

# Annual Labour Law & Practice Webinar

It's time for your annual refresher on labour law and practice

## Overview

Every year Andrew Levy combs through the vital events and cases that impact and develop labour practice, to bring you the essential knowledge you must have to keep on top of the complex and dangerous field of employment relations. This seminar presents all the essential knowledge you need to plan and manage your employment policies and practices for the year ahead.

***Don't think that nothing happened this year because of shutdown. Vital cases continued their way through the labour appeal court and the constitutional court, and vital legal points have been settled.***

Delivered by South Africa's leading labour resource, the morning is packed with practical advice, insights and must have answers to give your company the edge in managing labour practice in 2021.

Topics covered in this session:

- Can I change retirement age from my policy, and can I make exceptions?
- Sorted – Defining unwanted sexual conduct
- Can a union organise outside of its constitutional industries?
- Amending your contracts for home workers
- Firing an employee for refusing a polygraph – clarity at last
- Handling the depressed employee – the court speaks

Labour law continues to develop as the courts put CCMA commissioners back on the right track and explain how the laws are to be understood and applied. Hear the fine detail and the way in which you can manage these major developments going forward.

Look at the questions that Andrew will answer and see why this is a session not to be missed:

- What are the guidelines for dealing with the “depressed” employee?
- Theft vs unauthorized possession –which one when?
- Clarity on firing employees who refuse a polygraph
- The employee who does not fit in – misconduct or poor performance? How do I terminate safely?
- Can I change retirement age as stated in my policy?
- Light thrown on ‘unwanted behaviour of a sexual nature’ in sexual harassment allegations
- Extending fixed term contracts – do they become permanent – the Court speaks
- Writing a policy for home workers
- Amending your contracts for home workers – essential clauses
- Drafting a better grievance procedure, - and avoiding abuse
- How to tell the difference between a ‘term and condition’ and a ‘working practice’, and why this is important
- Strike ballots essential issues clarified by the Con Court
- Can a union organize beyond its registered scope – Con Court says no!
- Do you have to consult minority unions when retrenching?
- What are the new wage reporting requirements in the EEA, and does this deal with the ‘wage gap’ argument?
- What lessons can we learn from the sad saga of how the unions approached the SAA? What to do when the EFF arrives at your door and demands to meet?
- What is the outlook for the economy in 2021?
- What should you budget for wage and salary increases next year?
- At what point must you disclose you are “contemplating” retrenchment?
- What does ‘novation’ mean in contracts, and why is it important?

An investment in this session will bring you knowledge, expertise, confidence, and important practice tips. **Book now to reserve your spot.**

**R1,300 pp excl. VAT**

Book one of the online sessions:

## About the Presenter



**Andrew Levy** is one of South Africa's best known labour resources and is the presenter of the 2020 Annual Labour Law Seminar. He has been in the labour field for over forty years, has written four books on labour law and practice.

**10 November 2020**  
09:00 – 13:00

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**12 November 2020**  
09:00 – 13:00

[Book Now](#)

**16 November 2020**  
09:00 – 13:00

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