



Labour Law for Agri-Workers

Target Group: General Workers, Supervisors, Office Staff

This workshop offers Agri-Workers the opportunity to understand their rights and duties and gain clarity on their employment conditions, taking into account the latest changes in legislation.

Because of the importance for employees to understand these issues, we aim to bring in 'someone from the outside' to touch on these sensitive topics and provide an opportunity for questions to clear up any uncertainties.

If the workshop is offered in-house, our facilitator will contact management in advance (by phone or email) to discuss and adapt the content according to the client's needs.

Contents:

1. Legislation
 - The Basic Conditions of Employment Act and Sectoral Determination 13
 - Contracts
 - Permanent Contracts
 - Periodic Contracts
 - Fixed Task Contracts
 - Fixed Term Contracts
 - Working hours
 - Overtime
 - Annual leave
 - Sick Leave
 - Family Responsibility Leave
 - Parental Leave
 - Giving notice
 - Health and Safety
 - Rules
 - H&S Committee
 - Incidents and accidents
 - Employment Equity Act
 - New rules
 - Harassment
 - EE Committee
 - Skills Development Act
 - Training
 - SD Committee

- Labour Relations Act
 - Most important contents
- ESTA
 - Housing Committee
 - Who qualifies to stay on a farm
 - Evictions
- UIF / SASSA

2. POLICIES AND PROCEDURES

- General rules of the company
- Disciplinary Code and Procedures
- Grievances

3. GENERAL WORKERS COMMITTEE

- How and Who to be elected
- Role of the committee
- Committee meetings

Duration: Half day
Max participants: 20
Language: Afrikaans / English (Xhosa translator can be arranged well in advance)
Facilitator : Wynand Viljoen

**You are welcome to contact our office for more information
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