



**INCORPORATING THE  
NEW CCMA RULES EFFECTIVE  
1 JANUARY 2019**

publication: R850.00  
 + packaging & registered post: R 95.00  
 + VAT at 15%: R141.75

**Price: R1 086.75**



[www.sallr.co.za](http://www.sallr.co.za)

**VAN ZYL, RUDD AND ASSOCIATES SA (PTY) LTD**  
 Van Zyl Rudd House, 3 Mill Park Road, Mill Park, Port Elizabeth, 6001 • PO Box 12758, Centrahil, Port Elizabeth, 6006  
 Enquiries: Taryn van der Merwe • Tel: 041 373 4322 • Fax: 041 373 4323 • E-Mail: pa@vanzylrudd.co.za

**ORDER FORM**

**PLEASE COMPLETE, SIGN AND FAX BACK OR E-MAIL TO: Taryn van der Merwe 041 373 4323 (fax) or pa@vanzylrudd.co.za**

<b>SECTION 1 – PRODUCT DETAILS</b>			
<b>CCMA RULES INCLUDING RULES OF VARIOUS COURTS - FOURTH EDITION</b>		Description:	Book – Softcover ISBN 978-0-639-91082-6
Price:	<b>R 1 086.75</b> (including 15% VAT, packaging & postage)	Quantity:	Total Price:
<b>SECTION 2 – REGISTERED POST (Supply the name and details of the person to whom copy/ies must be sent)</b>			
Title:	First Name:	Last Name:	
Tel No:		Fax No:	
E-Mail Address:			
Postal Address:		Postal Code:	
Physical Address:		Postal Code:	
E-Mail Address:			
<b>SECTION 3 – PAYMENT DETAILS</b>			
<b>Bank Deposit – the only method of payment</b>			
Before VZR will ship the publication to you, you are required to deposit the total purchase price into VZR's bank account via an electronic transfer or direct bank deposit. Please quote your organisation name in the reference field of the deposit slip or transfer form. If you are ordering in your private capacity please quote your last name. Payment cannot be allocated to the order without this information. Kindly fax/email through the deposit slip for attention Taryn van der Merwe (041 3734323 / pa@vanzylrudd.co.za).			
VZR Banking Details: Account Name: Van Zyl, Rudd and Associates SA (Pty) Ltd – Bank Name: ABSA – Branch Name: Newton Park Branch Code: 632-005 – Account No: 40-8094-0399			
<b>SECTION 4 – INVOICE DETAILS</b>			
Tick the appropriate box: <input type="checkbox"/> We require an invoice before we make payment to VZR <input type="checkbox"/> We require an invoice after we made payment to VZR			
Organisation Name (if applicable):			
Postal Address:		Postal Code:	
Physical Address:		Postal Code:	
VAT Number:		Order Number:	
Payment Queries: Kindly include the name of the person to whom invoice and payment queries should be directed.			
Title:	First Name:	Last Name:	
Tel No:		Fax No:	
E-Mail address:			

Name: ..... Signature: ..... Date: .....

# CCMA RULES

INCLUDING RULES OF  
VARIOUS COURTS

## RECENT DEVELOPMENT

Within six months after the publication of the third edition, the following came into operation, which necessitated the writing of this edition:

- (a) the Labour Relations Amendment Act 8 of 2018;
- (b) the National Minimum Wage Act 9 of 2018;
- (c) the Basic Conditions of Employment Amendment Act 7 of 2018;
- (d) Picketing Regulations issued in terms of s28 of the LRA;
- (e) Guidelines issued on Balloting for Strikes or Lockouts in terms of s95(9) of the LRA;
- (f) Regulations to the National Minimum Wage Act;
- (g) Rules for the Conduct of Proceedings before the CCMA, effective from 1 January 2019;
- (h) the Code of Good Practice: Collective Bargaining, Industrial Action and Picketing; and
- (i) various amended and newly-drafted forms to be utilised by the CCMA and its users.

## FORMAT

The author adopted the following format in order to provide practitioners and learners with a structured approach to the vast mass of material:

- the exposition of each rule as it existed before 1 April 2015 was maintained, seeing that such 'history', in various instances, provides insight as to the rationale for subsequent changes
- in the circumstances where a rule or sub-rule was not amended from 1 January 2019, the previous exposition and analysis applicable from 1 April 2015 was maintained, but, where applicable, statutory amendments and cross-references to such rules have been incorporated
- in the scenario where a rule or sub-rule was amended from 1 January 2019, the previous position is reflected as 'The rule from 1 April 2015 to 31 December 2018' and the exposition and analysis of same has been maintained as well as the identification of relevant case law
- any amendments and/or insertions of a rule or sub-rule applicable from 1 January 2019 have specifically been identified, analysed and, where applicable, cross-references have been made to statutory amendments as well as amendments and/or insertions to other applicable CCMA rules
- the comprehensive cross-references made to similar provisions in courts of law (the labour court, labour appeal court, high court and magistrates' courts) have been maintained

## EASE OF USE

Ease of use is achieved by means of:

- various guidelines
- the utilisation of diagrams
- an up-to-date table of cases
- the inclusion of relevant prescribed forms
- comprehensive tables referencing the various rules
- a detailed table of the primary statutes as well as other statutes and statutory provisions
- an index comprising more than 30 pages

## THE AUTHOR

Dr Brian van Zyl is the co-author of various publications, which include the following: **The Final Codes on Broad-Based Black Economic Empowerment: An Analysis**, Part 1 and Part 2, **The Business of Restructuring** and **Guide to the CCMA Rules**, 1st and 2nd editions. Brian has been the presenter of **The South African Labour Law Reports** seminar since 1990. He has recently written **Changes to Employment Laws**. His latest publication titled **CCMA Rules Including Rules of Various Courts** was launched towards the end of 2018 and is currently turning out to be a best seller. Brian also regularly practices in the labour courts and the CCMA.



Enquiries: Taryn van der Merwe

Tel: (041) 373 4322 • Email: pa@vanzyrudd.co.za

South African Labour Law Reports @Brian\_VZR Brian van Zyl

www.sallr.co.za