

Labour Relations Statutes

1. Overview

This programme will equip the participant with the skills, knowledge and understanding of key concepts, tools, and applications used. Participant will deal with demonstrating and apply an understanding of the basic conditions of employment act, interpreting and apply employment equity legislation to industry charters.

2. Programme Outcomes:

- Draft an employment contract.
- Demonstrate and apply an understanding of the Basic Conditions of Employment Act (Act 75 of 1997).
- Demonstrate and apply an understanding of the labour Relations Act with respect to Collective Agreements and Bargaining Councils.
- Interpret and apply provisions of the labour Relations Act relating to organizational rights.
- Interpret and apply the codes of good practice and guidelines in the labour Relations Act and Sectoral Determination.
- Interpret and apply employment equity legislation to industry charters.

Qualification:	Certificate of Competence
Duration:	6 months
Programme Type:	Category B – Workplace-Based Learning Programme
Programme ID:	PA0803
SAQA US:	11907, 114274, 114273, 119924, 119955, 119943
NQF Level:	Level 5
Credits:	35
Training Options:	Online: Each participant will receive access to an online portal, where all programme materials and resources are available. Training is delivered fully online, and participants will join scheduled induction via Microsoft Teams facilitated by a trainer. This mode provides flexibility and allows learners to participate from any location.
Minimum Participants Required:	(1) Online

3. Programme Content

- **(11907 US)** – Draft an employment contract.
- **(114274 US)** – Demonstrate and apply an understanding of the Basic Conditions of Employment Act (Act 75 of 1997).
- **(114273 US)** – Demonstrate and apply an understanding of the Labour Relations Act with respect to Collective Agreements and Bargaining Councils.
- **(119924 US)** – Interpret and apply provisions of the Labour Relations Act relating to organisational rights.
- **(119955 US)** – Interpret and apply the codes of good practice and guidelines in the Labour Relations Act and Sectoral Determination.
- **(119943 US)** – Interpret and apply employment equity legislation to industry charters.

**A choice of leveraged programmes for any person,
At any level, in any department, of any company, in any industry.**

4. Workplace-Based Learning Programme

This WLP is a fusion of academic learning and practical work. The learning is directly applied to the workplace by using client-based mentors and extensive workplace-based portfolio work and assignments. Apart from the obvious benefits of a workplace directed qualification, each WLP qualifies for recognition as a Category B Skills Programme in the Learning Matrix of the Amended BEE codes, which allows for the salaries of participants to be recognized as part of the Skills Development Expenditure.

We trust that the above is in order and look forward to hearing from you for Implementation