

NATIONAL CERTIFICATE IN LABOUR RELATIONS PRACTICE

NQF LEVEL 6, 124 CREDITS



Practicing general labour relations in a disruptive environment

The LRMP is the first holistic labour relations programme to *embrace best practices in a disruptive environment*. It draws on the experience of labour lawyers, policy makers, business leaders and design-thinking experts to present an *unmatched generalist labour relations programme* with a twist – it excites, innovates and drives best practices as well as compliance.



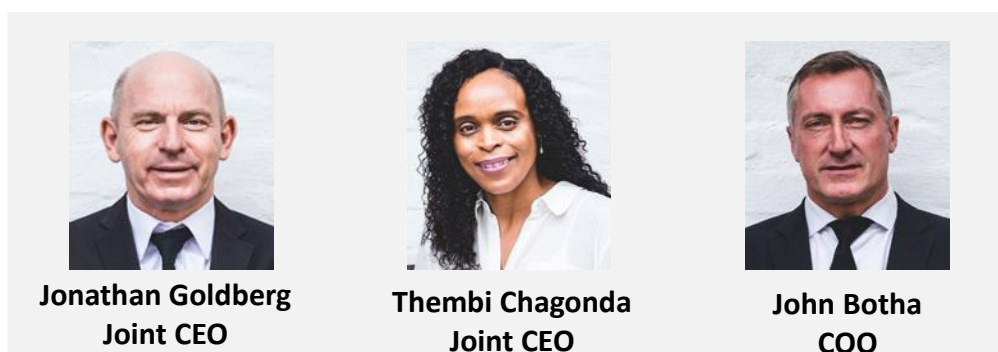
GLOBAL BUSINESS SOLUTIONS

FUTURE THINKING, NOW

This qualification is to develop people who will be able to manage, resolve and help prevent labour disputes. There has been the establishment of new statutory structures with implications for every level of labour relations in the country. Their purpose is to advance economic development and social justice, to reduce labour unrest and to advance the democratisation of the workplace by fulfilling the primary objective of the Labour Relations Act. The Qualification will help to transform the labour market and workplace by promoting sound and improved employment relationships. The development of competence in this field can lead to better service delivery, institutional longevity and the promotion of job creation and security. Application of the learning in this Qualification will also assist parties in labour disputes to enforce their labour rights, while at the same time enabling them to become aware of their obligations as active and responsible participants in society and the economy.

THE PRESENTERS

Jonathan Goldberg, Thembi Chagonda and John Botha are the anchor facilitators. All have been Ministerial appointments to labour market forums such as NEDLAC, the National Minimum Wage Commission, the EE Commission and the Essential Services Commission. They blend law, transformational thinking and labour relations into a meaningful business proposition.



Jonathan Goldberg
Joint CEO

Thembi Chagonda
Joint CEO

John Botha
COO

ABOUT THE COURSE

This NQF Level 6 qualification (124 credits) is a 1-year qualification consisting of 5 Blocks made up of various modules and is accredited with the Services SETA. Online facilitation of one (1) block day per month over 5 months. Formative and Summative Assessments are attended to in the intervening periods and an innovative ROI project (Final Integrated Summative Assessment - FISA) is included in the programme. *The programme includes free attendance to our Mid-Year and Annual Labour Law Updates.*

ENTRY REQUIREMENTS

- It is assumed that learners have knowledge of general Human Resource principles and theory, and of South African Labour Relations Structures at NQF level 5.
- It is necessary to have a general understanding of the primary labour laws in South Africa.
- It is also assumed that the learner is able to engage with annual financial statements to make informed decisions on how labour relations inter-relates with business strategy.

WHO SHOULD ATTEND:

- HR and LR directors, managers and business partners
- Legal and HR practitioners
- Labour Consultants
- Line managers
- Union officials and representatives

DATE AND COST:

Date: 18 June 2024

Course cost: R15 750 ex VAT per delegate
Assessment cost: R7 770 ex VAT per delegate

Contact: cynthia@globalbusiness.co.za

BLOCK 1 – THE GLOBAL AND NATIONAL LABOUR RELATIONS POLICY FRAMEWORKS

Module 1: The International Labour Organisation (ILO)

- 1.1 Preamble
 - 1.2 Application and supervision of labour standards
 - 1.3 Global Labour standards – conventions and recommendations
- Module 1 – Assignment



Module 2: The operations of NEDLAC

- 2.1 Preamble
 - 2.2 Work plan
 - 2.3 The legislating process
- Module 2 – Assignment

