CAPACITY BUILDING IN LABOUR LAW

B-BBEE Category E
Accredited Skills Programme

This is 4-day skills programme is accredited through SABPP and Services SETA. It covers the various labour law legislation and will focus specifically on issues like industrial action, disciplinary measures, policies and procedures, negotiation skills inter alia, with special attention on conflict management and a thorough analysis of the Basic Conditions of Employment Act and Labour Relations Act respectively. This is a popular programme for first line-management, shop stewards and HR Administrators.

A comprehensive analysis of the (Labour Relations Act) LRA including:
- Collective Bargaining and Collective Agreements
- Strikes and Lock-outs
- Dispute Resolution
- Dismissal – Unfair Labour Practice

Skills Development Act:
- What is the NSA?
- SETA'S
- Learnerships
- Skills Programmes

Employment Equity Act:
- Prohibition of Unfair Discrimination
- Affirmative Action
- Commission for Employment Equity
- Monitoring, Enforcement and Legal Proceedings
- Protection of Employee Rights

A comprehensive analysis of the Basic Conditions of Employment Act (BCEA) including:
- Purpose and Application
- Regulation of Working Time
- Leave Provisions
- Particulars of Employment and Remuneration
- Termination of Employment
- Sectoral Determinations
- Monitoring, Enforcement and Legal Proceedings
- Codes of Good Practice

Further Emphasis on Employment Equity:
- Establishment of a committee
- The role and Function of an EE Committee
- Example of an EE Plan
- EE reporting

Special focus:
- Handling Absenteeism

Unit standards aligned to this programme:
- (Unit Standard 10170 NQF 3– 3 credits)
  Demonstrate an understanding of employment relations in an organisation
- (Unit Standard 11909 NQF 5 – 5 credits)
  Monitor and advise on substantive conditions of employment and related rights and obligations in an organisation
- (Unit Standard 10983 NQF 4 – 5 credits)
  Participate in the implementation and utilisation of equity related processes

Future **Thinking** Now