

Government Gazette No 21407
27 July 2000

GENERAL EXPLANATORY NOTE:

[] Words in bold type in square brackets indicate omissions from existing enactments

_____ Words underlined with a solid line indicate insertions in existing enactments.

**LABOUR RELATIONS AMENDMENT
BILL, 2000**

BE IT ENACTED by the Parliament of the Republic of South Africa as follows:

Amendment of section 16 of Act 66 of 1995

1. Section 16 of the principal Act is hereby amended by the insertion after section 16(10) of the following subsection -
 "16(10A) In any dispute in which the Commission is required to decide in terms of subsection (10) whether or not any information is relevant, the onus is on the employer to prove that any information that it has refused to disclose is not relevant for the purpose for which it is sought."

Amendment of section 23 of Act 66 of 1995

2. Section 23 of the principal Act is hereby amended by the substitution for subsection (4) of the following subsection -
 “(4) Unless the collective agreement provides otherwise, any party to a collective agreement that is concluded for an indefinite period may terminate the agreement by giving reasonable notice in writing to the other parties.”

Amendment of section 24 of Act 66 of 1995

3. Section 24 of the principal Act is hereby amended by the insertion after subsection (7) of the following subsection -
 "(8) This section does not apply to a collective agreement that may be made an order of the Labour Court in terms of section 158(1)(c)."

Amendment of section 25 of Act 66 of 1995, as amended by section 1 of Act 42 of 1996

4. Section 25 of the principal Act is hereby amended by –
 - (a) the substitution for subparagraph (iii) in subsection (3)(b) of the following subparagraph -

- “(iii) if there are two or more registered trade unions party to the agreement, the **[highest amount]** weighted average of [the subscription] any subscriptions that would apply to an employee when the agreement is concluded.”
- (b) the insertion after subsection (3) of the following subsection –
“(3A) The weighted average referred to in subsection 3(b)(iii) must be calculated by dividing the total subscriptions paid to trade unions who are party to the agency shop agreement by their members covered by the agreement by the total number of such members covered by the agreement at the time the agreement is concluded.”

Amendment of section 28 of Act 66 of 1995, as amended by section 1 of Act 127 of 1998

5. Section 28 of the principal Act is hereby amended -
- (a) by the deletion of subsection (2); and
- (b) by the substitution for subsection (3) of the following subsection:
 “(3) The laws relating to pension, provident or medical aid schemes or funds will apply in respect of any pension, provident or medical aid scheme or fund established in terms of subsection (1)(g) **[after the coming into operation of the Labour Relations Amendment Act, 1998].**”

Amendment of section 29 of Act 66 of 1995

6. Section 29 of the principal Act is hereby amended by the addition of the following subsections -
- “(16) If a bargaining council is established in terms of section 37(3)(a) -
- (a) the provisions of subsections (3) to (10) and (11)(b)(iii) and (iv) do not apply; and
- (b) a resolution of the Public Service Bargaining Coordinating Bargaining Council to establish the bargaining council for a sector must be submitted with the application.
- (17) The provisions of this section do not apply to a bargaining council established in terms of section 37(3)(b) or (4) and registered in terms of item 3(9) of Schedule 1.”

Amendment of section 32 of Act 66 of 1995, as amended by section 7 of Act 42 of 1996

7. Section 32 of the principal Act is hereby amended -
- (a) by the insertion in subsection (3) of the following paragraph:
"(h) employers who are not parties to the council have been given an opportunity to make representations to the council concerning any collective agreement that is submitted to the Minister for extension in terms of section 32;"
 - (b) by the substitution for paragraph (a) in subsection (5) of the following paragraph:
"(a) the parties to the bargaining council are sufficiently representative [within the registered scope of the bargaining council in the area in respect of which the extension is sought] of employers and employees who, upon extension of the agreement, will fall within its scope;" and
 - (c) by the substitution for subsection (9)(b) of the following subsection:
"(b) subsections (3) (c), (e) [and] , (f) and (h) and (4) of this section will not apply."
 - (d) by the insertion after subsection (9) of the following subsection:
"(10) If the parties to a collective agreement that has been extended in terms of this section terminate the agreement, they must notify the Minister in writing."

Amendment of section 33 of Act 66 of 1995

8. Section 33 of the principal Act is hereby amended -
- (a) by the substitution for subsection (1) of the following subsection:
"(1) The Minister may at the request of a bargaining council appoint any person as a designated agent of that bargaining council to [help it enforce] promote, monitor and enforce compliance with any collective agreement concluded by that bargaining council.";
 - (b) by the insertion after subsection (1) of the following subsection:
"(1A) A designated agent may—
 - (a) advise employees, in particular those who are not members of trade unions, of their rights and obligations in terms of the council's collective agreements;

- (b) advise employers, in particular small and medium employers and those who are not members of employers' organisations, of their rights and obligations in terms of the council's collective agreements;
 - (c) secure compliance with the council's collective agreements by conducting inspections, investigating complaints or by any other means the council may adopt; and
 - (d) perform any other functions that are prescribed by law or are agreed upon by the council.";
- (c) by the substitution for subsection (3) of the following subsection:
- “(3) Within the registered scope of a bargaining council, a designated agent of the bargaining council has all the powers set out in Part 1 of Schedule 11 to this Act [conferred on a Commissioner by section 142, read with the changes required by the context, except the powers conferred by section 142(1)(c) and (d). Any reference in that section to the director for the purpose of this section, must be read as a reference to the secretary of the bargaining council.]" and
- (d) by the insertion of the following subsection:
- "33A Enforcement of collective agreements by bargaining councils**
- (1) Despite any other provision in this Act, a bargaining council may monitor and enforce compliance with its collective agreements in terms of this section or a collective agreement concluded by the parties to the council.
 - (2) For the purposes of this section, a collective agreement is deemed to include -
 - (a) any basic condition of employment which constitutes a term of a contract of employment in terms of section 49(1) of the Basic Conditions of Employment Act of any employee covered by the collective agreement;

- (b) the rules of any fund or scheme established by the bargaining council.
- (3) A collective agreement in terms of this section may authorise a designated agent appointed in terms of section 33 to issue a compliance order requiring any person bound by a collective agreement to comply with the collective agreement within a specified period.
- (4) The council may refer any unresolved dispute concerning compliance with any provision of a collective agreement to arbitration by an arbitrator appointed by the Commission.
- (5) An arbitrator conducting an arbitration in terms of this section has the powers of a commissioner in terms of section 142, read with the changes required by the context.
- (6) The provisions of section 138 read with the changes required by the context apply to any arbitration conducted in terms of this section.
- (7) A bargaining council may be represented in arbitration proceedings by a designated agent or an official of the council.
- (8) An arbitrator acting in terms of this section may determine any dispute concerning the interpretation or application of a collective agreement.
- (9) An arbitrator conducting an arbitration in terms of this section may make an appropriate award including -
 - (a) ordering any person to pay any amount owing in terms of a collective agreement;
 - (b) imposing a fine in accordance with Part 2 of Schedule 11 to this Act;
 - (c) charging a party an arbitration fee;
 - (d) ordering a party to pay the costs of an arbitration;
 - (e) confirming, varying or setting aside a compliance order issued

- by a designated agent in accordance with subsection (4);
- (f) any award contemplated by section 138(9).
- (10) Interest on any amount that a person is obliged to pay in terms of a collective agreement accrues from the date on which the amount was due and payable at the rate prescribed in terms of section 1 of the Prescribed Rate of Interest Act, 1975 (Act 55 of 1975), unless the arbitration award provides otherwise.
- (11) An award in an arbitration conducted in terms of this section is final and binding and may be enforced in terms of section 143 of this Act.
- (12) Any reference in section 138 or 142 to the director must be read as a reference to the secretary of the bargaining council."

Amendment of section 34 of Act 66 of 1995

9. Section 34 of the principal Act is amended by the insertion of the following subsection after subsection (2) -
- "(2A) If a bargaining council is in the public service:
- (a) the provisions of subsection (2) do not apply; and
- (b) the registrar must register the amalgamated bargaining council on receipt of -
- (i) a resolution from the Public Service Coordinating Bargaining Council requesting the registration of the amalgamated bargaining council established in terms of section 37(3)(a); or
- (ii) a notice by the President requesting the registration of the amalgamated bargaining council established in terms of section 37(3)(b) and (4)."

Amendment of section 37 of Act 66 of 1995, as amended by section 8 of Act 42 of 1996

10. Section 37 of the principal Act is hereby amended -

(a) by the addition of the following subsections:

"(6) Any designation of a sector for which a bargaining council is established may be varied or withdrawn by-

(a) the Public Service Co-ordinating Bargaining Council in terms of its constitution, if the bargaining council is designated in terms of section 37(1); or

(b) the President, if the bargaining council is designated in terms of section 37(2) or (4)(a).

(7) A bargaining council is deemed to be disestablished if its designation of the sector for which it was established is withdrawn."

Amendment of section 44 of Act 66 of 1995

11. Section 44 of the principal Act is hereby amended -

(a) by the substitution for subsection (1) of the following subsection:

"(1) A statutory council that is not sufficiently representative within its registered scope may submit a collective agreement on any of the matters mentioned in section 43(1)(a), (b) or (c) to the Minister. The Minister must treat the collective agreement as a recommendation made by the **[wage board]** Employment Conditions Commission in terms of section 54(4) of the [Wage Act] Basic Conditions of Employment Act."; and

(b) by the substitution for subsection (2) of the following subsection:

"(2) The Minister may promulgate the statutory council's recommendations as a determination under the **[Wage Act] Basic Conditions of Employment Act** if satisfied that the statutory council has complied with **[sections 7 and 9]** section 54(3) of the [Wage Act] Basic Conditions of Employment Act **[For that purpose the provisions of sections 7 and 9 to 12 of the Wage Act]** read with the changes required by the context

[, apply to the statutory council as if it was the wage board]”.

Amendment of section 49 of Act 66 of 1995

12. Section 49 of the principal Act is hereby amended -
- (a) by the deletion of subsections (2) and (3);
 - (b) by the insertion of the following subsections -
 - "(2) A bargaining council that has had a collective agreement extended by the Minister in terms of section 32 must inform the Registrar annually in writing on a date to be determined by the Registrar as to the number of employees who are -
 - (a) covered by the collective agreement;
 - (b) are members of the trade unions that are party to the agreement; and
 - (c) are employed by members of the employers' organisations that are party to the agreement.
 - (3) A bargaining council must on request by the Registrar inform the Registrar in writing within the period specified in the request as to the number of employees who are -
 - (a) employed within the registered scope of the council;
 - (b) members of the trade unions that are parties to the council;
 - (c) employed by members of the employers' organisations that are party to the council.
 - (4) A determination of the representativeness of a bargaining council in terms of this section is sufficient proof of the representativeness of the council for the following year, unless the registrar conducts a further review within that period.
 - (5) This section does not apply to the public service."

Amendment of section 51 of Act 66 of 1995 as amended by section 11 of Act 42 of 1996

13. Section 51 of the principal Act is hereby amended by the addition of the following subsection -
- "(7) Unless otherwise required by this Act, a collective agreement concluded in a council may not provide for the referral of

disputes to the Commission unless the council has entered into an agreement with the Commission in terms of subsection (6)."

Amendment of section 54 of Act 66 of 1995

14. Section 54 of the principal Act is hereby amended by the addition of the following subsection -

"(4) If a council fails to comply with any of the provisions of section 49(2) or (3), section 53 or subsections (1) or (2) of this section, the registrar may-

- (a) conduct an enquiry about the representivity of the parties to the council in respect of any collective agreement that has been extended in terms of section 32 or in respect of the council's registered scope;
- (b) conduct an enquiry about the affairs of that council;
- (c) subpoena the council's financial records and any other relevant documents;
- (d) deliver a notice to the council requiring the council to comply with the provisions concerned;
- (e) compile a report on the affairs of the council; and
- (f) submit the report to the Labour Court in support of any application made in terms of section 59(1)(b)."

Amendment of section 58 of Act 66 of 1995, as amended by section 15 of Act 42 of 1996

15. Section 58 of the principal Act is amended by the addition of the following subsection -

"(3) Despite subsection (2), if no material objection is lodged within the stipulated time period to any notice published by the Registrar in terms of section 29(3), the Registrar-

- (i) may vary the registered scope of the council;
- (ii) may issue a certificate specifying the scope of the council as varied; and
- (iii) need not comply with the procedure prescribed by section 29."

Amendment of section 61 of Act 66 of 1995

16. Section 61 of the principal Act is hereby amended -

(a) by the addition of the following subsection after subsection (2):

"(2A) The registrar must cancel the registration of a bargaining council in the public service by removing its name from the register of councils when the registrar receives-

(a) a resolution from the Public Service Coordinating Bargaining Council requesting the cancellation of the registration of a bargaining council established in terms of section 37(3)(a); or

(b) a notice from the President requesting the cancellation of the registration of a bargaining council established in terms of section 37(3)(b) or (4); and

(b) by the addition of the following subsection after subsection(7):

"(7A) If the registrar cancels the registration of a bargaining council in the public service the provisions of subsections (3) to (7) do not apply."

Amendment of section 78 of Act 66 of 1995, as amended by section 23 of Act 42 of 1996

17. Section 78 of the principal Act is hereby amended by the addition of the following paragraph -

"(c) 'applicant' means any one of the following-

(i) a representative trade union; or

(ii) in the absence of a representative trade union, a registered union, or two or more registered trade unions acting jointly, that together with such number of employees who are not members of any trade union but support any application for the establishment of a workplace forum in writing, comprise a majority of the employees employed by an employer in a workplace; or

(iii) in the absence of a registered trade union, any number of employees employed in a workplace referred to in subsection (1) who comprise the majority of employees employed in that workplace."

Amendment to section 80 of Act 66 of 1995, as amended by section 24 of Act 42 of 1996

18. Section 80 of the principal Act is hereby amended as follows -
- (a) by the deletion of section 80(1);
 - (b) by the substitution for subsection (2) of the following subsection:
 “(2) **[Any representative trade union]** An applicant may apply to the Commission in the prescribed form for the establishment of a workplace forum”;
 - (c) by the deletion of section 80(5)(b)(i);
 - (d) by the substitution for subsection (7) of the following subsection:
 “(7) The Commissioner must convene a meeting with the applicant, the employer and any registered trade union that has members employed in the workplace, in order to facilitate the conclusion of a **[collective]** agreement between those parties, or at least between the applicant and the employer.”;
 - (e) by the substitution for subsection (8) of the following subsection:
 “(8) If **[a collective]** an agreement is concluded, the provisions of this Chapter do not apply.”; and
 - (f) by the substitution for subsection (9) of the following subsection:
 “(9) If **[collective]** an agreement is not concluded, the commissioner must meet the parties referred to in subsection (7) in order to facilitate agreement between them, or at least between the applicant and the employer, on the provisions of the constitution for a workplace forum in accordance with this Chapter, taking into account the guidelines in Schedule 2.”

