



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
Routledge 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 Matshekgwa, Admitted
Advocate of the North Gauteng High Court*

HEAR FROM SOUTH AFRICA'S REPUTABLE LAW FIRMS



BG Bowman Gilfillan

WEBBER WENTZEL
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WERKSMANS
ATTORNEYS

NORTON ROSE

Bagraims



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

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 un-protective 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

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 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.

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.

Clariden 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.

Book Your Seat Today!
Email admissions@claridenglobal.com
or Call +44 (0)20 7129 1222 today for immediate booking.

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.

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



Jonathan Goldberg
Chief Executive Officer
Global Business Solutions

Jonathan Goldberg is the CEO of Global Business Solutions, a leading Labour Law and Human Resource consultancy. He is a nationally acclaimed consultant, author, and lecturer on various aspects of Labour law and BBEE. Jonathan is the co-author of "Broad-Based Black Economic Empowerment: Final Codes and Scorecard". Jonathan is the Master of HR practitioner in the field of Employment Relations for the South African Board for personnel practice. He is the member of the Transkei National Manpower Commission, Independent Mediation and Arbitration Panel of Republic of South Africa. He is also the panelist of Tokiso Dispute Resolution Panel. Jonathan speaks frequently at the seminars and conferences concerning labour law and legal developments. He has lectured and advised over 3000 companies in implementing employment equity legislation and Broad Based Black Economic Legislation.



Ivan Israelstam
Chief Executive Officer
Labour Law Management Consulting

Ivan Israelstam 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 an honors degree from The University of the Witwatersrand and an IPM diploma in Personnel Management and in Training. Ivan is a regular labour law columnist for a number of newspapers and journals including Professional Management Review and "The Star" newspaper's "Workplace". He is also the primary author of the "Labour Law for Managers Practical Handbook". Ivan was appointed in 1996 as a part time commissioner with 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 and therefore on the cutting edge of business decision making on labour issues. Ivan Israelstam speaks frequently on television and radio and is a regular speaker at conferences and seminars on subjects including labour law, Affirmative action, discipline, dismissal, union negotiations and conflict management. In recognition of his contribution in this field Ivan has been featured in the book "Who's Who in Southern Africa".



Michael Bagraim
Practicing Managing
Partner
Bagraims Attorneys LLL

Michael Bagraim is a graduate of Rhodes University where he earned his BA in Political Science and his LLB. He was admitted as an advocate in 1982 and as an attorney in 1986. He found his passion within the field of Labour Law and has been practicing in that area exclusively since 1986. In this capacity he has become an acknowledged leader in this precarious field of the law. He has been the litigant on numerous ground-breaking legal disputes and lectures at various institutions on Workplace Management and Labour Legislation. Michael opened Michael Bagraim & Associates in (date) as a niche group of attorneys offering specialist services in the field of Labour Law. As such, he has built up an impressive clientele and a reputation for being the 'go to' man on issues pertaining to Labour Law. He is the official legal advisor for the Trade Union Directory and is a former member of the Department of Trade and Industry Task Team that was responsible for assessing labour legislation and the development thereof. Michael is also the President of the Cape Chamber of Commerce. He currently advises nationwide corporations on the restructuring and management of their labour forces.



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

Anastasia is the Head of the Labour & Employment Practice Area in Werksmans Attorneys. She is the Leading Lawyer in Labour and Employee Benefits by PLC Which Lawyer and also Recommended Lawyer in Labour and Employment by the Legal 500 for 3 consecutive years (2010 - 2012). She has many years of legal experience advising on a broad spectrum of Employment such as Basic Conditions of

Employment Act, Labour Relations Employment Act, Employment Equity Act, Unemployment Insurance Fund, Compensation for Occupational Injuries and Diseases Act as well as Occupational Health and Safety Act. Anastasia specialized in commercial employment transactions, employment litigation, pension law, and Health and Safety Law.



Professor Hugo Pienaar
Director, Employment
Cliffe Dekker Hofmeyr

Professor Hugo Pienaar is the Director of Employment at Cliffe Dekker Hofmeyr. He is recommended by PLC Which Lawyer in the area of Labour and Employee Benefits. He is also recommended by the Legal 500 in the area of Dispute Resolution as well as Labour and Employment. Professor Hugo acted as a judge in the labour court. He lectures part time in employment law subject to post-graduates at various tertiary institutions, the Da Vinci Institute, and similarly, for the Law Society of South Africa. He contributed to textbooks and served on the government task team established to compile labour legislation for the state. He is also advised on and developing a labour law framework for major institutions in the United Arab Emirates. Professor Hugo specialized in collective bargaining, employment equity, discrimination disputes, strikes related actions handling, retrenchment and redundancies, and also structuring of the companies.



