

# DECEMBER 2024 NEWSLETTER



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## Top News

REFLECTING ON 2024

### Feature Article:

WHAT SERVICES ARE OFFERED BY  
YOUR EMPLOYERS ORGANISATION



**LABCO annual holiday shutdown period  
for 2024 will be:**

**Closed from 23 December 2024  
Open for business on 02 January 2025**

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# REFLECTING ON 2024



2024 has been a challenging year with many learning curves.

As the political tides changed, our field of expertise (labour relations) became a focus point in everyday mainstream media. With the appointment of a new Minister of Labour and a new Minister of Home Affairs, focus shifted to better service delivery by both these departments, which in turn meant more scrutiny on employers with regards to compliance with regulations in both labour and immigration.

There has been an unprecedented increase in labour and immigration inspections, which had most employers up in arms, BUT the fact of the matter is, these departments are for the first time actually doing what they are supposed to do, and employers have been riding the wave and now feel that they are being "targeted". Furthermore, the CCMA seems to have jumped onto the bandwagon and have started tightening the ropes within their own institution as well. This in return has meant that employers needed to up their game when it came to fair dismissals, specifically relating to the procedural and substantive areas of processes followed within their organisations to ensure a favorable outcome in the event of a referral to the CCMA or any other Bargaining Council.

As we bid 2024 farewell, we can learn from the past and can make a concerted effort to improve 2025 from 'n labour perspective.

Let's kick 2025 off with the aim, as employers, to be compliant with the necessary regulations in the labour field, to be more thorough with our employees' information (i.e. personnel files and its requirements), to conduct proper investigations into misconducts before rushing to have warnings issued or requesting hearings and finally, let's focus on the employees' wellness. A companies labour force can ultimately be its biggest asset if managed correctly within legislative parameters.

Starting January 2025, our monthly newsletter will focus more on the services offered to our members as well as have a feature article regarding any relevant labour-related matters at that time.

Furthermore, for those members who do not have full time or outsourced HR Departments, you are welcome to approach us in the new year for a labour gap analysis. This gap analysis focuses on the checklist for requirements in the event of an administrative inspection by Department of Labour.

## To all our members:

Thank you for choosing LABCO as your Employers Organisation and your "insurance" when it comes to labour related matters. If you are fortunate enough to be on leave during the festive season, stay safe and enjoy the rest period.

We look forward to seeing you again in 2025.

May 2025 bring new opportunities for us all.

## WHAT SERVICES ARE OFFERED BY YOUR EMPLOYERS ORGANISATION

### 1 HELPDESK

Tel: 010 493 4655  
WhatsApp: 066 289 4345  
Email: admin@leolaw.co.za

### 2 NOTICES

- Draft & supply warnings
- Draft & supply suspension notices
- Draft & supply hearing notices
- Draft agreements
- Draft general legal correspondence

### 3 HEARINGS

- Chair hearings:
- Disciplinary hearings
  - Poor performance council sessions
  - Ill health/incapacity hearings
  - Probation hearings
  - Retrenchments/Restructuring

### 4 CCMA/COUNCILS

- Attend to:
- Conciliations
  - Con Arbs
  - Arbitrations
  - Review Applications
  - Condonation Applications
  - Subpoenas
  - Picketing Rules

### 5 STRIKES

- Draft & supply:
- 1st Ultimatum
  - 2nd Ultimatum
  - Final Ultimatum
  - Strike disciplinary hearing notices
  - Chair strike disciplinary hearings

### 6 WAGE NEGOTIATIONS

- All Trade Union negotiations

### 7 LABOUR COURT

- Assist with appointment of Attorneys
- Assist with drafting of court documents
- Assist with filing of court documents

• TAKE NOTE ALL LABOUR COURT MATTERS ARE EXCLUDED FROM THE MONTHLY MEMBERSHIP FEE AND WILL BE QUOTED ON AT AN AD HOC FEE