Amendment of section 95 of Act 66 of 1995

19. Section 95 of the principal Act is hereby amended by the addition of the following subsections -
- “(7) The registrar must not register a trade union or an employers' organisation unless the registrar is satisfied that the applicant is a genuine trade union or a genuine employers' organisation.
 - “(8) The Minister may, by notice in the Government Gazette, publish guidelines to be applied by the registrar in determining whether an applicant is a genuine trade union or a genuine employers' organisation.”

Amendment of section 103 of Act 66 of 1995, as amended by section 30 of Act 42 of 1996

20. Section 103 of the principal Act is hereby amended -

- (a) by the substitution of the heading for the following:
“Winding-up of [registered] trade unions and [registered] employers’ organisations.”
- (b) by the substitution for subsection (1) of the following subsection:
“(1) The Labour Court may order a [registered] trade union or [registered] employers’ organisation to be wound up if -
 - (a) the trade union or employers' organisation has resolved to wind-up its affairs and has applied to the Court for an order giving effect to that resolution; or
 - (b) the registrar of labour relations or any member of the trade union or employers organisation has applied to the Court for its winding up and the Court is satisfied that the trade union or employers' organisation, for some reason that cannot be remedied is unable to continue to function.”.
- (c) by the insertion of the following subsection after subsection (1):
“(1A) If the registrar of labour relations has cancelled the registration of a trade union or employer’s organisation in terms of section 106(2A), any person opposing its winding-up is required to prove that the trade union or employer’s organisation is able to continue to function.”
- (d) by the substitution for subsection 5 of the following subsection:
“(5) If, after all the liabilities of the [registered] trade union or [registered] employers’ organisation have been discharged, any assets remain that cannot be disposed of in accordance with the constitution of that trade union or employers’ organisation, the liquidator must realise those assets and pay the proceeds to the Commission for its own use.”
- (e) by the insertion of the following subsection after subsection (5):
“(6)(a) The Labour Court may direct that the costs of the registrar of labour relations or any other person who has brought an application in terms of subsection 1(b) be paid from the assets of the trade union or employers’ organisation.
(b) Any costs in terms of sub-paragraph (a) rank concurrently with the liquidator’s fees.”

Amendment of section 105 of Act 66 of 1995

21. Section 105 of the principal Act is hereby amended by substituting for the heading the following:
 “[Cancellation of registration of] **Declaration that a trade union [that] is no longer independent**”

Amendment of section 106 of Act 66 of 1995

22. Section 106 of the principal Act is hereby amended by –
- (a) the substitution for subsection (1) of the following subsection –
 - “(1) The registrar of the Labour Court must notify the registrar of labour relations if the Court –
 - (a) in terms of section 103 or 104 has ordered a registered trade union or a registered employers’ organisation to be wound up; or
 - (b) in terms of section 105 has declared that a registered trade union is not independent.”
 - (b) the insertion after subsection (2) of the following subsections –
 - “(2A) The registrar may cancel the registration of a trade union or employers’ organisation by removing its name from the appropriate register if the registrar is satisfied that the trade union or employers’ organisation-
 - (a) is not, or has ceased to function as, a genuine trade union or employer’s organisation, as the case may be; or
 - (b) has failed to comply with the provisions of sections 98, 99 and 100.
 - (2B) The registrar may not act in terms of subsection (3) unless a notice has been published in the Government Gazette at the least 60 days previously –
 - (a) giving notice of the Registrar’s intention to cancel the registration of the trade union or employers’ organisation;
 - (b) inviting the trade union or employers’ organisation or any other interested persons to make written representations as to why the registration should not be cancelled, the intended cancellation within 60 days of the date of publication of the notice in the Gazette.”

Amendment of section 115 of Act 66 of 1995

23. Section 115 of the principal Act is hereby amended by -
- (a) the substitution of the following subsection for subsection (2)(cA)(iii)(bb):
 - "(bb) at arbitration proceedings;**[and]**"
 - (b) the addition of the following subsection after subsection (2)(cA)(iii)(bb) :
 - "(cc) permitting the joining of any person having an interest in the dispute at any time during conciliation or arbitration proceedings, the intervention of any person as an applicant or respondent, the amendment of any citation and the substitution of any party for another;".

Amendment of section 118 of Act 66 of 1995, as amended by Act 127 of 1998

24. Section 118 of the principal Act is hereby amended by the substitution for subsection (6) of the following subsection -
- "(6) The director, in consultation with the governing body, may delegate any of the functions of that office, except the functions mentioned in **[sections]** section 120 **[and 138(8)]**, to a commissioner."

Amendment of section 123 of Act 66 of 1995

25. Section 123 of the principal Act is hereby amended -
- (a) by the insertion in subsection (1) of the following paragraph :
 - "(d) conducting an arbitration when this Act makes provision for payment of a fee by any party to that arbitration;" and
 - (b) by the insertion of the following subsections after subsection (2):
 - "(2A) (a) The Commission may charge a fee for any arbitration that it conducts in accordance with a tariff established by the governing body.
 - (b) The tariff of fees for arbitrations conducted by the Commission may provide for fees to be paid prior to the commencement of any arbitration proceedings, and may provide further for different rates to be payable depending on the number of employees or turnover of any employer party to the

proceedings, and the remuneration of any employee party.

(2B) The governing body must establish a tariff of fees that may be charged by the Commission, a bargaining council or an accredited agency for conducting an enquiry in terms of section 188A."

Amendment of section 135 of Act 66 of 1995, as amended by section 8 of Act 27 of 1998

26. Section 135 of the principal Act is hereby amended by the substitution for subsection (4) of the following subsection -

- “(4) In the conciliation proceedings a party to the dispute may appear in person or be represented only by -
- (a) a director or employee of that party and in the case of a company, a director or employee of the party's holding or subsidiary company as defined in the Companies Act 1973, Act 61 of 1973; or
 - (b) any member, office bearer or official of that party's registered trade union or registered employers' organisation of which the party was a member of that trade union or employers' organisation prior to the date on which the dispute arose."

Amendment of section 138 of Act 66 of 1995

27. Section 138 of the principal Act is hereby amended -

(a) by the substitution for subsection (4) of the following subsection:

- “(4) In any arbitration proceedings, a party to the dispute may appear in person or be represented only by-
- (a) legal practitioner or candidate attorney;
 - (b) a director or employee of the party, and in the case of a company, a director or employee of the party's holding or subsidiary company as defined by the Companies Act 1973, Act 61 of 1973; or
 - (c) any member, office bearer or official of that party's registered trade union or registered employers' organisation : provided that the party to the dispute was a member of that trade union or

employers' organisation prior to the date on which the dispute arose.";

- (b) by the substitution for subsection (10) of the following subsection:

“(10) The commissioner may order a party to the dispute or any person who represented that party in the proceedings before that commissioner to pay the costs of the other party, having regard to the conduct of that party either in instituting or defending the proceedings, or during the proceedings, with particular regard to the following factors -

- (a) any refusal to participate in a conciliation process;
- (b) any refusal to accept a reasonable offer of settlement made on a with prejudice basis;
- (c) any conduct amounting to an abuse of the arbitration process;
- (d) the persistent institution of legal proceedings;
- (e) the absence of any reasonable grounds for instituting or defending the arbitration proceedings; or
- (f) the refusal to agree to any enquiry conducted in terms of section 188A.";

- (c) by the insertion of the following subsection:

“(12) The commissioner must fix the amount of costs payable by a party in terms of subsection (10) as prescribed by the schedule of tariffs and fees promulgated for this purpose in terms of section 123."; and

- (d) by the insertion of the following section:

“138A Establishment of Labour Advisers Board and accreditation of Labour Advisers

(1) For the purposes of this section, a labour adviser is any person who advises employers, employers' organisations, employees or trade unions in labour relations, but who is not a legal practitioner, or a candidate attorney.

(2) A labour adviser who remains accredited in terms of this section may represent any party in any joint conciliation and arbitration process conducted in terms of section 140.

- (3) The Minister must establish a Labour Advisers Board under the auspices of the Commission and appoint to the Board on terms to be prescribed five persons who have knowledge and experience of labour law.
- (4) The functions of the Labour Advisers' Board are to –
- (a) determine the criteria for the accreditation of labour advisers;
 - (b) accredit labour advisers;
 - (c) establish a code of ethics for labour advisers;
 - (d) hear complaints against labour advisers;
 - (e) determine a disciplinary procedure for the disciplining of labour advisers;
 - (f) discipline labour advisers for breaches of the code of ethics, including the suspension and withdrawal of any rights accorded to labour advisers by this Act; and
 - (g) perform other functions to be prescribed by regulation.
- (5) The Labour Advisers Board may –
- (a) delegate its functions to one or more of its members;
 - (b) subpoena any person for questioning who may be able to give them information;
 - (c) subpoena any person who is believed to have possession or control over any book, document or object relevant to the performance of the Board's functions and to appear before the Board to be questioned or to produce that book, document or object; and
 - (d) administer an oath or accept an affirmation from any person called to give evidence or to be questioned."

Amendment of section 140 of Act 66 of 1995

28. Section 140 of the principal Act is hereby amended -

- (a) by the substitution for the existing heading of the following -:
"140 Joint conciliation and arbitration of disputes about unfair dismissals";

- (b) by the deletion of the existing subsection (1);
- (c) by the insertion of the following subsections:
 - "(1) The council or the Commission must endeavour to resolve the dispute referred in terms of section 191(1) by a joint process of conciliation and arbitration.
 - (2) The council or Commission must enrol the dispute for a hearing within 30 days of the referral of the dispute in terms of section 191(1).
 - (3) The council or the Commission must notify the parties that if the dispute cannot be settled on the date on which it is enrolled, that the arbitration of the dispute will commence immediately.
 - (4) At the hearing, the council or the Commission must first attempt to conciliate the dispute.
 - (5) If the council or the Commission decides that no further purpose will be served by continuing with conciliation, the council or the Commission, as the case may be, must advise the parties accordingly and ask the employee whether the employee wishes to have the dispute arbitrated.
 - (6) If the employee requests the council or the Commission to arbitrate the dispute, the council or the Commission must commence the arbitration proceedings, unless -
 - (a) the dispute is withdrawn by the applicant party; or
 - (b) the arbitration is postponed, on application by any party to the dispute.
 - (7) The council or the Commission may decide to stand down or postpone any arbitration proceedings to any appropriate date.
 - (8) Despite subsection (7), the council or the Commission may decide to refer the dispute to the Labour Court if the council or commission, as the case may be, decides on application by any party to the dispute that to be appropriate after considering -
 - (a) the reason for dismissal;
 - (b) whether there are questions of law raised by the dispute;
 - (c) the complexity of the dispute;
 - (d) whether there are conflicting arbitration awards that need to be resolved; and
 - (e) the public interest.

- (9) When considering whether the dispute should be referred to the Labour Court, the council or the director must give the parties to the dispute and person who attempted to conciliate the dispute, an opportunity to make representations.
- (10) The council or commission must notify the parties of the decision and refer the dispute to the council or the Commission for arbitration or to the Labour Court for adjudication.
- (11) The decision of the council or commission is final and binding, and no person may apply to any Court of law to review the decision until the dispute has been arbitrated or adjudicated as the case may be.
- (12) In any joint process of conciliation and arbitration conducted in terms of this section, a party to the proceedings may appear in person, or may be represented by-
- (a) a legal practitioner or candidate attorney;
 - (b) a director or employee of the party, and in the case of a company, a director or employee of the party's holding or subsidiary company as defined by the Companies Act 1973, Act 61 of 1973;
 - (c) any member, office bearer or official of that party's registered trade union or registered employers' organisation : provided that the party to the dispute was a member of that trade union or employers' organisation prior to the date on which the dispute arose; or
 - (d) a labour adviser who is accredited in terms of section 138A by the Labour Advisers' Board ."; and
- (d) by renumbering the existing subsection (2) as subsection (13).

Amendment of section 142 of Act 66 of 1995 as amended by section 40 of Act 42 of 1996

29. Section 142 of the principal Act is hereby amended -
- (a) by the substitution for subsection (7) of the following subsection:
"(7)(a) The Commission must pay the prescribed witness fee to each person who appears before a

- commissioner in response to a subpoena issued by a commissioner.
- (b) Any person who requests the Commission to issue a subpoena must pay the prescribed witness fee to each person who appears before a commissioner in response to the subpoena.”;
- (b) by the substitution for subsection (9) of the following subsection:
“(9) A commissioner may make a finding that a party is in contempt of the Commission for any of the reasons set out in subsection (8). The commissioner may refer the finding, together with the record of the proceedings, to the Labour Court for its decision in terms of subsection (11).”; and
- (c) by the insertion of the following subsections:
“(10) Before making a decision in terms of subsection (11), the Labour Court -
 (a) must subpoena any person cited for contempt to appear before it on a date determined by the Court;
 (b) may subpoena any other person to appear before it on a date determined by the Court; and
 (c) after hearing any person, may make any order that it deems appropriate, including an order in the case of a person who is not a legal practitioner that the persons rights of representation in the CCMA and the Labour Court be suspended, for either a definite or an indefinite period.
- (11) The Labour Court may confirm, vary or set aside the decision of a commissioner.
- (12) If any person fails to appear at the Labour Court pursuant to a subpoena issued in terms of subsection (11)(a), the Court may make any order that it deems appropriate in the absence of that person.”

Amendment of section 143 of Act 66 of 1995

- 30.** Section 143 of the principal Act is hereby amended -
- (a) by the substitution for subsection (1) of the following subsection :
- “(1) An arbitration award issued by a commissioner, an arbitrator appointed by a bargaining council or

an arbitrator appointed by an accredited agency, is final and binding and it may be enforced as if it were an order of the Labour Court, unless it is an advisory arbitration award;”; and

- (b) by the addition of the following subsections:
- “(3) An arbitration award may only be enforced in terms of the provisions of subsection (1) if the Director has certified that the arbitration award is an order contemplated by subsection (1).
- (4) If a party fails to comply with an arbitration award, any other party to the award may enforce it by way of contempt proceedings instituted in the Labour Court.”

