



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

South African Labour Law Compliance And Application Training

Law, Military Science and Security / Justice in Society

Unit Standard 116100 · NQF Level 7 · 4 Credits · 1 Day

COURSE OVERVIEW

This course equips learners with a comprehensive understanding of South African labour law, enabling them to ensure compliance and effectively apply legal principles in the workplace. Participants will gain practical skills to interpret and implement the Basic Conditions of Employment Act, Labour Relations Act, Employment Equity Act, and related legislation, fostering fair and legally sound human resource practices.

Category	Law, Military Science and Security
Subfield	Justice in Society
Unit Standard	116100
Accreditation	SAQA Accredited · NQF Level 7 · 4 Credits
Duration	1 day
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Apply the key provisions of the Basic Conditions of Employment Act to manage working hours, leave, and termination of employment.
- Analyse the Labour Relations Act to facilitate dispute resolution, collective bargaining, and employee participation.
- Evaluate employment policies and practices for compliance with the Employment Equity Act and affirmative action requirements.
- Implement procedures for handling unfair dismissal and unfair labour practices in accordance with the Code of Good Practice.
- Demonstrate the ability to draft and interpret employment contracts and policies that align with current labour legislation.
- Assess workplace scenarios and recommend appropriate corrective actions to ensure labour law compliance.

WHO SHOULD ATTEND

- This course is designed for HR professionals, managers, supervisors, and business owners who are responsible for employment relations and compliance within their organisations.
- It is also suitable for labour law practitioners and anyone seeking to deepen their knowledge of South African labour legislation.

COURSE OUTLINE

Day 1: Foundations of South African Labour Law and Practical Compliance

- Overview of South African labour law: Constitution, Acts, and common law.
- Labour Relations Act: unfair dismissal, unfair labour practices, and dispute resolution.
- Basic Conditions of Employment Act: minimum standards, working hours, leave, and termination.
- Employment Equity Act: affirmative action, discrimination, and reporting requirements.
- CCMA processes: referrals, conciliation, arbitration, and awards.
- Drafting compliant employment contracts and policies.
- Practical case studies on disciplinary hearings and retrenchments.
- Ensuring compliance: record-keeping, notices, and inspection readiness.

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **4 NQF credits** at **NQF Level 7**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 14,700.00	R 14,700.00
1	In-House	R 19,100.00	R 19,100.00
1	On-Campus (Pretoria)	R 22,100.00	R 22,100.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	10 Aug 2026	On-Campus	Dubai, UAE
11 Aug 2026	11 Aug 2026	On-Campus	Pretoria, South Africa
12 Aug 2026	12 Aug 2026	On-Campus	Abu Dhabi, UAE
13 Aug 2026	13 Aug 2026	On-Campus	Durban, South Africa
13 Aug 2026	13 Aug 2026	On-Campus	Mauritius
14 Aug 2026	14 Aug 2026	On-Campus	Cape Town, South Africa
17 Aug 2026	17 Aug 2026	On-Campus	Pretoria, South Africa
18 Aug 2026	18 Aug 2026	On-Campus	Abu Dhabi, UAE

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 116100) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call **+27 12 004 8389** or WhatsApp **+27 65 077 6310** and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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