



## TAX AND LEGAL TRAINING

# Employment Law and Workplace Dispute Management

3 day course

Classroom, online or in-house

## Course overview

Most employment disputes that are lost were lost on procedure rather than on the facts, by an employer who was right about the conduct and wrong about how they handled it. This course works from that. Delegates work through the contract of employment and the terms that exist whether or not anybody wrote them down, and the statutory floor that cannot be contracted away. Discrimination and harassment provisions are covered, including the employer's liability for what others do. Discipline and dismissal are addressed in procedural detail, since that is where cases turn. Retrenchment and the consultation obligations it carries follow. Restraint of trade, confidentiality and post employment obligations are covered. Dispute resolution routes from internal process through conciliation to tribunal are addressed. The course closes on documentation and on the practical steps that prevent a dispute from arising.

## What you will learn

- Identify contractual terms that apply whether written or not
- Apply the statutory floor that cannot be contracted away
- Handle discrimination and harassment, including vicarious liability
- Follow discipline and dismissal procedure in detail
- Meet consultation obligations in a retrenchment
- Apply restraint of trade, confidentiality and post employment terms
- Navigate resolution from internal process to tribunal, and document properly

## Who should attend

- Human resources managers and HR business partners
- Employee relations and industrial relations officers
- In house legal counsel handling labour matters
- Line managers with disciplinary responsibility
- Trade union officials seeking employer side perspective

## Course outline

- 01 Lost on procedure, not on facts
- 02 The contract and its implied terms
- 03 The statutory floor
- 04 Discrimination, harassment and liability
- 05 Discipline and dismissal procedure
- 06 Retrenchment and consultation
- 07 Restraint, confidentiality and post employment
- 08 Resolution routes, documentation and prevention

## Upcoming dates

| Dates                          | Venue                 | Format    | Fee per delegate |
|--------------------------------|-----------------------|-----------|------------------|
| 30 September to 2 October 2026 | Online                | Online    | R6,500           |
| 11 to 13 November 2026         | Addis Ababa, Ethiopia | Classroom | USD 995          |
| 18 to 20 November 2026         | Windhoek, Namibia     | Classroom | R14,950          |
| 7 to 9 December 2026           | Kigali, Rwanda        | Classroom | USD 995          |



## Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit [www.afrisciencegroup.com](http://www.afrisciencegroup.com), email [info@afriscience.co.za](mailto:info@afriscience.co.za), or WhatsApp us on **+27 63 479 1136**.

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