Amendment of section 144 of Act 66 of 1995

31. Section 144 of the principal Act is hereby amended by the substitution of the section with the following: -

"144 Variation and rescission of arbitration awards

Any commissioner who has issued an arbitration award, or any other commissioner appointed by the director for that purpose may on that [acting of the] commissioner's own accord or, on the application of any affected party, may vary or rescind an arbitration award

- (a) **[erroneously sought or erroneously made]** in the absence of any party affected by that award;
- (b) in which there is an ambiguity, or an obvious error or omission, but only to the extent of that ambiguity, error or omission; or
- (c) which was erroneously sought or erroneously granted, or which was granted as a result of a mistake common to the parties to the proceeding; and
- (d) which was void from the outset, or which was obtained by fraud.”

Amendment of section 145 of Act 66 of 1995

32. Section 145 of the principal Act is hereby amended by the insertion of the following subsection -

“(2A) The Labour Court may condone any failure to comply with the time limits prescribed by subsection (1) at any time on good cause shown.”

Amendment of section 152 of Act 66 of 1995

33. Section 152 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection -

- "(1) The Labour Court consists of -
- (a) a Judge President;
 - (b) a Deputy Judge President; and
 - (c) as many judges as the President may consider necessary." **[acting on the advice of NEDLAC and in consultation with the Minister of Justice and the Judge President of the Labour Court.]**

Amendment of section 153 of Act 66 of 1995 as amended by section 42 of Act 42 of 1996

34. Section 153 of the principal Act is hereby amended -

(a) by the substitution for subsection (1) of the following subsection:

"(1) The President acting on the advice of NEDLAC and the Judicial Service Commission provided for in the Constitution of the Republic of South Africa, 1996 (Act No. 108 of 1996), (in this Part and Part E called the Judicial Service Commission), and after consultation with the Minister of Justice and Constitutional Development -

(a) and the Chief Justice, must appoint a Judge President of the Labour Court.

(b) and the Judge President of the Labour Court, must appoint **[the]** a Deputy Judge President of the Labour Court and the judges of the Labour Court."

(b) by the deletion of subsection (2) and (4);

(c) by the substitution for subsection (5) of the following subsection:

"(5) (a) The Minister of Justice and Constitutional Development after consultation with the Judge President of the Labour court, may, subject to paragraph (b), appoint one or more persons **[who meet the requirements of subsection (6)]** to serve as acting judges of the Labour Court for such period as the Minister of Justice and Constitutional Development in each case may determine.

(b) No person may be appointed to serve as an acting judge of the Labour Court unless that person -

- (i) is a judge of the High Court and has knowledge, experience and expertise in labour law; or
 - (ii) is a legal practitioner and has knowledge, experience and expertise in labour law." and
- (d) by the deletion of subsection (6).

Amendment of section 154 of Act 66 of 1995 as amended by section 43 of Act 42 of 1996

35. Section 154 of the principal Act is hereby amended -

- (a) by the substitution for subsection (1) of the following subsection:
 - "(1) A Judge President of the Labour Court, a Deputy Judge President of the Labour Court and any judge of the Labour Court [must be appointed] hold office for a period determined by the President at the time of appointment, which may be extended or reduced: Provided that any of them may be appointed on more than one occasion.
 - (1A) Any judge of the Labour Court who is not reappointed to hold office in the Labour Court or the Labour Appeal Court must be appointed to any other division of the High Court";
- (b) by the substitution for subsection (5) of the following subsection:
 - "(5) The remuneration and terms and conditions of appointment of a Judge President of the Labour Court, a Deputy Judge President of the Labour Court and any judge of the Labour Court must be the same as those applicable to a Judge President, a Deputy Judge President and a judge respectively, of the High Court in terms of the Judges' Remuneration and Conditions of Employment Act, 1989 (Act 88 of 1989)."
- (c) by the substitution for paragraph (a) of subsection (7) of the following paragraph:
 - "(7) (a) A judge of the Labour Court [**who is also a judge of the Supreme Court-**
 - (i) **may be removed from the office of judge of the Labour Court only if that person has first been removed from the office of a judge of the Supreme Court; and**

- (ii) upon having been removed as judge of the **[Supreme] High Court** must be removed from office as a Judge President of the Labour Court, a Deputy Judge President of the Labour Court or judge of the Labour Court, as the case may be.” and
- (d) by the deletion of paragraph (b) of subsection (7).

Amendment of section 158 of Act 66 of 1995 as amended by section 44 of Act 42 of 1996

- 36.** Section 158 of the principal Act is hereby amended as follows -
- (a) by the substitution in subsection (1) for paragraph (c) of the following paragraph:
 - "(c) make any arbitration award, or any **[settlement]** agreement, including [other than] a collective agreement in settlement of a dispute that a party has the right to refer to arbitration or to the Labour Court in terms of this Act, an order of the Court.";
 - (b) by the substitution in subsection (1) for paragraph (g) of the following paragraph:
 - "(g) subject to [despite] section 145, review the performance or purported performance of any function provided for in this Act on any grounds as are permissible in law"; and
 - (c) by the insertion of the following subsection:
 - "(1)(A) The provisions of subsection (1)(c) do not apply to a collective agreement in settlement of a dispute contemplated by section 74(4) or 75(7)."

Amendment of section 161 of Act 66 of 1995 as amended by section 44 of Act 42 of 1996

- 37.** Section 161 of the principal Act is hereby amended -
- (a) by the substitution for paragraph (a) of the following paragraph:
 - "(a) a legal practitioner or candidate attorney";
 - (b) by the substitution of paragraph (b) of the following paragraph -
 - "(b) a director or employee of that party and in the case of a company, a director or employee of the party's holding or subsidiary company as defined in the Companies Act 1973, Act 61 of 1973"; and
 - (c) by the substitution of paragraph (c) of the following paragraph :

- "(c) any member, office bearer or official of that party's registered trade union or registered employers' organisation of which the party was a member of that trade union or employers' organisation prior to the date on which the dispute arose."

Amendment to section 173 of Act 66 of 1995

38. Section 173 of the principal Act is hereby amended by the deletion of subsection (3).

Amendment to section 186 of Act 66 of 1995 as amended by section 95 of Act 75 of 1997

39. Section 186 of the principal Act is hereby amended by the substitution for paragraph (e) of the following paragraph -
- "(e) an employee -
- (i) terminated a contract of employment with or without notice because the employer made continued employment intolerable for the employee;
 - or
 - (ii) the new employer after a transfer in terms of section 197 provided the employee with conditions of work that are substantially less favourable to the employee than those provided by the old employer."

Amendment to section 187 of Act 66 of 1995

40. Section 187 of the principal Act is hereby amended by the insertion in subsection (1) of the following paragraph -
- "(g) a transfer contemplated by section 197 of this Act."

Amendment to section 188 of Act 66 of 1995

41. Section 188 of the principal Act is hereby amended -
- (a) by the substitution of subsection (2) for the following-
"(2) (a) Despite subsection (1) and provided that the date of dismissal occurs within the first 6 months of employment or any lesser period agreed between the employer and the employee, if the reason for dismissal is incapacity in the form either of the

employee's incompatibility or a failure to meet required performance standards, the employer need prove only that the dismissal was effected in accordance with a fair procedure.

(b) In the case of a dismissal related to the employee's conduct or capacity, fair procedure means that an employee should not be dismissed before that employee is provided an opportunity to state a case in response to any allegations made by the employer with the assistance if required of a trade union representative or co-employee, unless the employer cannot reasonably be expected to provide this opportunity. The opportunity to state a case need not be a formal hearing.

(c) In the case of a dismissal based on the employer's operational requirements, fair procedure is regulated by section 189.";

- (b) by renumbering the existing section 188(2) as subsection (3); and
 (c) by the insertion after section 188 of the following section:

“Agreement for enquiry into allegations about an employee's conduct and capacity.

188A. (1) An employer may, with the consent of the employee, request a council, an accredited agency or the Commission to conduct an enquiry into allegations about the conduct or capacity of that employee.

(2) The request must be in the prescribed form.

(3) The council, accredited agency or the Commission must appoint an arbitrator on receipt of -

(a) payment by the employer of the prescribed fee; and

(b) the employee's consent in writing to the enquiry.

(4) In any enquiry a party to the dispute may appear in person or be represented by only -

(a) a co-employee;

(b) a director or employee, if the party is a juristic person; or

(c) any member, office bearer or official of that party's registered

- trade union or registered employers' organisation.
- (5) The provisions of section 138, excluding subsection 138(4), 143, 145 and 146 read with the changes required by the context, apply to any enquiry conducted in terms of this section.
- (6) An arbitrator appointed in terms of this section has all the powers conferred on a commissioner by section 142, read with the changes required by the context.
- (7) Any reference in that section to the director for the purpose of this section, must be read as a reference to -
- (a) the secretary of the council, if the enquiry is held under the auspices of the council;
- (b) the director of the accredited agency, if the enquiry is held under the auspices of an accredited agency."

Amendment to Section 189 of Act 66 of 1995

42. Section 189 of the principal Act is hereby amended by the insertion of the following section after section 189 -

"Section 189A Notice of dismissal and appointment of facilitator for dismissals based on operational requirements

- 1(a) An employer may not dismiss 500 or more employees in any twelve-month period on account of its operational requirements, unless the employer has given notice to the Minister in the prescribed form.
- (b) The Minister may by notice in the Government Gazette extend the application of this section to dismissals based on operational requirements other than those contemplated in subsection (1). A notice in terms of paragraph (a) may set different thresholds for different sectors.
- (2) The Commission must appoint a facilitator to assist the consulting parties in any consultations in terms of section 189 in respect of a dismissal contemplated by subsection (1), unless the consulting parties have agreed in writing to appoint a facilitator or that they will conduct the consultations without the assistance of a facilitator.
- (3) The Commission must appoint a facilitator within five days of being requested to do so by the employer.

- (4) If a facilitator is appointed in terms of subsection (4), the facilitator must-
- (a) assist the consulting parties in consultations in terms of section 189(2) or any applicable collective agreement, in accordance with this section;
 - (b) draw the attention of the consulting parties to the provisions of the Social Plan as published in Government Gazette 20305 of 23 July 1999.
- (5) Unless otherwise agreed by the consulting parties, the facilitator-
- (a) must chair all meetings held in terms of section 189; and
 - (b) has the power to determine on an expedited basis, after allowing the consulting parties an adequate opportunity to make representation, any dispute concerning the disclosure of information in accordance with section 16.
- (6) (a) Any dispute between the consulting parties over the disclosure of information must be resolved in accordance with section 16 read with the changes required by the context and excluding subsections (6) to (9).
- (b) The facilitator must exercise the powers of a commissioner in terms of section 16.
 - (c) An order by the facilitator in terms of subsections (11) to (14) of section 16 has the effect of an arbitration award in terms of section 143.
- (7) The consulting parties may determine by written agreement the functions of the facilitator.
- (8) Without limiting the scope of any agreement that may be concluded in terms of subsection (8), the consulting parties may –
- (a) refer an issue to the facilitator for an advisory arbitration award; or
 - (b) require the facilitator to make a final and binding arbitration award in respect of any matter.
- (9) A facilitator may not –
- (a) give evidence or in any way participate or assist in any conciliation or adjudication concerning any aspect of a matter in respect of which he or she acted as facilitator; or
 - (b) disclose any information obtained in the facilitation to any person other than a consulting party, unless the consulting parties agree in writing.
- (10) For the purposes of this section, agreement by the consulting parties is an agreement between the employer and the parties

contemplated by section 189(1) who represent the majority of employees likely to be affected by the proposed dismissal. "

Amendment to section 190 of Act 66 of 1995

43. Section 190 of the principal Act is hereby amended by the substitution for subsection (1) of the following subsection -

"(1) The date of dismissal is –

- (a) the date on which the contract of employment terminated or the date on which the employee left the service of the employer, whichever is the earlier, or
- (b) if the employer makes any final decision to dismiss or uphold the dismissal of the employee on any date later than that contemplated by paragraph (a), the date on which the final decision is made.

Amendment to section 191 of Act 66 of 1995 as amended by section 25 of Act 127 of 1998

44. Section 191 of the principal Act is hereby amended -

(a) by the substitution of the heading for the following :

"Disputes about unfair dismissals and unfair labour practices."

(b) by the substitution for subsection (1) of the following subsection-

(1) "If there is a dispute about the fairness of a dismissal, or a dispute about an unfair labour practice the dismissed employee or the employee alleging the unfair practice may refer the dispute in writing within 30 days of the date of dismissal or the date on which the unfair labour practice was committed to-

- (a) a council ,if the parties to the dispute fall within the registered scope of that council; or
- (b) the Commission, if no council has jurisdiction." and

(c) by the substitution for subsection (4) of the following subsection-

"(4) In the case of an unfair dismissal, the Commission must conduct a joint conciliation and arbitration in terms of section 140 if –

- (a) the employee has alleged that the reason for dismissal is any of the following -
 - (i) a reason related to the employee's conduct or capacity;

- (ii) that the employer made continued employment intolerable;
- (iii) a reason related to the operational requirements of the employer, if the dismissal affected only one employee; or
- (b) the employee does not know the reason for dismissal.
- (d) by the deletion of paragraph (a) of subsection (5);
- (e) by the deletion of subsection (6) to (10); and
- (f) by the insertion after section 191 of the following section:

“Special provisions application to operational requirements dismissals

191A (1) In any dispute referred to the Labour Court in which the dismissed employees allege that the reason for the dismissal is based on the employer’s operational requirements, the Labour Court may-

- (a) on application by either party, or of its own motion, appoint a person from a list prepared by a bargaining council having jurisdiction or the Commission to investigate any aspect of the alleged dismissal and make a report to the court; or
- (b) on application by either party permit the employer and trade union, or if there is no trade union the employees, that are parties to the dispute each to appoint an assessor to assist the court in an advisory capacity.
- (2) The Court may not appoint in terms of subsection (1)(a) a person who has acted as a facilitator in terms of section 189A in respect of the dispute.
- (3) If there is no trade union that is a party to the dispute, the assessor may be appointed by the majority of the dismissed employees who are a party to the case.
- (4) The failure by one party to appoint an assessor in terms of subsection (1)(b) does not affect the right of the other party to appoint an assessor.

