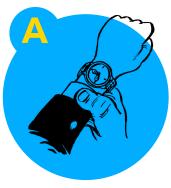
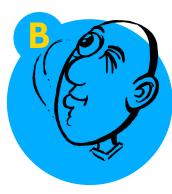
HOW WOULD YOU KNOW THAT YOU ARE NOT DREAMING RIGHT NOW?



check your watch



look at something else



check your watch again

The SALLR seminar news this year is so good that you will be forgiven for thinking that you are dreaming. But, if you were dreaming, your watch would display a completely different time when you looked at it again.

Remember to check frequently.

SOUTH AFRICAN LABOUR LAW REPORTS' 37TH ANNUAL SEMINAR 2021

• <u>in-person and face-to-face SALLR seminars, as well as a</u> recording of the live SALLR broadcast

or

• <u>live broadcast</u> of the in-person and face-to-face *SALLR* seminar held in Johannesburg, as well as a <u>recording</u> of such live broadcast







WHO SHOULD ATTEND?

- employee relations practitioners
- human resources practitioners
- CCMA and bargaining council commissioners
- conciliators and arbitrators
- advocates, attorneys and candidate attorneys
- government officials
- trade unions
- employers' organisations
- academics
- students

this year, we will SUPPORT and SERVE

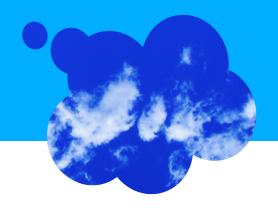
YOU

by providing:

- paperless registration the risks associated with pen and paper registration, including the risk of person-to-person contact, is eliminated by issuing QR ('quick response') codes
- <u>free rapid testing for Covid-19</u> at each *SALLR* venue, before you attend the seminar (alternatively, a delegate is to provide proof of full vaccination (paper, electronic or otherwise))
- <u>free self-sanitising, copper oxide-impregnated and reusable smart</u> <u>facemasks</u> at each *SALLR* venue, to be worn during the event
- · <u>a generous</u> instalment plan <u>payment option</u>







this year we have PUBLISHED a stunning workbook for

YOU

by adding to our already famous formula:

- · a more comprehensive <u>legislative update</u>
- an increase in judgments and awards of approximately 20%
- a more comprehensive <u>table of cases, awards and rulings</u>
- <u>extensive cross-references</u> to other publications
- the production of individually sanitised hardcopy workbooks





SALLR SEMINAR PACKAGE OPTIONS

OPTION 1

in-person and face-to-face seminar + recording of **Johannesburg** *SALLR* live broadcast (for 60 days)

OPTION 2

live broadcast of face-to-face and in-person SALLR seminar in **Johannesburg** + recording of this event (for 60 days)

date(s) and place(s)

Tuesday 2/11/2021: **Gqeberha** Thursday 4/11/2021: **Pretoria** Thursday 11/11/2021: **Durban**

Thursday 25/11/2021: **Johannesburg** Monday 29/11 2021: **Cape Town**

Thursday 25/11/2021: Johannesburg

venue(s)

Gqeberha: The Boardwalk Hotel

Pretoria: Time Square **Durban:** Sibaya Casino

Johannesburg: The Maslow Hotel

Cape Town: The Table Bay

In the comfort of your office, home, etc.

user requirements

Hardware: computer, tablet or smart television with active internet.

Software: any up-to-date browser

Bandwidth: optimal usage at 10MBps stable internet connection with minimum requirement

of 4MBps stable internet connection.

technical support

As we last year presented live studio broadcasts by means of streaming, we will again this year use this platform. As was the case last year, the *SALLR* team has secured an extremely competent crew, with vast technical experience, to provide the required technical support before and during the broadcast. Professional lighting, the utilisation of quality microphones and state-of-the-art video equipment will ensure an enhanced experience during the live broadcast.



