SOUTH AFRICA HR EMPLOYMENT LAW & LABOUR RELATIONS CONFERENCE

Strengthening Labour Relations and Ensuring Full Compliance with HR & Employment Laws

Date: 28 May - 29 May 2013 - Main Conference
30 May 2013 - Post Conference Workshop
Location: Hyatt Regency, Johannesburg

BRINGING TOGETHER TOP-TIER EMPLOYMENT LAW PRACTITIONERS WITH EXTENSIVE KNOWLEDGE ON SOUTH AFRICA HR & EMPLOYMENT LAW

Jonathan Goldberg
Chief Executive Officer
Global Business Solutions

Johan Olivier
Partner
Webber Wentzel
(in alliance with Linklaters)

Michael Bagraim
Practicing Managing Partner
Bagraims Attorneys LLB

Anastasia Vatalidis
Head of the Labour & Employment Practice area
Werksmans Attorneys

Professor Hugo Pienaar
Director, Employment
Cliffe Dekker Hofmeyr

Lavery Modise
Chairman
Lavery Modise Inc

Graham Damant
Partner
Bowman Gilfillan

Karen Ainslie
Director
Norton Rose South Africa

2013 CONFERENCE HIGHLIGHTS

• 3 Day Dedicated HR & Employment Law Conference
• 18+ Top Tier Employment Law Experts
• 14+ Solutions Driven Presentations for HR Professionals
• 24+ Hours of Professional Learning & Networking Opportunities
• Leading Practitioner on Employment Law led Workshop to Maximize Your Knowledge on South Africa HR Law Legislation

PLUS! SEPARATELY BOOKABLE POST CONFERENCE WORKSHOPS - 30 MAY 2013, THURSDAY

Workshop: Recognizing Labour Legislation Affecting the Employer - Employee Affiliation in South Africa
Led by Adv James Matshekga, Admitted Advocate of the North Gauteng High Court

HEAR FROM SOUTH AFRICA’S REPUTABLE LAW FIRMS
12 Reasons to Join Us in Johannesburg:

1. Find out the legal landscape in relation to the Human Resource in South Africa beyond 2013
2. Understand the Employee Relations: How to Work Effectively with the Union and Employee Representatives
3. Get the latest update on the proposed amendments to South African Labour Relations Act and Basic Conditions of Employment Act
4. Discover the requirements in Hiring Expatriates in South Africa
5. Reviewing Labour Broking Controversy in South Africa
6. Revamping the collective bargaining to avoid labour relations failure
7. Learn to draft your employment contract in compliance with Employment Act
8. Find out ways to avoid wrongful dismissal and termination of employment
9. Hear options to deal with unprotective strikes
10. Identify notification of intention to strike on behalf of non-union members
11. Learn how to dismiss illegally striking employees
12. Review winning conflict resolution and negotiation skills to achieve industrial peace

STRENGTHENING LABOUR RELATIONS AND ENSURING FULL COMPLIANCE WITH HR & EMPLOYMENT LAWS

SOUTH AFRICA HR EMPLOYMENT LAW & LABOUR RELATIONS CONFERENCE

Strengthening Labour Relations and Ensuring Full Compliance with HR & Employment Laws

In recent years, the South African Government has introduced various pieces of labour legislation which employers have had to implement which include the most recent proposed amendments to the Labour Relations Act, the Basic Conditions of Employment Act, the Employment Equity Act, and the Employment Services Bill. Additionally, new legislation and labour laws are being proposed which will eventually have an impact on the overall labour conditions and business situation in South Africa. The continuing and evolving legal landscape of South Africa’s Employment Law has made it difficult for HR professionals to maintain continuous update with the labour laws while ensuring full compliance on employment regulations.

On top of the changing legal landscape, a series of strikes that hit mining and farming industries in South Africa has significantly disrupted business performances and created financial losses for many companies. Strengthening labour relations and reconciliation with affirmative action requirements and company growth is one of the biggest HR challenges facing managers in South Africa.

Employment matters can often be both complex and confusing. New policies, regulations and rules in employment law can be confounding even for the most seasoned HR professionals. Failing to adhere to new regulations and proper administration can put an employer in a vulnerable position and open to the risk of unlawful practices, lawsuits and litigations; which contributes to a great deal of stress, lowered productivity and high turnover rate. Thus, an understanding of this key trading jurisdiction legal environment can help parties structure their deals in ways that allow them to take advantage of those areas in which the law can assist and to minimize risks by following the correct procedures where consultation or negotiation is required.

Clarenid Global is pleased to present the inaugural South Africa HR Employment Law & Labour Relations Conference.

