



Labour Law and Employee Relations

Suitable for:

HR Practitioners, IR Managers/Officers, Managers, Supervisors, Shop Stewards

Course duration: 4 days

NQF level: 4

Course objective:

This Labour Law Training Programme is Seta accredited, and is aligned to Unit Standard 13952: *Demonstrate basic understanding of the Primary labour legislation that impacts on a business unit.*

The course covers all major South Africa Labour Law Acts – The LRA, BCEA, Skills Development Act, Skills Levy Act, BBBEE legislation, and the EE Act, including all the latest amendments to each of the Acts, and also includes significant content on disciplinary enquiries, grievances, performance management, and absenteeism.

Delegates will gain a good grounding of how to apply these Acts, and ensure total compliance, as well as being able to use that knowledge to build sound workplace relations.

Course content and outcomes:

Through this Labour Law training, delegates will learn:

- Ideologies and different approaches to the labour relationship
- The parties to the labour relationship, and their respective roles
- The importance of building 'win-win' industrial relations in the workplace
- **The Labour Relations Act**
 - Understanding the 15 August 2014 amendments
 - The Labour Relations Act: Collective and Individual labour law provisions
 - Unfair dismissals and unfair labour practices
 - Disputes of right, and disputes of interest
 - When to consult and when to negotiate
 - Dispute resolution mechanisms of the LRA
- **The Basic Conditions of Employment Act**
 - Understanding the 1 September 2014 amendments
 - Defining the employment contract – permanent, temporary and labour brokers
 - The regulation of working hours and leave provisions - and their cost implications
 - Remuneration and benefits - and implications, such as overtime regulations
 - Termination of employment – regulations and cost implications
- **The Skills Development Act, and the Skills Development Levies Act**
 - Understanding the new SETA Grant Regulations of 1 April 2013
 - Understand SETAs, ETQAs, OFOs, and the landscape for Skills Development
 - Annual Training Reports, Workplace Skills Plans, and PIVOTAL training
 - How to implement and manage learnerships
 - Levies, Grants and Seta-funded Interventions
- **The Employment Equity Act, and the BBBEE Bill**
 - Understanding the 1 August 2014 amendments - & the risks of non-compliance
 - Developing the EE Plan, E Reporting, and the role of the EE Committee
 - Understanding the revised BBBEE Codes of 1 April 2015, and their implications
- **Disciplinary Hearings, Grievances, Performance Management, and Absenteeism**



Contact us to register or arrange in-house training:

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