- (5) A report prepared in terms of subsection (1)(a) must be made available to the parties at least one week prior to the commencement of the trial.
- (6) Any person appointed in terms of this assessor in terms of subsection (1)(b) will be remunerated in terms of a tariff determined by the Minister of Justice."

Amendment to section 193 of Act 66 of 1995

45. Section 193 of the principal Act is hereby amended -
- (a) by the substitution of the heading for the following :
"Remedies for unfair dismissal and unfair labour practices."
- (b) by the insertion of the following subsection -
"(4) An arbitrator appointed in terms of this Act has the power to determine any unfair labour practice disputes that has been referred to it on terms that it deems reasonable, including but not limited to ordering reinstatement or compensation.

Amendment to section 194 of Act 66 of 1995

46. Section 194 of the principal Act is hereby amended -
- (a) by the substitution for subsection (1) of the following subsection:
"(1)(a) If a dismissal is unfair only because the employer did not follow a fair procedure, compensation [must be equal to] may not exceed the remuneration that the employee would have been paid between the date of dismissal and the last day of the hearing of the arbitration or adjudication, as the case may be, calculated at the employee's rate of remuneration on the date of dismissal. (b) Despite paragraph (a), compensation for procedural fairness may [Compensation may however] not be awarded in respect of any unreasonable period of delay that was caused by the employee in initiating or prosecuting a claim, nor may any amount of compensation exceed the amount of 12 months' remuneration calculated at the employee's rate of remuneration on the date of dismissal. "; and
- (b) by the substitution for subsection (2) of the following subsection:

- "(2) The compensation awarded to an employee whose dismissal is found to be unfair because the employer did not prove that the reason for dismissal was a fair reason related to the employee's conduct, capacity or based on the employer's operational requirements, whether or not the dismissal was also procedurally unfair, must be just and equitable in all the circumstances, but not less than the amount specified in subsection (1), and not more than the equivalent of 12 months' remuneration on the date of dismissal."

Amendment to section 197 of Act 66 of 1995

47. Section 197 of the principal Act is hereby amended by –

- (a) the substitution for that section of the following section:

"Transfer of contract of employment

197(1) In this section -

- (a) 'business' includes the whole or a part of any business, trade or undertaking;
- (b) 'transfer' means the transfer of a business by one employer ('the old employer') to another employer ('the new employer') as a going concern.
- (2) A transfer of a business is covered by this section if –
- (a) an economic entity, consisting of an organised grouping of resources, that has the object of performing an economic activity is transferred; and
- (b) the economic entity retains its identity after the transfer.
- (3) If a transfer of a business takes place then unless otherwise agreed in terms of subsection (7) -
- (a) the contracts of employment in existence immediately before the transfer of employees employed by the old employer in the business that is transferred transfer automatically to the new employer;
- (b) all the rights and obligations between the old employer and an employee at the time of the transfer continue in force as if they had been rights and obligations between the new employer and the employee;

- (c) anything done before the transfer by or in relation to the old employer will be considered to have been done by or in relation to the new employer; and
 - (d) the transfer does not interrupt the employee's continuity of employment and their employment continues with the new employer as if with the old employer.
- (4) The new employer complies with subsection (3) as the case may be if it employs a transferred employee on terms and conditions of employment that are –
- (a) the same as those on which the employee was employed by the old employer;
 - (b) on the whole not less favourable to the employee than those on which they were employed by the old employer; or
 - (c) agreed to in terms of subsection (7).
- (5) To determine whether the terms and conditions of employment on which an employee is employed by the new employer are the same or as favourable to an employee as those on which the employee was employed by the old employer, regard must be had to the employer's contribution to any retirement, medical or similar fund, but not to any benefits that the employee is entitled to from that fund.
- (6) Unless otherwise agreed in terms of subsection (7), the new employer is bound by -
- (a) any organisational right granted in terms of Chapter III binding on the old employer immediately before the transfer in respect of any workplace that is transferred; and
 - (b) any collective agreement binding on the old employer in terms of section 23 immediately before the transfer in terms of which a registered trade union is recognised by the old employer as representing employees in a workplace that is transferred.
- (7) An agreement contemplated in subsections (3), (4) or (6) must be concluded between –
- (a) either the old employer, or the new employer, or the old and new employers acting jointly, on the one hand; and

- (b) the appropriate person or body referred to in section 189(1), on the other.
- (8) (a) An employer may not dismiss an employee on account of a transfer covered by this section.¹
- (b) Paragraph (a) does not preclude –
- (i) the old employer from dismissing an employee in accordance with the provisions of this Chapter for a reason based on the old employer or the new employer’s operational requirements; or
- (ii) the new employer from dismissing an employee in accordance with the provisions of this Chapter for a reason based on its operational requirements.
- (9) The old and new employer are jointly and severally liable in respect of any claim concerning any term or condition of employment that arose prior to the transfer.
- (10) The provisions of this section do not transfer or otherwise affect the liability of any person to be prosecuted for, convicted of, and sentenced for, any offence.
- (b) by the insertion after section 197 of the following section -
- “Transfer of contract of employment in terms of the Insolvency Act**
- 197A(1)** Despite section 197(3), if a transfer contemplated by section 197(2) takes place in accordance with section 38 of the Insolvency Act, 1936 (Act No. 24 of 1936) then unless otherwise agreed in terms of subsection (2) –
- (a) the contracts of employees employed by the old employer in the business that is transferred that were in existence immediately before the old employer's provisional winding-up or sequestration transfer automatically to the new employer;
- (b) all the rights and obligations between the old employer and each employee

¹ PERMANENT FOOTNOTE : In terms of section 187(1)(g) a dismissal is automatically unfair if the reason for it is a transfer in terms of section 197.

- at the time of the transfer remain rights and obligations between the old employer and each employee;
- (c) anything done before the transfer by the old employer in respect of each employee will be considered to have been done by the old employer;
- (d) subject to any suspension of their contracts of employment in terms of section 38 of the Insolvency Act, the transfer does not interrupt the employee's continuity of employment and their employment continues with the new employer as if with the old employer.
- (2) An agreement contemplated by subsection (1) means a scheme of arrangement or compromise referred to in section 311 of the Companies Act, 1973 (Act 69 of 1973) or other agreement contemplated by that section.
- (3) Section 197(4), (5), (8) and (10) apply to a transfer in accordance with section 38 of the Insolvency Act, except that any reference to an agreement in those sections must be read as a reference to an agreement contemplated by subsection (2).
- (4) (Section 197(6) applies to a transfer in accordance with section 38 of the Insolvency Act in respect of an organisational right or collective agreement binding on the employer immediately before the employer's winding-up or sequestration.
- (5) Section 197(3) and (9) do not apply to a transfer in accordance with section 38 of the Insolvency Act.

Amendment to section 200 of Act 66 of 1995

48. Section 200 of the principal Act is hereby amended by inserting a new section (200A) -

“(1) Until the contrary is proved, a person who works for, or provides services to, any other person is presumed to be an employee, if any one or more of the following factors are present –

- (a) the manner in which the person works is subject to the control or direction of another person;
- (b) the person's hours of work are subject to the control or direction of another person;
- (c) in the case of a person who works for an organisation, the person forms part of that organisation;
- (d) the person has worked for that person for an average of at least 40 hours per month over the last three months;
- (e) that person is economically dependant on the person for whom he or she works or provides services;
- (f) the person is provided with his or her tools of trade or work equipment by another person;
- (g) the person only works or supplies services to one person."

Amendment to section 203 of Act 66 of 1995

49. Section 203 of the principal Act is hereby amended by the insertion of the following subsection -

"(4) A Code of Good Practice issued in terms of this section may provide that the Code must be taken into account in applying or interpreting any employment law."

Amendment to section 204 of Act 66 of 1995

50. Section 204 of the principal Act is hereby amended by the substitution for that section of the following section -

"204 Collective agreement, arbitration award or wage determination to be kept by employer

Unless a collective agreement, arbitration award or determination made in terms of the [**Wage Act**] Basic Conditions of Employment Act provides otherwise, every employer on whom the collective agreement, arbitration award, or determination, is binding must -

- (a) keep a copy of that collective agreement, arbitration award or determination available in the workplace at all times;
- (b) make that copy available for inspection by any employee; and
- (c) give a copy of that collective agreement, arbitration award or determination -
 - (i) to an employee who has paid the prescribed fee; and

- (ii) free of charge, on request, to an employee who is a trade union representative or a member of a workplace forum."

Amendment to section 213 of Act 66 of 1995

51. Section 213 of the principal Act is hereby amended -

- (a) by inserting the following definition:
 - “**‘candidate attorney’** means - a person defined as a candidate attorney by the Attorneys Act 1979, Act 53 of 1979”;
- (b) by substituting the definition of “public service” for the following definition:
 - “**‘public service’** means [the public service referred to in section 1(1) of the Public Service Act, 1994 (promulgated by Proclamation 103 of 1994) and includes any organisational component contemplated in section 7(4) of that Act and specified in the first column of Schedule 2 to that Act] the national departments, provincial administrations, provincial departments and organisational components contemplated in section 7(2) of the Public Service Act, 1994 (promulgated by Proclamation No. 103 of 1994), but excluding –
 - (a) the members of the South African National Defence Force;
 - (b) the National Intelligence Agency; and
 - (c) the South African Secret Service.” ;
- (c) by inserting the following definition:
 - “**‘unfair labour practice’** means -
 - (a) the unfair conduct of the employer relating to the promotion, demotion or training of an employee or relating to the provision of benefits to an employee;
 - (b) the unfair suspension of an employee or any other disciplinary action short of dismissal in respect of an employee;
 - (c) the failure or refusal of an employer to reinstate or re-employ a former employee in terms of any agreement.”
- (d) by the substitution for paragraph (a) of the definition of ‘workplace’ of the following paragraph, and by the deletion of paragraph (b):
 - “(a) in relation to the public service-

- (i) for the purposes of collective bargaining, the registered scope of the Public Service Co-ordinating Bargaining Council or a bargaining council in a sector in the public service, as the case may be; or
- (ii) for any other purpose, a department, as defined in section 1(1) of the Public Service Act, 1994, or any other place or places that the executing authority, as defined in that section, of that department may determine.”

Amendment of Schedule 5 of Act 66 of 1995, as amended by section 55 of Act 42 of 1996 and section 27 of Act 127 of 1998

52. Schedule 5 of the principal Act is hereby amended by the deletion of items 3 and 4.

Amendment of Schedule 7 of Act 66 of 1995, as amended by section 56 of Act 42 of 1996 and section 28 of Act 127 of 1998

53. Schedule 7 is hereby amended by the addition of the following parts -

“PART H – TRANSFER OF PENSION AND PROVIDENT FUNDS

- (26) Any pension or provident fund which prior to 1 February 1999 was established or continued in terms of a collective agreement concluded in a bargaining council in terms of the Labour Relations Act, 1956 (Act No. 28 of 1956) or in terms of the Labour Relations Act, 1995, (Act No. 66 of 1995) and which is not registered in terms of section 4 of the Pension Funds Act, 1956 (Act No. 24 of 1956) shall from the date on which the Labour Relations Amendment Act 2000, comes into operation, be deemed to be a pension or provident fund registered in terms of section 4 of the Pension Funds Act, 1956 (Act No. 24 of 1956).
- (27) The Registrar of Pension Funds shall after consultation with a council fix a date by which a council must amend the rules of its pension or provident fund in order to comply with the provisions of the Pension Funds Act, 1956, and shall submit such rules to the Registrar in terms of section 12 of that Act.

- (28) The Registrar of Pension Funds may on good cause shown grant an extension of time to a council in respect of a pension or provident fund to comply with the provisions of item 27.
- (29) The Registrar of Pension Funds may on good cause shown grant a bargaining council a variation or exemption from any of the provisions of the Pension Funds Act, 1956 (Act No. 24 of 1956) and in respect thereof shall issue a licence of variation/exemption may only be effected in consultation with the council.
- (30) Any approvals granted by the Industrial Registrar in terms of section 21(3) of the Labour Relations Act, 1956 (Act No. 28 of 1956), as amended or by the Registrar of Labour Relations in terms of section 53(5)(d) of the Labour Relations Act 66 of 1995, as amended, in respect of the investment of pension or provident fund moneys of a council shall remain in force until such time as they are either amended or withdrawn by the Registrar of Pension Funds in consultation with the council concerned.
- (31) The Registrar of Labour Relations shall upon the request of the Registrar of Pension Funds in respect of a specific fund transfer the financial records of such pension and provident funds filed in his office to the Registrar of Pension Funds.

PART I - TRANSFER OF MEDICAL SCHEMES

- (32) Any medical scheme which prior to 1 February 1999 was established as a medical scheme or was continued in terms of a collective agreement concluded in a bargaining council in terms of the Labour Relations Act, 1956 (Act No. 28 of 1956) or in terms of the Labour Relations Act, 1995 (Act No. 66 of 1995) and which was not registered as a medical scheme under section 15 of the Medical Schemes Act, 1967, shall as from the date on which the Labour Relations Amendment Act 2000, comes in to operation be deemed to be a medical scheme registered in terms of section 24(1) read with sections 26 and 32 of the Medical Schemes Act, 1998, (Act No. 131 of 1998).
- (33) The Registrar of Medical Schemes shall after consultation with a council fix a date by which a council must amend the rules of its medical scheme in order to comply with the provisions of the Medical Schemes Act, 1998, and the council shall submit such rules to the said Registrar in terms of section 31 of that Act.
- (34) The Registrar of Medical Schemes, on good cause shown may grant an extension to a council in respect of its medical scheme to comply with the provisions of item (33).
- (35) The Council for Medical Schemes may, on good cause shown grant a bargaining council on such terms and conditions and for such period as the Council may determine, a variation or exemption from any of the provisions of the Medical Schemes

Act, 1998. The withdrawal or alteration of such variation/exemption may only be effected in consultation with the bargaining council.

(36) Any approvals granted by the Industrial Registrar in terms of section 21(3) of the Labour Relations Act, 1956 (Act No. 28 of 1956), as amended, or by the Registrar of Labour Relations in terms of section 53(5)(d) of the Labour Relations Act, 1995 (Act No. 66 of 1995) as amended, in respect of the investment of medical schemes moneys of a council shall remain in force until such time as they are either amended or withdrawn by the Registrar of Medical Schemes in consultation with the council concerned.

(37) The Registrar of Labour Relations shall upon the request of the Registrar of Medical Schemes in respect of a specific scheme transfer the financial records such medical scheme filed in his office to the Registrar of Medical Schemes."

