



**THE SOUTH AFRICAN SOCIETY FOR LABOUR LAW**

**NATIONAL ANNUAL GENERAL MEETING**

**MICROSOFT TEAMS**

**28 OCTOBER 2021**



**THE SOUTH AFRICAN SOCIETY FOR LABOUR LAW**  
**Affiliated to the International Society for Labour and Social Security Law**  
**[www.saslaw.org.za](http://www.saslaw.org.za)**

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**TWENTY FOURTH ANNUAL GENERAL MEETING OF MEMBERS OF  
THE SOUTH AFRICAN SOCIETY FOR LABOUR LAW  
TO BE HELD ON THURSDAY 28 OCTOBER 2021  
AT 16H00 VIA MICROSOFT TEAMS**

**A G E N D A**

1. Confirmation of the Minutes of the General Meeting held on Friday 16<sup>th</sup> September 2020
2. Annual Report of the Society's Affairs, the Audited Financial Statement of the Society 2020/2021
3. New Management System – Glue Up & Membership fees 2022/2023
4. Election of President
5. Election of Vice President
6. Election of five Committee Members
7. Constitutional Amendment for the General Manager Position
8. General



**MINUTES OF A MEETING OF THE TWENTY - THIRD ANNUAL GENERAL MEETING OF THE SOUTH AFRICAN SOCIETY FOR SOCIETY LABOUR LAW, HELD VIA MICRCOSFT TEAMS ON 16 SEPTEMBER 2020 at 16H00**

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The AGM was attended virtually by 124 members and the President held 9 proxies. Therefore, a quorum was reached.

**1. CONFIRMATION OF MINUTES OF THE TWENTY-SECOND AGM**

The minutes of the Twenty second Annual General Meeting of the Society held on 6 September 2019 were proposed by Mr Sean Snyman and seconded by Mr Moses Baloyi.

**2. PRESIDENT'S ANNUAL REPORT OF THE SOCIETY'S AFFAIRS**

Ludwig Frahm-Arp the President of SASLAW:

- 2.1 presented the annual report;
- 2.2 highlighted the membership number at 1298; a decrease of 191 members since 2019;
- 2.3 Social media platform followers have increased by over 100% since the last AGM.
- 2.4 Thanks to the pro bono judges who assisted in the Johannesburg and Port Elizabeth Labour Courts in July
- 2.5 Prof Stefan van Eck and Ludwig Frahm Arp were awarded Honorary membership in recognition of their outstanding work for SASLAW;
- 2.6 21 events have been arranged this year in all chapters both physically and virtually.
- 2.7 advised that over 2 5000 clients have been assisted at the 4 pro bono offices around the country since February 2011, and informed members that the Society is very grateful to the attorneys, advocates and staff for their time;
- 2.8 The national committee has agreed not to increase membership fees in the 2020/2022
- 2.9 Acknowledged the work done by the Young Scholars Society and the African Labour Law Society.

2.10 The year resulted in a loss. This was due to two reasons, and further explanation is covered in a letter from the accountants included in this pack. The Society wrote off a loan to the pro bono project and the auditors have included doubtful debt in the balance sheet as at February 2020. This is because of the abnormally high aged receivable amount at this date.

The administration and governance of the Society are in order.

2.11 Thanked the committee, seminar and conference speakers, the staff and the sponsors;

2.12 Noted that the auditors Lloyd Viljoen and Partners will perform the audit on the Society in 2021.

The President's report will be loaded onto the SASLAW website for review.

### **3. ELECTION OF PRESIDENT AND VICE PRESIDENT**

There being no other nominations, Anastasia Vatalidis was elected a Vice President of the Society for 2020 – 2021 and Venolan Naidoo was elected vice President.

### **4. ELECTION OF NATIONAL COMMITTEE MEMBERS**

The following committee members were nominated for the committee positions as follows:

- Audrey Johnson - ENSafrica
- Johan Olivier – Webber Wentzel
- Lerato Lenyehelo - NUMSA
- Gugulethu Mthlane - Solomon Holmes
- Irshaad Savant - BakerMcKenzie

Cameron Morajane has been co-opted onto the committee.

### **5. GENERAL**

Ludwig thanked everyone for their attendance and adjourned the meeting.

