

## Labour Conversations: Quick Tips 3

### Labour Relations Amendment Act in operation from 4 January 2015

The Labour Relations Amendment Act came into operation on 4 January 2015. Among the amendments are significant changes to:

- **Non-standard employment including strict rules applying to Labour broking, fixed term contracts and part-time employment.**
- **Organisational rights of trade unions**
- **Picketing rules**
- **The definition of Automatically Unfair Dismissal** (which will have a major impact on employer approaches in restructuring, retrenchment and changing terms and conditions of employment for all employees)
- **Dispute settlement, CCMA rules and Labour Court review processes.**

Most of these amendments are designed to improve the job security of more “vulnerable employees”. The amendments have suggested that employees below the Basic Conditions of Employment threshold, currently R 205 000 per annum, should be accorded the additional protection offered by these amendments.

**Impact on cost of employment:** The amendments to non-standard employment will impact the cost of doing business for many employers if they treat the amendments as “business as usual”.

Employers would be wise to examine their employment practices of non-standard employees compared to permanent staff in so far as many human Resource practices are concerned including but not limited to remuneration structures, benefit structuring and conditions of employment for non-standard employees and assess how

Should you wish to receive a summary of the amendments click on [www.ponconsulting.co.za](http://www.ponconsulting.co.za)

#### Practical guidelines to facilitate employee engagement

Kind regards

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