PART J - TRANSITIONAL PROVISIONS IN RESPECT OF LABOUR COURT JUDGES WHO ARE NOT HIGH COURT JUDGES

(38) (a) Any person who was appointed as a judge of the Labour Court between the date of commencement of this Act and who is not a judge of the High Court, continues in office as a judge of the Labour Court, until that judge's terms of office, as determine by the President at the time of appointment of the Labour Court expires.

(b) The provisions of the principal Act, before amendment by this Act shall continue to apply to a judge referred to in paragraph (a) until that judge's term of office expires

(39) A judge referred to in item 38(a) may, before that judge's term of office expires, apply to be appointed as a judge of the High Court in terms of the Judges Remuneration and Conditions of Employment Act, 1989 (Act No. 88 of 1989)

(40) A judge referred to in item (39) who elects not to apply to be appointed as a judge of the High Court is entitled to the benefits determined by the President in consultation with the Judicial Service Commission: Provided that those benefits may not be less than the benefits accruing to judges of the Land Claims Court at the expiry of their term of office, as contemplated in section 26 of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994)"

Amendment of section 2(2) of the Medical Schemes Act, 1998 (Act No. 131 of 1998)

54. Section 2(2) of the Medical Schemes Act, 1998, is hereby amended by the substitution for subsection (2) of the following subsection -

"(2) This Act shall apply to a medical scheme established by an organ of the State including those medical schemes established under sections 23(1)(c)(i), 28(1)(g) and 43(1)(c) of the Labour Relations Act, 1995 (Act No. 66 of 1995)."

Amendment to schedule 8 of Act 66 of 1995, as amended by section 57 of Act 42 of 1996

55. Schedule 8 of the principal Act is hereby amended -

(a) by the substitution in item (4) for subitem (1) of the following subitem:

"(1) (a) Section 188 of the Act requires a dismissal that is not automatically unfair to be effected for a fair reason related to the employee's conduct or capacity or based on the employer's operational requirements, and in accordance with a fair procedure. This provision reflects the broad principle of the right to defence before the sanction of dismissal is imposed. In this context the principle extends to dismissals for reasons related to an employees conduct or capacity. The procedures relevant to dismissals for reasons related to an employer's operational requirements are separately regulated in Section 189 of the Act.

(b) The right to a fair procedure does not require that the employer hold a formal hearing. In the absence of any provisions to the contrary contained in a collective agreement or a contract of employment, the right to fair procedure requires the employer to conduct an investigation to determine whether there are grounds for dismissal. The right to fair procedure requires the employer to notify the employee of the allegations using a form and language that the employee can reasonably understand. The employee should be allowed the

opportunity to state a case in response to the allegations. The right to state a case does not require the employer to convene a formal hearing at which evidence is led and subjected to cross-examination. The employee is entitled to a reasonable time to prepare the response and to the assistance of a trade union representative or fellow employee while doing so. The person evaluating the response should, unless the employer's structure does not permit this, not be a person on whose allegations the charge is based.

(c) After the enquiry, the employer should communicate the decision taken, and preferably furnish the employee with written notification of that decision. It is not necessary that any right of appeal be granted against the employer's decision. However, the employee should be advised of the right to refer any disputed dismissal to the Commission or to the appropriate bargaining council or to private arbitration, as the case may be."

(b) by the substitution in item 8 for subitem (1) with the following subitem:

"(1) (a) A newly hired employee may be placed on probation for a reasonable period. Probationary periods should be determined in advance and be of reasonable duration. The purpose of probation is to determine the suitability of the employee before a permanent employment relationship is established.

(b) A probationary clause does not give an employer absolute power to dismiss an employee either during or on the expiration of the probationary period. Unless the contract provides otherwise, the effect of probation is to limit the scope of the protection granted by the Act against unfair dismissal, in circumstances where an employee is dismissed for incapacity, poor work

performance, incompatibility or some other reason related to the purpose of probation. In practice, any person making a decision about the fairness of a dismissal for incapacity during or on the expiration of a probationary period, ought to accept reasons for dismissal that may be less compelling than would be the case in dismissals effected after successful completion of a probationary period.

- (c) It follows that the dismissal during a probationary period for a reason that is automatically unfair, or which bears no relation to the purpose of the probationary period, is unfair for the purposes of the Act.”;

Insertion of Schedule 11 to Act 66 of 1995

56. The principal Act is hereby amended by the insertion of the following schedule -

"SCHEDULE 11

PART I - POWERS OF DESIGNATED AGENTS OF BARGAINING COUNCILS

- (1) In order to monitor or enforce compliance with a collective agreement concluded in the bargaining council, a designated agent may without warrant or notice at any reasonable time, enter any workplace or any other place where an employer carries on business or keeps employment records, that is not at home.
- (2) A designated agent may only enter a home or any place other than a place referred to in subitem (1)-
 (a) with the consent of the owner or occupier; or
 (b) if authorised to do so in writing;
- (3) The Labour Court may issue an authorisation contemplated in subitem (2) only on written application by a designated agent who states under oath or affirmation the reasons for the need to enter a place in order to monitor or enforce compliance with a collective agreement concluded in the bargaining council.

- (4) If it is practicable to do so, the employer and a trade union representative must be notified that the designated agent is present at a workplace and of the reason for the inspection.
- (5) In order to monitor or enforce compliance with a collective agreement a designated agent may-

 - (a) require a person to disclose information, either orally or in writing, and either alone or in the presence of witnesses, on a matter to which a collective agreement relates, and require that disclosure to be under oath or affirmation;
 - (b) inspect and question a person about any record or document to which a collective agreement relates;
 - (c) copy any record or document referred to in paragraph (b) or remove these to make copies or extracts;
 - (d) require a person to produce or deliver to a place specified by the designated agent any record or document referred to in paragraph (b) for inspection;
 - (e) inspect, question a person about, and if necessary remove, an article, substance or machinery present at a place referred to in subitems (1) and (2);
 - (f) inspect or question a person about any work performed; and
 - (g) perform any other prescribed function necessary for monitoring or enforcing compliance with a collective agreement.
- (6) A designated agent may be accompanied by an interpreter and any other person reasonably required to assist in conducting an inspection.
- (7) A designated agent must-

 - (a) produce on request the certificate referred to in subitem (2);
 - (b) produce on request a copy of the authorisation referred to in subitem (3);
 - (c) provide a receipt for any record or document removed in terms of subitem (5)(e); and
 - (d) return any removed record, document or item within a reasonable period of time.
- (8) Any person who is questioned by a designated agent in terms of subitem (5) must answer all relevant questions lawfully put to that person truthfully and to the best of their ability.
- (9) No answer by any person to a question by a person conducting an investigation in terms of this item may be used against that person in any criminal proceedings except

- proceedings in respect of a charge of perjury or making a false statement.
- (10) Every employer and each employee must provide any facility at a workplace that is reasonably required by a designated agent to perform effectively the designated agent’s functions.
- (11) The bargaining council may apply to the Labour Court for an appropriate order against any person who-
- (a) refuses or fails to answer all relevant questions lawfully put to that person truthfully and to the best of that persons ability;
 - (b) refuses or fails to comply with any requirement of the designated agent in terms of this item; or
 - (c) hinders the designated agent in the exercise of the agent's powers in terms of this item.
- (12) For the purposes of this Schedule, a collective agreement is deemed to include any basic condition of employment which constitutes a term of a contract of employment in terms of section 49(1) of the Basic Conditions of Employment Act."

SCHEDULE 11

PART 2: MAXIMUM PERMISSIBLE FINES THAT MAY BE IMPOSED FOR FAILURE TO COMPLY WITH THIS ACT

1. This Schedule sets out the maximum fine that may be imposed by an arbitrator in terms of section 33A for a failure to comply with a provision of a collective agreement.
2. The maximum fine that may be imposed -
- (a) for a failure to comply with a provision of a collective agreement not involving a failure to pay any amount of money, is the fine determined in terms of Table One;
 - (b) involving a failure to pay an amount due in terms of a collective agreement, is the greater of the amount determined in terms of Table One or Table Two.

TABLE ONE: MAXIMUM PERMISSIBLE FINE NOT INVOLVING AN UNDERPAYMENT

No previous failure to comply	R100 per employee in respect of whom the failure to comply occurs
A previous failure to comply in respect of the same provision	R200 per employee in respect of whom the failure to comply occurs

A previous failure to comply within the previous 12 months or two previous failures to comply in respect of the same provision within three years	R300 per employee in respect of whom the failure to comply occurs
Three previous failures to comply in respect of the same provision within three years	R400 per employee in respect of whom the failure to comply occurs
Four previous failures to comply in respect of the same provision within three years	R500 per employee in respect of whom the failure to comply occurs.

TABLE TWO: MAXIMUM PERMISSIBLE FINE INVOLVING AN UNDERPAYMENT

No previous failure to comply	25% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within three years	50% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within a year, or two previous failures to comply in respect of the same provision within three years	75% of the amount due, including any interest owing on the amount at the date of the order
Three previous failures to comply in respect of the same provision within three years	100% of the amount due, including any interest owing on the amount at the date of the order
Four or more previous failures to comply in respect of the same provision within three years	200% of the amount due, including any interest owing on the amount at the date of the order

57. Repeal of laws

Each of the laws referred to in the first two columns of Schedule 1 is hereby repealed to the extent specified opposite that law in the third column of that Schedule.

58. Short title and commencement

This Act is the Labour Relations Amendment Act, 2000, and will come into operation on a date determined by the President by proclamation in the *Gazette*.

SCHEDULE ONE: REPEAL OF LAWS

Number and year of law	Short Title	Extent of repeal
Act No 24 of 1956	The Pension Funds Act	Section 2(1)
Act No 25 of 1956	The Friendly Society Act	Section 3(1)(a)

LABOUR RELATIONS AMENDMENT BILL, 2000
EXPLANATORY MEMORANDUM

This memorandum sets out the rationale for amendments in the attached Labour Relations Amendment Bill, 2000.

1. **Disputes concerning disclosure of information - Insertion of section 16(10A)**
 - 1.1 Section 189 requires employers to consult with workplace forums or trade unions if they are contemplating dismissing employees on account of their operational requirements. In terms of section 189(3) employers must provide trade unions (or any other representative of their workforce) with relevant information on the proposed dismissal.
 - 1.2 Disputes concerning the disclosure of information in terms of section 189(3) are dealt with in terms of section 16 which regulates the disclosure of information to trade unions during collective bargaining and consultations. Unresolved disputes may be referred to conciliation and, if this is not successful, to arbitration.
 - 1.3 Full and timely disclosure of relevant information is essential for meaningful consultation in terms of section 189 to take place. However, trade unions requesting documents are often placed in a difficult situation of having to justify the relevance of documents they have not had access to.
 - 1.4 It is therefore proposed that section 16 be amended to require employers to prove that any information that the union has requested and they have declined to disclose is not relevant.
 - 1.5 It is appropriate to place an onus on an employer to prove its assertion that information that it has refused to disclose on request is not relevant to the subject of the consultations. This information is peculiarly within the knowledge of the employer and it is therefore consistent with the general approach of the law of evidence that the employer should be required to show why requested documents are not relevant.
 - 1.6 This approach is also consistent with sections 10 and 192 of the Act, which place evidential onuses on employers in disputes concerning freedom of association in terms of Chapter II of the LRA and in dismissal disputes.
 - 1.7 This is one of a number of amendments aimed at ensuring there is a constructive and adequate process of consultations between employees and employers in the event of dismissals for operational requirements. It should be read in conjunction with the new section 189A and the amendments to section 191.

2. **Termination of collective agreements - Amendment to section 23(4)**

- 2.1 The LRA permits collective agreements that do not provide otherwise to be terminated on reasonable notice. The Act does not stipulate the form in which notice must be given. This can lead to disputes as to whether or not notice was in fact given.
- 2.2 It is proposed that notice to terminate a collective agreement must be given in writing.

3. **Disputes about collective agreements - Insertion of new section 24(8)**

- 3.1 In terms of section 24, any dispute about the interpretation or application of a collective agreement must be resolved by arbitration. On the other hand, settlement agreements, excluding collective agreements, can be made orders of the Labour Court in terms of section 158(1)(c) of the Labour Relations Act.
- 3.2 This has created the anomaly that an agreement concluded by an individual in settlement of a justiciable dispute can be enforced through the Labour Court, but an agreement settling a dispute of this type concluded by a trade union (because it falls within the definition of a collective agreement) must be enforced through arbitration.
- 3.3 It is proposed to resolve this anomaly by excluding collective agreements settling justiciable disputes from the procedures in section 24.
- 3.4 The proposed new section 24(8) must be read in conjunction with the amendments to section 158(1)(c) discussed below.

4. **Multi-union agency shops - Amendments to section 25**

- 4.1 Section 25(3)(b)(iii) provides that if more than one trade union is a party to an agency shop agreement, the agency fee that employees who are not members of the trade union must pay must be equivalent to or less than the highest amount of the subscription of the unions who are party to the agency shop.
- 4.2 In practice, this has resulted in situations in which employees are required to pay an agency fee based on the subscription of trade unions who represent professional or skilled workers and therefore charge a relatively high subscription fee.
- 4.3 It is proposed that in a multi-union agency shop, the maximum fee that could be charged as an agency fee should be equivalent to the average between the

highest and lowest subscription of a trade union that is a party to the agency shop. The Bill sets out a formula for calculating the weighted average.

5. Pension and provident funds and medical schemes - Amendments to section 28 and Schedule 7

5.1 Prior to the enactment of the 1995 Labour Relations Act, provident and pension funds established in terms of a collective agreement of a bargaining council were excluded from the scope of the Pension Funds Act, 1956. Similarly, bargaining council medical aid schemes were excluded from the Medical Schemes Act, 1967. The 1998 LRA amendments provide that all funds and schemes set up on or after 1 February 1999 must register under the relevant laws.

5.2 The size of these funds and schemes has grown to such an extent that it is necessary to transfer regulatory oversight of existing funds and schemes to the Registrars of Pension Funds and Medical Schemes respectively who have greater specialised capacity in respect of these funds than the Registrar appointed in terms of the Labour Relations Act.

5.3 These amendments will place all bargaining council pension, provident and medical funds under the supervision of the Registrars of Pension Funds and Medical Schemes respectively.

5.4 The amendments are accompanied by transitional provisions relating to investments of surplus moneys which remain in force until amended or withdrawn by the relevant Registrar.

