

Labour Relations Amendment Act 2014

Dear all,

The Labour Relations Amendment Act, 2014 has been signed into law by the President. The date on which the amendments will become effective is yet to be announced. Specialists suggest that the effective date will be reasonably soon.

The Amendment Act introduces **significant changes to the regulation of a-typical forms of employment**, namely temporary employment services, employees employed on fixed term employment contracts and part-time employees. The Amendment Act provides additional protection to employees in these categories who earn an amount equal to or less than the earnings threshold determined by the Minister of Labour from time to time (currently R205,433.30 per annum).

Other Amendments include changes to Organisational Rights, Strikes & Lock-outs (but excluding the controversial topic of pre-strike ballots), Dispute Resolution and Dismissals.

Please let us know if you would like to receive a copy of the Act. We will forward it to you as soon as it becomes available.

Kind regards

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