Module 3: The characteristics of the South African labour market

- 3.1 Preamble
 - 3.2 Demographics and the Gini co-efficient
 - 3.3 The remuneration and benefits composition
- Module 3 – Assignment

Module 4: The economic-employment relationship

- 4.1 Preamble
 - 4.2 Labour elasticity and the GDP
 - 4.3 Factors determining employment levels in South Africa
 - 4.4 World competitiveness rankings (WCR)
- Module 4 – Assignment

Module 5: The transformation of the workplace

- 5.1 Preamble
 - 5.2 Transformation scope
 - 5.3 Transformation – B-BBEE and LR impact
- Module 5 – Assignment



BLOCK 2 – THE ARTICULATION AND APPLICATION OF THE LABOUR LAW HIERARCHY

Module 1: The Labour Law Ecosystem

- 1.1 Preamble
 - 1.2 Labour Law hierarchy
 - 1.3 Range of matters regulated under labour law
- Module 1 – Assignment

Module 2: The articulation of labour law with employment contracts and policies

- 2.1 Preamble
 - 2.2 Designing employment policies, contracts and minimum law provisions for optimal design
- Module 2 – Assignment

Module 3: The interpretation, application and compliance requirements for each law

- 3.1 Preamble
- 3.2 Labour Relations Act (LRA) unpacked
 - 3.2.1 Disputes of right versus disputes of interest
 - 3.2.2 Termination of fixed-term contracts
 - 3.2.3 Dismissals – Operational Requirements (S189)
 - 3.2.4 Dismissals – Misconduct
 - 3.2.5 Dismissals – Incapacity
 - 3.2.6 Unfair dismissal and unfair labour practice disputes
 - 3.2.7 Organisational rights and refusal to bargain disputes
- 3.3 Employment Equity Act (EEA)
- 3.4 Skills Development Act (SDA)
- 3.5 Skills Development Levies Act (SDLA)
- 3.6 Basic Conditions of Employment Act (BCEA)
- 3.7 Occupational Health and Safety Act (OHSA) and COVID-19
- 3.8 Broad-Based Black Economic Empowerment (B-BBEE)

Module 4: The regulation of flexible employment relationships

- 4.1 Preamble
 - 4.2 Workforce solutions options and operating models
- Module 4 – Assignment

Module 5: The impact of labour law on B-BBEE and other business imperatives

- 5.1 Preamble
 - 5.2 Case Study
- Module 5 – Assignment



BLOCK 3 – STAKEHOLDER ENGAGEMENT FORUMS AND STRATEGIES

Module 1: Statutory and non-statutory forums

- 1.1 Preamble
 - 1.2 Statutory forums
 - 1.3 Non-statutory forums
- Module 1 – Assignment

Module 2: The communication, consultation, negotiation dynamic

- 2.1 Preamble
 - 2.2 Explaining the concepts
 - 2.3 What does the law require?
- Module 2 – Assignment

Module 3: Statutory submission requirements

- 3.1 Preamble
 - 3.2 Statutory submissions
- Module 3 – Assignment

Module 4: Key stakeholder identification, interests and rights

- 4.1 Preamble
 - 4.2 Stakeholder identification
 - 4.3 Stakeholder impact mapping
- Module 4 – Assignment

Module 5: Building sustainable relationships

- 5.1 Preamble
 - 5.2 Transactional analysis
- Module 5 – Assignment

BLOCK 4 – CASE LAW AND DISPUTE MANAGEMENT

Module 1: Dismissals for Misconduct

- 1.1 Preamble
- Module 1 – Case Law - Misconduct

Module 2: Dismissals for Incapacity

- Module 2 – Case Law - Incapacity

Module 3: Dismissals for Operational Requirements

- Module 3 – Case Law – Operational Requirements

Module 4: Strikes related dismissals

- Module 4 – Case Law - Strikes

Module 5: Unfair discrimination

- Module 5 – Case Law – Discrimination
Assignment



BLOCK 5 – LABOUR RELATIONS MANAGEMENT IN A DISRUPTIVE ENVIRONMENT

Module 1: Types of disruption and the impact on law, policies and practices

- 1.1 Preamble
 - 1.2 Scenario planning
- Module 1 – Assignment

Module 2: The competencies required to navigate disruption

- 2.1 Preamble
 - 2.2 Key labour relations competencies
 - Re-engineering
 - Performance management
 - Management of Absenteeism and Leave Abuse
- Module 2 – Assignment



Module 3: COVID-19 and its impact on labour relations

- 3.1 Preamble
 - 3.2 Remote work, holistic approach
 - 3.3 Employment contract review
 - 3.4 Discipline and hearings via VC
 - 3.5 Performance Management
 - 3.6 Other policy focus areas
- Module 3 – Assignment

