



UCT Law @ work
Professional Development Project

LEGAL COMPLIANCE IN WORKPLACE RESTRUCTURING AND RETRENCHMENT



15 hours estimated learning time

Self-paced online course

THE COURSE AT A GLANCE

Sign up for a self-paced online course on legal compliance in workplace restructuring and retrenchment. This course is aimed at managers and HR specialists who often have to interact with the employees, issue the Section 189 Notices, negotiate with trade unions, cope with the highly emotional fall-out, and generally administer the entire process.

With the South African working environment looking rather bleak, restructuring and retrenchment are an unfortunate reality for many corporations and institutions. Most large-scale retrenchment exercises are usually initiated and followed through by labour attorneys to ensure compliance with the Labour Relations Act (LRA). But it is managers and HR specialists in each workplace who have to interact with the employees, issue the Section 189 Notices, negotiate with trade unions, cope with the highly emotional fall-out, and generally administer the entire process. This course is aimed at those who often carry the burden of the restructuring process to improve their skills and empower themselves. While providing guidance on how to comply with the LRA in the restructuring process, it will primarily encourage an employee-conscious focus. Participants will be prompted to properly assess whether retrenchment is necessary, to assess the impact of the retrenchments on the loyalty of remaining employees, to think clearly about alternatives to retrenchment, to ensure that both outplaced and remaining employees are given the support they require, to make sure that consideration is given to upskilling or reskilling, and to consider the CCMA's Training Layoff Scheme.

ESTIMATED LEARNING TIME: 15 hours

FEE: R4,400 per delegate

PRESENTER: **Professor Alan Rycroft** - is a qualified attorney, accredited arbitrator and mediator. Since 1983 he has been a law teacher, initially at the University of KwaZulu-Natal in Durban, where from 1995 to 2000 he was dean of the Faculty of Law. He moved to UCT in 2009, where he held the Chair in Commercial Law. Practising and teaching initially in maritime law, he developed an interest in labour law, and has published widely in this area. For many years he was one of the co-organisers of the Annual Labour Law Conference. Arising from his interest in labour law is an involvement in dispute resolution. He has been a part-time senior commissioner at the Commission for Conciliation, Mediation and Arbitration (CCMA). He has also served on the panel of arbitrators for the SA Local Government Association.

COURSE FORMAT: Self-paced online course

CERTIFICATE: A certificate of participation from UCT

TO REGISTER OR FOR MORE INFORMATION:

Email: Don Coue on don.coue@uct.ac.za

Or visit: www.lawatwork.uct.ac.za