

South African Labour Law Reports (SALLR)
and
INSTITUTE OF PEOPLE MANAGEMENT (IPM)
are proud to jointly present



SALLR @ IPM
2026



HUGE IPM MEMBERSHIP BENEFITS

JOHANNESBURG

BIRCHWOOD HOTEL
TUESDAY, 10 MARCH 2026

PRETORIA

SUN TIME SQUARE HOTEL
THURSDAY, 12 MARCH 2026

CPD
ACCREDITED

DURBAN

SIBAYA CASINO
MONDAY, 23 MARCH 2026

CAPE TOWN

GRANDWEST CASINO
WEDNESDAY, 25 MARCH 2026

Reserve your seat now:
www.sallr.co.za

Tel: 041 373 4322 | Email: admin@vanzyrudd.co.za

SCAN TO VIEW
FULL BROCHURE



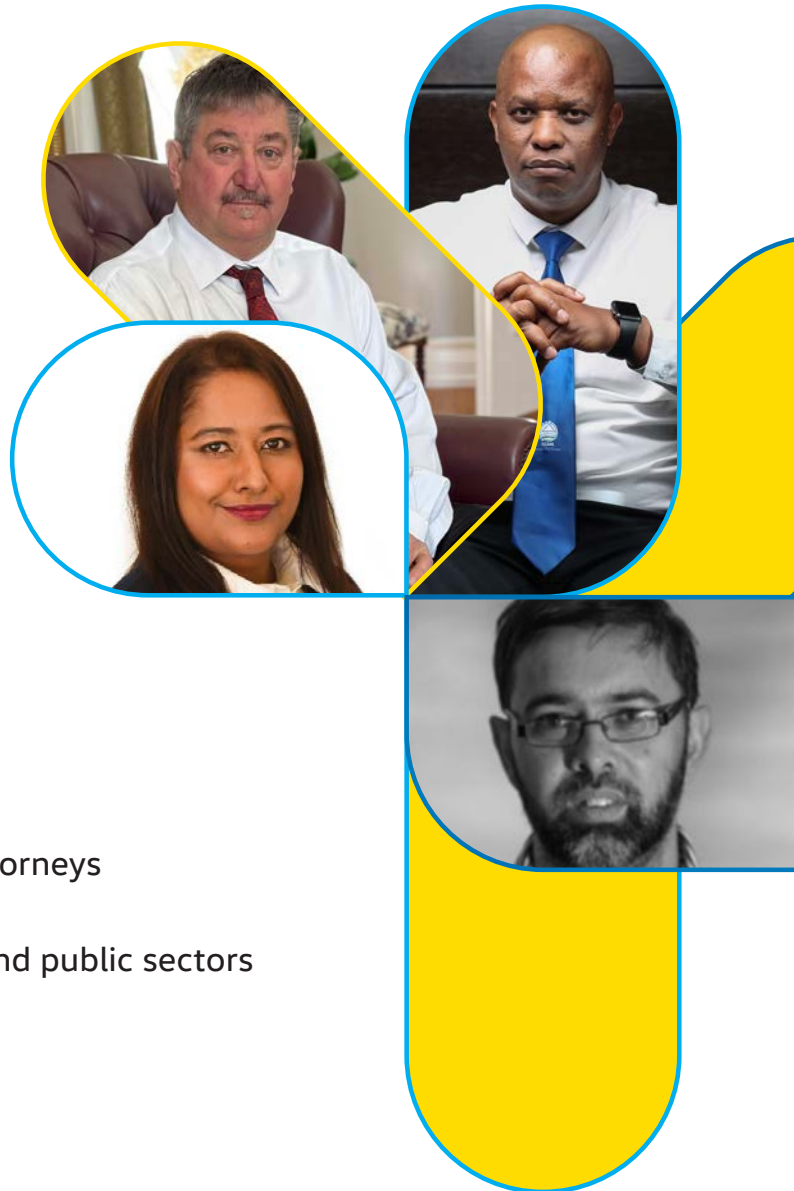
Your first thought is that *SALLR* @ IPM looks relevant and exciting

HERE ARE SOME SECOND THOUGHTS:

- easy to read seminar workbook
- excellent research
- practical solutions
- exciting presenters
- reputable panel of experts
- outstanding after-seminar care

WHO SHOULD ATTEND?