This South Africa HR Employment Law and Labour Relations Conference will be a holistic platform for HR Practitioners to get up to-date legal insights and upcoming regulations on the HR legal landscape to ensure that their organization and its policies are fair, compliant, and consistent. At the same time, HR leaders will understand the strategies and tactics required to strengthen labour relations in their organization and what to do when there is a strike. HR leaders will also learn latest strategies and tactics on collective bargaining and negotiation to know how to handle when labour situation arises.

This conference is aimed at HR professionals with responsibility for employee in South Africa. It will also be useful for Managers and Directors who anticipate entering South African market and need to be aware of their responsibilities to their people.

WHO WILL YOU MEET THIS MAY IN SOUTH AFRICA:

- President Directors, Directors, Managers, and Heads of:
  - Human Resource
  - Learning / Training & Development
  - Organizational Development
  - Workplace Relations & Compliance
  - Employment Relations
  - Talent & Recruitment
  - Remuneration, Compensation & Benefits
  - Mediators & Arbitrators of Employment Law
  - People Development
  - Business Owners

- From various industries such as:
  - Mines
  - Banks and financial institutions
  - Energy
  - Electronics
  - Telecoms
  - Transport
  - Environment
  - Food and Beverages
  - Info Tech
  - Education
  - Engineering
  - Manufacturing
  - Insurance
  - Security
  - Chemicals
  - Energy & Utilities
  - Construction
  - Real Estate

BECOME A KEY SPONSOR TO RAISE YOUR BRAND & COMPANY PROFILE

South Africa HR & Employment Law Conference is a dedicated Human Resource event that provides a holistic platform for HR Practitioners to get up to-date legal insights and upcoming regulations on the HR legal landscape to ensure that their organization and its policies are fair, compliant, and consistent.

Partnering through and Event Sponsorship will enable you to:
- Get unparalleled industry exposure
- Generate leads and set-up key meetings
- Position your company as a thought-leader
- Reaffirm your position in the industry

Please contact Joanna Tan at +44 (0)20 7129 1222 or e-mail joanna@claridenglobal.com to discuss potential sponsorship opportunities.

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Email admissions@claridenglobal.com
or Call +44 (0)20 7129 1222 today for immediate booking.
Jonathan Goldberg is the CEO of Global Business Solutions, a leading Labour Law and Human Resource consulting firm. He is a nationally acclaimed consultant, author, and lecturer on various aspects of Labour Law and BBBEE. Jonathan is the co-author of “Broad-Based Black Economic Empowerment: Final Code and Scorecard.” Jonathan is the Master of HR practice and President of the South African Board for personnel practice. He is the member of the Transkei National Missionary Council and the Arbitration and Arbitration Panel of Republic of South Africa. He is the member of the Arbitration Panel of Resolution Panel. Jonathan speaks frequently at the seminars and conferences concerning labour law and legal developments. He has authored and advised over 3000 companies in implementing employee relations, Affirmative action, and Broad Based Black Economic Legislation.

Ivan Israelath
Chief Executive Officer
Labour Law Management Consulting

Ivan Israelath is the Chief Executive Officer of Labour Law Management Consulting. He is known as a leading practitioner in labour law and pragmatic labour relations management with many years experience in corporate human resources management. He has authored more than a number of newspapers and journals including Professional Management Review and “The Star” newspaper’s “Workplace”. He is also the chairperson of the LAB-Law Managers: Professional Handbook”. Ivan was appointed as the rapporteur to the Commission for Conciliation, Mediation and Arbitration. He is currently the chairperson of the Labour Affairs Committee of the South African Chamber of Commerce and Industry. He is a trusted advisor on business decision making on labour issues. Ivan Israelath speaks frequently on television and radio and is a regular speaker at seminars on subjects including labour law, Affirmative action, discipline, dismissal, union negotiations and conflict management. In recognition of his contributions in this field Ivan has been featured in the book “Who’s Who in Southern Africa”. Michael Bagraim
Graduate of Rhodes University
Partner
Bagraim Attorneys LLB

Michael Bagraim is a graduate of Rhodes University where he earned his BA in Political Studies and his LLB. He was admitted as an advocate in 1982 and as an attorney in 1986. He has extensive experience in reviewing arbitration awards and in unfair dismissal advice. Karen has vast experience in advising on all employment aspects arising out of collective agreements and in South African offices with international group offices. She regularly advises on the practical and legal implications of Section 21(1)(b) of the Labour Relations Act, 1995, which regulates the transfer of a labour relations system. Karen has been advised on a number of major transfers in the telecommunications and insurance industry. She has been involved in a number of collective agreements and before the Commission for Conciliation, Mediation and Arbitration. She is an expert in Labour and Industrial Law, having worked in making her one of only a few practitioners with expertise in this particular field. Karen acts for both the major and international local banks as well as for a number of South African and African telecommunications, mining, and communications sectors.