OPTION 1 OPTION 2

free live broadcast trial run

This platform is something totally different from the webinars that most of you are used to. The best way to describe it is that it is just like watching television – last year's delegates can vouch for that. You will be provided with an opportunity to sample, for free, the *SALLR* live broadcasting option to make sure that you are impressed with our product, technical support and ease of user requirements – the trial run is currently scheduled for September.

questions and queries during the SALLR seminar

In order for the *SALLR* team to deal with your questions and queries, you are required to add *SALLR* to your WhatsApp address book (041 373 4322). Send us a 'hello' together with your name and surname.

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paperless registration

QR codes to be provided.

QR codes to be provided.

free Covid-19 rapid testing before attending the SALLR seminar

Sun International and *SALLR* are working together to ensure that, on the day of the seminar, all *SALLR* delegates undergo rapid Covid-19 testing before being permitted to attend the seminar. The alternative method is for a delegate to provide proof of full vaccination (paper, electronic or otherwise)

free self-sanisiting facemasks

Free self-sanitising, copper oxide-impregnated and reusable smart facemasks to be provided to each delegate to be worn during the event.



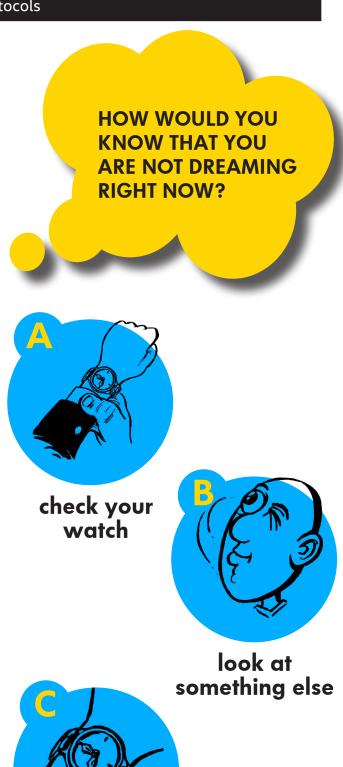


Covid-19 protocols

When one SALLR delegate is at risk, then all SALLR delegates are at risk – the SALLR approach during this year's seminar

The following protocols will also be adhered to:

- if a delegate has tested positive by means of the Covid-19 rapid testing, such delegate will not be able to attend the seminar in person but will be able to attend the live broadcast and have access to the recording
- apart from this, if a delegate has been tested positive for Covid-19, fewer than 12 days before the seminar date, then such delegate must refrain from attending the seminar and, in such event, the delegate will be able to attend the live broadcast and have access to the recording
- if a delegate has been in contact with a person who has been tested Covid-19 positive less than 12 days before attending the seminar, then, again, the delegate will not be able to attend the seminar but will be able to attend the live SALLR broadcast and have access to the recording
- in any case, if a delegate has Covid-19related symptoms before or on the day of the seminar, then the delegate will not be permitted to attend the seminar but will be able to attend the live SALLR broadcast and have access to such recording



check your watch again



OPTION 1 OPTION 2

workbooks

Individually sanitised hardcopy workbooks provided.

Electronic version of workbook to be provided.

topics

Slip and trip issues identified during the last 12 months that could lead to human resources, employee relations and labour law accidents – available on the *SALLR* WhatsApp group (041 373 4322).

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SALLR PowerPoint presentation

To be provided electronically.

To be provided electronically.

SALLR team's answers to issues identified before and during the seminar

To be provided electronically.

To be provided electronically.

after seminar care by learner assistants

Book your after seminar care session with one of our esteemed learner assistants to provide required assistance.

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CPD points, etc

Delegates may claim and are entitled to:

- 8 CPD points for attending this learning event (accredited by SABPP, IPM and APSO)
- further CPD points if an evidence file is compiled of various activities
- formal SABPP / IPM / APSO certificates recognising their learning efforts
- CPD points from other professional bodies where they are registered as members
- BBBEE skills development scorecard points in categories F and G
- costs as expenditure for SETA reporting requirements
- training costs to be taken into account as annual training spend

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OPTION 1	OPTION 2		
BrainFood newsletter			
Free for 12-month period.	Free for 12-month period.		
SALLR website access			
Free for 12-month period.	Free for 12-month period.		
free <i>SALLR</i> library access			
Unique user ID to be provided for 12-month period.	Unique user ID to be provided for 12-month period.		