- employee relations practitioners
- human resources practitioners
- bargaining council commissioners
- conciliators and arbitrators
- advocates, attorneys and candidate attorneys
- local government officials
- practitioners operating in the private and public sectors
- trade unions
- employers' organisations
- academics
- students



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SALLR @ IPM

2026

we have PUBLISHED
a stunning workbook for
YOU

by adding to our already famous formula:

- the option of having access to the seminar workbook in electronic format
- the extensive identification of those issues that will 'slip you up and trip you'
- a more comprehensive legislative update
- a big increase in judgments and awards
- a more comprehensive table of cases, awards and rulings
- extensive cross-references to other publications
- the production of individually sanitised hardcopy workbooks

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SALLR @ IPM 2026 PACKAGE

Countrywide, in-person and face-to-face

dates and places

Tuesday, 10 March 2026: **JOHANNESBURG**

Thursday, 12 March 2026, **PRETORIA**

Monday, 23 March 2026, **DURBAN**

Wednesday, 25 March 2026: **CAPE TOWN**

venues

JOHANNESBURG: Birchwood Hotel

PRETORIA: Sun Time Square Hotel

DURBAN: Sibaya Casino

CAPE TOWN: GrandWest Casino

panel of presenters and experts

Our panel of presenters and experts, comprising **Dr Brian van Zyl**, **Adv Feroze Boda SC**, **Adv Cameron Morajane** and **Ms Prinoleen Naidoo** will provide answers to your burning questions.

workbook options

Hard copy or electronic format.

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.

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

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.

CPD points, etc

Delegates may claim and are entitled to:

- 8 CPD points for attending this learning event (accredited by IPM)
- further CPD points if an evidence file is compiled of various activities
- 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

BrainFood newsletter

Free for 12-month period.

SALLR website access

Free for 12-month period.

SALLR library access

Free for 12-month period.

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SALLR @ IPM

2026

PROGRAMME: 10 -25 MARCH 2026

- 07h00 – 08h00: Registration
- Tea, coffee and welcoming snacks
- 08h00 – 08h05: Welcome and opening address by IPM
- 08h05 – 08h10:
- SALLR published judgments, awards and rulings utilised during the seminar
 - SALLR seminar source material
- 08h10 – 08h30:
- SALLR earnings guidelines: corporate, formal, informal and non-corporate sectors
 - Stats SA earnings by level of education
- 08h30 – 09h30: Hot topics
- Principles governing confessions made during an internal disciplinary enquiry/investigation
 - The extent to which an arbitrator may deviate from the reason for dismissal relied upon by the employer when it conducted the internal enquiry/investigation
 - The entitlement to severance pay when the retrenching employer assists the acquiring employer
 - Income differentials in terms of s27 of the EEA (vertical pay differentials) as opposed to unfair discrimination claims in terms of s6(1) of the EEA (horizontal pay differentials)
 - Shortlisting for promotion (and appointment) limited to under-represented candidates and excluding the possibility of white males
 - Special leave utilised as precautionary suspension
- 09h30 – 09h50: Special features topics
- Code of Good Practice on Dismissals
 - Anticipated amendments to the Labour Relations Act
 - Anticipated amendments to the Basic Conditions of Employment Act
- 09h50 – 10h00: Contractual rights and obligations
- An employer's vicarious liability for delictual acts of employees in deviation matters
- 10h00 – 10h30: Tea and coffee break
- Delegates posting questions on the SALLR WhatsApp group

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PROGRAMME: 10 -25 MARCH 2026