Module 4: Design-thinking as a problem-solving framework

- 4.1 Preamble
 - 4.2 A human-centric approach
- Module 4 – Assignment

Module 5: Be the best you can be – personal mastery

- 5.1 Preamble
 - 5.2 The essence of leadership
 - 5.3 Transitioning through change
 - 5.4 Creating sticky relationships
- Module 5 – Assignment

To Register:

Complete the attached registration form and return to Global Business Solutions together with required supporting documentation. Please note that the following documentation must accompany each application:

- A clear copy of your ID (certified)
- Latest NQF 5 statement of results and/or qualifications(certified). Foreign qualifications must be accompanied by an official letter from the South African Qualifications Authority (SAQA)

REGISTRATION FORM

To secure your place at this webinar – please complete and sign the following and email the booking form to Cynthia Streicher: cynthia@globalbusiness.co.za

Our standard procedure is to acknowledge receipt of registration in writing.

If you have not received same, please contact us to confirm we have received your registration before incurring any additional expenses

Course Name:		NATIONAL CERTIFICATE IN LABOUR RELATIONS PRACTICE			Date:	18 June 2024		
East London		Johannesburg		Port Elizabeth		Cape Town		Durban
Company Name :						Tel No:		
						Fax No:		
Postal Address:						Disability assistance needed:		
Physical Address:						Dietary requirements/ allergies:		
						*Additional costs may be incurred		
Vat no:				Purchase Order No:				
DELEGATE DETAILS								
	Delegate Name	ID Number	Email			Cell No.		
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<i>I acknowledge that I have read, understood and accept the Terms and Conditions (including Payment Terms) and hereby apply for registration on behalf of myself (if a single delegate) or on behalf of the undermentioned organisation which I am duly authorised to represent.</i>			
Name of Organisation:			Date:
Name of person responsible for Payment:			Email:
Job Title (specific):			
Signature:			
FEE EXCLUDING VAT PER DELEGATE (Please select an option)			COST/ DELEGATE
Course Name: National Certificate in Labour Relations Practice			R15 750 (excl. VAT)
Services SETA PoE including FISA			R7 770 (excl. VAT)
Please indicate method of payment			EFT *Credit Card
HOW DID YOU FIND OUT ABOUT THIS COURSE?	E-mail:	GBS Website:	Other (Please specify):

LEARNER DATA REGISTRATION FORM

Each delegate to complete the below form (SETA Requirement). One form per delegate.

Course Name:										
With which Accreditation Body are you registering with for your Portfolio of Evidence (PoE)?										
Services SETA		ETDP SETA		SABPP		QCTO		Other		
Title: Mr Miss Mrs Ms Other						ID Number:				
Full Name and Surname:						Passport Number if not a South African:				
Your Home Physical Address:						Disability Status:				
	City / Province:									
	Code:									
Postal Address: <i>(If different to home address)</i>						Equity:		Asian		
						African		Indian		
	City / Province:					Coloured		White		
	Code:									
Company Name:					Your occupation:					
Work Contact Number:					Cellphone Number:					
Work Email Address:					Other Email Address (optional):					
Home Language:					Matriculated School Year:					
Last High (Secondary) School Attended:										
Highest Qualification: Matric		National Certificate:			Diploma:		Degree:		Other:	
Certified Qualification copy attached: Yes No (Reason)										
Certified ID copy attached: Yes No (Reason)										

I hereby consent to giving my personal information to GBS to use my personal information to store and pass it onto third parties if necessary (CRM, LMS, QCTO, SETA, ETQA, SABPP & DHET). GBS has taken the necessary steps to comply with the provisions of the POPI Act and its regulations by conducting an impact assessment and developing a framework for compliance. In this regard, GBS warrants that it shall not use the information provided herein for purposes other than those set out in our privacy policy. GBS advises that in addition to the fields of information required below to deliver in terms of this agreement, it shall also require learner details in order to comply with the statutory requirements of, inter alia, the Skills Development Act and the systems requirements of our Learner Management System. In the absence of this information, GBS may not be able to deliver against its mandate. Furthermore, by accepting the terms of this agreement, you also understand and accept that GBS may have to further process the personal information received in this and other associated documents by transmitting it to other organisations as may be required such as SETA's, ETQA's, Professional Bodies and the like. In the event that you or any data subject wish to engage with our Information Officer and/ or access our Privacy Policy, please visit our website www.globalbusiness.co.za

Your Signature: _____

Date: _____