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

UNFAIR LABOUR PRACTICES AND EMPLOYMENT EQUITY
An introduction

- When: 20 May 2021
- Time: 10h00 – 12h00
- Cost: See registration form below
- Platform: Microsoft Teams
- Presenter: Janina Kalidass

Some of the topics of discussion will be:-

- **Unfair Labour Practices:** suspension, demotion, promotion, probation, disciplinary action, training, whistleblowing, provision of benefits, re-instatement.
- **Employment equity:** unfair discrimination: direct and indirect, harassment, designated employers and employees, affirmative action policies.
- Am I liable to defend a discrimination claim if an employee makes a joke to a colleague that has a racist or sexual implication?
- Can an employee make a claim of an Unfair Labour Practice against me for disciplinary warnings and suspensions that I have imposed?
- If I extend the employee's probation period, can that also be regarded as an Unfair Labour Practice?
- Can the compensation that I must pay to my employee who wins a case of Unfair Labour Practice against me be as high as 12 months' remuneration?
- Are my methods of recruiting staff in line with current legislation?
- Is my business required to have an Affirmative Action policy?
- Can the compensation that I must pay to my employee who wins a case of discriminatory dismissal against me be as high as 24 months' remuneration?

✓ 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.

Banking details:

Standard Bank Randburg Branch Code : 018005 Account No. : 021670013

Reference for RMI Members:-

IR SEMINAR + JK + RMI Member Number

Reference for Non-RMI Members:-

IR SEMINAR + JK + Organisation's Name

IR SEMINAR REGISTRATION FORM

PLEASE USE A SEPARATE FORM FOR EACH DELEGATE

SEMINAR	DATE	REGISTRATION FEE (VAT incl)
Unfair labour practices	**Thursday 20 May 2021 (10am-12pm)**	RMI Delegate: **R 575** For every additional RMI Delegate, utilizing the same RMI Member Number: **R285** Non-RMI Delegate (Not an RMI Member): **R1 150**

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 19 May 2021

TO: Thuli.Biyase@rmi.org.za

We look forward to seeing you there.