



SAEFA

SA ENGINEERS AND
FOUNDERS ASSOCIATION

Are You Having to Consider Short-Time, Lay-Offs or Retrenchments in 2023?

The metal and engineering industry is now under more pressure than ever before, following the COVID-19 pandemic and consequent lockdown. Coupled with severe loadshedding and the extension of a Main Agreement that is unaffordable to many companies, 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 one-day workshop 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?
- 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)?
 - Consideration of representations
 - Selection criteria: What is considered to be fair?
 - Severance pay: What is this process going to cost?



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- 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, Gia Freese and Chris Botha. Gordon, SAEFA's Executive Director, has 20 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. Gia, an admitted attorney of the High Court, has worked closely with labour advocates and trade unions and was involved in numerous labour disputes from inception at CCMA level and progressing through the judicial system to the Constitutional Court. Chris completed his LLB degree at the North-West University – Potchefstroom and has chaired hundreds of disciplinary inquiries, facilitated retrenchments, and drafted and implemented contracts of employment, policies and procedures to optimise employee productivity.

Date and Venue

Thursday, 26 January 2023, OR Tambo Conference Centre at the Birchwood Hotel, Viewpoint Street, Boksburg

Times

08h00 Registration, tea and coffee
08h30 Start
10h30 Tea break
12h30 Lunch
15h00 Afternoon tea break
16h30 Finish

Fee per delegate (Ex VAT)

SAEFA Members: R3 075
Non-members: R3 816



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Implementing Short-time, Lay-Offs and Retrenchments Fairly and Effectively 26 January 2023

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:			
Special dietary requirements (please specify):			
Names and mobile numbers of Delegates:			
1.		Cell:	
2.		Cell:	
3.		Cell:	
Are you a SAEFA Member?		Yes	No