The AGM was followed by a webinar case law update by Adv Suzanna Harvey.



**ANNUAL GENERAL MEETING**

**MICROSOFT TEAMS**

**28 OCTOBER 2021**

**PRESIDENT'S ANNUAL REPORT**

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I report on the affairs of SASLAW for the 2020/2021 year as follows.

**Membership**

The Membership of the Society as of 25<sup>th</sup> October 2021 is 1469. Our numbers steadily increased this year as people became more comfortable in being able to pay their membership fees. While we are still dealing with the pandemic as our new normal, members continue to appreciate the value that SASLAW offers. Sincere thanks must go to the chapter administrators and the membership portfolio holders on the chapter committees for keeping the membership numbers relatively consistent, and to the administrators and accountant for their work on the aged receivables to keep the Society afloat through the pandemic. The number of new members is very encouraging. Our vibrant and growing social media platforms are allowing us to reach more interested members, resulting in new members.

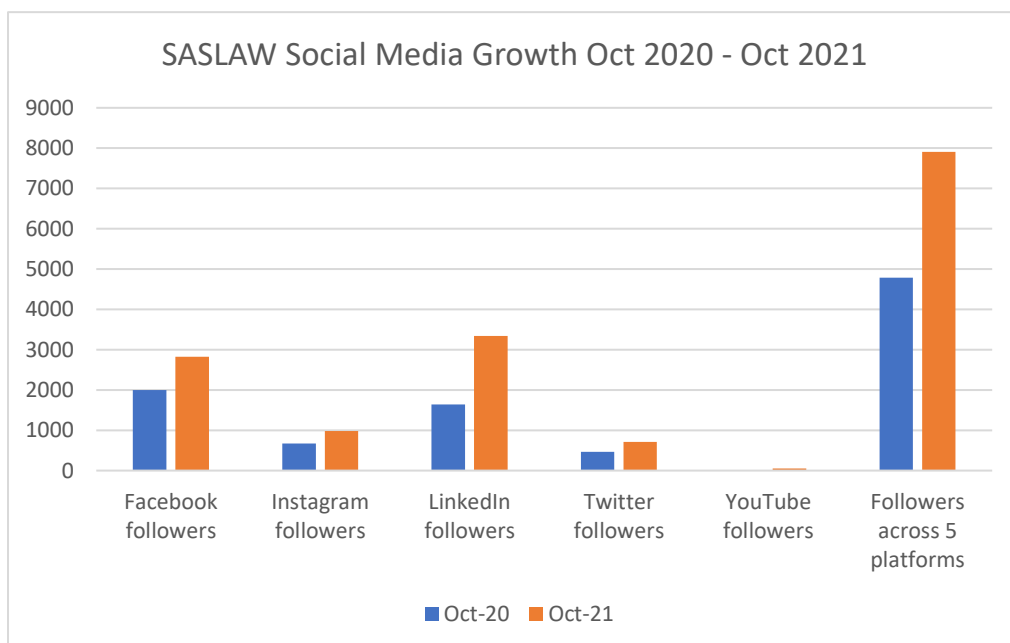
<b>CHAPTER</b>	<b>TOTAL NUMBER OF PAID MEMBERS OCTOBER 2021</b>
Eastern Cape	100
Free State	20
Gauteng	1036
KZN	141
Limpopo	15
Western Cape	157
<b>TOTAL</b>	<b>1469</b>

The marketing plan, this year focused mainly on our Social Media platforms and barter agreements such as attending the HR Works Annual Conference in exchange for SASLAW receiving exposure to their members. The Mobile App numbers have been growing as our members get comfortable with being able to navigate the app and using it is their respective work- spaces to view judgements, articles, and notices on the App. This makes reaching our members very easy and convenient.