Karen Ainslie
Director
Norton Rose South Africa

Karen Ainslie is an employment and labour lawyer based in Johannesburg. She specialises in litigation and regularly appears in the Labour and Labour Appeal Courts. She has extensive experience in reviewing arbitration awards and in unfair discrimination claims. Karen has vast experience advising on all employment aspects arising from transfers, mergers and the realignment of South African offices with international group offices. She regularly advises on the practical and contractual aspects of Section 197 of the Labour Relations Act, 1995, which regulates the transfer of contracts of employment. Most recently, Karen advised on a number of major transfers in the telecommunications industry. She was on the team involved with Barclays acquiring Absa and represented South Africa's largest airport managing company in its successful application before the Commission for Conciliation, Mediation and Arbitration's Essential Services Committee, making her one of only a few practitioners with expertise in this particular field. Karen acts for many of the major local and international banks as well as for a number of South African and African clients in the retail, production, mining and telecommunication sectors.



Paul Fouche
Partner
Fasken Martineau

Paul specializes in employment and constitutional law and occupational and mine health and safety. He has special interest and experience in occupational and mine health and safety matters, employee benefits, employment related tax issues and employee share schemes. He also advises on restraint of trade agreements and unlawful competition and leads the firm's employment team in due diligence project. A substantial part of his work relates to restructuring, outsourcing and re-organization of the workplace, employment issues in mergers and acquisitions and collective bargaining. Paul formulates and develops employment contracts, personnel policies and procedures and advises on the implementation of employment equity. He specializes in the resolution of labour disputes such as unfair discrimination, dismissals, unfair labour practices, strike management, and the interpretation and application of employment statutes and labour law generally.



Deirdre Venter
Partner
Webber Wentzel

Deirdre is a partner in the Employment and Employee Benefits Practice. She completed her articles at Deneys Reitz. In 2000 Deirdre joined Leppan Beech Incorporated as a professional assistant. Prior to joining Webber Wentzel in March 2010, Deirdre was a partner and shareholder at Leppan Breech Incorporated. She has advised broad range of clients which

include: Anglo Platinum, ASA Metals (Pty) Ltd, BHP Billiton Energy Coal SA (Pty) Ltd, Bokoni Platinum; First National Bank; Gold Fields Mining SA (Pty) Ltd; Harmony Gold Mining Ltd; Ivanhoe Nickel and Platinum; Johnson Matthey (Pty) Ltd; Platreef Resources (Pty) Ltd; Rhino Minerals (Pty) Ltd and Samancor Tubatse Ferrochrome.



Sean Snyman
Director
Snyman Attorneys

Sean Snyman is an admitted and practising attorney specialising in labour law and labour litigation. Sean holds degrees in BCom Law, LLB and LLM Labour Law and has been qualified as such for over 20 years. He is one of the founding shareholders of and is currently an executive director of LabourNet, the largest industrial relations and labour law consulting business in South Africa, which currently has in excess of 3000 employer clients in all sectors of the economy. Sean is the proprietor of the specialist labour law attorney firm, Snyman Attorneys, and regularly conducts precedent setting cases in the Labour Court and Labour Appeal Court, and has appeared on several radio and television programmes on issues of labour law. Sean is also a regular speaker at seminars on labour law for various organisations across the country. Sean has also been contracted to consult and attend to several collective labour law issues and disputes on behalf of a number of industry organisations and corporates. Sean is also a member of SASLAW, and one of the founding participants in the ground-breaking pro bono Labour Court advice centre.



Johan Botes
Director
Cliffe Dekker Hofmeyr

Johan Botes is a director of the Employment practice specialising in employment law and labour relations. Johan is an internationally accredited Change Management practitioner. He has a Masters Degree in Labour Law, and regularly appears in the CCMA, Bargaining Councils, Labour Court and High Court. He has extensive practical experience in general industrial relations, labour negotiations, labour dispute resolution, negotiation and change management. Johan advised and represented clients that include South African Airways, Comair, South African Express Airways, Qantas, Firmenich SA, AON Re, PSG Konsult and Independent Newspapers.



