

JUTA'S ANNUAL LABOUR LAW UPDATE 2025

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**20
25**

JUTA'S ANNUAL LABOUR LAW UPDATE SEMINAR



EARN 8 CPD
HOURS

20
25

CRAIG BOSCH • JOHN GROGAN • PUKE MASERUMULE • TANYA VENTER

ABOUT THE SEMINAR

Now in its 24th year, **Juta's Annual Labour Law Update** remains the most trusted source for legal professionals, HR practitioners, and employers seeking up-to-date guidance on developments in South African labour law.

Presented by a panel of leading experts and accredited by the SA Board for People Practices (SABPP), this essential update helps you stay compliant, minimise legal risk, and make informed workplace decisions.

SEMINAR DATES & VENUES

Date	Venue
20 October 2025	Century City Convention Centre, Cape Town
23 October 2025	Radisson Blu, Gqeberha
28 October 2025	NEW Windmill Casino, Bloemfontein
30 October 2025	Coastlands Hotel, Umhlanga
5 November 2025	CSIR Convention Centre, Pretoria, Tshwane
6 November 2025	Maslow Hotel, Sandton

SEMINAR TOPICS

Our panel of experts cover the most important updates in labour legislation and case law:

“WHAT PAST DELEGATES SAY

“The seminar was seamlessly executed. Well organised, with quality presentations.”

— Coega Development Corporation

“... very informative seminar for me as a Labour Relations Practitioner. I especially appreciated the monthly case law updates we receive afterward.”

— Department of Public Works and Infrastructure

“Exceptional performance by all involved. Thanks again for a great seminar.”

— University of the Western Cape

Individual Employment Law – Dr John Grogan

- Disciplinary Procedures: Drafting charges, consequences of unfair hearings, LRA vs BCEA?
- Misconduct: Handling dubious sick certificates, substance use, and political activity in the workplace
- Automatically Unfair Dismissals: Cases involving ageing employees and religious observance
- Unfair Labour Practices: Promotion, demotion, benefits, and warnings

Collective Labour Law – Adv. Craig Bosch

- Interpretation and application of collective agreements
- Strike-related dismissals: What constitutes a protected strike?
- Registration of trade unions and employers' organisations

Discrimination Law – Adv. Tanya Venter

- Proving discrimination
- Arbitrary discrimination
- Harassment and bullying
- Unequal pay

Retrenchments & Transfer of Business – Puke Maserumule

Proposed Amendments

- Codes of Good Practice
- Labour Relations Act
- Basic Conditions of Employment Act
- Employment Equity Regulations

Note: Each session will be followed by an interactive Q&A with the panel.

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REFERENCE MATERIAL AND GIVEAWAYS WORTH R5,000!

- *Juta's Annual Labour Law Update Workbook* – with comprehensive notes, case summaries, legislation and commentary
- **UPDATED** *Employment Equity Act 55 of 1998 & Regulations* pocket book
- 1-year e-newsletter subscription to *Labour Law Sibergramme* providing post-seminar monthly analysis of new labour cases by John Grogan.
- 1-month e-newsletter subscription to *LegalBrief Workplace*, covering issues relating to labour legislation, litigation, policy and other workplace news.

ENTER OUR IN-EVENT SURVEY TO WIN A HAMPER*

- *Workplace Law* 14th edition (2025) – by John Grogan
- *CCMA: A Commentary on the Rules* 6th edition (2025) - by Peter Kantor
- *Labour Pocket Mini Library* (8-volume set of key labour Acts)
- *Effective Workplace Solutions: Employment Law from a Business Perspective Vol. 1* (2024)
– by Barney Jordaan & Ulrich Stander

*One hamper giveaway per venue

ABOUT THE SPEAKERS



Dr John Grogan
BA (Hons),
B Juris LLB (SA),
LLM PhD (Rhodes)

John Grogan Dr John Grogan is one of South Africa's most respected labour law authors and practitioners. He has written five leading Juta labour law texts, including *Workplace Law* and *Dismissal*, and regularly publishes, lectures, and practices in labour courts. A former head of the Rhodes University Law Department, he has served as a CCMA Senior Commissioner, a judge in both the Labour and High Courts, and continues to conduct arbitrations and edit leading legal publications.



