



MANAGING ZEP EMPLOYEES AS THE DEADLINE LOOMS

After announcing that the Zimbabwean Exemption Permit (ZEP) dispensation would not be renewed in late 2021, nearly 180 000 Zimbabweans living and working in South Africa discovered they would be required to secure other residential/work permits or return to their home country.

An initial 12-month grace period was extended to 30 June 2023 to allow impacted individuals the opportunity to make the necessary arrangements, but no further extension is expected to be granted. With D-day looming, how do employers compliantly manage employees who, through no choice of their own, find themselves 'illegal' from 1 July 2023?

Join GBS as we unpack the ZEP journey, including the pending judgment in the court case challenging the Minister's decision re ZEP. Understand your risks as an employer, under Immigration and Labour Law, including those associated with the current Waiver Application documents DHA is providing ZEP holders.

We will share practical steps employers can take to manage the transition of impacted employees fairly and compliantly.

- Background to ZEP
- Context within National Labour Migration Policy (NLMP)
- Scope & Status of the Helen Suzman Foundation court challenge
- Explanation of Visa Options available
- Understanding Waiver, including likelihood of success
- Employer Risks – Legal (Immigration Act and LRA) & Operational
- Employee Status – Compliant transition/exit options



Dates: 26 May 2023
Venue: Online via Zoom
Time: 10h00 – 12h00
Price R 950 (excl. VAT)

All online courses are subject to minimum delegate numbers

All workshops are offered as customised In-house training that can be presented virtually or on-site. Contact us for more information.



Natalie Singer

Executive Consultant of Global Business Solutions.

Natalie is a member of the CAPES/DEL Bilateral Committee and BUSA representative on the UI Sub-Committee.

Natalie has been monitoring ZEP, and other changes under National Labour Migration Policy (NLMP) for the past 18 months and assisting clients in this regard.

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

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:		MANAGING ZEP EMPLOYEES AS THE DEADLINE LOOMS				Date:	26 MAY 2023		
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:					
DELEGATE DETAILS									
	Delegate Name	ID Number	Email				Cell No.		
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Signature:		
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Course Name: MANAGING ZEP EMPLOYEES AS THE DEADLINE LOOMS		R 950 (excl. VAT)
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