6. Public service bargaining councils - Amendment to section 29

6.1 Special procedures were created to register bargaining councils established by the President for the public service. [Item 3(4) to (10) of Schedule 1]. The registration of all other bargaining councils, including those in respect of the public service, takes place in terms of section 29.

6.2 The whole of section 29 is not appropriate for the registration of bargaining councils in which the state is a party because:

(a) Demarcation disputes of the kind envisaged in the private sector do not arise as the scope of the bargaining councils is prescribed by legislation. NEDLAC therefore does not play a role in demarcating the sector and area of bargaining councils.

(b) There is also no need to publish the application for objections, as the principal parties having an interest in the bargaining council are the State and its employees. Bargaining councils established by the PSCBC will be

by consensus, which will be clear from the resolution. When the President establishes a bargaining council it will be in the exercise of executive authority after consulting the PSCBC.

- 6.3 The purpose of the amendment therefore is to adapt section 29 to meet the special circumstances of bargaining councils in the public service by:
- (a) allowing bargaining councils established by the PSCBC and the President to be registered by submitting a resolution or notice respectively to the Registrar;
 - (b) not making applicable to the public service councils, the provisions relating to the publication of an application for registration and the objection procedures.

7. **Extension and termination of collective agreements - Amendments to section 32**

7.1 Extension of collective agreements to non-parties – Amendment to 32 (3)

- (a) Bargaining councils are entitled in terms of section 32 of the LRA to submit collective agreements to the Minister for extension within their registered scope. However, the Act does not formally regulate the right of employers, employers' organisations or trade unions who are not parties to councils, to make representations on the content of agreements.
- (b) It is proposed that an obligation be placed on bargaining councils to include a provision in their constitutions allowing the making of representations by these employers, many of whom are small employers.
- (c) This will enable the Minister of Labour to take into account in a structured manner the views of these employers before making a decision on extending the agreement in terms of section 32.

7.2 Extension of collective agreements – representativeness to be considered – Amendment to Section 32 (5)

- (a) Section 32(5) regulates the extension of collective agreements concluded in bargaining councils if either the party trade unions do not represent the majority of affected employees or the party employers' organisations do not employ the majority of affected employees, but nevertheless the parties are sufficiently representative.
- (b) Section 32(5) requires the Minister to assess the representativeness of the union and employers' organisations in respect of the registered scope of the bargaining council as a whole. However, in many cases the parties are only seeking to extend the agreement in respect of part of the registered

scope of the Council. This may occur where a Council has several chambers, each of which concludes separate agreements.

- (c) It is therefore proposed that the Minister should only take into account the representivity of the parties to the agreement in respect of the employers and the employees who would be covered by the agreement, if extended.
- (d) This amendment must be read in conjunction with amendments to section 49 dealing with the Registrar's review of the representivity of bargaining councils.

7.3 Exclusion of public service – Amendment to section 32 (9)

Section 32(9) is to be amended to provide that the new section 32(3)(h) does not apply to bargaining councils in the public service.

7.4 Notice of termination of extended collective agreement – Insertion of new section 32 (10)

This new section introduces a requirement that where parties to a collective agreement that has been extended by the Minister agree to terminate the agreement, they must notify the Minister. This will enable the Minister to withdraw the notice extending the agreement.

8. **Monitoring and enforcement of collective agreements by bargaining councils**

8.1 Change of role of designated agents - Amendments to section 33 and insertion of Schedule 11 (Part 1)

- (a) The Labour Relations Act of 1995 significantly altered the operation of bargaining councils, including the means by which they achieve compliance with their collective agreements. Bargaining councils have had to adapt their procedures in accordance with the Labour Relations Act.
- (b) This process has revealed a need to refine the powers of officials in bargaining councils, called designated agents, who are responsible for the monitoring and enforcing of collective agreements.
- (c) Presently the designated agents have the same powers as commissioners of the CCMA. These powers were designed to be utilised by commissioners when conducting conciliations and arbitrations. However, the role of the designated agents more closely resembles that of labour inspectors in terms of the Basic Conditions of Employment Act (BCEA).

- (d) It is therefore proposed that designated agents should be given powers of inspection and inquiry similar to those of labour inspectors in terms of the (BCEA). These powers will be set out in Part 1 of Schedule 11 of the Labour Relations Act.
- (e) Included in their revised powers is a duty to advise and assist small employers and workers who are not members of unions.

8.2 Disputes concerning bargaining council agreements - Insertion of new section 33A

- (a) In terms of the 1956 Labour Relations Act, the failure to comply with industrial council agreements was a criminal offence. The 1995 Act decriminalised enforcement of collective agreements. Disputes concerning compliance with bargaining council agreements that cannot be resolved by conciliation are now referred to arbitration.
- (b) The Act does not deal expressly with those disputes in which a bargaining council is a party (whether to claim payments on behalf of an employee or payments such as levies that are due to the council or contributions to funds established by councils).
- (c) Many councils have provided for these arbitrations by collective agreement and the Labour Court has recently confirmed their validity. Nevertheless the status of these arbitrations requires clarification.
- (d) A new section 33A is included to provide an explicit statutory basis for arbitrations dealing with the enforcement of bargaining council collective agreements. It is proposed that these arbitrations should be conducted by arbitrators appointed by the CCMA so as to ensure the independence of the arbitration process. The powers of arbitrators are modelled on those of the Labour Court in dealing with violations of the BCEA.

9. **Registration of bargaining councils in public service - Insertion of section 34(2A)**

9.1 This deals with the procedure for registering a bargaining council formed by the amalgamation of more than one existing council.

9.2 This amendment is related to the amendments discussed at point 5 above.

10. **Designation of sectors for bargaining councils in public service - Amendments to section 37**

- 10.1 Bargaining councils in which the State is a party are :
- (a) deemed to be established by the Act (Item 3 of Schedule 1 or Part D of Schedule 7),
 - (b) established in terms of the constitution of the PSCBC; or
 - (c) established by the President [section 37(3)(b)].

10.2 Presently the Act does not provide clear powers and procedures for the disestablishment of a public service bargaining council. This situation is corrected by these amendments.

11. **Replacement of references to Wage Act – Amendments to section 44**

The Wage Act has been repealed and replaced by the BCEA. These amendments change references to the Wage Act to the relevant reference in the BCEA.

12. **Review of representivity of bargaining councils - Amendments to section 49**

12.1 Presently, the Registrar must conduct an annual representivity review of all bargaining councils. The major function of the review is to ensure that the Registrar is in possession of the information required to assess the representivity of bargaining councils for the purpose of exercising the discretion to extend collective agreements in terms of section 49. This places an unduly large administrative burden on the Registrar's office when evaluated in the light of the resources available to the Registrar and the relative significance of this function.

12.2 It is proposed that instead:

- (a) The obligation will be on bargaining councils to provide the Registrar with the relevant information annually.
- (b) The Registrar will be required to ascertain the representivity of parties to agreements that are extended by the Minister in terms of section 32. This will facilitate the Minister's exercise of his discretion in terms of section 32 whether or not to extend agreements.
- (c) The Registrar will retain the discretion to assess the representability of the parties to a council as a whole in appropriate cases.

12.3 The public sector bargaining councils will be excluded from this exercise.

13. **Referral of disputes by bargaining councils to CCMA - Amendment to section 51**

13.1 Certain bargaining councils have included provisions in their collective agreements providing that the CCMA must deal with all disputes of rights

arising within the scope of the bargaining council. This has the result that the CCMA is required to conciliate and arbitrate disputes that the bargaining council is required to deal with in terms of the Act.

- 13.2 To avoid this problem, it is proposed to include a provision in the Act which requires councils to conclude an agreement with the CCMA concerning the referral of disputes to it before it can take effect. This will allow for the council and CCMA to regulate the referral of disputes in a structured manner and to reach agreement on matters such as the charging of arbitration fees.

14. Investigation of affairs of bargaining council by Registrar - Amendments to section 54

- 14.1 Presently, the Registrar does not have the power to investigate the affairs of a bargaining council that fails to comply with its statutory obligations including in respect of financial reporting.

- 14.2 The proposed amendment will empower the Registrar to investigate the affairs of a bargaining council that does not comply with its statutory obligations and to submit a report to the Labour Court.

15. Variation of scope of registered bargaining councils - Amendments to section 58

- 15.1 The Act presently requires NEDLAC to deliberate on all applications by bargaining councils to vary their registered scope. In practice, councils frequently make minor adjustments to their scope and it is inappropriate and unnecessary for NEDLAC to deliberate on these.

- 15.2 The proposed amendments require the Registrar to publish for comment all proposals by bargaining councils to vary their registered scope. If no objection is received, the Registrar may register the change in registered scope. Only variations which are objected to will be submitted to NEDLAC for deliberation.

16. Cancellation of registration of public service bargaining councils - Amendments to section 61

- 16.1 Section 61 which permits the Registrar to cancel the registration of councils is cumbersome and inadequate in its application to the public service. The Public Service Coordinating Bargaining Council (PSCBC) and the President are better placed to determine whether a council should be registered or deregistered than the Registrar.

- 16.2 The amendments permit the deregistration of bargaining councils established by the PSCBC, including the departmental and provincial bargaining councils that were deemed to be established in terms of the constitution of the PSCBC, by the submission of a resolution to the Registrar.
- 16.3 Bargaining councils established by the President will be deregistered by notice from the President to the Registrar.
- 16.4 There will be no need to notify parties of the Registrar's intention to cancel the registration. The need for an appeal against the decision of the Registrar will also fall away as the cancellation will be effected by consensus within the PSCBC.
- 16.5 The right to review the decision of the Registrar will remain available in accordance with section 158(1)(g) of the Act.
- 16.6 Similar consequences will follow if the President requested the cancellation of the registration of the council.

17. Establishment of workplace forums - Amendments to section 78

- 17.1 In terms of the 1995 Labour Relations Act workplace forums could only be set up in workplaces of over 100 employees where a registered trade union, or a group of trade unions, that represent the majority of employees in a workplace approves of its formation.
- 17.2 The majority of applications at the CCMA for workplace forums have come from workplaces which do not meet the above requirements. This has led to a dearth in the number of workplace forums set up in terms of the LRA. To date 78 applications for workplace forums have been made but in only 17 instances have the requirements of the Act been met and the workplace forums established.
- 17.3 It is proposed that the scope of application of the provisions is extended to other workplaces but be done in a manner that does not undermine the existing rights of representative trade unions.
- 17.4 The amendments propose workplace forums could be established in three additional situations –
- (a) a registered trade union can apply to establish a workplace forum in a workplace in which the majority of employees are not trade union members, if the application is supported by non-union members and a majority of employees in the workplace as a whole support the application;

- (b) the majority of employees in a workplace in which there is no registered trade union can apply to establish a workplace forum;
- (c) in workplaces of less than 100 employees.

17.5 These amendments take cognisance of the existing requirement of majority support when a workplace forum is triggered by a trade union. This ensures that workplace forums cannot be used by employers as a basis for “sweet heart” arrangements with minority groups of employees to undermine trade unions or collective bargaining.

18. **Establishment of workplace forums – Consequential amendments to section 80**

These amendments are consequential arising out of the decision to increase the number of circumstances when a workplace forum can be established.

19. **Registration of trade unions and employers’ organisations - Amendments to section 95**

19.1 The 1995 Labour Relations Act introduced a simplified registration procedure. The Registrar must register a trade union or employer’s organisation that has applied for registration in the prescribed manner if he is satisfied that it is a trade union or employers’ organisation as defined in the Act, that its constitution complies with the Act and that it is non-discriminatory and is appropriately named. In addition, trade unions must be independent of employer influence.

19.2 Significant benefits flow from registration of trade unions and employers’ organisations, in particular, the right to refer disputes to the CCMA and the Labour Court and to represent their members in these disputes.

19.3 Since the enactment of the 1995 Labour Relations Act there has been a significant increase in the number of trade unions and employers’ organisations. A significant number of these are no more than disguised labour consultancies that have registered for the sole purpose of gaining appearance rights at the CCMA and Labour Court.

19.4 It has also come to the attention of the Department that a number of these ‘trade unions’ adopt coercive practices that are indicative of the fact that they are not genuine trade unions:

- (a) the trade unions coerce members to sign agreements which entitle the union to all benefits due to the member by the employer upon death of the member;

- (b) if the trade union acts on behalf of a 'member' in a claim, excessive or disproportionate, the full amount of any payment received is not paid over to the member and often a service fee is charged;
- (c) some unions require up to six months notice of resignation from members and levy heavy resignation fees on members.

19.5 There are also strong indications that some financial and insurance brokers have become active in the establishment and the affairs of trade unions and employers' organisations in order to market financial or insurance products. In one instance a Magistrate's Court ordered the transfer of a union's assets and all records (in effect the registration and management) to an insurance broker. This broker then attempted to continue by cloaking its activities under the banner of a union. The status quo was partially restored but only after a lengthy, resource-absorbing and time-consuming process.

19.6 The operation of certain labour consultancies that have registered as employers' organisations undermine effective dispute resolution. These organisations tend to recruit their members from small businesses that are inexperienced in respect of labour relation's matters. Once gullible employers have joined, they are frequently faced with exorbitant fees.

19.7 This creates a negative impression of the Labour Relations Act and its dispute resolution institutions and undermines the efforts of genuine organisations participating in collective bargaining structures to recruit such employers. This in turn negatively impacts on the participation by certain employers, including small employers in bargaining councils.

19.8 The proposed amendments to section 95 are intended to discourage the formation and registration of trade unions and employers' organisations that are not genuine, by introducing a requirement that they be genuine or bona fide and giving the registrar of labour relations the power to refuse to register organisations which are not. The Minister will have the power to issue guidelines concerning whether or not a trade union or employers' organisation is bona fide. Any refusal to register a trade union on these grounds will be subject to appeal to the Labour Court.

19.9 The International Labour Organisation has expressed the view that this is in keeping with its standards concerning the promotion of collective bargaining and freedom of association.

20.–22. **Winding up and cancellation of registration of trade unions and employers' organisations - Amendments to sections 103, 105 and 106**

20.1 The following problems have been identified with the provisions of the Labour Relations Act regulating the winding up and deregistration of employers'

organisations and trade unions –

- (a) there are a significant number of trade unions and employers' organisations that have ceased to function but have not been wound up or deregistered;
- (b) many organisations do not resolve to wind up their affairs. If this is not done, the organisation can only be wound up if it is unable to continue to function for a reason that cannot be remedied or if it is insolvent;
- (c) only the Labour Court has the power to wind up trade unions and employers' organisations. It is extremely time-consuming and expensive for the Registrar to apply to the Labour Court to have these trade unions or employers' organisations wound up. Further, the Registrar has no power to wind up unregistered organisations and any application in this regard would have to be made to the Labour Court;
- (d) the Registrar's power to cancel registration in terms of section 106 is restricted. The Registrar may only cancel a trade union or employers' organisation's registration if it is wound up or, in the case of a trade union, if the Labour Court has declared that it is not independent.