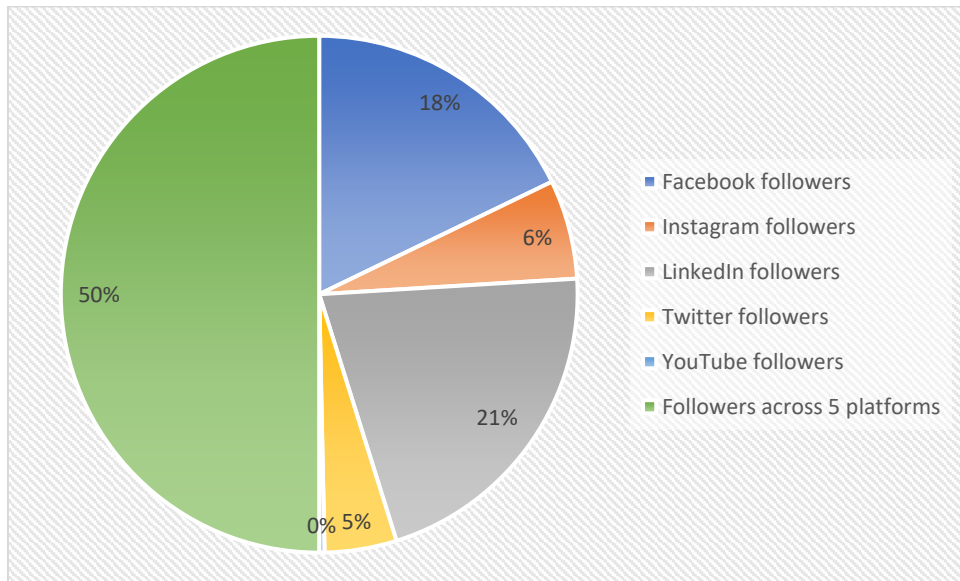
### Social Media

A major part of SASLAW’s marketing plan is the social media platforms. See below the growth in the various platforms since this time last year. All the webinars have been recorded and loaded to You Tube for the members to watch at their own convenience.

	October 2020	October 2021
Facebook followers	2002	2821
Instagram followers	672	982
LinkedIn followers	1643	3342
Twitter followers	467	713
YouTube followers	-	52
Followers across 5 platforms	4784	7910



*% on different platforms of the reach since October 2020*



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We encourage you to follow the Society on these platforms:

LinkedIn - <http://www.linkedin.com/company/sasocietyforlabourlaw>

Facebook - <https://www.facebook.com/sasocietyforlabourlaw>

Twitter - <https://twitter.com/SASLAW0>

YouTube - <https://www.youtube.com/channel/UCxRTHdIWmvJDO6Ave0t-N-w>

Facebook conference event - <https://web.facebook.com/events/281738819821201>

Saslaw Probono LinkedIn - <https://www.linkedin.com/company/saslawprobono>

### **Young Scholar Society (YSS)**

I would like to thank Owethu Mbambo for her efforts and time to the YSS for the past two years, your commitment is appreciated. Our new President of the YSS is Samantha Walker. The Student Conference was well received by the students, with 111 students attending. We had an interesting list of Speakers and topics for the students. The topics ranged from How to Succeed in an Interview to Mental Health / Depression in the modern work environment. Owethu's report is included in the pack.

### **Pro Bono Project**

All the project activities are covered in more detail in the report enclosed in this pack. The number of clients seen nationally since Feb 2011 was an amazing 27 980. Attorneys continue to assist in the four offices and are taking on matters on a regular basis. The Directors are indebted to them, the Court staff, and the administrators who work tirelessly for the project. I would like to thank Jacqueline Keet, the permanent

attorney in the Johannesburg office, for her commitment. Jacqueline has been able to assist a large number of clients during the pandemic.

### **Seminars and Webinars**

34 webinars have been held since June 2020 to date. Some of our highlights for the year were:

- Women's Breakfast that was held virtually – Speakers were Judge Kate Savage and Shabhana Thaver
- Our Trial Series (four webinars) with Adv. Warren Shapiro SC. This will be a highlight going forward on the SASLAW event calendar.
- Case Law Update with Prof. Alan Rycroft
- The Intersection between Labour Law and Business Rescue - SAA Saga with Riaz Itzkin
- Through COVID-19 and beyond – What the CCMA has learnt from last year and what users should expect in the future with Marius Kotze

The administrators continue to acquire more skills in running Microsoft Teams Live events in order to run our webinars. The webinars have been held nationally giving exposure to all our members irrespective of their chapters. In addition, the webinars have added to our income stream, keeping the Society in a healthy financial position. To close off the year, we will confirm the last webinar soon.

