



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

Are You Having to Consider Short-Time, Lay-Offs or Retrenchments following the Lockdown?

The metal and engineering industry is now under more pressure than ever before, following the COVID-19 pandemic and consequent lockdown. Coupled with collective bargaining arrangements that have led to unsustainably high labour costs, this means that short-time, lay-offs and even retrenchments may need to be considered as means of survival.

Legislation regulating these processes requires that specific procedures be adhered to. These legal requirements can often prove daunting to employers, particularly those who have never implemented short-time, lay-offs or retrenchments before or who have not had to for some time.

The South African Engineers' and Founders' Association, in association with Gordon Angus and Associates is running a 2 hour webinar to guide employers through the legislative requirements of the Labour Relations Act and other applicable laws.

Topics covered

- Effective implementation of short-time
- Implementing a Lay-Off: What is required by law?
- Implementing retrenchments:
 - The meaning of operational requirements
 - Substantive fairness: Reasons for operational requirements dismissals
 - Procedural fairness:
 - Large-scale vs small-scale retrenchments: which applies to me?
 - Notification requirements
 - The consultation process:
 - The timing of the consultation
 - Who needs to be consulted?
 - What topics need to be discussed?
 - Information disclosure: What information am I legally required to disclose (legally privileged/confidential information)?



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- Consideration of representations
 - Selection criteria: What is considered to be fair?
 - Severance pay: What is this process going to cost?
 - CCMA facilitation: When is this applicable and is it effective?
 - What are my obligations around re-employment following a retrenchment?
- Resolution of disputes

Presenters

The course will be facilitated by Gordon Angus. Gordon has over 17 years' experience in industrial relations and has successfully guided many companies with their implementation of strategies to address both short-term and long-term financial difficulties over the years.

Date and time

Thursday, 30 April 2020 at 10h00.

Platform

The webinar will be run using Microsoft Teams, or, for participants who do not have Microsoft Teams, via the equivalent online platform. This means that you do not need to have Microsoft Teams to participate – simply connect via the link which will be emailed to you upon payment of the joining fee.

Fee per delegate (Ex VAT)

- SAEFA Members: R550.00
- Delegates will also receive a complimentary copy of our e-book, *Implementing Short-Time, Lay-Off and Retrenchments Fairly: A Management Guide*, an electronic publication dealing with the legal requirements of these challenging issues.

For more information contact gordon@saefa.co.za or charlene@saefa.co.za



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Implementing Short-time, Lay-Offs and Retrenchments Fairly and Effectively 30 April 2020

To make a booking, please complete the table below and email to gordon@saefa.co.za or charlene@saefa.co.za

Name:	Company:	Contact Number	Email Address:
Company Addresses (Postal and physical):			
1.			
2.			
VAT Number:			
Names and email addresses of participants:			
1.		Email:	
2.		Email:	
3.		Email:	
Are you a SAEFA Member?		Yes	No