Puke Maserumule
BA LLB (UCT),
PGDip Labour Law
(UJ)

Puke Maserumule is Director at Maserumule Attorneys and Maserumule Corporate Employment Law, with over 34 years' experience in employment law and litigation. He regularly appears in the CCMA, Labour Court, and Labour Appeal Court, and has acted as a Labour Court judge. A sought-after media commentator, he has co-presented the Juta Annual Labour Law Update since 2001.



Adv. Tanya Venter
BA (Wits),
LLB (SA), DPCJ (UJ),
FA ARB

Tanya Venter is CEO of Tokiso, a senior dispute resolution expert, and an Advocate of the High Court. With 25 years' experience in mediation and arbitration, she leads national strategy and quality assurance in ADR. Internationally accredited, Tanya has presided over numerous public and private disputes, including cases involving harassment, fraud, and corruption.



Adv. Craig Bosch
BA LLB & LLM

Craig Bosch is a labour law advocate at the Cape Bar with extensive experience in dispute resolution. He has served as a senior commissioner at the CCMA and on various bargaining council panels. A former university lecturer and current research associate at NMU, Craig has published widely on labour topics and co-authored key works on employment transfers and labour court reviews.

PRACTICAL INSIGHTS – MANAGING WORKPLACE RISK VIDEO SERIES:

20
25

LEGAL AND PROCEDURAL KNOW-HOW FOR TODAY'S EMPLOYMENT CHALLENGES

Available for streaming from September 2025

ABOUT THE VIDEO SERIES:

Enhance your workplace decision-making with this focused, 45–60 minute, on-demand video series designed for HR professionals, managers, and labour law practitioners. Presented by two of South Africa's leading experts, each video delivers real-world insights and practical guidance on employment law issues that frequently give rise to workplace disputes or litigation.

TOPICS COVERED:



Employment Equity in Context of the 2025 Amendments: What they mean for your organisation

This session unpacks the 2025 Employment Equity Act amendments and new regulations, highlighting key implications, risks and opportunities.

Learning outcomes:

- Understanding the background to the amendments.
- Highlighting some of the key changes.
- Assessing the obligations and potential risks for employers.
- Effectively implementing the changes.



Video 2. Contracting in a Changing Business Landscape: What Employers Need to Know

This session explores the legal and practical distinctions between employees, independent contractors and other forms of atypical employment.

Learning outcomes:

- Exploring the different types of employment contract.
- Illustrating the pros and cons of each contract type with reference to the legal framework.
- Identifying common missteps and related risks.



Developing Conflict Competence at the Individual, Team and Organisational level

Conflict is unavoidable whenever people are interdependent, but with the right approach, it can be productive.

Learning outcomes:

- Differentiating between conflict management and conflict resolution.
- Exploring the difference between 'functional' and 'dysfunctional' conflicts and the pros and cons of each.
- Developing conflict competence at the individual, team and organisational levels.
- Learn how to build trust, encourage open dialogue, and use conflict to strengthen team dynamics and drive organisational performance.

MEET THE PRESENTERS



Prof. Barney Jordaán
LLB, LL.D
(Stellenbosch)

Barney Jordaán is an expert in negotiation, conflict management, and employment law. He lectures at a top European business school and previously taught at Stellenbosch and UCT's Graduate School of Business. A certified mediator, he co-founded Jordaán Stander (now Maserumule Corporate Employment Law) and has advised corporate clients since 1998. He has served as a senior CCMA commissioner and published widely in his areas of expertise, including *Effective Workplace Solutions: Employment Law from a Business Perspective* (Juta).



Ulrich Stander
BA, LLB, LLM (IRDP)
(Stellenbosch)

Ulrich Stander is a co-founder of Jordaán Stander (now Maserumule Corporate Employment Law) and practises as an employment law specialist, mediator, conflict coach, and trainer. He advises leading companies across diverse industries and co-designed the long-running leadership programmes Leaders @Work and Leading for Results. An accredited mediator who trained through the Harvard Negotiation Programme, Ulrich also guest lectures at the Stellenbosch University Business School and is the co-author of two practical guides on employment law, including *Effective Workplace Solutions: Employment Law from a Business Perspective* (Juta).

JUTA'S ANNUAL LABOUR LAW UPDATE SEMINAR & PRACTICAL INSIGHTS: MANAGING WORKPLACE RISK VIDEO SERIES

20 25

REGISTRATION FORM

Please return your completed form to:

Vanessa Russo

Registrations and Billing

Email: seminars@juta.co.za

Tel. (Dir): +27(21) 659 2305

Tel. (Swbd): +27(21) 659 2300



BOOKING CO-ORDINATOR DETAILS

Name of person
co-ordinating this booking:

Tel.

