



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

Trade Union Collective Bargaining Legislative Framework

Education, Training and Development / Adult Learning

Unit Standard 258097 · NQF Level 5 · 7 Credits · 4 Days

COURSE OVERVIEW

This course equips trade union representatives and labour practitioners with a comprehensive understanding of the legislative framework governing collective bargaining in South Africa. Participants will gain the knowledge and skills to effectively participate in collective bargaining processes within the context of the Labour Relations Act and related legislation.

Category	Education, Training and Development
Subfield	Adult Learning
Unit Standard	258097
Accreditation	SAQA Accredited · NQF Level 5 · 7 Credits
Duration	4 days
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Demonstrate an understanding of the key provisions of the Labour Relations Act (LRA) relevant to collective bargaining.
- Apply the principles of good faith bargaining and organisational rights in a trade union context.
- Analyze the legal requirements for collective agreements, including scope, duration, and enforcement.
- Evaluate the role of bargaining councils, statutory councils, and dispute resolution mechanisms.
- Implement strategies for effective negotiation within the legislative framework.
- Assess the impact of constitutional and international labour law on collective bargaining in South Africa.

WHO SHOULD ATTEND

- The course is designed for trade union shop stewards, officials, and labour relations practitioners who are involved in or preparing for collective bargaining negotiations.
- It is also suitable for employee representatives seeking to deepen their understanding of the legal framework.

COURSE OUTLINE

Day 1: Foundations of Collective Bargaining and Labour Law

- Overview of the Labour Relations Act (LRA) and its objectives.
- Constitutional provisions: Section 23 and 27.
- Key institutions: CCMA, Labour Court, Labour Appeal Court.
- Definition and registration of trade unions and employer organisations.
- Types of collective bargaining: centralised, decentralised, and plant-level.
- Bargaining councils and statutory councils.
- Organisational rights: access, stop-order, shop stewards, and leave.
- Introduction to collective agreements and their legal effect.

Day 2: The Collective Bargaining Process and Legal Requirements

- The bargaining process: preparation, negotiation, and agreement.
- Subjects of bargaining: wages, working hours, leave, and benefits.
- Legal requirements for collective agreements: in writing, signed, and registered.
- Good faith bargaining and unfair labour practices.
- Dispute resolution mechanisms: conciliation, mediation, and arbitration.
- Strike and lockout provisions under the LRA.
- Essential and maintenance services.
- Picketing rules and conduct.

Day 3: Collective Agreements, Enforcement, and Dispute Resolution

- Structure and content of collective agreements: scope, duration, and termination.
- Enforcement of agreements: compliance orders and arbitration awards.
- Dispute resolution process: referral, conciliation, and arbitration.
- Labour Court applications: review and enforcement.
- Case studies: interpretation of collective agreements.
- Unfair dismissal disputes related to collective bargaining.
- Transfer of contracts and section 197 of the LRA.
- Bargaining council agreements and extension to non-parties.

Day 4: Strategic Bargaining, Current Trends, and Practical Application

- Strategic negotiation: interests, positions, and BATNA.
- Economic factors: inflation, productivity, and wage curves.
- Sectoral determinations and national minimum wage.
- Recent amendments to the LRA and case law.
- Multi-employer bargaining and coordination.
- Role of trade unions in transformation and employment equity.
- Future of collective bargaining: technology and gig economy.
- Mock bargaining exercise: simulation of collective negotiation.

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

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 21,500.00	R 21,500.00
1	In-House	R 27,900.00	R 27,900.00
1	On-Campus (Pretoria)	R 32,300.00	R 32,300.00

UPCOMING SESSIONS

Start	End	Method	Venue
04 Aug 2026	07 Aug 2026	On-Campus	Pretoria, South Africa
04 Aug 2026	07 Aug 2026	On-Campus	Dubai, UAE
04 Aug 2026	07 Aug 2026	On-Campus	Cape Town, South Africa
04 Aug 2026	07 Aug 2026	On-Campus	Mauritius
04 Aug 2026	07 Aug 2026	On-Campus	Johannesburg, South Africa
04 Aug 2026	07 Aug 2026	On-Campus	Lagos, Nigeria
10 Aug 2026	13 Aug 2026	On-Campus	Mauritius
10 Aug 2026	13 Aug 2026	On-Campus	Cape Town, South Africa

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 258097) 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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