Graham Damant
Partner
Bowman Gilfillan

Graham Damant is a partner in Bowman Gilfillan's Employment Law Department. He practices in all areas of employment law but specialises in employee benefits and in particular issues surrounding pension funds, medical aid and share option schemes. In the pensions field, Graham has been involved in advising a number of employers and pension funds on the surplus legislation. He is dealing with a number of disputes involving alleged improper use of the surplus by employers. He is involved in assisting pension funds to regularize their affairs in circumstances where there has been non-compliance with the Pension Fund Act. He is involved in relation to all aspects of pension fund law including litigation and the drafting of agreements. On the employee benefits side, Graham has been involved in advising a number of employers on the proper exercise of discretions where such discretions exist in share option schemes and in other benefit funding vehicles. He is currently involved in assisting an employer in pending litigation involving changes to its post retirement medical aid obligations. He has advised on a number of conversions from Defined Benefit to Defined Contribution pension funds. On the labour side, Graham has been involved in a number of high profile dismissal disputes involving senior executives. He has assisted employers in major strike and restructuring litigation. He also provides advice in relation to corporate restructuring and its impact on employees.



Rob Perrott
Director
Perrott, Van Niekerk, Woodhouse,
Matyolo Inc.

Rob previously headed up the Employment Law Division at Deneys Reitz Attorneys, a large national law firm. Under his tenure, this division grew to become the preeminent employment law practice in the country catering for corporate

clients. Rob has represented Business South Africa in a number of areas, particularly the negotiation and drafting of the Labour Relations Act and Basic Conditions of Employment Acts through NEDLAC and Parliament. He acts for a wide range of industry based national employer organisations and has represented major corporate clients internationally and nationally in both Johannesburg and Cape Town, where he has been based for the past ten years



Johan Olivier
Partner
Webber Wentzel (in alliance with
Linklaters)

Johan is a former Director of Bowman 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 employment and employee 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 collective bargaining cases, including strikes and lock outs, discrimination law and dealing with disciplinary and litigation proceedings concerning all employment issues. Advising clients with issues relating to retirement fund and medical aid also forms part of his practice. Johan was the Principal Officer and a Trustee of his previous firm's Provident Fund. He also has a proven track record in advising leading corporations in respect of the employment issues flowing from mergers and acquisitions, workforce reduction programmes, transfers of undertakings and going concerns, harmonization of employee benefits as well as cross-border arrangements. Johan has been nominated for inclusion in the International Who's Who of Management, Labour and Employer Lawyers since 2007 to date.



Michael Maeso
Partner, Head of Employment & Pension
Law Department
Shepstone & Wylie Attorneys

Michael concentrates on all aspects of industrial relations and employment law litigation. He spent a year practicing employment law with a prominent London-based international law firm where he was involved in the employment aspects of a number of multi-jurisdictional transactions and claims to the Employment Tribunal. At Shepstone & Wylie he concentrates on employment law issues that arise from the sale and purchase of companies, the restructuring of companies, executive dismissals, sex and race discrimination claims and restraints of trade.



Lavery Modise
Chairman
Routledge 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 labour related matters and has also acted as a judge of the Labour Court from time to time. Lavery has advised a number of prominent companies and boards such as SARS, SABC, Multichoice, Nozala Investments, Nersa, Department of Science and Technology CIDA City Campus, University of Johannesburg, Eastern Cape Gambling Board, Gauteng Tourism Authority and the National Prosecution Authority on executive employee exits. He has chaired various disciplinary enquiries relating to misconduct committed by senior management at entities such as the Mpumalanga Provincial Legislature, Department of Labour, Department of Home Affairs, Wits University, Mbombela Municipality and the Limpopo Provincial Transport Department. At present he is the chairperson of the General Public Service Sectoral Bargaining Council. He also serves as board member of the Gauteng Gambling Board and is a member of the South African Society for Labour Law (SASLAW). Lavery has a monthly employment law column in the Sowetan and has written articles for Business Law & Tax Review and other publications. He has been featured in Financial Mail's Little Black Book every year since 2005.



Conference Agenda

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"
- 09.40 Employee Relations: Working Effectively With Your Union and Employee Representatives
Lavery Modise, Chairman, Routledge Modise Inc
- 10.40 Morning Networking Refreshment
- 11.10 Understanding the Requirements of Hiring Expatriates in South Africa

BROILING ISSUES FACING SOUTH AFRICA HR LEGAL LANDSCAPE

- 11.55 Latest Update on the Amendments of South African Labour Relations Act (LRA) and Basic Conditions of Employment Act BCEA
Anastasia Vatalidis, Head of Labour & Employment Practice Area, Werksmans Attorneys
- 12.40 Networking Lunch
- 13.40 **PANEL: The Intricacy of Labour Landscape With the Looming Enactment of Amendment to the Labour Legislation**
Moderator:
Michael Bagraim, Partner, Bagraims Attorneys
Panelists:
Jonathan Goldberg, CEO, Global Business Solutions
Rob Perrott, Director, Perrott. Van Niekerk. Woodhouse. Matyolo Inc.
Ivan Israelstam, Chief Executive Management Consulting
- 14.40 **Reviewing Labour Broking Controversy in South Africa**
Johan Botes, Director, Cliffe Dekker Hofmeyr
- 16.00 Afternoon Networking Refreshment
- 16.30 **Revamping Collective Bargaining to Avoid Labour Relations Failure**
Sean Snyman, Director, Snyman Attorneys
- 17.50 Chairperson Closing Remarks
- 18.00 End of Day 1

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

SCRUTINIZING 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

Workshop Timetable: Workshops will run from 9.00am to 5.00pm with morning refreshment, luncheon, afternoon refreshment included. Registration starts at 8.30am.

