

UNIVERSITY OF THE
WITWATERSRAND,
JOHANNESBURG



LABOUR RELATIONS MANAGEMENT



2019
2019



Labour Relations Management

The **Labour Relations Management Course** is a NQF level 6 aligned skills programme presented over 12 months by Wits Enterprise, in association with Global Business Solutions.

It provides participants with specific learning and skills related to labour disputes, mediation, conciliation and arbitration. This is achieved by focussing on current legislation and its relevancy to all industries in South Africa; sound theory and best practices; and most importantly practical workplace application. This course will deepen your understanding of labour relations in South Africa.

Purpose:

The purpose of the course is to develop people who will be able to manage, resolve and help prevent labour disputes.

A large number of the competencies developed in the course are rooted in actual workplace practice and should lead to greater productivity resulting from the improved performance by the participant, due to the integration of the knowledge mastered with work place practice. Participants will be able to:

- ▶ Facilitate fair and just labour relations in an organisation.
- ▶ Manage and resolve labour disputes.
- ▶ Initiate actions that could prevent labour disputes.
- ▶ Implement management practices.
- ▶ Consider and apply relevant legislation and Jurisprudence.

Target Audience:

- ▶ The Commission for Conciliation, Mediation and Arbitration (CCMA)
- ▶ The Department of Labour
- ▶ Labour consultants
- ▶ Bargaining and Statutory councils
- ▶ Private agencies
- ▶ Advice offices
- ▶ Law firms, particularly labour lawyers
- ▶ Human Resource Practitioners
- ▶ Trade unions and federations
- ▶ Employer organisations and federations

Accreditation:

This course is NQF level 6 aligned and hosted by the School of Economic and Business Sciences at the University of Witwatersrand. Upon successful completion, participants are issued a certificate of competence from the University of the Witwatersrand, Johannesburg.

Admission Requirements:

It is assumed that participants have knowledge of general Human Resource principles and theory, and of South African Labour Relation structures at NQF level 5.

It is also assumed that the participant is able to interpret financial statements and use information in the statements to make informed decisions.

<https://wits-enterprise.co.za/c/labour-relations-management-johannesburg>

<https://wits-enterprise.co.za/c/labour-relations-management-durban>

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Block	Days	Description
Block 1:	4 Days	<ul style="list-style-type: none"> Demonstrate an understanding of labour market economics and statistics Demonstrate an understanding of collective agreements and bargaining councils Interpret the implications for South Africa of Conventions of the International Labour Organisation which have been ratified by the South African government Demonstrate an understanding of labour market dynamics
Block 2:	3 Days	<ul style="list-style-type: none"> Apply labour dispute prevention approaches Apply problem-solving techniques to make decisions on a multi-faceted problem Conduct fact finding and investigation processes
Block 3:	4 Days	<ul style="list-style-type: none"> Facilitate a mass retrenchment process Interpret and apply labour legislation relating to strikes, lock-outs and picketing Manage and improve communication processes in a function Use negotiation in multi-faceted situations to achieve the objectives of a function
Block 4:	2 Days	<ul style="list-style-type: none"> Interpret unfair dismissal in terms of Labour Relations Legislation Conduct a labour conciliation process
Block 5:	3 Days	<ul style="list-style-type: none"> Write advisory awards in labour disputes Manage and conduct an in limine hearing Manage and conduct an arbitration process

When and Where?

- Johannesburg: 4 March 2019
- Durban: 11 March 2019
- All Public Courses are subject to minimum delegate numbers

Cost:

- Course Fee: R 29 000.00 excl. VAT
- Fees payable directly to Wits Enterprise as per invoice that will be issued upon registration.
- Account queries can be directed to Kgaugelo Mahlape at Wits Enterprise on 011 717 4592 or kgaugelo.mahlape@wits.ac.za

Registration:

Register online at: <https://wits-enterprise.co.za/c/labour-relations-management-johannesburg>
<https://wits-enterprise.co.za/c/labour-relations-management-durban>

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