- 10h30 – 10h45: Individual and collective misconduct
- Termination by operation of law
 - Employees dismissed for associating themselves with misconduct
- 10h45 – 11h00: Incapacity: injury
- Mental incapacity as a result of an injury on duty and the consequence thereof as to the applicability of the Prescription Act
- 11h00 – 11h20: Automatically unfair dismissals
- Dismissal on the basis of age, where the employee has reached the normal or agreed retirement age for persons employed in that capacity, but the employer continues to employ the employee
 - Requirements to be met to comply with the defence of inherent requirements of a job where dismissal takes place on the basis of religious belief
- 11h20 – 12h30: Collective bargaining, collective agreements, political parties, trade unions/ employers' organisations and trade union constitutions
- The right of individual employees to utilise s24 to refer disputes regarding interpretation or application of collective agreements to a bargaining council
 - Determining whether the high court or the labour court has jurisdiction over protest action where a political party is involved
 - The effect of a union constitution indicating that the union's scope includes any activity not so listed in the constitution (inclusive of industry or interest group) as determined by the national executive committee or national office bearers
 - How to deal with a union's constitution that has no limit to a specific region, sector or industry and simply refers to 'all workers in South Africa'
 - Guidelines to be used by the registrar when considering the registration of a trade union
 - The enforcement of collective agreements by bargaining councils
 - Determining whether membership of a party to a bargaining council automatically terminates if the party fails to maintain the level of representivity required to be admitted
- 12h30 – 12h45: Industrial action
- Defective strike notice and the entitlement to an interdict prohibiting such strike
- 12h45 – 13h00: Non-standard employment
- Approach to be adopted to an employee employed on limited fixed-term contracts repeatedly extended and guidelines provided to arbitrators in this regard
 - The interpretation of s198D of the LRA
- 13h00 – 13h40: Lunch
- Delegates posing questions on the SALLR WhatsApp group

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PROGRAMME: 10 -25 MARCH 2026

- 13h40 – 14h10: SALLR panel of experts providing answers to burning questions raised on the SALLR WhatsApp group (041 373 4322)
- 14h10 – 15h20: Powers and functions of the CCMA, bargaining councils, labour and labour appeal courts
- Limitations on the remedies of reinstatement and re-employment
 - The scope of a pre-arbitration agreement, so limiting the entitlement of the parties and the powers of the arbitrator
 - Consideration of institutional bias when the CCMA appoints an arbitrator in enforcement proceedings initiated by a bargaining council and a non-party to such council objects to the said appointment by the council
 - Considerations applicable to the stay of arbitration awards pending the decision of the labour court if the applicant furnished security in terms of s145(8) of the LRA
 - A reconsideration of the consequences of archiving a review application
 - Review of demarcation awards
- 15h20 – 15h30: Local Government: Municipal Finance Management Act
- Liability on political office-bearers and municipal officials for fruitless and wasteful expenditure and unauthorised expenditure
- 15h30 – 15h40: Legislative summary covering the period 1 July 2024 to 31 January 2026
- 15h40 – 16h00: IPM membership engagement session



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ABOUT THE PRESENTERS AND PANEL OF EXPERTS



Adv Cameron Morajane

Advocate Cameron Morajane is the Director of the CCMA and a Professor of Practice at the University of Johannesburg ('UJ'). He is an Advocate of the High Court and is registered as a practising Advocate with the Legal Practice Council ('LPC'). Adv Morajane is an accomplished and seasoned executive leader with extensive experience in corporate law, labour law, dispute resolution, dispute management and prevention, public service and organisational management. Before joining the CCMA, he was in private practice for 10 years and later joined the National Education, Health and Allied Workers Union ('NEHAWU') as the national legal co-ordinator. Adv Morajane is a Thought Leader and a sought-after speaker, both locally and internationally, in labour law matters. At the CCMA, he oversees all disputes that are

strategic and of precedent setting nature. He is the recipient of the Leadership Award from the Law Society of South Africa. He holds the degrees BJuris, LLB and LLM as well as various diplomas. He is currently pursuing his doctorate of law degree (LLD) at UJ.