Karen Amsile
Director
Norten Rose South Africa

Karen Amsile is an employment and labour lawyer based in Johannesburg. She specialises in litigation and regularly appears in the Labour and Labour Appeals Courts. She has extensive experience in reviewing arbitration awards and in unfair dismissal advice. Karen has vast experience in advising on all employment aspects arising out of collective agreements and in South African offices with international group offices. She regularly advises on the practical and legal implications of Section 21(1)(b) of the Labour Relations Act, 1995, which regulates the transfer of a labour relations system. Karen has been advised on a number of major transfers in the telecommunications and insurance industry. She has been involved in a number of collective agreements and before the Commission for Conciliation, Mediation and Arbitration. She is an expert in Labour and Industrial Law, having worked in making her one of only a few practitioners with expertise in this particular field. Karen acts for both the major and international local banks as well as for a number of South African and African telecommunications, mining, and communications sectors.

Paul Damant
Partner
Graham Damant

Graham Damant is a partner in Bowman Gilfillan’s Employment Law Department. He practices in all areas of employment law, with particular interest in employee benefits and in particular issues surrounding pension funds, medical aid and share option schemes. Paul has been involved in advising a number of employers and pension funds in respect of the surplus by employers. He is involved in assisting pension funds to regularize their affairs in circumstances where there has been some compliance with the Pension Fund Act. He is involved in relation to all aspects of pension funds, including advising on the drafting of agreements. On the employee benefits side, Graham has been involved in advising a number of employers on the proper exercise of discretion in certain situations where the surplus by employers is in question. He has been involved in assisting employers in the restructuring of their pension funds. He has also acted as a judge of the Labour Court from time to time.Lavery is one of the top labour lawyers in the country, who has represented trade unions and several large employers. As a litigation attorney, he has represented clients in all our courts up to the Supreme Court of Appeal and the Constitutional Court. He acts as arbitrator and mediator in industrial disputes and has also acted as a judge of the Labour Court from time to time.

Lavery Modise
Lavery Modise Inc

Lavery is one of the top labour lawyers in the country, who has represented trade unions and several large employers. As a litigation attorney, he has represented clients in all our courts up to the Supreme Court of Appeal and the Constitutional Court. He acts as arbitrator and mediator in industrial disputes and has also acted as a judge of the Labour Court from time to time.Lavery has a number of prominent London-based international law firm where he was involved in the employment aspects of a number of multijurisdiction SARS, ShBB, SABC, Multichoice, Nozala Investments, Nema, Olympic mining group cases, and other large corporates on employment law issues that arise from the sale and purchase of companies, executive dismissals, sex and race discrimination claims and restrain of trade.

Johan Olivier
Partner
Deneys Reitz Attorneys

Johan is a former Director of Bowmann Gilfillan and a co-founder and former Director of Brink Cohen Le Roux Incorporated. He has over 25 years of experience in the legal industry with particular expertise in employee and employment benefits law as well as health and safety. He is a fellow of the Association of Arbitrators of South Africa and regularly appears in the Labour Court, employment tribunals and occupational health and safety forums. He also conducts his own appearances in the High Court in civil litigation matters when appropriate. Johan has extensive experience in corporate restructuring providing advice and dealing with restructuring, proposals for business rescue and liquidations, lock outs, discrimination law and dealing with all types of employment disputes concerning all employment issues. Advising clients with issues relating to retirement fund and mergers and acquisitions. He was the Principal Officer and a Trustee of the Eternal Life and a former Trustee of the National Provident Fund. Johan has a proven track record in advising leading corporate and public sector clients on a wide range of issues including mergers and acquisitions, lock outs, discrimination claims and restraint of trade.

Michael Maeso
Partner, Head of Employment & Pension
Shepstone & Venify Attorneys

Michael Maeso concentrates on all aspects of industrial relations and employment law litigation. He spent a year practicing in the tax department as well as in employment law with a prominent London-based international law firm where he was involved in the employment aspects of a number of multijurisdiction SARS, ShBB, SABC, Multichoice, Nozala Investments, Nema, Olympic mining group cases, and other large corporates on employment law issues that arise from the sale and purchase of companies, executive dismissals, sex and race discrimination claims and restrain of trade.
DAY 1, 28 MAY 2013, TUESDAY

08.15 Registration and Morning Coffee
09.00 Chairman’s Welcome and Opening Remarks
   Ronnie Pather, Senior Manager - Employee Relations, National Prosecuting Authority
09.10 Opening Key Note Address
   “The Legal Landscape in Relation to the Human Resource in South Africa Beyond 2013”
   Lavery Modise, Chairman, Routledge Modise Inc
10.40 Morning Networking Refreshment
11.10 Understanding the Requirements of Hiring Expatriates in South Africa

