



LABOUR RELATIONS FOR MANAGERS IN THE PUBLIC SERVICE

PURPOSE

The purpose of this course is to enable the learner to demonstrate an understanding of labour relations issues. It will also allow the learner to facilitate fair and equitable adjustments and implementation of the various labour related acts.

TARGET GROUP

This course is aimed at line function managers and supervisors on a middle and senior level, as well as Human Resource and Labour Relations Practitioners in national and provincial departments and Local Government.

MINIMUM REQUIREMENTS FOR ENROLMENT

It is assumed that the learner has the following knowledge and skills:

- Mathematical literacy at NQF level 4; and
- Communication at NQF level 4.

LEARNING OUTCOME

The course enables learners to:

- Understand the purpose, primary objects, application and interpretation of the Labour Relations Act;
- Identify the bodies created by the Labour Relations Act;
- Identify and distinguish the relevant stakeholders covered by the Act;
- Explore the various categories of dismissal disputes covered by the Act;
- Describe appropriate dispute resolution route for dismissal disputes;
- Identify disputes referred to as unfair labour practice disputes; and
- Understand the various codes of good practice and schedules.

ACCREDITATION

After the successful completion of the course, learners will receive a Certificate of Competence. This is a credit-bearing course aligned to the following unit standard: Standards Unit: 114728 Title: Demonstrate and apply an understanding of the Labour Relations Act (Act 66 of 1995) NQF: 5 Credit level: 12

ASSESSMENT APPROACH

This course follows an integrated assessment approach, comprising:

- Formative Assessment,
- Post-contact activity and summative assessment, and
- Workplace practice.

DURATION

This course is presented over five (5) working days.