



Considering the current economic climate ("Junk Status") in SA, employers who are compelled to reduce labour costs and/or restructure their business operations need to be all the more cautious and insightful when approaching retrenchments and particular commercial transactions, within the framework of a highly regulated labour relations system. The Cox Yeats Labour Team will be addressing such developments at a workshop presented by Chris Haralambous, partner at Cox Yeats Attorneys and 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). Join his inter-active workshop and ask your questions!



The **COX YEATS LABOUR TEAM**, in conjunction with The **PEOPLE SOLUTIONS COMPANY**, presents a critical workshop on:

ADAPTING TO CHALLENGES & A CHANGING ECONOMY WITHIN SA'S HR & IR LANDSCAPE:

- Benefits of adopting global payroll practices;
- Merging payroll with sound HR practice;
- Taking advantage of atypical forms of employment & the limits of labour broking;
- Restructuring & outsourcing under the Labour Relations Act;
- Seeking changes to terms and conditions of employment;
- Understanding HR / IR Policy & Procedures Audits
- Managing strike action & conflict in the workplace;
- Risk managing & outsourcing the IR function.

See attached overview of contents for this workshop

DATE

Thursday, 27 July 2017

TIME

09H00 am until 15H30 pm
[Registration : 08H00 am to 09H00 am]

VENUE

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

COST

R 1 500-00 per person (excl VAT)
R 1 250-00 per person (excl VAT) for Registered Chamber Members

HOSTS

James McKerrell

(President of the SA Payroll Association & CEO of The People Solutions Company)

Chris Haralambous

(Partner and Head of Employment Law at Cox Yeats)

Sunil Hansjee

(Employment Law Partner at Cox Yeats)

RSVP

To: Chantelle Bodenstein

By: 12 July 2017

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Workshop Schedule

- 08:00 – 09:00** Registration
- A. 09:00 – 09:30** **Introduction : The Convergence Of Law, Business And Labour**
By Chris Haralambous
“The Inter-Connectedness Of HR, IR And Commerce”
- B. 09:30 – 10:00** **Benefits Of Adopting Global Payroll Practices**
By James McKerrell
- 10:00 – 10:15** Refreshments
- C. 10:15 – 11:15** **Understanding Atypical Forms Of Employment**
By Chris Haralambous
- Distinguishing “Temporary”, “Part-Time” And “Permanent” Employment
 - The Limits Of Fixed-Term Employment
 - Restrictions On Labour Broking Under The LRA
 - Contracts Of Employment Vs Letters Of Appointment
- D. 11:15 – 12:00** **Understanding HR / IR Policy & Procedures Audits**
By Sunil Hansjee
- Overview Of Primary Aspects Of HR / IR Audits
 - Statutory Compliance Aspects : Employment Equity / BCEA
 - Upgrading Templates And Best Practice Considerations
 - Common Challenges In Relation To POPI / Health & Safety
- E. 12:00 – 13:00** **Restructuring, Outsourcing And Retrenchments**
By Chris Haralambous
- 13:00 – 14:00** Lunch
- F. 14:00 – 15:00** **Managing Strike Action & Conflict In The Workplace**
By Chris Haralambous
- G. 15:00 – 15:30** **Risk Management & Outsourcing The IR Function**
By Chris Haralambous And James McKerrell