### **New Membership System – Glue Up & Membership Fees 2022/2023**

After much thought, we have decided to move to a new membership system. As the globe acquaints itself with the virtual space, we wanted to have a membership system that would speak to all our needs under one umbrella. Our members will enjoy, but not limited to, the following benefits:

- Management of members renewals.
- Management of our webinars and events within the system such as registrations and confirmation emails.
- A full integration to XERO, our accounting system for seamless invoicing and payments.
- A dynamic and interactive experience for members which allows for them to interact with fellow members, sponsors and post interesting information through the Mobile App.
- A member can build a profile on the system and link their social media handles to it.
- Our entire membership management will be streamlined, automated and very user friendly with huge benefits to networking and event management.
- The members (or their appointed admin person) will have full control over their profiles and membership renewals. This aligns to POPIA.

The membership fees for 2022/2023 will be R950 excl. VAT for all members across the board and R200



excl. VAT for students. The decision to have a flat rate for the membership fee came after we saw that all our members receive the same benefits nationally and irrespective of their chapters.

## **24<sup>th</sup> Annual Hybrid Conference**

Through the planning phase of the Conference, it was decided to hold the conference on 7<sup>th</sup> & 8<sup>th</sup> October 2021. Following last year's Conference, the Team decided to host a Hybrid event again. This allowed for the Conference Team to prepare the programme, raise the needed sponsorship and get the venue ready. One of our key marketing elements this year was to add a Conference Teaser production to introduce the conference. This was well received by our members. The commitment to hosting a high level, informative and diverse conference, while taking into account all the regulations of the health and safety of all involved paid off.

The conference took place virtually on "My Planner" and physically at "The Capital On the Park" in Sandton and attendance was in accordance to regulation of the Covid protocols with the necessary social distancing, sanitising, and catering changes at the venue. Venue management was thorough and contributed to a safe and successful conference.

We were excited at the number of physical and virtual attendees we had this year. The speaker line-up this year was diverse and unique, it included Bankers, Union Leaders, Health and Wellness practitioners. With a conference packed with diverse speakers and topics, we received great feedback from our delegates. It allowed the speakers and delegates to engage in topics outside the traditional Labour Law space.

Other pointers to mention about the Conference are as follows:

- The Conference Survey will be sent with the next newsletter
- Available on our website is a "Highlights Reel" showcasing all the highlights from the conference from speakers to delegates to the conference cocktail and venue.
- The Conference Virtual Platform is still available for delegates to access for the next 6 months where they can view all presentations, connect and expand their professional networks and access special conference offers from sponsors.
- The link to the photographs will be made available on the website as well.

I would like to thank the Sponsors whose commitment to the Society contributed to a very successful conference. We hope the exposure you received this year has been well received. Thank you to the Speakers and Conference Team for interesting and diverse topics presented at the conference. A big thank you goes to Johan Olivier, Audrey Johnson, Venolan Naidoo and the Administrators.

## **Finance and Administration**

The Audited financial statement for this period ending February 2021. The year resulted in a loss. The main reason for this was a prior period adjustment not taken into account for the 2019 and 2020 years. The adjustment was for the percentage of sponsorship owed to the Probono Project. This reduced the income on the Income statement. While the year- on -year loss is a concern, the money raised from the 2021 conference as well as 2021 membership fees will put the society in a much healthier position for the year ending 2022.

The administration and governance of the Society are in order.

### **Closing Comments**

Thank you to all who continue to make SASLAW a success year on year.

Despite the challenges we have experienced in the last two years we are ending 2021 on a high. The level of member participation at SASLAW this year has been a testament to the strength and importance of our organisation and the role we play in labour law. We look forward to supporting our members, our sponsors, our stakeholders and our society in the year to come. Please stay safe and enjoy a well-earned year end.