WORKSHOP: RECOGNIZING LABOUR LEGISLATION AFFECTING THE EMPLOYER - EMPLOYEE AFFILIATION IN SOUTH AFRICA

Workshop Outline

Morning Session:

- **Bill of Rights**
 - Main principles
 - Essence
 - Guidelines with regards to Employment relations
- **Labour Relations Act (LRA)**
 - Purpose
 - Objectives
 - Scope
 - Major issue address by LRA
- **Basic Conditions of Employment Act (BCEA)**
 - Purpose
 - Objectives
 - Major issue address by BCEA

Afternoon Session:

- **Employment Equity Act (EEA)**
 - Purpose
 - Designated groups
 - Designated employers
 - Duties of designated employers
 - Definition of affirmative action
 - Preparing an employment equity plan
- **Occupational Health Safety Act (OHSA)**
 - Purpose
 - Employees obligation
- **Unemployment Insurance Fund (UIF)**
 - Insurance scheme under UIF
 - Benefits
 - Restrictions for claim
 - UIF contributor's Act

About the Workshop Leader



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.

REGISTRATION PAGE

Please complete this section.

Booking Contact (Approving Manager) Mr/Mrs/Ms: _____
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<input type="checkbox"/> I would like to receive more information on hotel accommodation using Clariden Global corporate rate.

Promotional Code (Optional): _____

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1st Participant Name (Mr/Mrs/Ms): _____
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 Email: _____ Date of Birth: _____
 Conference Package selected: _____

2nd Participant Name (Mr/Mrs/Ms): _____
 Job Title: _____ Department: _____
 Telephone: _____ Fax: _____
 Email: _____ Date of Birth: _____
 Conference Package selected: _____

3rd Participant Name (Mr/Mrs/Ms): _____
 Job Title: _____ Department: _____
 Telephone: _____ Fax: _____
 Email: _____ Date of Birth: _____
 Conference Package selected: _____

4th Participant Name (Mr/Mrs/Ms): _____
 Job Title: _____ Department: _____
 Telephone: _____ Fax: _____
 Email: _____ Date of Birth: _____
 Conference Package selected: _____

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.

CONFERENCE FEES

Conference Packages	1st Early Bird Fee (If payments & registrations are received by 2nd April 2012)	2nd Early Bird Fee (If payments & registrations are received by 30th April 2013)	Regular Fee Nett
A: Conference + Workshop	R 13,000	R 15,000	R 16,000
B: Conference Only	R 11,500	R 12,500	R 13,500
C: Workshop Only	R 5,500	R 5,500	R 5,500

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.

CONFERENCE VENUE AND ACCOMMODATION INFORMATION

Hyatt Regency, Johannesburg
 Address : 191 Oxford Road, Rosebank
 Johannesburg, South Africa 2132
 Tel : +27 11 280 1234
 Fax : +27 11 280 1238
 Website : johannesburg.regency@hyatt.com

4 WAYS TO REGISTER



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BY TELEGRAPHIC TRANSFER TO:

Bank Name : DBS BANK
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 Bank Account name : Clariden Global Pte Ltd
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NOTE: Please include invoice number on all payment types and your company's name in your payment instructions for our reference.

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To make payment by credit card, please call our client services hotline at +44 (0)20 7129 1222.

HOW TO REGISTER AND PAY

An invoice and registration confirmation will be sent within 7 days, please contact us if you have not heard from us within 7 days. Payment can be made by credit card, by bank transfer (for bank account details, please see payment details section of booking form) or by cheque made payable to "Clariden Global Pte Ltd" and posted to Clariden Global at: 3 International Business Park, #04-31, Nordic European Centre, Singapore 609927. ALL PAYMENTS MUST BE RECEIVED IN ADVANCE OF THE EVENT.

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

PLEASE READ THE SMALL PRINT

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.

Substitution with a qualified candidate is allowed by providing at least 5 working days advance notice to Clariden Global.

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.

ENQUIRIES: If you have any queries about registration or payment please do not hesitate to contact our client services department on +44 (0)20 7129 1222.

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