

Labour Relations

Based on SAQA's Unit Standard 114273 NQF Level 5, 6 Credits | 4 OPISA CPD Points

Introduction

This programme is for people who have to interpret the Labour Relations Act, specifically in terms of Bargaining Councils and Collective Agreements, give advice to clients and implement the various provisions of the Act. Delegates will be provided with a common understanding of the content of the Labour Relations Act, 66/1995, as amended, with particular reference to the origins of collective agreements, the purposes, functions, powers and duties as well as the differences between collective and entered agreements.

Course Objectives

- Demonstrating an understanding of the creation of the CCMA, its origins, functions, powers and duties
- Demonstrating an understanding of the creation and the functioning of Bargaining Council, its origins, functions, powers and duties
- Demonstrating an understanding of collective agreements, their origins, structure and legal standing
- Demonstrating an understanding of the difference between collective and extended agreements

Course Outline

Demonstrate an understanding of the creation of the CCMA, its origins, functions, powers and duties

- The establishment, functions, powers and duties of the CCMA are explained with examples
- The structures and functioning within the CCMA is described in writing
- The sections in the Labour Relations Act governing the CCMA are identified with an explanation of how the sections control the work of the CCMA

Demonstrate an understanding of the creation and the functioning of a Bargaining Council

- The establishment, parties functions, powers and duties of Bargaining Council are identified and explained with examples
- The stakeholders that are party to a Bargaining Council are identified and a description given of role and functions of each
- The functions of a Bargaining Council, as defined in the Labour Relations Act are described and explained in terms of the advantages they have for stakeholders
- The origins of a Collective Agreement are described in relation to Bargaining Councils
- The duties and powers of designated agents are identified and explained in relation to the enforcement of collective agreements

Demonstrate an understanding of Collective Agreements, their origins, structures and legal standing

- The origins of a Collective Agreement are identified and explained in respect of the respective situations of the Labour Relations Act
- The parties to a Collective Agreement are identified and their roles defined in relation to the Labour Relations Act
- The legal status of a Collective Agreement is defined in terms of the relevant section of the Labour Relations Act

Demonstrate an understanding of the process to extend Collective Agreements

- The parties to a Collective Agreement are identified and explained in terms of their roles
- The process of extending an agreement in terms of 5.32 is described with examples
- The effect of extending an agreement is explained with examples