SALLR SEMINAR PROGRAMME: OPTIONS 1 AND 2

November 2021

06h00 - 07h40: Compulsory, free rapid Covid-19 testing (only Option 1)

07h00 - 08h00: Registration

Live broadcast assistance (only Option 2)

08h00 – 08h05: Welcome and opening address

08h05 - 08h10: SALLR published judgments, awards and rulings utilised during the seminar, etc

· SALLR products and service development

· SALLR seminar source material

08h10 - 08h30: SALLR earnings guidelines: corporate, formal, informal and non-corporate sectors

COIDA benefits

STATSSA earnings by level of education

08h30 - 08h50: Special features

• the utilisation of psychometric testing in a retrenchment environment

· different criteria and tests to be utilised when selecting employees in a

restructuring exercise

08h50 - 09h30: Contractual rights and obligations

• exercise of a contractual discretion in a contract of employment

· ostensible authority to enter into contract and estoppel

· urgent applications demanding re-employment

delictual claims

09h30 – 10h15: Misconduct

· team misconduct and stock losses

Dismissals on the grounds of incapacity, ill-health or injury

· absenteeism due to ill-health and termination of employment on such basis

• employee provided with the option of either medical boarding or performance

improvement

Dismissal on the ground of operational requirements

• s191(12) of the LRA: where employee is the only person retrenched

following a consultation process only with him

10h15 - 10h45: Tea and coffee break - dealing with questions posed on the

SALLR WhatsApp Group (041 373 4322) - Options 1 and 2

10h45 - 11h00: Dismissal for operational requirements cont

· severance pay and the entitlement to other retirement benefits

· influence of business rescue on operational requirements dismissals





11h00 - 11h30: Reasonable expectation of the renewal of a fixed term contract

Refusal by employees to accept a demand in respect of a matter of

mutual interest

Grievances and s187(1)(d) of the LRA

Depression at the workplace

11h30 - 12h00: Resignations

Benefits disputes

Organisational rights and union constitutions

Invalid collective wage agreements

Alleged ongoing dispute in the collective bargaining environment

12h00 - 12h30: Strikes

payment of performance bonus to non-strikers

• strike ballots and s19(1) of the LRA Amendment Act 8 of 2018

· derivative misconduct and compensation in terms of s68(1)(b) of the LRA

Picketing/lockouts

· utilisation of replacement labour

new requirements regulating lockout notices

• the effect of business rescue on the ability of the employer to lock out

Picketing, Regulation of Gatherings Act and protest action

12h30 – 13h00: Covid-19 pandemic issues

payment of TERS and s73A of the BCEA

· unilateral change to terms and conditions of employment

· dismissal for gross negligence

13h00 - 14h00: Lunch - dealing with questions posed and issued raised on the

SALLR WhatsApp group (041 373 4322) - Options 1 and 2

14h00 - 15h00: Powers and functions of the CCMA and the bargaining council

• new principles dealing with referrals for conciliation proceedings

• evidence in arbitration proceedings by means of a stated case

helping hand principle: clauses 20 and 21 of the CCMA Guidelines

• consequences of referral of dispute form not signed by referring party –

new approach?

· different stated reason(s) for dismissal, internally and at arbitration

demarcation disputes

extra-territorial jurisdiction

· clarity regarding rule 25

relief and enforcement





15h00 – 15h30: Powers and functions of the labour court

 deemed withdrawal of review application when the record of arbitration proceedings is filed outside 60 days

· review of bargaining council exemption appeal authority decision

15h30 – 17h00: Employment Equity Act 55 of 1998

ongoing unfair discrimination concept

· content of 'another arbitrary ground' refined

• real distinction between compensation and damages in terms of

s50(2)(a) and s50(2)(b)

Basic Conditions of Employment Act 75 of 1997

· clarity on annual leave entitlement on termination of employment

Compensation for Occupational Injuries and Diseases Act 130 of 1993

· true liability of the employer

WHO IS THE PRESENTER?