### **Anastasia Vatalidis**

SASLAW National President  
**2020 - 2021**



**SASLAW NATIONAL ANNUAL GENERAL MEETING  
28<sup>th</sup> OCTOBER 2021  
GAUTENG CHAPTER REPORT**

**1. INTRODUCTION**

Well into the second year of the pandemic, SASLAW and the country at large have found a flow to continue pushing forward and living life. Our Gauteng Chapter membership numbers have steadily increased over of the year, indicating that our members continue to enjoy the benefits SASLAW offers. Currently we are running our Half Year membership promotion at this time of the year. This gives an opportunity for interested members to join at this late stage of the year at a prorated fee. The highlight this year was that for the second year in a row, the 24<sup>th</sup> SASLAW Hybrid Annual Conference took place in Gauteng. The venue was “Capital On The Park” in Sandton. The virtual delegates enjoyed the production of the Conference and great reviews were given. We thank all who partook and participated in making the Conference a success.

**2. COMMITTEE MEMBERS**

At our AGM on 1<sup>st</sup> June 2021, our committee members were retained from last year to serve for the next 12 months except for Riaz Itzkin who stepped down. We would like to wish him all the best in his future endeavours and thank him for his continuous efforts and commitment to the SASLAW Gauteng Chapter Committee over the years. This year we added another portfolio to our committee which is the Research Portfolio that will be run by Bennie Lindie our North- West Rep. The aim of the Research Portfolio is to closely work with the Chapter in doing various research that would enhance our work shared with the members.

NAME	ORGANISATION	PORTFOLIO
Sean Snyman	Snyman Attorneys	President
Moses Baloyi	Moses Baloyi Attorneys	Vice President & Judgements
Craig Berkowitz	Berkowitz Attorneys	Membership questions & Probono
Deirdre Venter	Shepstone & Wylie	Membership questions & Attraction
Lauren Mostert	LabourNet	Conference
Bennie Lindie	North West University	North West Rep – Research
Neil Coetzer	Cowan Harper Madikizela Attorneys	Legislation & seminars
Neil Searle	Fasken	Social Media & Legislation
Bongani Khanyile	Bongani Khanyile Attorneys	Conference
Magate Phala	Magate Phala & Associates	Social Media & Webinars

I would like to say a BIG thank you to the committee for their hard work and commitment to the Society. Their efforts through-out the year allow for us to keep our members abreast in the space of Labour Law.

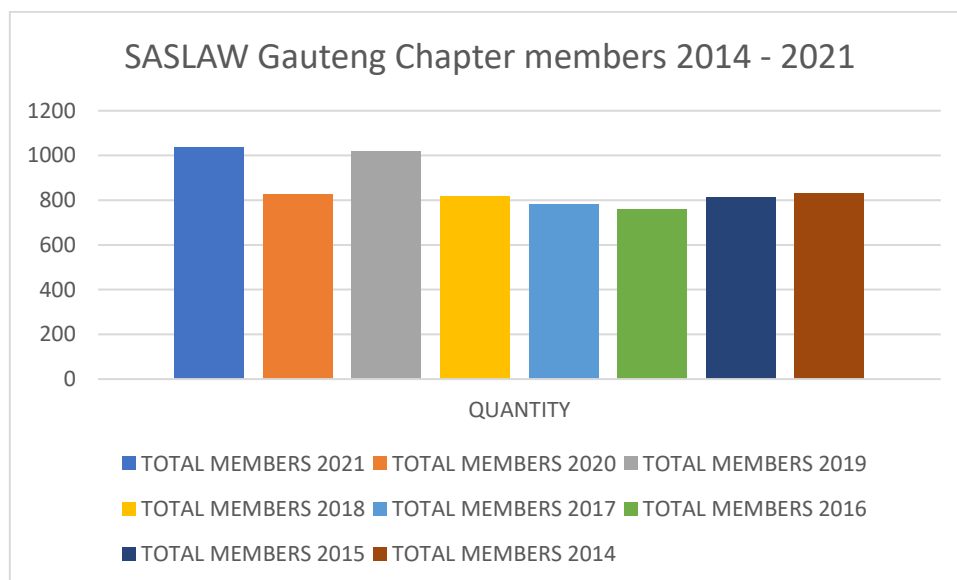
### 3. EVENTS

Our webinars this year were done Nationally along with the other SASLAW chapters. We offered our members different styles of webinars such as workshops, discussions, and presentations. The running of our webinars is improving as we learn more about the Microsoft Teams Live Event platform. Going forward most of our events will be held virtually, but we are hoping to re- introduce seminars next year and get our members networking again.

