

# ANNUAL LABOUR LAW UPDATE

## LABOUR LAW IN A DISRUPTIVE LABOUR MARKET

The year 2023 will be characterised by unprecedented labour market and labour relations disruption off the back of global and national disruptors. Economic turmoil, power supply, inequality, cyber threats, geo-political unrest and biological threats will require that employers are capacitated to practice labour law responsively, confidently and in a compliant manner.

***"If the rate of change on the outside exceeds the rate of change on the inside, the end is near." - Jack Welch***

The Annual Labour Law Update (ALLU) is a "must not miss" flagship event which will provide you with all the insight and legal principles you will need to navigate 2023. It will allow you to plan effectively for 2023 by identifying aspects of policies, practices and procedures that need to be addressed as well as flag important upcoming statutory matters.

**#ALLU2022**



**GLOBAL BUSINESS SOLUTIONS**

FUTURE THINKING, NOW

- Delegates will receive an edited recording addressing each topic covered in the update, that can be accessed for internal use.
- Polls will be run on each topic to establish common practice and best practice.
- Delegates will be able to choose a free 1-hour training video of their choice from a list of available topics.
- Delegates will have access to attorneys and subject matter experts to answer their questions live.
- Delegates will have access to policy templates & to-do checklists on matters discussed during the seminar.
- Delegates will have access to a voluntary and free 2-hour session post the ALLU in order to engage on any labour law and relations matters with a team of experts.
- Prizes for innovation and collaboration.

The ALLU will traverse more than 300 Labour Court (including the Constitutional Court) and Arbitration matters as well as dive into 10 key current and trending statutes that are being introduced or amended. The legal principles that will be addressed during this engaging session include –

- Terminating the employment of Foreign Nationals whose permits are not renewed
- Use of cannabis for medicinal reasons and zero-tolerance policies
- The correct procedures and tactics to follow in addressing unprotected strike action and intimidation
- Dismissals for refusals to take COVID19 vaccinations, coming home to roost
- The borderline of the employment relationship, gig-workers and “uber” drivers
- Social media posts and dismissals, boundaries that should be in place
- Indefinite fixed-term contracts and termination protocols
- Operational requirements dismissals, retrenchments for profit enhancement and flexibility
- Unfair discrimination and harassment.
- The latest on Employment Equity Compliance certificates and final Sectoral Targets
- The low down on income differentials and inequality of equal pay for work of equal value
- The extended incapacity requirements for occupationally acquired injuries and diseases (***delegates will receive incapacity for ill health procedures***)
- Traditional healers, abuse of sick leave and clinic certificates, and whether to recognise them
- Dismissals for poor performance during and after probation, a fine line (***delegates will receive a free presentation pack***)
- Managers using foul language at work, custom and practice or harassment?
- Breach of remote work policies and using work time for personal reasons
- The meaning of “consultation” in the employment equity committee engagements
- Sexual harassment, innuendos, and other bad habits
- Deducting money from employees when leaving employment and the 25% rule
- Incompatibility and the correct dismissal procedure, toxic leaders and employees
- Misrepresentation of health and qualifications during interviews as well as dismissal rights
- LGBTQIA+ and policy alignment
- Much more.

The case law review will be complemented by looking ahead at developments in respect of the following matters –

- COIDA Act amendments in respect of rehabilitation and re-integration for occupational injuries
- Employment Services Act amendments and the impact on Foreign Nationals and Skills Transfer (as well as e-job platforms)
- The latest Cannabis for Private Purposes provisions
- The Employment Equity Amendment Act and the accompanying reporting changes and requirements along with the final EE Ministerial Sectoral Targets
- AARTO and the way forward
- NEDLAC labour law review and the impact on right-sizing, severance pay, outsourcing and working hours
- Wage increases and forecasts for 2023.

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## ABOUT THE PRESENTER



Jonathan Goldberg is the Joint CEO of Global Business Solutions and has been a business leader in the changing labour law landscape over the past twenty years, heading negotiations at plant, industry and NEDLAC levels and assisting clients to navigate the dynamic regulatory environment.

Jonathan is a sought after advisor and speaker, leading from the front in social partner negotiations as well as in respect of business strategy. Several of the key roles he fulfils include being a Commissioner on the National Minimum Wage Commission, the Labour Market Convenor at NEDLAC for business as well as a representative on the Employment Services Board. He is a chartered director of the Institute of Directors South Africa

**We are excited to be running live seminars in most regions, but still have the virtual options available for your convenience.**

19 October 2022 MS Teams  
2 November 2022 Zoom

R2 835 (excl. VAT) per delegate

13 October 2022 Johannesburg  
20 October 2022 East London  
25 October 2022 Port Elizabeth  
26 October 2022 Cape Town

R3 835 (excl. VAT) per delegate

VENUES: TBC

DURATION: 09H00 – 15H30

We are proud to announce that the SA Board for People Practices (SABPP) has accredited this seminar 4 CPD HR points. This additional certificate is now available at a cost of R55 (excl. VAT) per delegate. SABPP is the professional body for HR practitioners in South Africa, as well as quality assurance body for HR learning provision. SABPP also accredits the HR academic programs of universities. Over 30 years, the SABPP has registered over 8000 HR professionals at the various registration levels. For more information visit [www.sabpp.co.za](http://www.sabpp.co.za)



The Federation of African Professional Staffing Organisations (APSO) has accredited this conference with 6 CPD Points. These CPD Points will accumulate towards delegates' APSO Professional Designations. The accreditation is only available to APSO members and a free e- certificate will be issued by APSO. For more information visit [www.apso.co.za](http://www.apso.co.za)



## REGISTRATION AND BANKING DETAILS

Complete and email attached registration form to: Priscilla at [labourlawupdate@globalbusiness.co.za](mailto:labourlawupdate@globalbusiness.co.za)

**FNB ACC: 52131103063 Branch: 210-121**

For electronic payments use, kindly use the 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 webinar – please complete and sign the following and email the booking form to Priscilla: [labourlawupdate@globalbusiness.co.za](mailto:labourlawupdate@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:		<b>ANNUAL LABOUR LAW UPDATE</b>				Date:	<b>October / November 2022</b>				
Johannesburg – 13 Oct		Teams – 19 Oct		East London – 20 Oct		Port Elizabeth – 25 Oct		Cape Town – 26 Oct		Zoom – 2 Nov	
Company Name :						Tel No:					
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						*Additional costs may be incurred					
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