We are pleased to announce that the RMI will be presenting an online seminar entitled -

DISMISSAL FOR OPERATIONAL REASONS & INCAPACITY

- **When:** 24 February 2021
- **Time:** 9:00 – 13:00
- **Platform:** Microsoft Teams
- **Cost:** R573-83 (VAT included). Non-members will be charged a 50% premium for attendance.
- **Presenter:** Tsepo Mohlakoana

Some of the topics of discussion will be:

During the above virtual seminar we will discuss the following:

- What are operational requirements?
- Dismissal due to operational requirements;
- Dismissal due to operational requirements procedure;
- Small Vs large scale retrenchments;
- Incapacity due to poor performance;
- Incapacity due to ill-health;
- Guidelines in cases of dismissal arising from ill health or injury;

You are invited to secure your attendance by **completing the registration form below**.
The **training material** will be distributed to the delegates electronically.
A **certificate** of attendance will be provided to each delegate.

The topics still to be presented in the next quarter are:

- Contracts of employment
- Unfair labour practices and unfair discrimination
- Trade Union recognition

Details of these seminars will be announced closer to the time.

Banking details:
Standard Bank Randburg Branch Code : 018005 Account No. : 021670013
Reference for RMI Members:-
IR SEMINAR + TM + RMI Member Number

Reference for Non-RMI Members:-
IR SEMINAR + TM + Organisation's Name

IR SEMINAR REGISTRATION FORM

PLEASE USE A SEPARATE FORM FOR EACH DELEGATE

Seminar	DATE	REGISTRATION FEE
Dismissal for operational reasons & incapacity	**Wednesday, 24 February 2021 9:00-13:00**	RMI Delegate: **R 499.00 + VAT = R573-85** For every additional RMI Delegate, utilizing the same RMI Member Number: **R249.50 + VAT =R287-50** Non-RMI Delegate (Not an RMI Member): **R998.00 + VAT= R1 147.70**

NAME OF DELEGATE	
JOB TITLE OF DELEGATE	
ID NUMBER OF DELEGATE	
FOR B-BBEE TRAINING RETURNS, KINDLY INDICATE WITH AN "X":	Black O Indian O Coloured O White O Female O Male O Abled O Disabled O
NAME OF COMPANY/BUSINESS	
RMI MEMBERSHIP NUMBER	
PROVINCE	
TEL NO:	CEL NO:
EMAIL ADDRESS	
NAME OF CONTACT PERSON	
SIGNATURE	

KINDLY RETURN THIS FORM TOGETHER WITH PROOF OF PAYMENT OF THE REGISTRATION FEE BEFORE THE CLOSING DATE OF 22 FEBRUARY 2021 TO:

Thobile Gamede at Thobile.Gamede@rmi.org.za

We look forward to seeing you there.