Email:

1. DELEGATE INFORMATION – SEMINAR

1.1 Select discount tier:

Labour Law Seminar Registration:	No. of Delegates	Price per Delegate (incl. vat)	No. of Delegates (please insert)
Standard Registration	1–2 delegates	R7,220	
Group Discount – 5%	3–10 delegates	R6,859	
Group Discount – 10%	11–20 delegates	R6,498	
Group Discount – 20%	21–25 delegates	R5,776	
Government / Non-Profit Organisations – 20%	1 or more delegates	R5,776	
Custom Rate	26+ delegates	As per quote	

1.2 Seminar Delegate Details

	Delegate Name & Surname	Delegate Email (for delivery of e-subscriptions)	Seminar Venue (select)	Dietary Requirement (select)
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

NOTE: If registering more than 10 delegates, please email their full name, email, venue and dietary requirements to seminars@juta.co.za along with this form.

2. DELEGATE INFORMATION – VIDEO SERIES:

Note: Price per video is **R550 (incl. VAT)**. Discounts apply when selecting **2 or more videos per user**.

Please complete the delegate details for each selected video title. *If there are more than 5 users per video, please email seminars@juta.co.za.*

2.1 Pricing:

Videos Per User	Discount	Video Add-On Total (Incl. VAT)
1 Video	0%	R550
2 Videos	5%	R1,045
3 Videos	10%	R1,485

2.2 Video User Details

Select	Video Title	Product code	Name & Surname	Email address/es (for delivery purposes)
	Employment Equity in Context of the 2025 Amendments	EEAVID25	1. 2. 3. 4. 5.	
	Contracting in a Changing Business Landscape	CNTRCTVID25	1. 2. 3. 4. 5.	
	Developing Conflict Competence	CNFLCTVID25	1. 2. 3. 4. 5.	

TERMS AND CONDITIONS OF REGISTRATION

BOOKINGS AND PAYMENT

- An invoice will be forwarded to you on receipt of this registration form. If you do not receive an invoice within two working days, please e-mail seminars@juta.co.za.
- Entrance to the seminar will only be granted once payment is received in full, or on receipt of an official government or company order or by arrangement with seminars@juta.co.za.
- If paying by EFT transfer, please quote the invoice (document) number as your payment reference.
- Delegates paying by credit card will receive confirmation of registration once the payment has been processed and approved.

CANCELLATIONS

- The registration fee (less a 10% administration charge) will be refunded provided that written cancellation is received at least 14 working days prior to the event.
- No cancellations will be accepted within 14 working days of the seminar. However, substitute delegates are welcome.
- Please note: If written cancellation is not received by us, delegates will be liable for the full fee. All conference materials and a full recording of the Pretoria seminar will be supplied in this instance. These terms are enforced as venues charge Juta for delegates who do not show.

VIDEO SERIES:

- Access to the video content will be granted from early September 2025, upon release.

COMPANY & BILLING INFORMATION

Company/Institution

ID No./Co Registration

VAT No.

Company/Government
Order No.

Postal Address

Code

Physical Address

Code

PAYMENT INFORMATION

Name of person
responsible for payment

Department

Tel.

Email

PAYMENT OPTION 1

Please debit my credit card account number

Visa

Master

Expiry

CSV Code

PAYMENT OPTION 2

EFT Payment (Note: Juta banking details will be supplied with your invoice. Please use your invoice number as your payment reference.)

PAYMENT OPTION 3

NOTE: In the event of non-payment, the account holder will be responsible for collection and legal costs incurred.

Please debit my Juta account number

PAYMENT OPTION 4

I would like to take advantage of the 6-MONTH INTEREST-FREE DEBIT ORDER PLAN

Bank

Branch

Branch No

Account No

Type: Cheque

Savings

Transmission

Commencing on the 1st day of the month following
date of invoice

NOTE: A Juta account will be opened subject to standard credit reference checks and approvals. In the event of non-payment the account holder will be responsible for collection and legal costs incurred.

I/We hereby authorise Juta and Company to draw against my/our account with the above-mentioned bank for any other bank or branch to which I/we may transfer my/our account.

Signature:

Date: