



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

Consider Advisory Awards In Labour Disputes Training

Business, Commerce and Management Studies / Human Resources

Unit Standard 119925 · NQF Level 6 · 6 Credits · 3 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to consider advisory awards in labour disputes, enabling them to interpret and apply these awards effectively within the South African labour law framework. Participants will understand the role of advisory awards in dispute resolution and how to integrate them into organisational policies and practices.

Category	Business, Commerce and Management Studies
Subfield	Human Resources
Unit Standard	119925
Accreditation	SAQA Accredited · NQF Level 6 · 6 Credits
Duration	3 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Analyse the nature and purpose of advisory awards in labour disputes.
- Apply the principles of advisory awards to resolve workplace conflicts.
- Evaluate the impact of advisory awards on organisational labour practices.
- Demonstrate the ability to integrate advisory awards into dispute resolution procedures.
- Implement strategies for using advisory awards to prevent future disputes.

WHO SHOULD ATTEND

- This course is designed for HR professionals, labour relations officers, managers, and anyone involved in handling workplace disputes or advising on labour matters.

COURSE OUTLINE

Day 1: Foundations of Advisory Awards in Labour Disputes

- Introduction to labour dispute resolution mechanisms in South Africa.
- Overview of the Commission for Conciliation, Mediation and Arbitration (CCMA) and bargaining councils.
- Legal basis for advisory awards: Section 135 of the LRA and related provisions.
- Comparison of advisory awards with other dispute resolution outcomes.
- Case studies: When advisory awards are issued and their binding status.
- Role of commissioners and parties in the advisory award process.
- Ethical considerations and confidentiality in advisory awards.

Day 2: Process and Practical Application of Advisory Awards

- Procedure for requesting and issuing advisory awards.
- Gathering and evaluating evidence in advisory award proceedings.
- Drafting advisory awards: structure, language, and reasoning.
- Factors to consider: public interest, economic impact, and fairness.
- Role-play: conducting an advisory award hearing and drafting a recommendation.
- Common pitfalls and how to avoid them.
- Feedback and review of drafted advisory awards.

Day 3: Integration, Challenges, and Best Practices

- Case studies: Successful and unsuccessful advisory awards.
- Challenges: non-compliance, party dynamics, and legal review.
- Best practices for commissioners and practitioners.
- Linking advisory awards to collective bargaining and organisational policy.
- Mock assessment: present and defend an advisory award.
- Final Q&A; and integration of learning.
- Course evaluation and certification preparation.

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 **6 NQF credits** at **NQF Level 6**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 19,700.00	R 19,700.00
1	In-House	R 25,600.00	R 25,600.00
1	On-Campus (Pretoria)	R 29,500.00	R 29,500.00

UPCOMING SESSIONS

Start	End	Method	Venue
04 Aug 2026	06 Aug 2026	On-Campus	Cape Town, South Africa
04 Aug 2026	06 Aug 2026	On-Campus	Lagos, Nigeria
05 Aug 2026	07 Aug 2026	On-Campus	Dubai, UAE
05 Aug 2026	07 Aug 2026	On-Campus	Johannesburg, South Africa
10 Aug 2026	12 Aug 2026	On-Campus	Abu Dhabi, UAE
10 Aug 2026	12 Aug 2026	On-Campus	Cape Town, South Africa
11 Aug 2026	13 Aug 2026	On-Campus	Durban, South Africa
11 Aug 2026	13 Aug 2026	On-Campus	Dubai, 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 119925) 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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