



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

Demonstrate An Understanding Of The South African Legal Framework Training

Business, Commerce and Management Studies / Human Resources

Unit Standard 119938 · NQF Level 5 · 5 Credits · 2 Days

COURSE OVERVIEW

This course provides participants with a comprehensive understanding of the South African legal framework, including the Constitution, sources of law, court structure, and key legislation. It equips learners to apply legal principles in a workplace context, ensuring compliance and informed decision-making.

Category	Business, Commerce and Management Studies
Subfield	Human Resources
Unit Standard	119938
Accreditation	SAQA Accredited · NQF Level 5 · 5 Credits
Duration	2 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Demonstrate an understanding of the South African legal system, including the Constitution and sources of law.
- Apply knowledge of the court structure and the hierarchy of courts to determine appropriate jurisdiction.
- Analyze the impact of key legislation, such as the Labour Relations Act and the Basic Conditions of Employment Act, on workplace practices.
- Evaluate the role of legal principles in promoting fairness, equality, and justice in the workplace.
- Implement procedures to ensure organizational compliance with relevant South African laws.

WHO SHOULD ATTEND

- This course is designed for managers, supervisors, and employees who need to understand the legal environment in which they operate, including those in compliance, human resources, and administrative roles.

COURSE OUTLINE

Day 1: Foundations of the South African Legal System

- Introduction to the South African legal system: sources of law (Constitution, legislation, common law, case law).
- The hierarchy of courts: from Constitutional Court to magistrates' courts.
- The Constitution as the supreme law: Bill of Rights and its application.
- Key legal principles: jurisdiction, stare decisis, and statutory interpretation.
- Overview of criminal vs. civil law: burden of proof and remedies.
- The role of legal practitioners and regulatory bodies.
- Practical exercise: identifying legal issues in a workplace scenario.

Day 2: Application and Integration of Legal Frameworks

- Administrative law: principles of legality, reasonableness, and procedural fairness.
- Labour law overview: Basic Conditions of Employment Act, Labour Relations Act, and dispute resolution.
- Contract law: formation, terms, breach, and remedies.
- Case study analysis: applying constitutional rights in a business context.
- Consequences of legal non-compliance: penalties, liability, and reputational risk.
- Practical workshop: drafting a basic compliance checklist for a workplace.
- Review and assessment: group discussion on integrating legal frameworks.

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 **5 NQF credits** at **NQF Level 5**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 16,200.00	R 16,200.00
1	In-House	R 21,000.00	R 21,000.00
1	On-Campus (Pretoria)	R 24,300.00	R 24,300.00

UPCOMING SESSIONS

Start	End	Method	Venue
10 Aug 2026	11 Aug 2026	On-Campus	Abu Dhabi, UAE
10 Aug 2026	11 Aug 2026	On-Campus	Dubai, UAE
10 Aug 2026	11 Aug 2026	On-Campus	Mauritius
12 Aug 2026	13 Aug 2026	On-Campus	Cape Town, South Africa
12 Aug 2026	13 Aug 2026	On-Campus	Pretoria, South Africa
12 Aug 2026	13 Aug 2026	On-Campus	Durban, South Africa
18 Aug 2026	19 Aug 2026	On-Campus	Shenzhen, China
18 Aug 2026	19 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 119938) 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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