20.2 The proposed amendments would have the following effect -

- (a) the Labour Court's power to wind up organisations would be extended to cover unregistered trade unions and employers' organisations;
- (b) the grounds on which an organisation could be wound up would be extended.

20.3 The amendments seek to make cancellation of registration a more effective remedy for the Registrar to deal with trade unions or employer's organisations which engage in the type of exploitative practice described in paragraph 19 above.

20.4 It will also enable the Registrar to regulate disguised labour consultancies and similar organisations. Cancellation of registration deprives these organisations of their rights of appearance in the CCMA and Labour Court.

20.5 The Registrar will only be able to withdraw the registration of a trade union or employer's organisation after allowing it a 60-day period to show cause why it should not be de-registered. Any decision by the Registrar will be subject to appeal to the Labour Court. The fact that the Registrar's decision is subject to appeal ensures that these amendments comply with the relevant international labour standards.

23. **Joinder of parties in arbitration proceedings – Amendment to section 115**

23.1 The CCMA rules do not explicitly regulate a range of procedural issues that may arise in arbitration proceedings such as joining parties to proceedings or changing the citation of parties. In contrast, the Labour Court rules deal with this expressly.

23.2 It is proposed to give the CCMA express powers to draft rules on these issues.

24. **Delegation of functions by directors of CCMA – Amendment to Section 138**

24.1 Presently, the director is not able to delegate the responsibility to make a decision concerning the extension of the period within which an arbitration award must be made.

24.2 It is proposed to give the director this power, after consulting the governing body of the CCMA.

25. **Charging of fees by commission – Amendments to section 123**

25.1 The powers of the Commission to charge fees are regulated by section 123. The CCMA cannot charge a fee for conducting an arbitration. It is proposed to amend section 123 to enable the CCMA to charge an arbitration fee.

25.2 An important consideration underlying this proposal is that a significant number of arbitrations conducted by the CCMA involve the dismissal of executives, managers and other highly-paid employees. These parties generally engage legal teams and the hearings are lengthy, often involving frequent postponements.

25.3 These disputes could be resolved by private arbitrations so that the resources of the CCMA are freed to assist more vulnerable workers. However, few employment contracts provide for the referral of these disputes to private arbitration.

25.4 It is believed that the CCMA should have the ability to charge arbitration fees to parties involved in disputes concerning employees earning in excess of a defined earning threshold. This would encourage these parties to provide for these disputes to be referred to private arbitrations.

26. **Representations of employers and employees - Amendment to section 135**

26.1 Representation by employers – Amendment to section 135 (4) (a)

- (a) Presently, a company involved in proceedings before the CCMA may be represented by an employee or director of the company. However, frequently the structure of companies is such that the employees who perform human resources or industrial relations functions are employed by subsidiary or holding companies.
- (b) It is proposed to amend the Act to allow companies to be represented by employees or directors of holding or subsidiary companies, as defined in terms of the Companies Act. This amendment will apply to the right of representation in conciliation (section 135), arbitration (section 138) and the Labour Court (section 161).

26.2 Membership of trade unions or employers' organisations - Amendments to section 135(4)(b)

- (a) As has been pointed out above, there are a number of trade unions and employers' organisations that are no more than labour consultancies. Employees or employers who seek their advice are then signed up as members. A feature of trade unions and employers' organisations that are formed solely to gain access to the CCMA is that their members generally join after the date on which their dispute arose.
- (b) The proposed amendment to section 135 limits the potential abuse of registration by requiring that the person must have been a member of any trade union or employers' organisation before the date on which the dispute arose for that organisation to represent him or her in conciliation.
- (c) It has been accepted in other jurisdictions that a restriction of this type does not impinge upon freedom of association.
- (d) Amendments to section 138 and section 161 extend this principle to arbitrations and the Labour Court.

27. **General provisions for arbitration proceedings – Amendments to section 138**

27.1 Representation by lawyers - Amendment to section 138 (4)

Candidate attorneys appear in the Magistrate's Court, which is of equivalent status to that of the CCMA. The Act is amended to provide candidate attorneys with a right of appearance at the CCMA.

27.2 Awards of costs in arbitrations - Amendments to section 138 (10)

- (a) The power of CCMA commissioners to award costs in arbitrations is extremely limited. A commissioner may only award costs against a party who is guilty of vexatious or frivolous conduct in bringing or conducting a case.
- (b) Cases without merits are referred to the CCMA and inadequate attempts are made to resolve disputes before they reach the CCMA. This results in the CCMA having to devote its limited resources to cases that either have no merits or could easily have been resolved.
- (c) It is proposed that the Act be amended to expand the power of commissioners to make costs orders in arbitration.
- (d) This change is intended to discourage parties from behaviour, which unnecessarily increases the workload of the CCMA such as seeking arbitration in cases without merits, or not taking part in conciliation.
- (e) However, it is not proposed to adopt the approach of the civil courts in which an unsuccessful party inevitably pay costs. Such an approach would have the effect of discouraging many parties from referring worthwhile cases because of a fear of a costs award. The factors that a commissioner must take into account in making an award of costs are set out in detail in section 138(10).
- (f) It is envisaged that this change will force trade unions and employers to make a realistic assessment of cases before referring them and encourage dispute resolution.

27.3 Tariff for costs – Insertion of section 138 (12)

A tariff would be fixed, setting out the amounts payable which the commissioner could award. This would avoid the need for a separate taxation hearing to determine the amount of costs.

27.4 Regulation of labour advisers – Insertion of new section 138A

- (a) A wide range of persons are active in advising employers, employees and their organisations on labour relations. These include labour consultants as well as paralegals working in advice offices and community law centres.
- (b) The activities of advisers are not regulated by any professional body and there is no forum to which complaints can be directed. The CCMA has received complaints concerning the quality of services provided by and the

fees charged by certain consultants. The Commission has no jurisdiction to take action on these complaints.

- (c) On the other hand, many of these advisers are legally competent and professional persons who provide important advice on labour law to the public, often to indigent persons. They have no rights of appearance at the CCMA. As is pointed out elsewhere, certain consultants have sought to obtain rights of appearance by transforming their consultancies into trade unions or employers' organisations.
- (d) To address these problems, it is proposed to establish a five-person Labour Advisers Board appointed by the Minister of Labour. The Board will determine the criteria for accrediting labour advisors and will decide on applications for accreditation. The Board will also be required to establish a code of ethics for labour advisers and hear complaints.
- (e) Accredited labour advisers will be entitled to appear in joint conciliation – arbitration proceedings held in unfair dismissal cases. The Board will have the power to suspend or withdraw the rights of appearance of a labour adviser who is found to have violated the code of ethics.

28. **Promotion of joint conciliation-arbitration (Con-Arb) - Amendments to section 140**

- 28.1 The Labour Relations Act requires that all disputes must be referred to conciliation before they are referred to arbitration. As a high proportion of disputes are resolved in conciliation, it was anticipated that this would expedite dispute resolution and reduce the number of cases in which arbitration is required.
- 28.2 In practice, the processes of conciliation and arbitration have been separated so that arbitration takes place long after conciliation. In a significant number of circumstances, parties often refuse to participate in conciliation or do not even attend conciliation hearings. Figures maintained by the CCMA show that there have been no shows at conciliation in 9 634 cases since start up in November 1996; this represents 3,5% of all disputes. The requirement for a separate conciliation and arbitration hearing significantly increases the workload of the CCMA, increases the cost of resolving disputes and lengthens the period required to finalise arbitrations.
- 28.3 It is proposed to amend section 140 to enable the CCMA to resolve unfair dismissal cases by a joint process of conciliation and arbitration (what is commonly known as 'con-arb'). In practice, the matter would be enrolled for a particular date and the parties would be advised accordingly. In the notice, the parties would be advised that if the matter cannot be resolved by conciliation, the

arbitration would commence immediately and that they must accordingly be prepared for the arbitration.

28.4 At the outset of the hearing, the Commissioner would attempt to resolve the dispute by conciliation. If this is not successful, the arbitration would then commence. The introduction of 'con-arb' is expected to have a number of significant advantages for the quality, efficiency and cost-effectiveness of dispute resolution by the CCMA.

28.5 The time lag between conciliation and arbitration will be removed resulting in the swifter settlement of disputes. It is envisaged that less complex cases could be resolved in a single hearing. Parties will no longer be able to ignore the conciliation process.

29. **Powers of commissioners – Amendments to section 142**

29.1 Payment of Witness Fees – Amendment to section 142(7)

Presently the CCMA is liable for the payment of witness fees, even where a party to proceedings has requested that a witness be sub-poened. This is not in line with normal practice in the civil courts and can lead to abuse. It is proposed to make a party who requests the CCMA to subpoena a witness liable for the payment of witness fees.

29.2 Contempt of the Commission - Amendment to section 142

(a) At present, CCMA Commissioners cannot make rulings on conduct, which is in contempt of the Commission. Contemptuous conduct includes failing to comply with a subpoena, and hindering or insulting a Commissioner. The CCMA has proposed that it be given the power to deal with contempt cases more efficiently.

(b) The proposed amendment gives a Commissioner power to make a finding of contempt. The Commissioner would then refer the findings and the relevant record of proceedings to the Labour Court for its consideration. The Labour Court will have the power, after an appropriate hearing, to confirm, set aside or vary the finding and to impose appropriate sanction for contempt.

30. **Enforcement of arbitration awards - Amendment to section 143**

30.1 An award made by an arbitrator in terms of the Labour Relations Act is final and binding. However, it can only be enforced after it has been made an order of the Labour Court. The process of making an arbitration award a Labour

Court order is time-consuming and expensive for successful applicants and occupies valuable court-time.

- 30.2 This undermines many of the cost-savings introduced by expedited arbitration at the CCMA. It also imposes undue hardship on successful litigants who reside in areas in which there is no Labour Court. For instance, an employee in the Northern Province who obtains an arbitration award against his or her employer must, if the employer does not voluntarily comply with the award, bring an application in the Labour Court in Johannesburg.
- 30.3 It is proposed that the enforcement of awards be expedited by according arbitration awards the same status as orders of a civil court (such as the Labour Court, the High Court or the Magistrate's Court). If the award is for payment of an amount of money, a successful party will be able to issue warrants of execution through the Deputy-Sheriff without the need to obtain a Labour Court order.
- 30.4 This would apply to awards by CCMA arbitrators as well as awards made in terms of the Labour Relations Act by arbitrators appointed by bargaining councils or an accredited agency. Other awards, such as an award of reinstatement or specific performance, will be enforced through the Labour Court on the basis of contempt proceedings.
- 30.5 The amendment should increase the level of compliance with arbitration awards and will significantly reduce the roll of the Labour Court. It is estimated that the Labour Court deals with approximately 100 such cases per month.
- 30.6 As a mechanism of quality control, all awards will have to be certified by the director of the CCMA, or an official to whom this power has been delegated, before the award can be enforced in this manner.

31. **Variation and rescission of awards - Amendment to section 144**

- 31.1 Courts and other tribunals generally have the power to vary or rescind awards that contain obvious errors or were improperly obtained. However at present only the CCMA commissioner who issued an award may rescind or vary it. This provision can lead to delays where the commissioner has resigned or is unavailable for some other reason.
- 31.2 In addition, the grounds on which a commissioner can vary or rescind an award are narrower than those applicable to civil courts such as the Labour Court.
- 31.3 The amendment allows another commissioner to vary or rescind an award. The director of the CCMA will be able to appoint another commissioner to deal with an application for variation or rescission where the original commissioner is

unavailable. In addition, the grounds on which orders can be varied or rescinded are expanded.

32. Condoning late review applications - Amendment to section 145

32.1 The Labour Court does not have an explicit power to condone review applications of arbitration awards lodged more than six weeks after the arbitration award.

32.2 It is proposed that the court should have the power to condone late applications if good cause is shown.

33.-35. Appointment of Labour Court Judges - Amendments to sections 152 – 154

33.1 Presently, Labour Court judges do not have the same status as judges of the High Court. They are appointed for a term of office determined by the President. Current appointees have been appointed for terms of office of variable years. Their status impacts adversely on their terms of employment and their security of tenure. This affects the capacity of the court to attract or retain judges of the appropriate calibre.

33.2 It is therefore proposed that judges of the Labour Court should also be judges of the High Court. New judges of the Labour Court would simultaneously be appointed as judges of the High Court and would be able to transfer to appointments in the High Court without loss of benefits. It is envisaged that these amendments will make an appointment to the Labour Court a more attractive option.

33.3 Transitional provisions have also been included for current judges who chose not to become High Court judges. They will accrue benefits equivalent to judges of the Land Claims Court at the expiry of their term of office as contemplated in Section 26 of the Restitution of Land Rights Act, 1994.

36. Labour Court power to make orders - Amendment to section 158

36.1 Section 158(1)(c) provides that settlement agreements (excluding collective agreements) may be made orders of the Labour Court. The effect of this is that settlement agreements concluded by trade unions cannot be made orders of the Labour Court as these agreements fall within the Act's definition of a collective agreement.

36.2 It is proposed to amend the Act to provide that all agreements settling justiciable disputes (i.e. disputes that a party has a right to refer to arbitration or to the

Labour Court), including collective agreements, can be made orders of the Labour Court.

37. **Representation before Labour Court – Amendments to section 161**

See notes at point 26 and 27.

38. **Noting of appeals to the Labour Appeal Court - Repeal of section 173**

38.1 The time period for noting an appeal to the Labour Appeal Court is regulated in a contradictory manner by both section 173(3) and by the Labour Appeal Court Rules. The need to resolve this anomaly has been noted by the Labour Appeal court.

38.2 Accordingly, it is proposed to repeal section 173(3).

39.&40. **Amendments to sections 186 and 187**

This is discussed under point 45 with reference to Section 197.