Some of the highlights of the webinars hosted by the Gauteng Chapter this year were the Women’s Breakfast that finally took place virtually after being cancelled last year due to the COVID pandemic done by Kate Savage and Shabhana Thaver as well as “The Intersection between Labour Law and Business Rescue - SAA Saga” done by Riaz Itzkin. On 1<sup>st</sup>October2021, the Young Scholars Society held its student conference virtually.

### 4. MEMBERSHIP

<u>DETAIL</u>	<u>QUANTITY</u>
TOTAL MEMBERS 2021	1036
TOTAL MEMBERS 2020	824
TOTAL MEMBERS 2019	1016
TOTAL MEMBERS 2018	818
TOTAL MEMBERS 2017	782
TOTAL MEMBERS 2016	757
TOTAL MEMBERS 2015	811
TOTAL MEMBERS 2014	832



This year we were able to recoup our members from the decrease of last year due to Covid 19 and the hard lockdown. With the economy opening- up, and the ease of restrictions for Covid 19, members have become more comfortable again in paying their membership fees. We continue to grow our numbers through our extensive social media campaigns, how we handle our membership database on our website due to POPIA, and barter agreements with various distribution channels. As things slowly become “normal” again, and the success of our Conference, we expect more new members to join and enjoy the benefits as well as the value that SASLAW offers.

## 5. CONCLUSION

A big thank you goes to our administrators for their continuous hard work and commitment to the Society. To Riaz Itzkin, thank you for your contribution to the Gauteng Chapter committee and we wish you well. Thank you to the Conference team and our sponsors who partook to make this year's conference a successful one held in Gauteng. I would like to thank my committee for their ongoing support of the chapter. As we recover from the pandemic, we continue to plan and strategize for our new normal. To you our members, I would like to thank you for your ongoing support of the Society over the years and we shall continue to keep you abreast with information in the Labour Law space as part of our mandate to you.

**Sean Snyman**  
**President, Gauteng Chapter**  
**25<sup>th</sup> October 2021**



## SASLAW NATIONAL COMMITTEE MEETING

October 2021

### EASTERN CAPE CHAPTER REPORT

#### 1. THE EC COMMITTEE FOR 2021 / 2022

President: Francois Le Roux - Advocate

Vice President: Theo Potgieter – Partner  
T D Potgieter Attorneys

Committee Members:

Mogie Govender – Senior Assistant State Attorney  
Dept of Justice & Constitutional Development

Colleen Ivings – Partner  
Ivings McFarlane Attorneys

Kelsey Smailes – Professional Assistant  
Kaplan Blumberg Attorneys

#### 2. Events

The following EC Chapter seminars have been held during the 2020/2021 period:

19 Feb 2020	Port Elizabeth	Chapter seminar with Bradley Conradie as speaker	Dismissal based on Operational Requirements: The Latest Developments	28
1 July 2020	On-line	EC Chapter AGM with Marius Kotze as speaker	Update on operations at the CCMA during lock-down period	73
20 October 2020	Hybrid	Chapter seminar with Adv Craig Bosch as speaker	Latest judgments from the Labour and LAC Courts regarding Section 197 “Going Concern” Transfers.	82

10 June 2021	Hybrid	EC Chapter AGM with Marius Kotze as speaker	Through COVID-19 and beyond – What the CCMA has learnt from last year and what users should expect in the future.	45
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Our next committee meeting is due to be held on Friday, 29 October 2021.

We are also hoping to host another webinar before December 2021, topic still to be decided.

### 3. Membership Stats

TYPE	NUMBER
Port Elizabeth paid -up membership	74
East London paid-up membership	19
King Williams Town paid-up membership	2
Mthatha paid-up membership	1
Jeffreys Bay paid-up membership	2
Grahamstown paid-up membership	2
Cancelled members 2021	1
New members since 2021	12

### 4. Plans for the rest of 2021

The AGM took place on 10 June 2021. The existing committee all agreed to remain for a second term.

### 5. Pro Bono

The Pro Bono walk in office was due to start seeing clients on Monday, 19<sup>th</sup> July 2021. Unfortunately, due to an unexpected spike in the rate of COVID-19 infections in the Eastern Cape at the beginning of July 2021 this was postponed, and the registrar decided that the pro bono office would continue to operate remotely for the time being.

