

Taking the Risk out of Employee Management

LABOUR LAW SERVICES

OVERVIEW

The body of South African Labour and employment laws, rules and regulations is constantly expanding and becoming increasingly intricate. As a result of this, line managers and essential HR personnel are often not familiar with applicable legislation, which can pose a significant risk for your organisation's assets, relationships and reputation. Identifying HR and Labour related legal risks upfront is essential to protect your organization from becoming entangled in costly and complex legal procedures, as well as to maintain healthy and effective relationships with your workforce.

HOW CAN WE ADD VALUE TO YOUR BUSINESS?



Access to a **team** of Lawyers



Extensive experience in **Regulatory Compliance**



Effective management of **Labour and Employment** issues



We provide **training** in applying **discipline consistently**



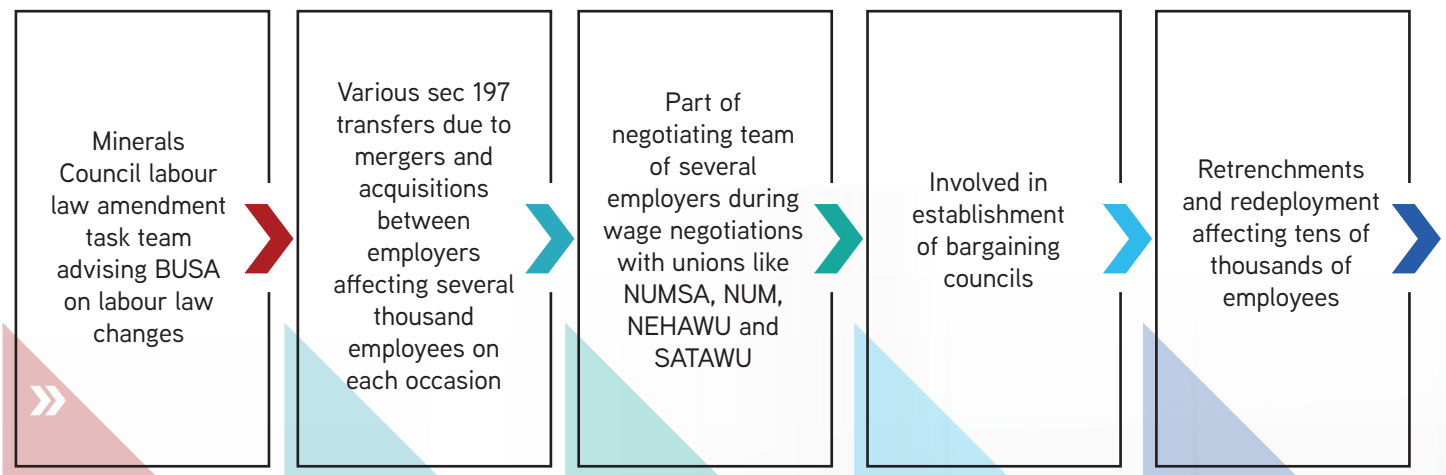
Appear on **your behalf** at external forums e.g. CCMA

HOW CAN WE ADD VALUE TO YOUR BUSINESS?

-  Drafting and vetting of employment contracts, retention, restraint of trade, employment equity
-  Management shares and other incentives
-  Outsourcing and labour broking
-  Expatriate and foreign nationals
-  Discipline, grievance, harassment and victimization
-  Individual and collective dispute resolution at CCMA, Bargaining Council and Labour Court level.
-  Training programmes (e.g. disciplinary code, sexual harassment, employment equity)
-  Collective bargaining (recognition agreements, wage negotiations, business restructuring, dispute procedures)
-  Strike management
-  Mergers and Acquisitions, integration of businesses, workplace change, transfer of employees, outsourcing
-  Industry Charters and BBEE compliance on HR level
-  Employment benefits (e.g. Medical Aid, Pension)
-  Funds, Group Life, Disability benefits, share schemes)
-  Nedlac / BUSA Minerals Council New Legislation Task Team
-  Advisor to Boards of Trustees of Retirement Funds and Disability Cell Captives
-  Chairing and initiating at disciplinary inquiries

OUR EXPERIENCE

Our team of lawyers specializes in individual and collective labour law and has extensive experience in a broad range of industries. Some practical examples of matters that we have been and are involved with are:



TRAINING & CONSULTING AVAILABLE ON ALL SERVICES

If you don't have a legal department or labour - law literate HR department, we can simply manage the entire process for you.