

Industrial Relations

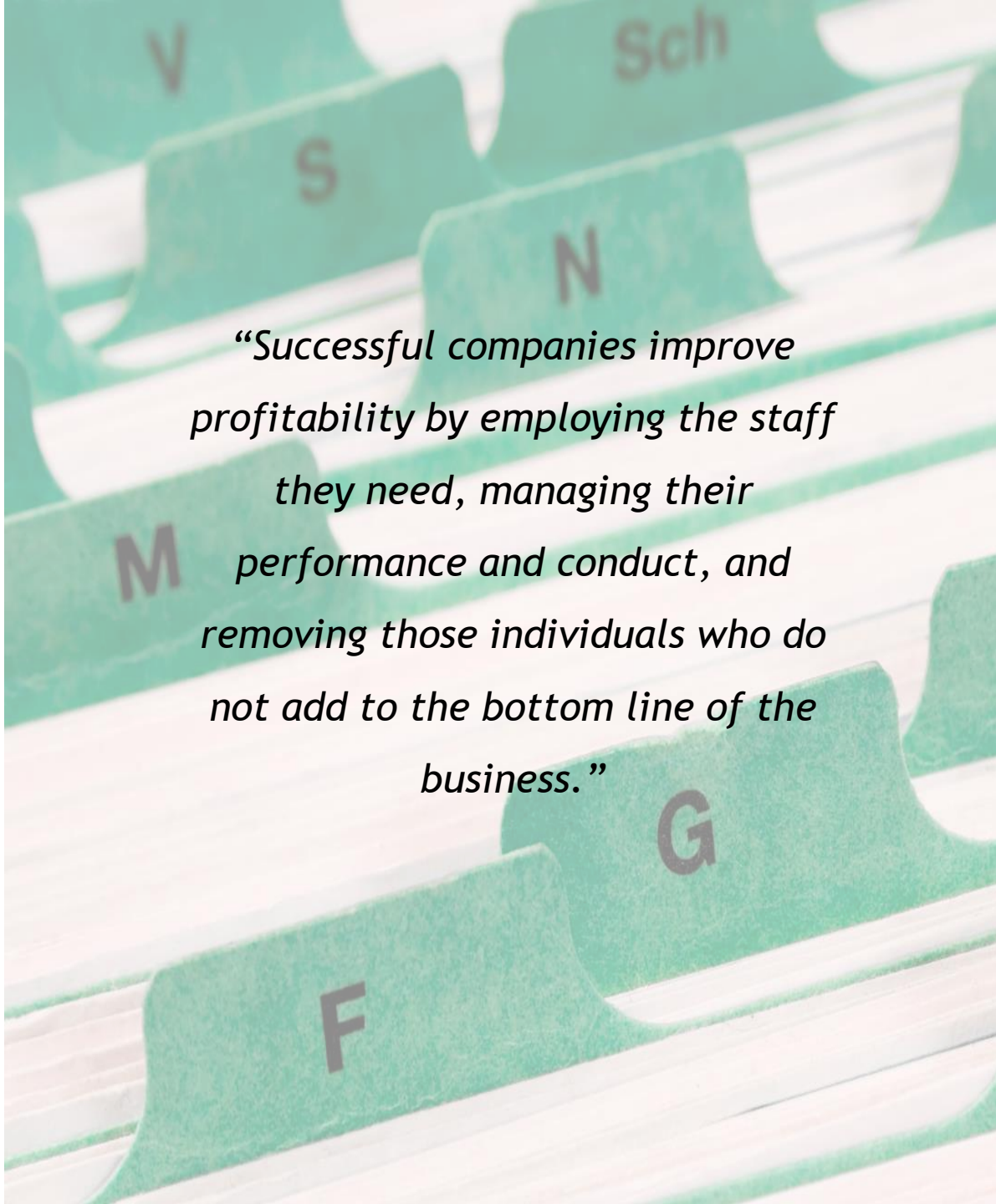




**You are
Here**

Why LabourNet Industrial Relations?

- Optimal staff **performance**
- Reduced **workplace conflict**
- Minimized risk in **staff dismissals**
- **Firm but fair** approach
- Trade union **collective bargaining**
- **Discipline** management
- **Strike** handling
- **Incapacity** investigations and restructuring
- Minimizing **disruptions** to your company's operations



“Successful companies improve profitability by employing the staff they need, managing their performance and conduct, and removing those individuals who do not add to the bottom line of the business.”