Be that as it may, the CCMA and Labour Court continue to refer clients through to our pro bono office, albeit virtually. We assist those that we can, unfortunately majority of the clients tend to still have to go through their conciliation / arbitration process. We thus guide them with this process and inform them they may contact us if they are not satisfied with the outcome of the arbitration award.

Attorneys continue to be rostered for the week starting on a Monday. The benefit of operating the pro bono office remotely is that clients don't land up waiting a full week before someone gets back to them and further it doesn't clog up possible clients for the attorney rostered the following week.

Advocates continue to give their view on a matters and if need be are willing to represent a client once briefed by the attorney.

As always, we will continue with our efforts to get more attorneys to come on board as pro bono attorneys in order to grow our panel.

**Francois Le Roux**  
**President: Eastern Cape SASLAW Chapter**  
**October 2021**





**SASLAW NATIONAL ANNUAL GENERAL MEETING**  
**28 October 2021**  
**KWA-ZULU NATAL CHAPTER REPORT**

**1. INTRODUCTION**

*“A smooth sea never made a skilled sailor.”*  
(Franklin D Roosevelt)

As 2021 is coming to a close we look back having navigated another year of COVID-19.

We have aimed over this time to bring consistent value to our members and stakeholders, by way of easily accessible webinars (on topical, relevant issues, presented by experts in their respective fields), the monitoring of our Virtual Hearings Initiative, the virtual running of the pro bono advice office, the strengthening of our relationship with the University of Kwa-Zulu Natal (“UKZN”) and the implementation of our UKZN Street Law Project over 2021.

We have also aimed to provide an element of stability and continuity to our members in an ever-changing world.

As we look forward, we will continue to navigate these waters, and to adapt to the needs of our members and the world around us.

**2. COMMITTEE MEMBERS**

Our new committee was elected at our AGM at the beginning of June as follows:

**PRESIDENT**

Tarryn Poppesqou	Futcher & Poppesqou
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**VICE PRESIDENT**

Hlengiwe Skosana	Garlicke & Bousfield
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**COMMITTEE MEMBERS**

Cameron Wilson	Shepstone & Wylie
Mike Willmore	Farrell Inc
Mandisa Duma	Norton Rose Fulbright
Kershia Govender	Labournet
Kara Barnard	ENSAfrica
Dr Hilda Grobler	Aequitate

**3. EVENTS**

The KZN chapter has hosted and arranged a number of national webinars throughout the year.

Our goal has been to increase our webinar offering, with a view to bringing value to our members, over and above the scheduled webinar events.

In addition, we have ensured a focus on topics that are relevant to all of our members, including both external legal practitioners and 'in-house' / internal HR practitioners. We have taken into account feedback received from our members and have rolled out our webinars in accordance with that feedback.

The 'Trial Advocacy Series', presented by senior counsel in July 2021, was felt to be a huge "value add" to our membership offering and allowed us to offer value to both legal practitioners and 'in-house' / internal HR members, by focusing on litigation skills and scenarios that were useful to members across the board and which could be applied not only at trials but in arbitrations and the like. We are proud to have offered this valuable series to our members for two consecutive years.

The 'COVID-19 & Vaccinations in the Workplace' was also held in July 2021. This webinar was both topical and current (taking place shortly after the various regulation/ directives were implemented), and we are thankful to our speaker and Diane for ensuring the success of the webinar, despite it taking place during the week of unrest experienced in KZN. We are pleased to have been able to respond quickly to a change in the laws by offering information to our members on the change, by an expert in the field.

In addition, the topic was relevant to both legal practitioners and 'in-house' / internal HR members and was held specifically in the morning to cater for this category and in response to the specific feedback received previously from this category of members.

Further, SASLAW UKZN proudly hosted and facilitated a panel discussion in September 2021 on the issue of "Extending Maternity and Parental Protection to Self-Employed Workers" following the publication of the *Discussion Paper 153 : maternity and parental benefits for self-employed workers in the informal economy*, for public comment. The panel comprised of the project leader and two of the members of the SALRC Advisory Committee on 'Project 143: Maternity and parental benefits for self-employed workers in the informal economy'. This panel discussion not only provided our members with highly valuable and first-hand insight into the suggested legislative changes, but the attendees' commentary/ questions and insight were noted for the purpose of the project.