DAY 2, 29 MAY 2013, WEDNESDAY

08.30 Morning Coffee
09.00 Chairperson’s Welcome and Opening Remarks
09.10 Drafting and Negotiating Employment Contract in Compliance with Employment Act
   Mohammed Chavoos, Director, Norton Rose South Africa
10.30 Morning Networking Refreshment
11.00 Avoid Wrongful Dismissal and Termination of Employment
   Karen Ainslie, Director, Norton Rose South Africa
12.20 Networking Lunch

SCOURING AND OVERCOMING SOUTH AFRICA STRIKES WAVE

13.20 PANEL: Dealing with Un-Protective Strikes - Case Study of Lonmin’s Marikana Platinum Mine
   Moderator:
   Johan Olivier, Partner, Webber Wentzel (in alliance with Linklaters)
   Panelists:
   Graham Damant, Partner, Bowman Gilfillan
   Prof Hugo Pienaar, Director – Employment Law, Cliffe Dekker Hofmeyr
   St Elmo Wilken, Director, Tabacks
14.20 Notification of Intention to Strike on Behalf of Non-Union Members
   Deirdre Venter, Partner, Webber Wentzel (in alliance with Linklaters)
15.20 Afternoon Networking Refreshment
15.50 The Relevance of an Ultimatum in Mass Dismissals
   Michael Maeso, Partner / Head of Employment & Pension Law Department, Shepstone & Wylie Attorneys
16.50 Winning Conflict Resolution and Negotiation Skills to Achieve Industrial Peace
   Paul Fouche, Partner, Fasken Martineau
17.50 Chairperson Closing Remarks
18.00 End of Day 2
Adv James Matshekga
Admitted
Advocate,
North Gauteng
High Court

James is an admitted advocate of the North Gauteng High Court (formerly the Transvaal Provisional Division). James is an established scholar who has taught various legal subjects at leading universities in South Africa, including University of Cape Town, University of South Africa, Tshwane University of Technology, and University of Johannesburg.

James is currently a part-time commissioner of the Commission for Conciliation, Mediation and Arbitration (CCMA) and a panelist of various bargaining councils in both the private and public sector, including Metal and Engineering Industries Bargaining Council (MEIBC), South African Local Government Bargaining Council (SALGBC), Public Service Co-ordinating Bargaining Council (PSCBC), General Public Service Sectoral Bargaining Council (GPSSBC) and a resident part-time panelist of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC).

James has vast experience and expertise in the field and area of Alternative Dispute Resolution (ADR) and serves as a panelist of private dispute resolution bodies including Tokiso Dispute Settlement (Pty) Ltd and IR Change. James also serves as an advisory committee member of the South African Law Reform Commission (SALRC)’s Project 25, which is responsible for legislative review of all legislations administered by the Department of Labour.

James is a senior trainer and consultant on employment law issues for Lexisnexis (Pty) Ltd and regularly provides legal opinions to various institutions in both the private and public sector. James is also the founder and MD of Matshekga Labour Consultants and Training (Pty) Ltd, a private company specializing in targeted employment and human resources interventions.
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GROUP DISCOUNTS

Group Discount: Register 3 delegates from the same organisation and billing source, and the 4th delegate attends for FREE.

For registrations of 2 participants from the same organisation and billing source, the second participant will enjoy a 10% discount. Only 1 discount scheme applies per company.

CONFEREE FEES

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<th>1st Early Bird Fee (If payments &amp; registrations are received by 2nd April 2012)</th>
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The conference fee includes lunch, refreshments and conference documentation.

IMPORTANT NOTICE: Payments are required with registration and must be received prior to the Conference to guarantee your place.

ACCOMMODATION

Accommodation is not included in the conference fee but you will be entitled to use our corporate rate for your accommodation. Information will be sent with the registration confirmation.

CANCELLATIONS AND SUBSTITUTIONS

Once we have received your booking, the place(s) are confirmed. No refunds will be made for any cancellations, however, program credits of equivalent value only applicable for Clariden Global events will be provided. Credits can only be redeemed for 1 program and is valid for only one (1) year from date of issue.

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ALL CANCELLATIONS MUST BE RECEIVED IN WRITTEN FORM

Please Note: Clariden Global Pte Ltd reserves the right to change the content and timing of the program, the speakers and the date and venue due to reasons beyond their control. If in the unlikely event that the conference is cancelled, Clariden Global Pte Ltd will refund the full amount and disclaim any further liability.

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