PRACTICAL LABOUR LAW PROGRAMME

Labour and Social Security Law Unit

Don’t miss this opportunity to broaden your legal knowledge and skills in a labour relations environment.
AIM OF THE PROGRAMME

The aim of the programme is to give labour relations practitioners, human resources managers, and trade union officials the necessary legal knowledge and skills in a labour relations environment that is becoming increasingly technical and legalistic. This programme gives participants an advanced knowledge of those areas of individual and collective labour law as well as dispute resolution mechanisms and strikes that are vitally important to the effective conduct of labour relations. The Programme is a registered Short Learning Programme at NMMU.

Through case studies, practical exercises and lectures, we teach participants greater skills in problem prevention, problem solving, and policy formulation within the labour law context.

The topics which will be covered intensively in the programme are:

MODULE 1: INDIVIDUAL EMPLOYMENT LAW

- The role of the contract of employment
- The concept of “unfair dismissal”, including dismissals that are automatically unfair and dismissals that may be unfair under certain circumstances. Special attention will be given to:
  - the definition of dismissal
  - automatically unfair dismissal
  - dismissal for misconduct and incapacity
  - consultation before retrenchment
  - making information available before retrenchment
  - severance pay
  - transfers of a business in terms of sections 197 and 197A
  - dismissal based on the operational requirements of the business
  - methods of changing work practices and terms and conditions of employment
The concept of “equality”, especially unfair discrimination in the workplace on arbitrary grounds like race, gender, age and physical disability etc. Affirmative action and sexual harassment will be considered with reference to the Employment Equity Act 55 of 1998 as well as the equality provisions in the Constitution.

- Broad based economic empowerment.
- HR profession and the law.

**MODULE 2: COLLECTIVE LABOUR LAW AND SOCIAL SECURITY AND SKILLS**

- Principles of labour relations and collective bargaining
- Collective labour law, including
  - freedom of association
  - organisational rights
  - collective agreements
  - collective bargaining structures
  - workplace forums
- The law relating to strikes and lock-outs, including
  - the definition of a strike and lock-out
  - the procedures to be followed for a strike or lock-out to be protected
  - the legal consequences of protected and unprotected strikes and lock-outs
  - replacement labour
  - picketing
Social security issues such as
• maternity leave
• unemployment benefits (Unemployment Act)
• compensation for occupational injuries and diseases (COIDA)
• health and safety of workers (OHASA)
• Dismissal of striking employees

MODULE 3: DISPUTE RESOLUTION AND LABOUR LAW ADVOCACY SKILLS
• Negotiation and conflict management skills
• Dispute resolution and labour law advocacy skills, including
  • the Commission for Conciliation, Mediation and Arbitration (CCMA)
  • dispute resolution by Bargaining Councils
  • the Labour Court
  • the Labour Appeal Court
  • the different procedures in the Labour Relations Act for the resolution of disputes in labour law, including conciliation and arbitration

ADMISSION:
Applicants should be in possession of a tertiary qualification, or matric with experience in labour law and/or employment relations.

LECTURERS:
Prof JA van der Walt is the course coordinator. Several labour law experts will present lectures during the block periods.
ATTENDANCE:
Students need to attend three block lectures of three days each. These days will be as follows:

Port Elizabeth:  
- 2-4 August (1st Block)  
- 18-20 October (3rd Block)  
- 13-15 September (2nd Block)

East London:  
- 16-18 August (1st Block)  
- 20-22 September (2nd Block)  
- 25-27 October (3rd Block)

At the outset of the course a textbook and reading material are provided. Students are required to prepare for the lecture periods in advance.

COST:
R14 000. The cost includes the textbook and reading material as well as teas and lunches during the contact periods. Traveling and accommodation costs are for the student’s own account.

PAYMENT AND CANCELLATION:
R3500 is payable before commencement of the Programme. The balance is payable before the second contact block of lectures (13/20 September 2017).

Cancellation of attendance to the Programme must be received 7 days before commencement of the first lectures of the Programme. Cancellation thereafter will carry a 10% cancellation fee. Cancellation is not possible once the lectures have started.
APPLICATION FORM
Practical Labour Law Programme

NAME: _______________________________ SURNAME: _______________________________

GENDER: Male Female

POSTAL ADDRESS: ________________________________________________________________

______________________________________________________________________________

RESIDENTIAL ADDRESS: __________________________________________________________

______________________________________________________________________________

EMPLOYER: ____________________________________________________________

OCCUPATION: ______________________________________________________________

TEL NO: ___________________ FAX NO: __________________

CELL NO: ___________________ ID/Passport NO: __________________

E-MAIL: _________________________________________________________________

EDUCATIONAL QUALIFICATIONS: ____________________________________________

DATE: ______________________________

PLEASE INDICATE ATTENDANCE IN: PE EL

PAYMENT MUST BE MADE BEFORE THE COMMENCEMENT OF THE COURSE UPON RECEIPT OF INVOICE. PLEASE SUBMIT A COPY OF YOUR ID AND PROOF OF RESIDENCE ALONG WITH THIS FORM.

SIGNATURE: ____________________________

Enquiries: Erina Strydom
Tel: (041) 504-2283
Fax: (041) 5049258 / 086 513 3706
Email: Erina.Strydom@nmmu.ac.za

Please return completed form to:

Prof JA van der Walt
Faculty of Law: South Campus
Nelson Mandela Metropolitan University
P O Box 77000
PORT ELIZABETH 6031

Office use only:

Recommended
Not recommended