

# RETRENCHMENT IN A DISRUPTIVE ENVIRONMENT, COMPLIANT AND OPTIMAL

## ABOUT THE COURSE

This 3-hour online workshop addresses key legal principles and practical tools to engage in restructuring planning and subsequent retrenchment exercises during and after the time of Corona

## COURSE OUTLINE

- Introduction
- The Law Unpacked
- Small and Large Scale Retrenchments
- Discussion on disclosure
- S189A explained
- Facilitation or not?
- Process with or without facilitator
- Legislative framework
- Right to strike
- Fair Reason
- Justifying the need to retrench
- Economic needs
- Technological needs
- Structural needs
- Similar needs
- Substantive fairness
- Fair procedure
- Identifying the stakeholders
- Notice to consult and consultation
- Appropriate measures to avoid the dismissals
- Appropriate measures to minimize the number
- Appropriate measures to change the timing
- Appropriate measures to mitigate the adverse effects
- Severance pay
- Providing information
- Considering representations
- Fair selection criteria
- Bumping
- Payment
- Providing support to employees
- Retrenchments in the time of Corona

## WHO SHOULD ATTEND

- Human resource practitioners
- Labour relations practitioners
- Attorneys
- Managers and Supervisors

## COURSE DETAILS

<b>Date:</b>	18 August 2021
<b>Venue:</b>	Online via Zoom
<b>Time:</b>	11h00 – 14h00
<b>Price:</b>	R950 (excl. VAT)

All online courses are subject to minimum delegate numbers

## ABOUT THE PRESENTER



### GRANT WILKINSON

Director of Kirchmanns Inc. and Senior Consultant at Global Business Solutions.

Grant is an admitted attorney with a wide-range of experience in both consulting and training. Grant's focus areas are: Labour Law, industrial relations, legislative development, commercial law, consumer protection, corporate governance and human resources.

## REGISTRATION FORM

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

<b>Course Name:</b>		<b>RETRENCHMENT IN A DISRUPTIVE ENVIRONMENT</b>				<b>Date:</b>	<b>18 AUGUST 2021</b>		
East London		Johannesburg		Port Elizabeth		Cape Town		Durban	
<b>Company Name :</b>						<b>Tel No:</b>			
						<b>Fax No:</b>			
<b>Postal Address:</b>						<b>Disability assistance needed:</b>			
						<b>Dietary requirements/ allergies:</b>			
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<b>DELEGATE DETAILS</b>									
	<b>Delegate Name</b>	<b>ID Number</b>	<b>Email</b>				<b>Cell No.</b>		
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<b>Job Title (specific):</b>		
<b>Signature:</b>		
<b>FEE EXCLUDING VAT PER DELEGATE (Please select an option)</b>		<b>COST/ DELEGATE</b>
<b>Course Name: Retrenchment in a Disruptive Environment</b>		R950 (excl. VAT)
<b>Please indicate method of payment</b>		EFT      *Credit Card
<b>HOW DID YOU FIND OUT ABOUT THIS COURSE?</b>	<b>E-mail:</b>	<b>Other (Please specify):</b>
	<b>GBS Website:</b>	