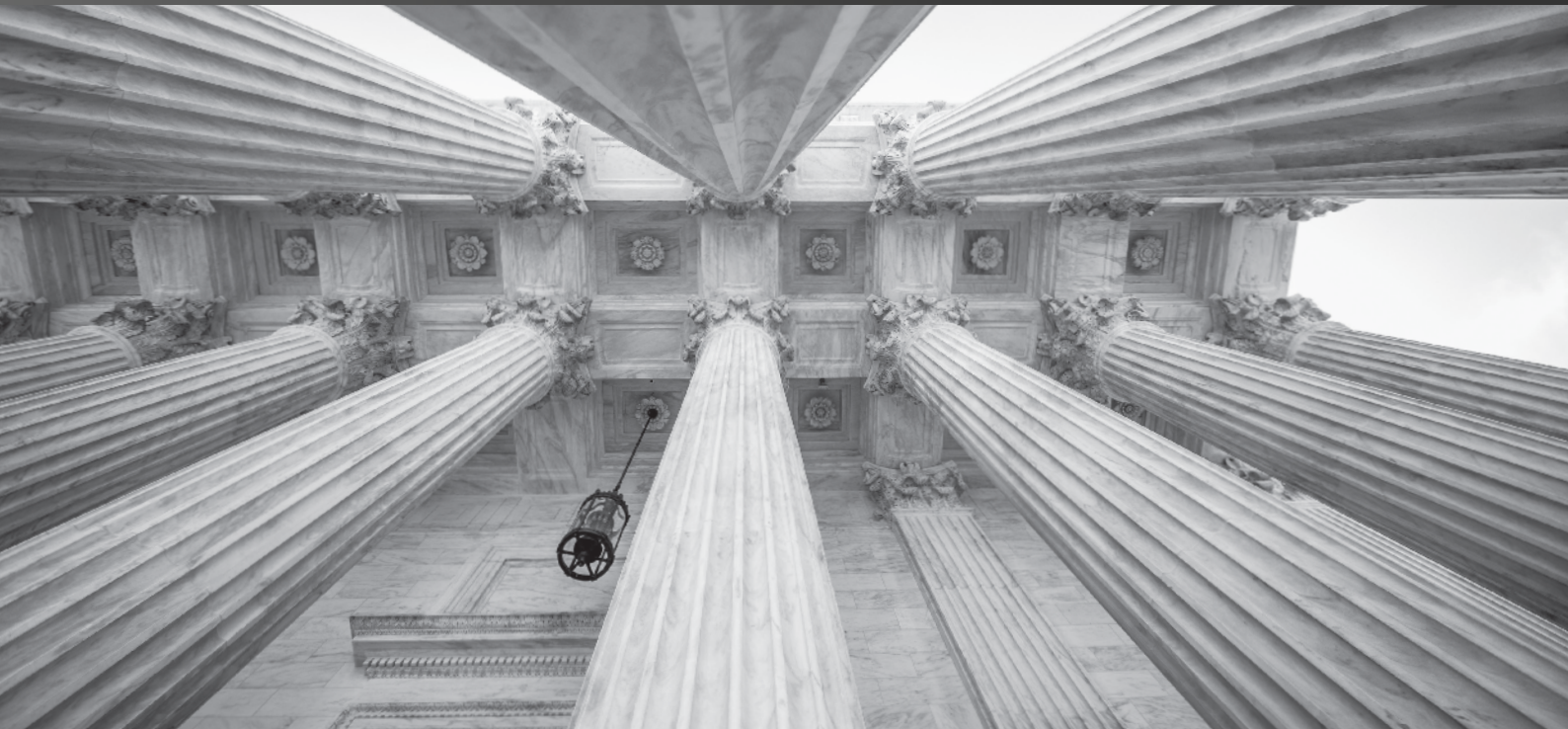




UNIVERSITY OF  
KWAZULU-NATAL<sup>TM</sup>  
INYUVESI  
YAKWAZULU-NATALI

**EXTENDED  
LEARNING**

## Certificate in Labour Law



— CONTINUING EDUCATION —

OUR WORLD IS CHANGING...SHOULDN'T YOU?

