



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

Submitting a Winning Exemption Application Webinar

2021 was an exceptionally difficult year for employers. Having barely started to recover from the Covid-19 lockdown, the metal and engineering industry was hit by a lengthy and violent strike, causing enormous harm to an already fragile sector. This has left many employers having to contemplate seeking exemption from the wage increases, or paying Leave Enhancement Pay (LEP) at the end of the year.

The South African Engineers' and Founders' Association, in association with Gordon Angus and Associates, is running a free, two-hour webinar to guide employers through the requirements of the industry's exemptions process. Contrary to popular belief, well-motivated exemption applications stand a good chance of being granted by the bargaining council, so long as the proper steps have been taken and the proper procedures followed. Don't jeopardise your chances of a successful application – book your seat today.

SAEFA's Executive Director, Gordon Angus, himself a member of the committee responsible for deciding on exemptions, will take employers through the process of applying for an exemption from start to finish, giving delegates invaluable tips on how to ensure the maximum chances of securing a successful application.

Topics covered

- The exemption process: what does the law require?
- The MEIBC Exemptions Policy and its efficacy
- The composition of the Exemptions Committee
- The Independent Auditor: what is his role?
- The exemptions process from beginning to end
- Tips on how to complete the necessary forms and consult with your employees and/or their union
- Our application was declined: what now?
- The Independent Exemptions Appeal Board
- Questions and Comments



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Presenter

The course will be facilitated by Gordon Angus, SAEFA's Executive Director. Gordon has over 18 years' experience in industrial relations and has successfully guided hundreds of companies with their implementation of strategies to address both short-term and long-term financial difficulties over the years.

Date and Platform

10h00 on Friday, 26 November 2021, via Microsoft Teams.

Bookings:

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

Name:	Company:	Contact Number
Names of Delegates:		Email addresses:
1.		
2.		
3.		
4.		
5.		
Are you a SAEFA Member?	Yes	No