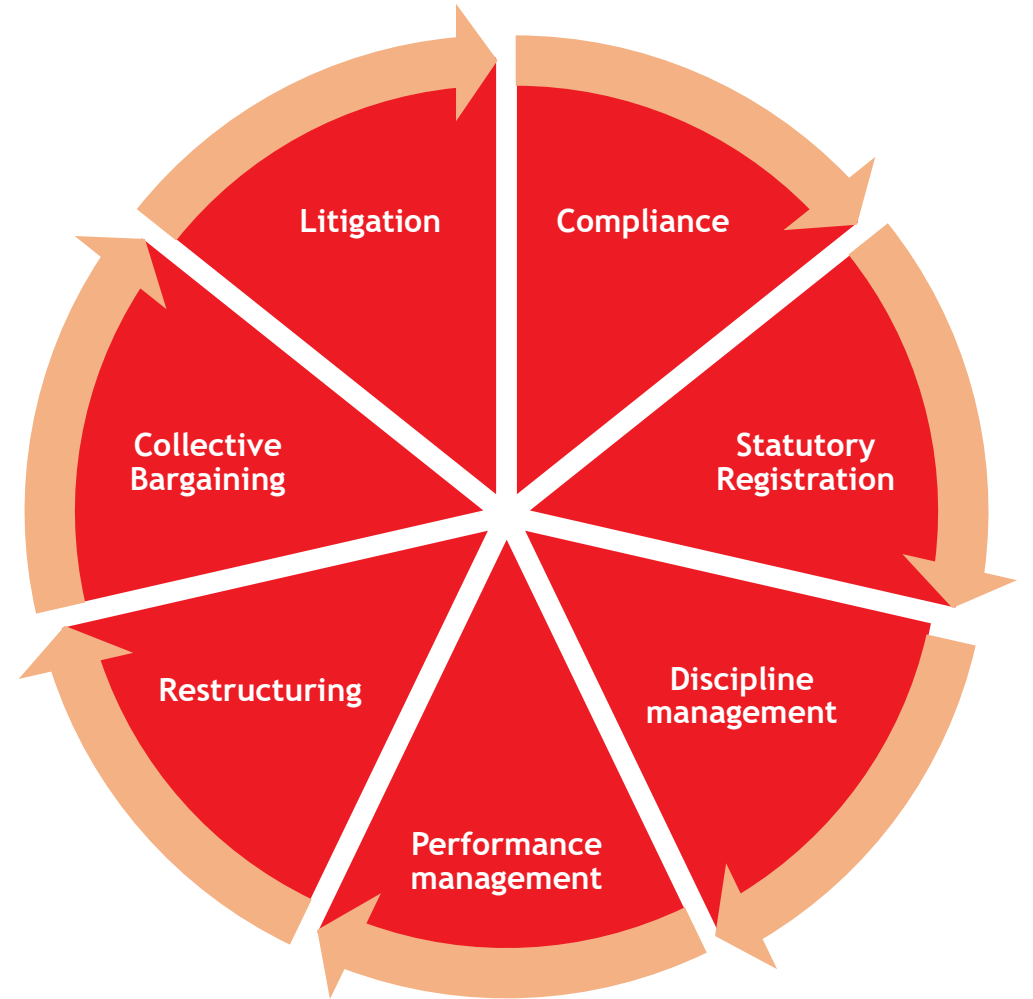
We believe business owners are entitled to:

- **Employ** the staff they need;
- Expect **performance** from those they employ;
- Expect those employees to adhere to **rules and regulations**
- **Remove** those employees that do not adhere to rules or regulations or fail to perform
- Operate in an environment conducive to **workplace productivity**
- Advance their own business interest in **negotiations** with trade unions
- Restructure their business in line with **changing market and economic conditions**
- Make a **profit** through the correct allocation of employee resources





How do we do this?




Compliance

What do we Audit?

- Compliance to **Legislation** - LRA/BCEA/Bargaining Council
- Whether you need to comply to the **Employment Equity Act/Skills Development Act/ B-BBEE Act**
- Statutory Compliance - **UIF/SDL/WCA**
- All existing **policies and procedures**
- Employment **Contracts**

Why do we Audit?

Identify **existing and possible future risks** that the employer may face due to non-compliance

A photograph of a business meeting. In the foreground, a woman in a dark suit is shaking hands with a man in a dark suit. They are both smiling. In the background, another man in a dark suit is visible, looking towards the camera. The setting appears to be a modern office or conference room with large windows in the background.

LabourNet spends time with your organisation to measure the effectiveness of your current Industrial Relations processes and procedures, and ensure that they are in line with legislation and organisational objectives.

Compliance

What do we Provide the client?

An **Audit Report/Risk Analysis** of the risks identified with proposed solutions to rectify any “**shortcomings**” the employer may have.

Implementation

Upon the finalisation of the **contracts/policies** and procedures, we **implement these** with the client’s employees on site. This could happen through various methods (during a staff meeting for existing employees or during an induction process with new employees)

Why do we implement Policies?

- To create **clear unambiguous expectations** for employees ;
- To align **employees’ behaviour** to the company’s goals/vision;
- To increase **productivity**.



Services Covered by the Retainer

- Performance **management and counselling**
- Incapacity **investigations**
- Employee misconduct – **discipline management**
- Restructuring of business – **retrenchment and changes** in terms and conditions
- Conflict management – **dispute management**
- Collective **bargaining**
- Trade union **negotiations** – wages agreements
- Assisting with **registration at bargaining councils**
- Assisting with **UIF and workmen's** compensation registration
- Strike **management** and support
- Litigation **support** and management
- Ensuring **compliance** with BCEA, bargaining council main agreements and sectorial determinants
- Access to our **helpdesk**



Why LabourNet?

- National **Footprint**
- Professional **staff**
- Dedicated consultant
- Consultant to **client** ratio
- Fast **response times**
- Access to Our **National Helpdesk**
- Service **philosophy**
- Guarantees



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