


Chris Haralambous is a partner at Cox Yeats Attorneys and is head of the Labour Law Team. With over 20 years' experience, his expertise lies in labour relations, commercial litigation and Alternative Dispute Resolution (ADR) practice. He is also a Fellow of the Association of Arbitrators (Southern Africa) and has a background lecturing in Business Law and Labour Law at the University of Natal. Chris is a member of SASLAW and sits on Tokiso Dispute Settlement's labour and commercial panels. He is also a qualified Mediator. Chris offers practical insight into the critical field of Labour Relations Law. Join his inter-active workshop and ask your questions!



**THE COX YEATS LABOUR  
TEAM PRESENTS a critical  
workshop on:**

**EFFECTIVELY MANAGING PRE-DISMISSAL  
AND POST-DISMISSAL DISPUTE-  
RESOLUTION PROCEDURES covering:**

- Utilising Procedural Fairness Processes;
- Entrapment, Monitoring And Polygraphing Aspects;
- Understanding Pre-Arbitration Procedures;
- How To Raise Jurisdictional Points;
- Preparing Adequately For Arbitration;
- Presenting Your Case Effectively At Arbitration.

**See attached overview of contents for this  
workshop**

**The Cox Yeats Labour Team**

**DATE** Thursday, 27 October 2016

**TIME** 08H30 am until 16H00 pm  
[Registration : 08H00 am to 08H30 am]

**VENUE** South African Chamber of Commerce &  
Industry Building  
Ground Floor, Platinum House  
24 Sturdee Avenue, Rosebank, 2196

**COST** R1 710-00 per person (incl VAT)

**HOSTS** Chris Haralambous  
(Partner & Head of Employment Law at Cox Yeats)

Sunil Hansjee  
(Employment Law Associate at Cox Yeats)

**RSVP**

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*50 Years*  
OF LEGAL EXCELLENCE



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attorneys



## **Workshop Schedule**

- 08:00 – 08:30 – Registration
- 08:30 – 09:00 – Welcome address & introduction

**A. 09:00 – 10:00 Effective Procedural Fairness**

- Disciplinary Management;
- Poor Performance Management;
- Ill Health Management;
- Operational Requirements (Retrenchments) Management;
- Dismissal of Directors and Members of CC's

10:00 – 10:15 Refreshments

**B. 10:15 – 11:15 Focus On Discipline & Incapacity**

- Drafting Proper Disciplinary Allegations;
- Evidentiary Issues;
- Entrapment, Monitoring & Polygraphing;
- Poor Performance vs Misconduct.

**C. 11:15 – 12:00 Focus On Operational Requirements (Retrenchments)**

- Pre-Consultation Compliance;
- What Is Effective Consultation?
- Section 189 vs Section 189A: What's the Difference?

12:00 – 13:00 Lunch

**D. 13:00 – 13:45 Pre-Arbitration Management**

- Effective Conciliation Strategy;
- Taking Jurisdictional Points;
- Bringing Formal Applications;
- Pre-Arbitration Conferences.

**E. 13:45 – 14:30 Preparing Effectively For Arbitration**

- Documentary Evidence And Witnesses;
- Onus of Proof vs Duty To Begin;
- Applying for Subpoenas.

14:30 – 14:45 Refreshments

**F. 14:45 – 15:45 Presenting Your Case At Arbitration**

- Opening Statements;
- Tendering Documents;
- Leading Witnesses;
- Cross-Examination Methods;
- Closing Statements.

15:45 – 16:00 Questions