



**GLOBAL BUSINESS SOLUTIONS**

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**MID-YEAR LABOUR LAW UPDATE 2017**

# Mid-Year Labour Law Update



- The fine line of sexual harassment and vicarious liability.
- Procedural requirements of terminating incompatible employees during probation.
- Proof of qualifications and the consequences of not achieving those – Breach of contract?
- Labour Court ruling on the use of External Chairpersons.
- Terminatory lockouts in the context of changes to conditions of employment.
- Latest on operational requirements dismissals.
- Automatic termination clauses in contracts of clients.



- Changes in the Collective Bargaining Landscape:
  - Amendments to the Labour Relations Act.
  - Accord on Collective Bargaining and Industrial Action.
  - Code of Good Practice: Collective Bargaining, Industrial Action and Picketing.



- Update on the National Minimum wage, the panel's recommendations, research and the potential impact of its implementation
- Discretionary bonuses and what to watch out for.
- Withholding of bonuses and the implications.
- More "equal pay for work of equal value" cases and how to defend them.
- Prediction of wage and salary increases.



- The Constitutional Court rules on the workplace definition.
- Union misconduct and the consequences.
- Dismissal for protected strikes. Let's get this correct.



- Reinstatement or only compensation? How to deal with this in practice.
- The Constitutional Court has the final say on reinstatements.
- Derivative misconduct and the consequences.
- Urgent applications to stop internal proceedings.
- Equality and Affirmative Action Update.
- Presenting evidence at arbitration, specifically the record of the disciplinary enquiry.



- Legislative amendments in the pipeline BCEA.
- The latest in Temporary Employment cases.
- The nature of fixed term contracts.
- Prescription ruling from the Constitutional Court.
- Fine line between independent contractors and employees.
- Mental health and the obligation to undergo medical examinations.



# Our Mid-Year Labour Law Update Seminar

## Join us for this interactive one day seminar

In difficult economic times business needs to make informed decisions when it comes to IR. Join us at our Annual Labour Law Update to keep yourself informed of labour law amendments, arbitration awards and Labour Court rulings. We know that these impact your workplace.

We can't change the law, but we can advise you on how to apply it.  
That is future thinking, now.

### SABPP Accreditation:



**SABPP**™

SA BOARD FOR  
PEOPLE PRACTICES

Setting HR standards

**We are proud to announce that the SA Board for People Practices (SABPP) has accredited this seminar with 2 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](http://www.sabpp.co.za)

### When and Where?

- East London 14 June 2017
- Johannesburg 21 June 2017
- Cape Town 23 June 2017
- Durban 27 June 2017
- Port Elizabeth 30 June 2017

### Cost:

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

**\*\*This programme is accredited with 2 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.

### Our Branches:

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# REGISTRATION FORM

To secure your place at this course – please complete the following and fax the booking form to:  
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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.

<b>Seminar Name:</b>		<b>Mid-Year Labour Law Update</b>				<b>Date:</b>			
<b>East London</b>		<b>Johannesburg</b>		<b>Port Elizabeth</b>		<b>Cape Town</b>		<b>Durban</b>	
<b>Company/Delegate Name:</b>						<b>Tel No:</b>			
<b>Persons Responsible for Payment:</b>						<b>Fax No:</b>			
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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.**

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<b>FEE INCLUDING VAT PER DELEGATE (Please select an option)</b>		<b>COST/DELEGATE</b>	<b>TOTAL</b>
Mid-Year Labour Law Update		R3 190 incl. VAT	
SABPP "E-Certificate" (Optional)		R 30 incl. VAT	
<b>HOW DID YOU FIND OUT ABOUT THIS SEMINAR?</b>	<b>E-mail:</b>	<b>GBS Website:</b>	<b>Other (Please specify):</b>