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, Guide to the CCMA Rules, 1st, 2nd and 3rd editions. Brian has recently published Changes to Employment Laws. In 2019, he produced the CCMA Rules Including Rules of Various Courts. Brian has been the presenter and chief architect of the South African Labour Law Reports' seminars since 1990. He regularly appears in the civil and labour courts, as well as the CCMA.

OPTIONS 1 AND 2 PACKAGE RATES

Special package rates will be considered for bookings over 16 delegates

OPTION 1: IN-PERSON AND FACE-TO-FACE SALLR SEMINAR + RECORDING OF LIVE BROADCAST

(FOR 60 DAYS)

OPTION 2: LIVE BROADCAST OF THE IN-PERSON AND FACE-TO-FACE *SALLR* LIVE SEMINAR

HELD IN JOHANNESBURG + RECORDING OF LIVE BROADCAST (FOR 60 DAYS)

Registration tier	Registration fee per delegate (excluding VAT)
Standard registration	R3 950.00
2 to 5 delegates	R3 700.00
6 to 10 delegates	R3 500.00
11+ delegates	R3 400.00
Non-profit organisations	R3 400.00
APSO SPECIAL RATE	R2 500.00





REGISTRATION FORM

federation of african professional staffing organisations



Post/E-mail/Fax to: Van Zyl, Rudd and Associates SA (Pty) Ltd

P O Box 12758 Centrahil 6006 Enquiries: Taryn van der Merwe Tel: 041-373 4322 Fax: 041-373 4323

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NOTE: SHOULD A DELEGATE REGISTER FOR A SEMINAR AND NOT BE ABLE TO ATTEND, FOR WHATEVER REASON, SUCH CANCELLATION MUST BE IN WRITING AND RECEIVED BY VZR AT LEAST 15 CALENDAR DAYS BEFORE THE DATE OF THE SEMINAR. IF SUCH CANCELLATION CONDITIONS ARE NOT MET, THE DELEGATE WILL BE HELD LIABLE FOR THE FULL SEMINAR FEE.

GQEBERHA THE BOARDWALK HOTEL TUESDAY, 2 NOVEMBER 2021	PRETORIA TIME SQUARE THURSDAY, 4 NOVEMBER 2021
DETAILS OF DELEGATE(S) 1. Full name of delegate: Email address: Cell no: 2. Full name of delegate: Email address: Cell no: 3. Full name of delegate: Email address: Cell no:	DETAILS OF DELEGATE(S) 1. Full name of delegate: Email address: Cell no: 2. Full name of delegate: Email address: Cell no: 3. Full name of delegate: Email address: Cell no:
DURBAN SIBAYA CASINO THURSDAY, 11 NOVEMBER 2021	JOHANNESBURG THE MASLOW HOTEL THURSDAY, 25 NOVEMBER 2021
DETAILS OF DELEGATE(S)	DETAILS OF DELEGATE(S)
1. Full name of delegate: Email address: Cell no: 2. Full name of delegate: Email address:	1. Full name of delegate: Email address: Cell no: 2. Full name of delegate: Email address:
Cell no: 3. Full name of delegate: Email address: Cell no:	Cell no: 3. Full name of delegate: Email address: Cell no:
CAPE TOWN THE TABLE BAY MONDAY, 29 NOVEMBER 2021	
DETAILS OF DELEGATE(S)	
1. Full name of delegate: Email address: Cell no: 2. Full name of delegate:	
2. Full name of delegate: Email address: Cell no:	
3. Full name of delegate: Email address:	

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PAYMENT DETAILS

PAYMENT OPTION 1

Please debit my credit card account number
Visa Master Expiry CSV code
PAYMENT OPTION 2 (three digits on back of card)
EFT payment (note: VZR's banking details will be supplied with your invoice. Please use your invoice number as your payment reference)
PAYMENT OPTION 3: INTEREST FREE INSTALMENT TERMS
Registration fee amount to be paid in three equal instalments, interest free: first instalment due before 1 November 2021, second instalment due before 1 December 2021 and third instalment due before 3 January 2021. Note: In the event of non-payment, the delegate will be personally responsible for collection of the outstanding amount and legal costs incurred
Authorised signature:
NDIVIDUAL, ORGANISATION & BILLING INFORMATION
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Date: