of play? How do you manage stakeholder expectations?
- Update on 2017 major negotiations
- Prediction of 2018 negotiations in collective bargaining environment
- The latest on the BBBEE Commission blitz.
- The Department of Labour Employment Equity Crunch, some tips.
- The latest equal treatment cases.
- The Courts litigate on the Equal Pay for Work of Equal Value principle.

SABPP Accreditation:



We are proud to announce that the SA Board for People Practices (SABPP) has accredited this seminar with 7 CPD HR Points.

This additional certification is now available at a cost of R30 per delegate.

The SABPP was set up as an autonomous body to be the standards and professional registration body for the HR profession. Over 30 years, the SABPP has registered over 8 000 HR professionals at the various registration levels.

For more information visit: www.sabpp.co.za

When and Where?

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| ▪ Johannesburg , Balalaika Protea Hotel | 18 October 2017 |
| ▪ Durban , Coastlands On The Ridge Hotel | 20 October 2017 |
| ▪ East London , International Convention Centre | 24 October 2017 |
| ▪ Port Elizabeth , Boardwalk Convention Centre | 9 November 2017 |
| ▪ Cape Town , Crystal Towers Hotel | 10 November 2017 |

Cost:

- **Seminar Fee:** R 3 190.00 (Incl. VAT)**

****This programme is accredited with 7 CPD HR points by the SABPP**.**
The relevant “e-certificate” is an optional extra at R30 per delegate.

- **All public courses are subject to minimum delegate numbers.**

Registration and Banking Details:

- Complete and fax the attached registration form to: (PE & DBN) 041 363 0043; (CT) 021 418 1619; (EL) 043 721 1027 (JHB); 011 483 1650
- FNB – Acc: 52131103063 Branch: 210–121
- For electronic payments, please use our invoice number that will be issued upon receipt of registration as a reference number.
- Please note that payment is due in advance.
- We require confirmation of payment via fax or electronic media prior to the commencement of the seminar.

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REGISTRATION FORM

To secure your place at this course – please complete the following and fax the booking form to:
(PE & DBN) 041 363 0043; (CT) 021 418 1619; (EL) 043 721 1027 (JHB) 011 483 1650

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.

Seminar Name:		Annual Labour Law Update				Date:			
East London		Johannesburg		Port Elizabeth		Cape Town		Durban	
Company/Delegate Name:						Tel No:			
Persons Responsible for Payment:						Fax No:			
Postal Address:						Disability assistance needed:			
Physical Address:						Special Meals needed:			
Vat no:				Purchase Order No:					
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Terms and Conditions: The accepted applications to attend the Global Business Solutions Labour Law Update seminars are in every case subject to these terms and conditions.

Payment: Payment must be made in full in advance.

Cancellations: Cancellation must be made in writing and received by Global Business Solutions 5 working days prior to the seminar 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 event, 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 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.			
Name of Organisation:		Date:	
Name of person responsible for Payment:		Email:	
Job Title (specific):			
Signature:		(where organisation sends delegate/s and is responsible for seminar fee)	REFERENCE
			ALLU/NAT/WEB
FEE INCLUDING VAT PER DELEGATE (Please select an option)		COST/ DELEGATE	TOTAL
Annual Labour Law Update Seminar		R3 190 incl. VAT	
SABPP "E-Certificate" (Optional)		R 30 incl. VAT	
HOW DID YOU FIND OUT ABOUT THIS SEMINAR?		E-mail:	GBS Website:
			Other (Please specify):