

ONLINE SHORTS

DISCIPLINARY ACTIONS &
SUSPENSIONS





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FADIA ARNOLD

Senior Associate Attorney in Employment Law and Human Resources Manager

Schoeman Law Inc

University of Cape Town Bachelor of Law (LLB),
Employment Law Specialization, 3 year postgraduate
degree
2008

University of Cape Town Bachelor of Social Sciences,
Labour Law, Industrial Relations, Human Resource
Management - Deans Merit List
2005





OVERVIEW

- The Code of Good Practice – Labour Relations Act 66 of 1995
- Types of Disciplinary Action
- Notice to Attend A Disciplinary Hearing
- Conducting the Disciplinary Hearing
- Internal Appeal Process
- Questions

THE CODE OF GOOD PRACTICE - LRA



THE CODE OF GOOD PRACTICE - LRA

- Definition



THE CODE OF GOOD PRACTICE - LRA

- Definition
- Internal Code of Conduct



THE CODE OF GOOD PRACTICE - LRA

- Definition
- Internal Code of Conduct versus Code of Good Practice



THE CODE OF GOOD PRACTICE - LRA

- Definition
- Internal Code of Conduct versus Code of Good Practice
- Compliance with the Code of Good Practice



THE CODE OF GOOD PRACTICE - LRA

- Definition
- Internal Code of Conduct versus Code of Good Practice
- Compliance with the Code of Good Practice
- Practical use of the Code of Good Practice





TYPES DISCIPLINARY ACTION



- Verbal warnings

TYPES DISCIPLINARY ACTION



- Verbal warnings
- Written warnings

TYPES DISCIPLINARY ACTION



TYPES DISCIPLINARY ACTION

- Verbal warnings
- Written warnings
- Final written warnings



TYPES DISCIPLINARY ACTION

- Verbal warnings
- Written warnings
- Final written warnings
- Precautionary suspensions
versus Punitive Suspension



TYPES DISCIPLINARY ACTION

- Verbal warnings
- Written warnings
- Final written warnings
- Precautionary suspensions versus Punitive Suspension
- Dismissal



TYPES DISCIPLINARY ACTION

- Verbal warnings
- Written warnings
- Final written warnings
- Precautionary suspensions versus Punitive Suspension
- Dismissal
- Summary Dismissal

NOTICE TO ATTEND A DISCIPLINARY HEARING



NOTICE TO ATTEND A DISCIPLINARY HEARING

- Charges



NOTICE TO ATTEND A DISCIPLINARY HEARING



- Charges
- Date and Time

NOTICE TO ATTEND A DISCIPLINARY HEARING



- Charges
- Date and Time
- Timeframe to prepare

NOTICE TO ATTEND A DISCIPLINARY HEARING



- Charges
- Date and Time
- Timeframe to prepare
- Representation

NOTICE TO ATTEND A DISCIPLINARY HEARING



- Charges
- Date and Time
- Timeframe to prepare
- Representation
- Interpreter

NOTICE TO ATTEND A DISCIPLINARY HEARING



- Charges
- Date and Time
- Timeframe to prepare
- Representation
- Interpreter
- Chairperson

NOTICE TO ATTEND A DISCIPLINARY HEARING



- Charges
- Date and Time
- Timeframe to prepare
- Representation
- Interpreter
- Chairperson
- Initiator

NOTICE TO ATTEND A DISCIPLINARY HEARING



- Charges
- Date and Time
- Timeframe to prepare
- Representation
- Interpreter
- Chairperson
- Initiator
- Witnesses

NOTICE TO ATTEND A DISCIPLINARY HEARING



- Charges
- Date and Time
- Timeframe to prepare
- Representation
- Interpreter
- Chairperson
- Initiator
- Witnesses
- Service of the Notice



