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## SLIP AND TRIP ALERT NOTICE 8 OF 2024

- What is the labour court's recent viewpoint as to whether or not item 10 of Schedule 8 to the LRA contemplates the nature of illness to include 'consultation' and the nature of injuries to include 'stress and insomnia' or 'post-traumatic stress disorder'?
- How should the scenario be dealt with where an employer attempts to comply with item 10 of Schedule 8 to the LRA but the employer's efforts are frustrated by the employee and his/her representatives?
- With reference to *Old Mutual Life Assurance Co SA Ltd v Gumbi* 2007 (5) SA 552 (SCA) and *Mghobozi v Naidoo and Others* [2006] 3 BLLR 242 (LAC), how did the labour court recently deal with the scenario where the treating doctor issuing a medical certificate did not depose to an affidavit to substantiate the nature of illness recorded in such certificate, nor was called to give evidence in the arbitration proceedings?
- How should an employee be dealt with when it becomes apparent that such employee is no longer committed to her employment with that particular employer?