# Certificate in Labour Law

## About this programme

The Certificate in Labour Law aims to equip delegates with the necessary labour legislation and procedures to ensure that accurate and ethical procedures are installed on returning to the workplace. Labour legislation in South Africa is one of the biggest challenges facing businesses in all industries today. There is a maze of labour legislation governing correct practices and procedures that changes on a regular basis. Implementing unsound or outdated human resource practices in the workplace can result in costly and time-consuming battles with staff down the line.

## How you will benefit

- Develop an overview of the most commonly applicable labour legislation in the environment of small and medium businesses
- Understand the various techniques of effective labour dispute resolution
- Acquire practical skills in identifying different types of labour disputes and to conduct hearings in the workplace

## Key focus areas

- Introduction to labour law
- The employment contract, basic conditions of and termination of employment
- Workplace discipline and automatically unfair dismissals
- Dismissal for misconduct and poor performance or incapacity
- Dismissal for operational requirements, closures, mergers and sale of business
- Unfair labour practice and employment equity
- Current legislations

## Who should attend

The programme is suitable for anyone who deals with employment law issues in the workplace. This includes small-business owners and managers, HR personnel, supervisors, foremen, managing partners of professional firms, franchise owners or managers and factory managers.

## Entrance requirements

- Matric and/or relevant industry experience
- Applicant must have access to a reliable Internet line to complete required hours online.

## Learning Methodology

Delegates attending the course are provided with a unique blended learning methodology which combines online access to subject content with real time engagement with facilitators, and the opportunity to add value through contact learning sessions, where feasible and appropriate.

*Disclaimer: Due to the extended planning horizon, UEL reserves the right to amend dates and prices at short notice, whilst protecting the consumer rights and interests of prospective delegates. For the most accurate information, please visit our website: [www.ukznextendedlearning.com](http://www.ukznextendedlearning.com)*

## Facilitators include:



### Nicci Whitear-Nel

Nicci has a long history of involvement with labour law. Upon graduation she joined the labour law department of Shepstone and Wylie Tomlinsons (as it then was). After some years there as a labour law attorney she joined the world of academia and became a lecturer at UKZN, PMB campus, where she is now a senior lecturer. She teaches Advanced labour law and the law of Evidence. She has published extensively in the fields of both evidence and labour law. She has been part time commissioner at the CCMA from 2000 to current, and she is also a panelist at various Bargaining Councils. She is also a part time labour law attorney at Austen Smith Attorneys in PMB.



### Tamara Cohen

Tamara is a former Associate-Professor of Labour Law in the School of Law at UKZN and currently an Honorary Research Fellow at UKZN. She is an experienced labour law trainer and facilitator, a panelist of Aequitate Professional Employment Law Solutions and an admitted attorney. She has co-authored various labour law texts including 'Labour Law through the cases', 'Labour Relations Law', 'Trade Unions and the Law', 'Labour Law in Context' and 'Laws against Strikes', 'Strikes and the Law' and 'Labour Law' amongst others. She has published many articles in the field of labour law in leading law journals. Tamara has presented conference papers both nationally and internationally. Until 2018 she was the Programme Manager of the CCMA Commissioner Labour Dispute Resolution Qualification, having established and managed the programme since its inception.

## Programme fee

The programme fee of R10 100 (incl. VAT) covers online tuition, instruction material and data allocation.

## Duration

6 days online (interactive sessions with facilitators)

- Full implementation plan to be communicated on registration
- Recorded sessions will be available only for registered delegates for a limited period
- Assessments are restricted and all social distancing measures are adhered to as per the DOH regulations

## Dates

For updated start dates, please contact us or visit our website: [www.ukznextendedlearning.com](http://www.ukznextendedlearning.com)

## Contact:

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