41. **Regulation of unfair dismissals - Amendment to section 188**

41.1 Probationary periods of employment – Amendment to section 188(2)

- (a) The existing Code of Practice in Schedule 8 to the LRA entitles an employer to place an employee on probation for an appropriate period to evaluate whether they are suitable to perform the job for which they are hired. However, in practice the Labour Court and CCMA have drawn no distinction on any consequence between employees on probation and those who have completed a period of probation.
- (b) As a consequence, there is considerable uncertainty about the procedural and substantive requirements for a fair dismissal during probationary periods.
- (c) Amendments are proposed to section 188(2)(a) to regulate the making of a decision on an employee's capacity or suitability during probation. When read in conjunction with changes to the Code of Good Practice, this should provide more specific guidance to persons making decisions about dismissals during probationary periods.

- (d) Probationary periods of a reasonable duration are permitted by ILO Convention 158. The purpose of a probationary clause is to prevent an employer being saddled indefinitely with workers who fail to perform satisfactorily.

41.2 Procedural fairness – Insertion of new subsection (2)(b) in Section 188(2)

- (a) Presently, the obligation for procedural fairness is established by section 188 of the Act and expanded upon in the Code of Good Practice: Dismissals. The Code of Good Practice provides that the essential aspect of the right to procedural fairness is the right for an employee to state his or her case, assisted by a fellow employee.
- (b) The intention of the Code was to ensure procedural fairness without requiring employers to hold a formal inquiry in the style of a court case. In practice, CCMA arbitrators have tended to require employers to hold formalised disciplinary inquiries. This can impose an unrealistic obligation upon employers, particularly small employers. The evidence presented at the internal inquiry is subsequently repeated at the arbitration hearing resulting in an unnecessary duplication of hearings.
- (c) The amendment seeks to better define the requirement of procedural fairness so as to avoid the duplication between disciplinary procedures and arbitrations, and to allow for simplified internal procedures. It will allow for greater flexibility in the form that disciplinary inquiries take without sacrificing the essential aspects of an employee's right to a fair hearing. The employee has the right, with appropriate assistance, to state his or her case to the employer and if this does not succeed to have the case arbitrated on the merits by the CCMA.

41.3 Inquiries conducted by an arbitrator - Insertion of new section 188A

- (a) As is mentioned in the previous point, there is extensive duplication between internal hearings and arbitrations. For instance, the same witnesses give evidence on the same topics in both hearings and are cross-examined on both occasions. This is time-consuming for managers, trade union representatives and the CCMA without necessarily improving the quality of the outcome.
- (b) The proposed new section 188A allows employers and employees to agree that an arbitrator will conduct an inquiry concerning an employee's conduct or capacity. The decision of the arbitrator will be final and subject to review by the Labour Court.
- (c) The advantage of this approach is that it avoids, by agreement between the parties, the need to have both an internal inquiry and an arbitration. It also

imposes the financial costs of this inquiry on the employer rather than the CCMA.

- (d) It will have significant benefits for employers, especially small employers. Managers and witnesses will only need to be absent from work to participate in a single inquiry. The fact that the employee must agree to the arbitrator conducting the hearing and that the decision will be made by an independent arbitrator means that the employee's right to a fair hearing is not compromised.
- (e) It will have personnel and financial benefits for the CCMA and will offer the very significant benefit of swifter resolution of these cases to employers and employees.

42. **Notification of and facilitation in large-scale retrenchments - new section 189A**

- 42.1 Trade unions are critical of the manner in which employers conduct retrenchment consultations. They argue that these meetings are often formalities because the decision to retrench has already been taken. In addition, these proceedings often become highly adversarial and the parties fail to explore options that could avoid or reduce the size of the retrenchment. The parties often become pre-occupied with disputes about the disclosure of information rather than seek to avoid or minimise dismissals. This has particularly severe consequences in large-scale retrenchments where thousands of jobs are at stake.
- 42.2 The purpose of the proposed new section 189A is to enhance the effectiveness of consultations in large-scale retrenchments. The section provides for the appointment of a facilitator with the brief of assisting the parties to endeavour to reach consensus. This will be applicable to retrenchments in which more than 500 employees may be dismissed.
- 42.3 It is envisaged that the facilitator's role will be primarily conciliatory. However, the facilitator will have the power to resolve disputes over the disclosure of information on an expedited basis. The facilitator will also be required to assist the parties to explore options in terms of the Social Plan. The consulting parties will be able to agree on conferring additional powers on the facilitator.
- 42.4 The purpose of the amendment is to seek to resolve these disputes through consultation in a manner that promotes job retention and job creation, rather than by adjudication.

42.5 A further amendment is made requiring employers to report large-scale retrenchments to the Minister of Labour. This is in accordance with the Social Plan agreement finalised at the 1998 Presidential Job Summit.

43. **Date of dismissal – Amendment to section 190**

An amendment has been made to clarify the date of dismissal as being the date on which a final decision to dismiss an employee was made. This clarifies the position when employers have internal appeal procedures.

44. **Dispute about unfair dismissal and unfair labour practices - Amendments to section 191**

44.1 Incorporation of unfair labour practice – Amendment to section 191(1)

See discussion of section 193.

44.2 Jurisdiction of CCMA to arbitrate individual retrenchment disputes - Amendment to section 191(a-c)

(a) All operational requirement dismissal cases must now be dealt with by the Labour Court. This includes relatively simple cases involving the dismissal of an individual who may not be able to afford the costs of Labour Court litigation.

(b) It is accordingly proposed that section 191 be amended to allow an individual employee to have his/her retrenchment dispute arbitrated by the CCMA. The CCMA is of the view that its arbitrators have the expertise to handle these cases and that this will not unduly burden its caseload.

(c) This amendment will significantly reduce the caseload of the Labour Court. About 50% of cases that go to trial deal with individual retrenchments.

44.3 Use of experts and assessors in operational requirements dismissal cases - Insertion of section 191A

(a) Many operational requirements cases require the court to evaluate complex economic issues. Courts often feel unable to grapple with these issues. One consequence of this is that courts seldom rule that a dismissal for operational requirements is procedurally unfair unless the employer has been guilty of bad faith or has an ulterior motive such as union-bashing.

- (b) The purpose of this amendment is to assist the Labour Court in dealing with the economic issues that underlie many operational requirements dismissals. The amendments propose two mechanisms that can here be used to assist the court in its deliberations on these issues.
- (c) Firstly, an application can be made to the Labour Court for the court to obtain expert assistance by appointing a person to prepare a report on the issues underlying the case. The Labour Court currently only has the power to request the CCMA to prepare a report.
- (d) Secondly, it is proposed that the parties to an operational requirements case should be able to apply to appoint assessors (wing persons) to advise the court. The assessors would not have deliberative votes. Their role would be advisory.
- (e) This is based on the approach used in essential service arbitrations under the old Labour Relations Act. In practice, the parties are able to appoint persons with expertise in the relevant sector to advise the judge informally.
- (f) It is believed that these amendments will promote more effective decision-making in operational requirements cases.

45. **Unfair labour practices - Amendment to section 193**

- 45.1 The 'residual' unfair labour practice is regulated by items 2 and 3 of Schedule 7 which contains transitional provisions. Those portions of item 2 which dealt with discrimination have been repealed and moved to the Employment Equity Act.
- 45.2 It is proposed to incorporate the remaining provisions at 193. This will then allow the procedures in Chapter VIII to apply to both unfair dismissals and unfair labour practices. This amendment involves no substantive change to the law.

46. **Procedurally unfair dismissals - Amendments to section 194**

- 46.1 Section 194(1) provides that if a dismissal is procedurally unfair, the arbitrator must award the employee compensation equivalent to what his or her earning would have been in the period between the dismissal and the arbitration. In addition, no cap was placed on the compensation that could be awarded, although the maximum compensation for a substantively unfair dismissal is 12 months.

46.2 This approach was predicated on an efficient statutory dispute resolution mechanism. The Explanatory Memorandum to the 1994 draft Bill notes that “within a matter of weeks after a dismissal there will be a final and binding award.” In practice, the premise on which the formula for compensation was based has not been realised.

46.3 It is proposed to introduce a greater degree of discretion for arbitrators, in the awarding of compensation for procedurally unfair dismissals. The amendment also clarifies rights to compensation by setting the maximum compensation at 12 months in the case of both substantively and procedurally unfair dismissals.

47. **Transfer of contracts of employment - Amendment to section 197**

47.1 At common law, a contract of employment cannot be transferred from one employer to another, unless the employee consents. Section 197 restates the rule and creates two statutory exceptions. In terms of these, a contract may be transferred between employers without the consent of employees if –

- (a) the whole part of a business, undertaking or trade is being transferred as a going concern (“going concern transfer”) [section 197(1)(a)];
- (b) a going concern transfer occurs in circumstances in which an employer is insolvent and is either wound up, sequestrated or a scheme of arrangement of compromise is entered into; (“insolvency transfer”) [section 197(1)(b)].

47.2 As the Labour Court has noted, this has significant benefits for employers. They are able to conclude complex transfer arrangements without the cost of retrenching employees who might (in the absence of such a provision) not consent to the transfer of their contracts. The section seeks to balance these flexibility benefits with the protection of the employee’s conditions of service in a transfer.

47.3 In practice, the manner of drafting has created considerable uncertainty. The major areas of uncertainty are –

- (a) whether the transfer of employees in terms of section 197(1)(a) and (1)(b) is permissive (i.e. transfer at the employers’ discretion) or mandatory (i.e. section 197 applies to all going concern transfers);
- (b) what the key phrase ‘whole or any part of a business, trade or undertaking’ means?;
- (c) the relationship between section 197 and the provisions concerning dismissal for operational requirements (section 189) - for instance, when does a transfer justify a dismissal?

47.4 The social partners have all made representations calling for greater clarity to be introduced. The need to clarify the meaning of portions of section 197 has been stressed by the Labour Court and the Labour Appeal Court.

- 47.5 The automatic transfer of contracts has also had some unintended consequences. Employees have in at least one case obstructed a company merger by insisting on an exact duplication of their old terms and conditions with the new employer.

Features of the revised section 197

- 47.6 The revised section 197 seeks to address the problems raised by the social partners and to clarify the meaning of the section. The section has been significantly redrafted in a manner that should clarify its operation. The most significant features of the revised draft are set out in the following paragraphs –
- (a) Gives the parties greater guidance as to when a transfer will be covered by section 197. The definition stresses that two elements must be present: a clearly defined economic entity consisting of an organised grouping of economic resources must be transferred and it must retain its identity after the transfer.
 - (b) Clarifies that there is an automatic transfer of contracts in the case of all transfers that fall within the section. This gives effect to the intention of the original legislation. (subsection 3)
 - (c) Clarifies the application of the transfer rules to transfers that take place when an employer is insolvent. Again, this seeks to give effect to the intention of the original legislation. A transfer of contracts occurs but obligations incurred before the insolvency rest with the estate of the insolvent (old) employer. These amendments are included in a new section 197A. This amendment has been drafted to achieve consistency with the proposed draft Insolvency Amendment Bill.
 - (d) Allows an employer to employ transferred employees on different terms and conditions provided they are on the whole as favourable to the employee as the conditions provided by the old employer. This will allow greater flexibility in transfers as the old conditions do not need to be replicated in every detail. (subsection 4)
 - (e) Clarifies the application of transfer provisions to pension and medical funds that are conditions of employment. The value of these conditions must be valued by reference to the employer's contribution to the relevant fund and not the benefit to which the employee is entitled. This will facilitate transfer where companies belong to different funds. (subsection 5)
 - (f) Provides that the old employer's obligations in respect of trade union organisational rights or recognition agreements are transferred to the new employer. This will facilitate the continuity of collective bargaining. (subsection 6)

- (g) Allows the old or new employer to negotiate with trade unions, or other employee representatives, on any aspect of the transfer, including whether an employee's service will be transferred to the new employer. This increases the scope for agreements in terms of a transfer. (subsection 7)
- (h) Clarifies the relationship between section 197 and the law regulating unfair dismissal. An employee may not be dismissed merely because a transfer occurs. However, if the transfer creates operational requirements that justify a dismissal, an employee may be dismissed. (subsection 8) This would be the case where the new employer rearranges work in such a manner that it requires fewer employees than the old employer. In terms of the amendment to section 187(1), a dismissal due to a transfer which cannot be justified in terms of operational requirements is automatically unfair. It is further provided that where an employee resigns because the new employer has failed to provide employment conditions equivalent to those provided by the old employer, this constitutes a constructive dismissal [section 186(e)]
- (i) Makes the old employer and the new employer jointly and severally liable for claims arising prior to the transfer. (subsection 9) This does not apply to transfer in accordance with the Insolvency Act.

48. **Proof as to who is an employee – Insertion of new section 200A**

- 48.1 The same amendment has been made to section 83 of the BCEA. For discussion please refer to explanatory memorandum of Basic Conditions of Employment Amendment Bill.

49. **Codes of Good Practice – Amendments to Section 203**

- 49.1 Presently, a Code of Good Practice issued under the Labour Relations Act can only be taken into account when interpreting or applying that Act. This creates anomalous situations where a Code of Good Practice is applicable to more than one Act. An example of this is the Code of Good Practice on Sexual Harassment which is relevant to both the LRA and the Employment Equity Act.
- 49.2 It is proposed to amend Section 203 to allow a Code of Good Practice to be taken into account in interpreting or applying employment law.

50. **Section 204**

Technical amendment replacing reference to Wage Act with BCEA.

51. **Definitions – Amendments to Section 213**

51.1 Definition of candidate attorney

(a) The amendment Bill gives candidate attorneys the same right of representation as lawyers at the CCMA. A definition of candidate attorney is thus required.

(b) Candidate attorneys are defined with reference to the Attorneys Act, 1979.

51.2 Definition of public service and definition of workplace in the public service

The definitions are updated and aligned with the current definitions in the Public Service Act.

51.3 Definition of ‘unfair labour practice’

See amendment to 193. This is a consequential amendment and to align the LRA with the Employment Equity Act.

52.-54. **Pension and provident funds – and Labour Court Judges – Inclusion of transitional arrangement in Schedule 7**

See point 4 and point 33.

55 **Code of Good Practice on Unfair dismissal – Amendment to Schedule 8**

55.1 Probationary employment – Amendment to Schedule 8

See point 39.1. The Code of Good Practice is revised to compliment the changes to Section 188(2).

55.2 Fair procedure – Amendment to item 4

See point 39.2. The Code of Good Practice is revised to compliment the changes to Section 188(2).

56. **Powers of designated agents – Insertion of new Schedule 11**

See point 7.

57. Repeal of laws

See point 4.

