

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: 29 September 2021
- Time: 09h00 – 12h00
- Cost: See registration form below
- Platform: Microsoft Teams
- Presenter: Tsepo Mohlakoana

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 + 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 (VAT incl)
<b>Unfair Labour Practices &amp; Employment Equity</b>	<b>Wednesday 29 September 2021 (9am-12pm)</b>	RMI Delegate: <b>R 575</b> For every additional RMI Delegate, utilizing the same RMI Member Number: <b>R285</b> Non-RMI Delegate (Not an RMI Member): <b>R1 150</b>

NAME OF DELEGATE	
JOB TITLE OF DELEGATE	
ID NUMBER OF DELEGATE	
FOR B-BBEE TRAINING RETURNS, KINDLY INDICATE WITH AN "X":	Black <input type="checkbox"/> Indian <input type="checkbox"/> Coloured <input type="checkbox"/> White <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Abled <input type="checkbox"/> Disabled <input type="checkbox"/>
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 SEPTEMBER 2021**

**TO: [Thobile.Gamede@rmi.org.za](mailto:Thobile.Gamede@rmi.org.za)**

We look forward to seeing you there.

