

WORKPLACE STRATEGIES

People.Management

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Labour Law Advice

Workplace Strategies understands the issues confronting employers and is well placed to assist business on labour law matters. Our advice is based on a sound knowledge of labour legislation and its ramifications.

What makes us different is that we also understand business and the dynamics of employment relationships and our solutions delivered with a view to the various commercial and practical considerations of any issue.

Our labour law services include:

- providing an independent and impartial chairperson for internal disciplinary hearings
- assistance with performance management processes
- advising on correct procedures for effecting fair dismissals
- drafting employment documentation (letters of appointment and employment contracts) for a range of situations, from senior executives to unskilled employees (they shouldn't be the same!)
- drafting contractors' agreements, retainer agreements and consultancy arrangements
- drafting restraints of trade (non-competition and non-solicitation), confidentiality agreements and non-disclosure agreements
- restructuring initiatives including implementing redundancy programs that are compliant with the Labour Relations Act 1995
- implementing workplace policies (such as grievance & disciplinary procedures, sexual harassment policies, leave policies, HIV Aids policies, drug & alcohol policies, bursary agreements, travel policies and staff loan agreements)
- industrial relations advice, such as collective bargaining obligations and responding to trade union demands
- conducting due diligence analysis prior to the sale of a business (on labour law, industrial relations and human resource matters)
- handling discrimination and harassment complaints

- employment equity compliance
- occupational health & safety issues
- workplace privacy obligations
- representation at the CCMA and Bargaining Councils

If labour law issues need addressing in your business, we can help.