



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

Apply Case Law And Judicial Precedents To Labour Related Issues Training

Business, Commerce and Management Studies / Human Resources

Unit Standard 119936 · NQF Level 5 · 6 Credits · 3 Days

COURSE OVERVIEW

This course equips learners with the ability to research, interpret, and apply case law and judicial precedents to labour-related issues within the South African legal framework. Participants will develop the skills to analyse relevant judgments and integrate them into workplace dispute resolution and decision-making processes.

Category	Business, Commerce and Management Studies
Subfield	Human Resources
Unit Standard	119936
Accreditation	SAQA Accredited · NQF Level 5 · 6 Credits
Duration	3 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Identify and access authoritative sources of labour case law and judicial precedents.
- Analyse and interpret relevant judgments to determine their applicability to specific labour issues.
- Apply precedent-setting principles to resolve workplace disputes and grievances.
- Evaluate the impact of recent labour court rulings on organisational policies and procedures.
- Demonstrate the ability to cite and reference case law correctly in labour-related documentation.
- Implement legal reasoning based on precedents to support fair and consistent decision-making.

WHO SHOULD ATTEND

- This course is designed for HR practitioners, labour relations officers, union representatives, legal advisors, and managers who need to apply labour case law in their daily roles.

COURSE OUTLINE

Day 1: Foundations of Labour Law and Judicial Precedent

- Overview of the South African legal system and court hierarchy.
- Doctrine of judicial precedent (stare decisis) and its application.
- Key labour legislation: Labour Relations Act, Basic Conditions of Employment Act, Employment Equity Act.
- The role of the CCMA, Labour Courts, and Labour Appeal Court.
- Binding vs persuasive precedents: when are lower courts bound?
- Reading and understanding case citations and headnotes.
- Introduction to landmark labour cases (e.g., Sidumo v Rustenburg Platinum Mines).
- Practical exercise: identifying ratio decidendi and obiter dicta.

Day 2: Application of Precedent in Specific Labour Issues

- Unfair dismissal: substantive and procedural fairness precedents.
- Misconduct cases: key judgments on disciplinary procedures (e.g., Avril v SA Police Service).
- Incapacity and poor work performance: precedents on the duty to accommodate.
- Operational requirements dismissals: retrenchment case law (e.g., Fry's Metals).
- Unfair labour practices: promotion, demotion, and benefits disputes.
- Discrimination and harassment: EEA and case law (e.g., Naidoo v Durban University of Technology).
- Constitutional Court influence on labour rights (e.g., NUMSA v Bader Bop).
- Workshop: applying precedent to a dismissal scenario.

Day 3: Advanced Application and Practical Integration

- Conflicting precedents: how to handle inconsistent judgments.
- Distinguishing cases: identifying material differences in facts.
- Precedent in collective bargaining: recognition, strikes, and lockouts.
- Review of recent significant labour judgments (e.g., on zero-hour contracts, gig economy).
- Mock arbitration: presenting arguments using precedent.
- Ethical considerations in using case law.
- Resources for ongoing legal research: SAFLII, Labour Law Reports.
- Action plan for applying case law in workplace practice.

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 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 18,800.00	R 18,800.00
1	In-House	R 24,500.00	R 24,500.00
1	On-Campus (Pretoria)	R 28,100.00	R 28,100.00

UPCOMING SESSIONS

Start	End	Method	Venue
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
12 Aug 2026	14 Aug 2026	On-Campus	Pretoria, South Africa
12 Aug 2026	14 Aug 2026	On-Campus	Mauritius

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 119936) 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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