



Accredited Africa Training Institute for Capacity Development

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

Tel: +27 12 004 8389 · Mobile: +27 65 077 6310

Email: apply@aatikd.co.za · Website: www.aatikd.co.za

COURSE BROCHURE

Apply Unemployment Insurance Legislation In Mediation Training

Business, Commerce and Management Studies / Human Resources

Unit Standard 119949 · NQF Level 5 · 6 Credits · 3 Days

COURSE OVERVIEW

This course equips learners with the knowledge and skills to apply unemployment insurance legislation effectively within mediation contexts. Participants will understand the legal framework governing unemployment insurance in South Africa, including the Unemployment Insurance Act and related regulations, and learn how to integrate this knowledge into mediation practices to resolve disputes fairly and legally.

Category	Business, Commerce and Management Studies
Subfield	Human Resources
Unit Standard	119949
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

- Apply the principles of the Unemployment Insurance Act to mediation cases involving claims for benefits.
- Analyze mediation scenarios to determine the applicability of unemployment insurance legislation.
- Evaluate the rights and obligations of employers and employees under the Unemployment Insurance Act during mediation.
- Demonstrate the ability to facilitate mediation sessions that comply with unemployment insurance legal requirements.
- Implement strategies to resolve disputes related to unemployment insurance benefits effectively.

WHO SHOULD ATTEND

- Mediators, labour relations practitioners, human resource professionals, and legal advisors who are involved in dispute resolution and need to apply unemployment insurance legislation in mediation processes.

COURSE OUTLINE

Day 1: Foundations of Unemployment Insurance Legislation

- Overview of the South African social security framework and the UIA.
- Key definitions and parties involved (contributor, employer, employee, UIF).
- Registration procedures for employers and employees.
- Contribution calculations, payment schedules, and record-keeping requirements.
- Categories of benefits: unemployment, illness, maternity, adoption, dependant's, and parental benefits.
- Introduction to the CCMA's jurisdiction in UIF disputes.
- Case law examples of common UIF compliance issues.

Day 2: Mediation Principles and UIF Dispute Resolution

- Mediation process: intake, joint session, caucus, and agreement drafting.
- Common UIF disputes: contribution evasion, incorrect benefit calculation, and late payment.
- Referral procedures to the CCMA: Form 7.11 and time frames.
- Gathering and presenting documentary evidence (e.g., UI-19 forms, payslips).
- Handling emotional dynamics and power imbalances in UIF mediations.
- Drafting settlement agreements that comply with UIA requirements.
- Role-play exercises: mediating a typical UIF contribution dispute.

Day 3: Advanced Applications and Practical Integration

- Analysis of recent UIF amendments (e.g., COVID-19 TERS, digital filing).
- Complex scenarios: multiple employers, seasonal workers, and cross-border issues.
- Writing enforceable mediation agreements with UIF-specific clauses.
- Mediation report writing: structure, findings, and recommendations.
- Ethics and confidentiality in UIF mediation.
- Practical integration: full mock mediation of a multi-party UIF dispute.
- Resources for staying updated: CCMA guidelines, UIF circulars, and SAQA updates.
- Self-assessment and reflection on learning outcomes.

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
10 Aug 2026	12 Aug 2026	On-Campus	Pretoria, South Africa
10 Aug 2026	12 Aug 2026	On-Campus	Mauritius
11 Aug 2026	13 Aug 2026	On-Campus	Abu Dhabi, UAE
11 Aug 2026	13 Aug 2026	On-Campus	Cape Town, South Africa
12 Aug 2026	14 Aug 2026	On-Campus	Durban, South Africa
12 Aug 2026	14 Aug 2026	On-Campus	Dubai, UAE
17 Aug 2026	19 Aug 2026	On-Campus	Harare, Zimbabwe
17 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 119949) 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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