

SCRIBANTE LABOUR CONSULTANTS NEWSLETTER

APRIL 2019 Issue

Scribante Labour Consultants are a comprehensive and highly professional staffing solution company that provides payroll solutions for big and small companies, staff outsourcing for contract and permanent placements, Industrial Relations, academic, classroom training, practical and facilitation.

Scribante Labour Consultants Giving Back To The Community

Through an enthusiastic team of staff members keen to fulfil Scribante Labour's mandate to give back to the community, the company runs several CSI initiatives each year under its CSI banner.

Organisations that have benefited through from Scribante Labour's initiatives over the past year is Edamini Primary School and Emngcweni Primary.

The aim was to provide school shoes and uniforms to children in need. Teachers identified the children at their school who needed shoes and uniforms. The criterion for selecting the children was purely based on social need. There were no academic requirements for any learner to receive the shoes and uniform.

On the 27 February 2019, we scheduled the drop of at the first school. We arranged for the principal, staff, members of the governing body and the local ward councillors to attend the handover ceremony that was led by our director Nomfundo Mcoyi. Our second handover to Emngcweni Primary in Cato ridge took place on the 14 March 2019. The school has a population of 246 learners and is nestled on a small plot of land in rural Cato Ridge.

We were grateful to the schools for allowing us to be apart of these children's lives and making education a little bit more accessible for them.



OUR SERVICES

- Customisable Services
- Placements
- Labour Outsourcing
- Payroll Administration
- Training & Learnerships
- Industrial Relations
- Monthly Management Accounts

DID YOU KNOW ??

Giving back is a key component of our company culture. It is something we have valued since day one, and it is evident in the non-profits we partner with as we've grown. We believe that giving back to our communities develops lives, relationships and this in turn strengthens our workforce. In that spirit of development, we place intrinsic focus on youth development by partnering with SETA's.

ZERO TOLERANCE FOR TESTING POSITIVE FOR CANNABIS AT THE WORKPLACE

In the matter of Mthembu and 2 others v NCT Durban Wood Chips (September 2018), the CCMA Arbitrator found that on the merits of this case, their dismissal was substantively fair. The employees had tested positive following urine sample analysis and were charged with "being under the influence of an intoxicating substance whilst on duty".

From the Arbitrator's judgement it was evident that this finding was based on a the following key facts raised by the employer:

- The employer's business was highly dangerous and entailed large machinery (such as a clipper that rotates at 5000RPM), heavy vehicles moving through the premises all day long as well as 30kg to 100kg wooden logs that need to be handled;
- The jobs of the employees were directly related to these dangerous conditions and as such there was no room for unsafe practices given that one was a log deck assistant, the other sharpened knives and the third was a weigh-bridge operator;
- There was proof that the employees had received the substance abuse policy and that the matter of substance abuse was a regular discussion point at toolbox talks.

This case reinforces the importance of employers having their policies, procedures and practices in order as well as engaging in regular communications with employees regarding the health and safety impact of substance abuse. The fact that the Constitutional Court provided regulations for private cultivation and consumption of cannabis does not detract from the legal obligation toward and primacy of occupational health and safety.

0860 764 078

info@scribantelabour.co.za
2 Inkonka Road, Kloof, Durban

