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JobLaw (Pty) Ltd is a Labour Law Company that renders services to Employers, serving and supporting our clients throughout South Africa. JobLaw (Pty) Ltd started in East London during 2003, where a need for professional yet independent labour law services was identified.Since our inception we have gone from strength to strength and city to city. Our clients have demanded national growth and we are proud to say to the extent that we now have existing international clients. JobLaw (Pty) Ltd was created upon the concept that Labour Law and the management thereof for all businesses is like accounting, graphic arts, medical, mechanics and other bodies of knowledge, in that it is not an inherently do-it-yourself prospect.Smart business people who aren’t labour lawyers need to find suitably qualified professionals as trusted allies. JobLaw (Pty) Ltd is such an ally, providing clients with the loyalty of a business partner and the economics of an independent professional. Retainer consulting: We represent a client company as an extension of its business development specifically focusing on labour law certainty.This begins with complete understanding of the client company’s situation, objectives, and constraints. We then represent the client company quietly and confidentially. We ensure that our clients have what they need to run their business with peace of mind, maximum efficiency and reliability. We take care of your labour matters

allowing you to focus on what you do best – running your business. Our clients have the assurance that we are there when they need us.WHAT WE DOLABOUR LAW TRAININGBasic training for all staff membersAdditional Management Workshops available (various) from ½ day to 2 day duration.TRAINING ELIMINATES UNCERTAINTY AND DISTRUSTCONTRACTSCompiling of each personalised contract of employment in accordance with your needs and in line with the relevant legislation applicable within your industryTraining and implementation of the personalised contractsENHANCE PRODUCTION WITH LEGAL CERTAINTY CREATING WELL DEFINED BOUNDARIESDISCIPLINARY CODE & GRIEVANCE PROCEDUREComprehensive Disciplinary Code and relevant documentation, in accordance with the Labour Relations Act, no 66 of 1995Training and implementation of the Disciplinary Code and Grievance ProcedureUnlimited Labour Law Advice – just pick up the phone or send an e-mailOur legal team will assist with Workplace Discipline and adviceDrafting of disciplinary warnings and notices of disciplinary enquiriesChair Disciplinary Enquiries and maintain a full record of the proceedingsTHE JOBLAW PROGRAMME ALLOWS YOU TO FOCUS ON RUNNING YOUR BUSINESS. WE ELIMINATE UNCERTAINTY THROUGH THE EFFECTIVE IMPLEMENTATION AND MANAGEMENT OF LABOUR LEGISLATION THEREBY INCREASING LABOUR HARMONY AND PRODUCTIVITY.RETRENCHMENTAssistance and guidance with retrenchment processesDrafting of retrenchment documentation and liaison with Unions where applicableUNNECESSARY EXPENSES AND LOSSES AT THE CCMA AS A RESULT OF INCORRECT AND/OR NO PROCEDURES FOLLOWED. JOB LAW PROVIDES UNRIVALLED PEACE OF MIND.ADDITIONAL SERVICESDiscipline / Labour Law adviceChair disciplinary enquiriesRepresentation at the following forums (JobLaw and its legal advisors are members of the AHI employer’s organisation):Con/Arb proceedingsConciliate disputes at CCMA / Bargaining CouncilArbitrate disputes at CCMA / Bargaining CouncilCondonation ApplicationsAssistance with Review and Rescission of AwardsRepresentation and assistance with Labour Court ProceedingsUnion negotiationsStrike management assistanceJobLaw (Pty) Ltd is an accredited member of the AHI Employers Organisation.

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