

SCRIBANTE LABOUR CONSULTANTS NEWSLETTER

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



As of 1 March 2021- AIH Logistics has partnered with Scribante Labour Consultants

Holistic HR solution- AIH Logistics

You can turn to the internet or the television to hear opinions about the future. Or you can turn to the people in the trenches for an informed view of what lies down the track.

HR transformation is a crosscurrent of rapid changes in culture, technology, law, and leading practices. There is no such thing as an organisation that has arrived at its destination — there are only some that keep evolving and some that are content to stand still. In the past, HR transformation mostly focused on making existing HR services more efficient, effective, and compliant.

The unspoken assumption was that HR was already doing all the things that needed to be done; it just needed to do them more effectively, faster and cheaper.

Scribante Labour has partnered with AIH Logistics to implement a holistic solution that recognises their staff members are not only the pillar of success within their business, but actual people with their own lives, strengths, weaknesses, and circumstances – and creating a work environment that embraces each employee’s individuality and value which helps to establish and nurture a workplace culture that will benefit both the company and its staff.

We foresee great things coming from this partnership and we cannot wait to partner in the ongoing developments and successes.



Pictured here are candidates that have attended & successfully completed the course.

Managing Employee Relations & Disciplinary Procedures in the Workplace

The current South African labour relations climate is characterised by inter alia attempts to operationalise the employer-employee relationship and to contain conflict through procedural rules that prescribe desired and undesired conduct. This requires a joint establishment of processes by the employer and trade union to address the management of grievances and workplace discipline.

A collaborative establishment of the grievance and disciplinary processes is an attempt to ensure that conflict within the workplace is effectively managed. Both these processes are a strategic requirement of organisations, given their role in attaining a harmonious labour relations climate within the workplace.

Our one or two-day programme in Managing Employee Relations & Disciplinary Procedures in the Workplace takes the above as a point of departure. Overwhelming results and feedback received from the participants who attended the course bear testament to the effectiveness of the course that was developed by our IR expert, Angelica Vigliotta.

The content covered includes amongst other things: steps at a disciplinary enquiry, gathering of evidence – building a strong case, questioning witnesses, formulating charges, drawing up warnings, identifying the main differences between incapacity and misconduct cases etc.

Should you require more information regarding this training please contact Angelica via email, angelica@scribantelabour.co.za or 0860 764 078.



What does a Workplace Skills Plans submission mean for your business?

Annual submission of your Workplace Skills Plan and Annual Training Report is due on 30 April 2021.

A company with a payroll that exceeds R500 000 per annum must be registered to pay the Skills Development Levy (SDL). All companies with 50 or more employees need to establish a Skills Development Committee and consult with the Committee before the submission of the skills report. These companies need to appoint a suitably qualified Skills Development Facilitator (SDF) to facilitate the training needs within the organisation and liaise with the SETA.

Benefits of submitting your reports in time:

- Recover up to 20% mandatory grant from Skills Development Levies paid to SARS
- Your Plan and Report may be used as an application for a discretionary grant for essential training.
- Points will be earned under the revised B-BBEE Codes for the Skills Development

If you need assistance with your submission, please contact Mala on 031 764 0782 or email learnerships@scribantelabour.co.za.



Labour Law Posters – Avoid Penalties & Fines

We received many enquiries with regards to the compulsory Legal wall charts that must be displayed according to the Labour Relations Act, 66 of 1995. Although it would be good practice to display most of these posters or wall charts it is not a legal requirement to display all of them. According to legal prescription, most businesses would be obligated to only display two summaries. The summary of the Basic Conditions of Employment Act (Act 75 of 1997) as well as the summary of the Employment Equity Act (Act 55 of 1998).

Please note that employers with five or more employees in their employment must have a copy of the Occupational Health and Safety Act (Act 85 of 1993)

Contact us for a quote on the most updated and recent copies of the legal posters, 031 764 0782 or learnerships@scribantelabour.co.za.