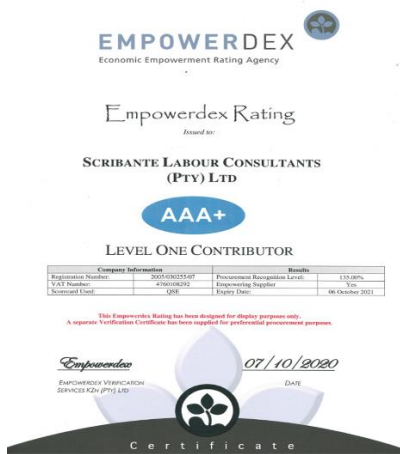


SCRIBANTE LABOUR CONSULTANTS NEWSLETTER

Our Solutions: TES and project contractees, Payroll Administration, Training and Skills Development, HR & IR Consulting, Recruitment



Scribante Labour Consultants mechanical fitters currently in phase 3

Scribante Labour Consultants maintains its level 1 B-BBEE status

This significant achievement reflects the company’s commitment to South Africa and unlocking the abundant potential our country holds for all her people.

Strong values drive Scribante Labour and we regard empowerment not as a mere compliance exercise but sincerely take up our role as a responsible corporate citizen that must also act as a catalyst for change in our industry and the South African business community at large.

Scribante Labour’s achievement is built on the consistent efforts of all our employees and our leadership who keep our B-BBEE vision alive and act on it. Scribante Labour’s Level 1 B-BBEE status with a 135 percent procurement level also stands its valued clients in good stead—for every R1.00 a client spends with Scribante Labour, they can claim R1.35 enhanced procurement in their own B-BBEE preferential procurement scorecard.

Scribante Labour Consultants is a leading professional labour consulting company, providing a broad range of services and solutions in permanent and temporary labour placements, payroll administration, workplace skills planning and employment equity reporting.



Electronic Equity submissions deadline is the 15th of January 2021.

The Employment Equity Act (“EEA”) applies to all employers, but a “designated employer” (who meets the minimum requirements) has additional responsibilities. Make sure you know what is expected of you and that you comply!

The EEA aims to eliminate unfair discrimination in the workplace by promoting equal opportunities and fair treatment.

Apprenticeships

South Africa is currently experiencing a shortage of skilled tradespeople and therefore graduations from trade apprenticeship programmes are in high demand. A career in trade can offer a secure and well-paid future.

An apprenticeship combines workplace and institutional learning in a national qualification. An apprenticeship is based on an agreement between the individual who wants to learn the skill and the employer who needs a skilled worker.

Considering an Apprenticeship? Talk to us and we will gladly assist you.



Department of employment and Labour Directive 1 October 2020

COVID-19 OHS Directive

As the country moves to Alert Level 1, the economy is slowly starting to pick up the pieces of the devastating effects of this pandemic. The move to Alert level 1 has resulted in more employees returning to the workplace. This means that there is an increased risk of COVID-19 spreading amongst employees and employers.

The Department of Employment and Labour released an updated Occupational health and Safety directive. The Directive places additional, more stringent requirements on employers. For example, the Directive requires employers to undertake a risk assessment, develop a plan outlining the protective measures in place for the phased return of employees and consult with any representative Union in respect of both the risk assessment and the plan.

Employers who employ more than 50 employees are required to submit both their risk assessment and a written policy to the Department of Labour within 21 days of the commencement of the Directive.

These employers are further required to minimise the number of workers at the workplace by utilising shift systems, remote working or similar arrangements and must submit weekly reports to the National Institute for Occupational Health setting out the details on screening of employees who are symptomatic and post-infection outcomes, which includes a return to work assessment outcome.

The Directive has changed an employer’s notification requirements in circumstances where an employee has been diagnosed with Covid-19. Employers are now required to notify both the National Institute for Occupational Health and the Compensation Commissioner and thereafter determine the need to temporarily close the affected work area for decontamination. The Directive has reduced the mandatory isolation period to 10 days.

Should you require assistance with Risk assessments, Plan or Policy, please contact us.