



JUTA'S ANNUAL LABOUR LAW UPDATE 2023 HIGHLIGHTS PACKAGE



A SABPP-ACCREDITED
E-LEARNING PACKAGE

JOHN GROGAN • PUKE MASERUMULE • TANYA VENTER (GUEST SPEAKER)

FREE!

- 1-YEAR Labour Law Sibergramme subscription
- Juta's Annual Labour Law Update Workbook

"Well presented, very informative seminar."

- Digistics

"The presentations were just brilliant - thank you!"

- University of Mpumalanga

"Informative and value for money, as always."

- Schoeman-Borman Inc.

We heard you! Unlock the very best from the seminar, in one convenient recording.

Missed our Annual Labour Law Update in-person seminar? We've got you covered! We've condensed the key insights of our in-person seminars into a comprehensive video, offering an affordable way to stay up-to-date with the latest labour law developments and earn CPD points.

Accredited by the *SA Board of People Practices (SABPP)*, this package provides expert analysis of the key labour law areas, highlighting legislative changes and case law.

Additionally, users will gain access to John Grogan's *Labour Law Sibergramme* e-newsletter, featuring important case law and commentary, ensuring you're up to date with the latest developments all year long!

INCLUDED WITH THIS PACKAGE

- Recording of the core content from the Pretoria seminar, held on 30 October 2023, edited to incorporate slides, case citations and Workbook page references.
- *Juta's Annual Labour Law Update* workbook by John Grogan, covering the topics highlighted during the seminar, along with commentary, labour-related legislation and a table of cases.
- 1-year e-newsletter subscription to *Labour Law Sibergramme*, valued at R3 879 delivering monthly analysis of new labour cases by John Grogan.

Your learning efforts recognised

- Earn 8 SA Board for People Practices (SABPP) CPD Points
- e-Certificate of attendance

TOPICS COVERED

A comprehensive Labour Law update covering these key areas:

JURISDICTION, CONTRACTS, BASIC CONDITIONS AND

IDENTIFYING EMPLOYMENT UNFAIR LABOUR PRACTICES

- Appointments
- Disciplinary action short of dismissal
- Promotion and demotion
- Benefits
- Suspensions
- “Continuous” effects

DISCRIMINATION

- Remedies: compensation, damages and other orders
- Proving discrimination
- Unequal pay
- Race, religion, disability
- Harassment and bullying
- Whistle-blowers
- Nepotism
- Arbitrary grounds
- Employment Equity Amendment Bill

DISCIPLINARY PROCEDURE

- Charges
- Managerial interference with penalty
- No hearing
- Dilatory tactics
- Review of disciplinary proceedings
- Applications to halt disciplinary proceedings
- Dismissals for misconduct, poor work performance and incapacity

DISMISSALS FOR MISCONDUCT, POOR WORK PERFORMANCE AND INCAPACITY

- Common purpose
- Collective misconduct
- Appropriate penalty
- Specific offences
- Dismissal for incapacity

PROOF OF DISMISSAL AND UNLAWFUL DISMISSALS

- Resignation
- Termination of fixed-term contracts
- Constructive dismissal
- Unlawful dismissals

AUTOMATICALLY UNFAIR DISMISSALS

- Age
- Pregnancy
- Refusal to accept a demand
- Religion
- Drug addiction
- Protected disclosures
- Inherent requirements of the job: Section 187(2)(b) defence

REMEDIES AND SETTLEMENT AGREEMENTS

- Remedies: Reinstatement and re-employment
- Settlement agreements: Full and final, enforceability

RETRENCHMENT AND TRANSFER OF BUSINESS

- Dismissal for operational requirements: Substantive fairness, consultation, selection criteria, severance pay, liquidation
- Transfer of business: Mergers and service providers

COLLECTIVE LABOUR LAW

- Bargaining Councils
- Trade unions
- Collective agreements
- Industrial action: Strikes, lock-outs, pickets and protest action

DISPUTE RESOLUTION, REVIEWS AND PRACTICE ISSUES

HEALTH AND SAFETY AND DELICTUAL LIABILITY LABOUR-RELATED LEGISLATION AND CASES

Q&A WITH THE PANEL

ABOUT THE SPEAKERS



Dr John Grogan

BA (Hons) (Rhodes),
Bluris LLB (SA), LLM PhD
(Rhodes)

John Grogan is one of the most respected writers on labour law in South Africa having authored five leading labour law texts, Workplace Law; Employment Rights; Dismissal; Collective Labour Law and Labour Litigation and Dispute Resolution (Juta). Dr Grogan has been involved in the practice and teaching of labour law for more than 25 years. He left his position as head of the Department of Law at Rhodes University for private practice in 1997.

Apart from practicing in the labour courts, Dr Grogan conducts private arbitrations and continues to publish and lecture. He also edits a number of leading publications, including Employment Law. He has been a part-time Senior Commissioner of the CCMA, a panellist on several bargaining councils, and has acted as a Judge in both the Labour and High Courts.

Puke Maserumule is a Director at Maserumule Attorneys and Maserumule Consulting. He has acted as a Labour Court Judge periodically since 1997 and has also acted as a High Court Judge.

In his capacity as Acting Judge of the Labour Court, he has been involved in interpreting labour legislation and building the new labour jurisprudence. He is also a member of the legal team that drafted amendments to the Labour Relations Act and Basic Conditions of Employment Act. He is an accredited mediator and arbitrator at Tokiso Dispute Settlement.



Puke Maserumule

BA LLB (UCT), Post
Graduate Diploma in Labour
Law (UJ)



Tanya Venter

BA (WITS) LLB (SA) DPCJ
(forensic investigations)
(UJ) FA ARB

Tanya Venter is an Advocate of the High Court and is an internationally accredited commercial mediator and internationally trained investigator with 25 years of experience in mediating and arbitrating employment and commercial disputes, and 20 years of experience at a director level in the ADR industry.

She is CEO of Tokiso where she takes charge of strategy, policy, quality, and ensuring fair and accessible dispute resolution. Tanya's influence goes further in her roles as an investigator, presiding officer, and mediator across both public and private sectors. Her involvement in notable cases dealing with issues such as harassment, fraud, and corruption has had a substantial impact on national and local governance.

WHO WILL BENEFIT

- Advocates, attorneys and candidate attorneys
- Human resources practitioners
- CCMA and bargaining council commissioners
- Conciliators and arbitrators
- Employee relations practitioners
- Employers' organisations
- Government officials
- Academics
- Students
- Trade unions

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REGISTRATION TIER	PRICE PER USER (INCL. VAT)	PRICE PER USER	NO. OF USERS
Standard registration (1-2 delegates)		R3,500.00	_____
3-10 Users 5% discount		R3,325.00	_____
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21-25 Users 20% discount		R2,800.00	_____
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BOOKINGS AND PAYMENT

1. An invoice will be forwarded to you on receipt of this registration form. If you do not receive an invoice, please e-mail pwhitaker@juta.co.za or call Paula Whitaker on 083 259 3452.
2. If paying by EFT transfer or direct deposit, please quote the invoice number as your payment reference.
3. Delegates paying by credit card will receive confirmation of their order once the payment has been processed and approved.
4. The video link, *Labour Law Sibergramme* e-newsletter, Workbook and 8 SABPP CPD points will be issued on receipt of payment.