CONDUCTING THE DISCIPLINARY HEARING

- Application for Legal Representation



CONDUCTING THE DISCIPLINARY HEARING

- Application for Legal Representation
- Chairperson's Duties



CONDUCTING THE DISCIPLINARY HEARING

- Application for Legal Representation
- Chairperson's Duties
- Initiator's Duties



CONDUCTING THE DISCIPLINARY HEARING

- Application for Legal Representation
- Chairperson's Duties
- Initiator's Duties
- Burden of Proof



CONDUCTING THE DISCIPLINARY HEARING

- Application for Legal Representation
- Chairperson's Duties
- Initiator's Duties
- Burden of Proof
- Leading of Evidence



CONDUCTING THE DISCIPLINARY HEARING



- Application for Legal Representation
- Chairperson's Duties
- Initiator's Duties
- Burden of Proof
- Leading of Evidence
- Cross Examination

CONDUCTING THE DISCIPLINARY HEARING



CONDUCTING THE DISCIPLINARY HEARING

- Application for Legal Representation
- Chairperson's Duties
- Initiator's Duties
- Burden of Proof
- Leading of Evidence
- Cross Examination
- Opening Statement and Closing Arguments



CONDUCTING THE DISCIPLINARY HEARING

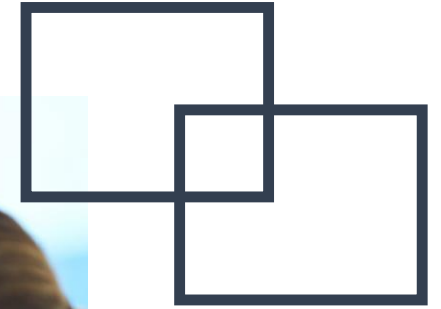
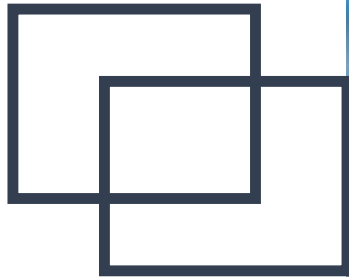
- Application for Legal Representation
- Chairperson's Duties
- Initiator's Duties
- Burden of Proof
- Leading of Evidence
- Cross Examination
- Opening Statement and Closing Arguments
- To Record or Not to Record the Proceedings



CONDUCTING THE DISCIPLINARY HEARING

- Application for Legal Representation
- Chairperson's Duties
- Initiator's Duties
- Burden of Proof
- Leading of Evidence
- Cross Examination
- Opening Statement and Closing Arguments
- To Record or Not to Record the Proceedings
- Chairperson's Recommendation – overriding

INTERNAL APPEAL PROCESS



INTERNAL APPEAL PROCESS

- Internal Appeal Process



INTERNAL APPEAL PROCESS

- Internal Appeal Process
- Exhausting all Internal Appeal Processes



INTERNAL APPEAL PROCESS



- Internal Appeal Process
- Exhausting all Internal Appeal Processes
- Referral of an unfair labour practices of unfair dismissals based on the outcome of the Disciplinary Hearing

INTERNAL APPEAL PROCESS



- Internal Appeal Process
- Exhausting all Internal Appeal Processes
- Referral of an unfair labour practices of unfair dismissals based on the outcome of the Disciplinary Hearing
- Timeframes of Referral

CONTACT

FADIA ARNOLD



ONLINE SHORTS



Tailored. Entrepreneurial. Solutions.



Fadia Arnold | Attorney | B.Soc.Sci (UCT) LLB (UCT)



www.schoemanlaw.co.za



f.arnold@schoemanlaw.co.za
enquiries@schoemanlaw.co.za



021 4255 604



FUTURES LAW FACULTY

IN ASSOCIATION WITH



ilpdr.teachable.com



info@ilpdr.co.za
info@futureslawfaculty.co.za



073 186 6427

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Fadia Arnold | Attorney | B.Soc.Sci (UCT) LLB (UCT)



www.schoemanlaw.co.za



enquiries@schoemanlaw.co.za



021 4255 604