Dr Brian van Zyl

Brian is the co-author of various publications, including 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 and 2nd editions. Brian has also published the best seller *Changes to Employment Laws*. In 2019, he produced *The CCMA Rules, including Rules of Various Courts*, 4th edition. Brian has been the presenter and chief architect of *The South African Labour Law Reports'* annual seminars since 1990. He is an admitted advocate and regularly appears in the civil and labour courts, as well as the CCMA and various bargaining councils.



Prinoleen Naidoo

Prinoleen obtained her degrees, including an LLM, from the University of KwaZulu-Natal and is currently a director of Cheadle Thompson & Haysom Inc. She has extensive experience in both collective and individual employment law. Prinoleen has been a presenter at numerous conferences dealing with employment law and covered topics such as discrimination in hiring practices, employment equity and misconduct during strikes. She has also published numerous articles dealing with, amongst others, the payment of non-striking employees, the labour broker issue, the carrying of traditional weapons during strike action and suspension without pay.



Adv Feroze Boda SC

Feroze qualified at Wits University with a BCom LLB (cum laude). He also obtained an LLM from such institution. He completed his articles with Hofmeyr Inc (previously Hofmeyr van der Merwe Attorneys) in 1995. Feroze was admitted as an advocate in 1996 and took silk in 2015. He also used to lecture part time at Wits University in income tax law, commercial law and the interpretation of statutes. He has been an acting judge of the labour court on various occasions. Feroze is often invited as a guest speaker at various labour law conferences and seminars.

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PACKAGE RATES

IPM member

registration fee per delegate
R4 500 (including VAT)

Non-IPM member

registration fee per delegate
R5 500 (including VAT)

PAYMENT OPTIONS

PAYMENT OPTION 1

☐ Please debit my credit card account number

Visa ☐

Master ☐

Expiry

CVV code

(three digits on back of card)

PAYMENT OPTION 2

☐ EFT payment (note: VZR's banking details will be supplied with your invoice. Please use your invoice number as your payment reference. VZR must receive payment of the full amount due before you attend the seminar.)

PAYMENT OPTION 3: INTEREST FREE INSTALMENT TERMS

☐ Registration fee amount to be paid in three equal instalments, interest free: first instalment (25%) due before 25 January 2026, second instalment (25%) due before 25 February 2026 and third instalment (50%) due before 25 March 2026.

Note: In the event of non-payment, the delegate will be personally responsible for collection of the outstanding amount and legal costs incurred.

BILLING INFORMATION

KINDLY INSERT YOUR VAT NUMBER IN RESPECT OF INVOICING:

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KINDLY COMPLETE THE FOLLOWING SO THAT VZR WILL BE ABLE TO ISSUE THE RELEVANT INVOICE AND STATEMENT:

Individual / Entity: Postal address:

ID no: Entity reg no:

Relevant order no:

Postal code: Tel: Fax:

Name and surname of person responsible for payment of this account:

Email address and cellphone number of person responsible for the payment of this account:

Date: Name and surname: Signature:

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REGISTRATION FORM

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Van Zyl, Rudd and Associates SA (Pty) Ltd
P O Box 12758, Centrahil 6006

Enquiries:

Tel: 041 373 4322

E-mail: admin@vanzylrdudd.co.za



☐ JOHANNESBURG BIRCHWOOD HOTEL TUESDAY, 10 MARCH 2026	☐ PRETORIA SUN TIME SQUARE HOTEL THURSDAY, 12 MARCH 2026
DETAILS OF DELEGATE(S) 1. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no: 2. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no: 3. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no:	DETAILS OF DELEGATE(S) 1. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no: 2. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no: 3. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no:
☐ DURBAN SIBAYA CASINO MONDAY, 23 MARCH 2026	☐ CAPE TOWN GRANDWEST CASINO WEDNESDAY, 25 MARCH 2026
DETAILS OF DELEGATE(S) 1. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no: 2. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no: 3. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no:	DETAILS OF DELEGATE(S) 1. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no: 2. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no: 3. Full name of delegate: IPM member: YES ☐ NO ☐ IPM membership no: Email address: Cell no:

note: VZR must receive payment of the full amount due before a delegate attends the seminar. 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.