We will continue to provide webinars on current, varying, relevant and up-to-date topics and take into account the feedback received from our members, in order to continue to provide a high quality and unique value offering.

#### **4. MEMBERSHIP**

Although our focus is always to grow and extend our membership, in light of COVID-19 and the impact on the country and our members, we have looked towards maintaining our membership numbers and increasing our value offering to current and prospective members. The KZN Chapter currently has 140 members. We can report that of those 140 members, 125 members are fully paid up and we continue to follow up on payments weekly. Our members are encouraged to pay any outstanding membership fees.

With a view to increasing our student membership (in what we hope will be a first step towards a professional and full SASLAW membership) we intend to focus on specific marketing to UKZN LLB and Post Graduate students. Unfortunately, due to the impact of COVID-19 on tertiary institutions, we have not yet been able to arrange an in-person SASLAW presentation to the UKZN students, however this remains in the pipeline and will be implemented as soon as possible. We are also exploring holding a webinar aimed specifically at the student category of members/ potential members, including an introduction to SASLAW and its works, coupled with the topic of access to justice in labour relations.

We will continue the drive on membership and to bring unique value offerings to all categories of members.

## **5. PROBONO / UKZN**

Our Virtual Hearings Initiative (“VHI”) [which provided access to virtual hearing platforms for litigants who would not otherwise have access to such facilities] was successfully implemented in 2020 in response to the COVID-19 lockdown. We thank our members for their donations of laptops, Wi-Fi facilities, sanitisers, and data, as well as their sponsorships for each VHI “month”. The VHI remains stable and accessible to the Labour Court and qualifying litigants.

The VHI facilities have also been a huge advantage in the continuous running of the advice office weekly and has allowed the advice office to operate ‘remotely’ where necessary, giving attorneys the option of physical attendance or virtual attendance (allowing the office to operate in a safe environment).

By responding quickly to changing circumstances, and through urgent communications with the Durban Labour Court, we have endeavoured to keep the Probono office at the Labour Court functioning in some capacity through the various changes in levels as well as the July unrest in KZN, through 2021. If the office was required to be physically closed, we still ensured that we were capable and able to assist clients telephonically/ by email.

We continue to engage with the Durban Labour Court and to strike a balance between implementing a safe environment for our clients, staff, and attorneys and ensuring services remain available to clients who require them.

Through engagement with UKZN and UKZN Street Law we have initiated and implemented our UKZN Student/ KZN SASLAW Project. This Project has seen certain rostered UKZN Street Law students attending the pro-bono advice office, assisting the advice office, and creating educational posters and brochures. Not only does this opportunity expose the students to the importance of the role of access to justice and the advice office but is also an introduction to the labour law environment.

We have successfully completed the first semester student project. The second semester students are set to complete in November 2021.

We will continue our engagement with UKZN, with a view to growing our good relationship and to implement the 2022 UKZN Street Law Project

## **6. CONCLUSION/GENERAL/FUTURE PLANNING**

Whilst our membership growth is top priority, we continue to seek out and improve our relationships with strategic partners in the region and expand our value offering to our members.

**Tarryn Poppesquou**  
**President, KZN Chapter**  
**28 October 2021**



## **SASLAW NATIONAL ANNUAL GENERAL MEETING**

**28 October 2021**

### **WESTERN CAPE CHAPTER REPORT**

#### **1. INTRODUCTION**

The SASLAW Western Cape Chapter has endeavoured to deliver and maintain a high level of operations given the challenges faced globally since March 2020 as a result of the Covid-19 pandemic. We are once again pleased to report that the chapter has managed to increase the membership base with a total of 199 members to date.

The administration and chapter committee addressed the challenges of the pandemic and continued to combine innovation and thought leadership strategies to present topical issues and share the latest information. This was achieved using technology and social media platforms. Webinar presentations continued to provide members with up-to-date labour law content. Webinars and social media postings also allowed for virtual networking opportunities and discussions were welcomed by members and professionals of the labour law community.

This year the chapter introduced the Student Essay writing competition aimed at increasing the interest of Young Scholars in the chapter. Students from all the major universities in the Western Cape were invited to apply to the competition. A choice of two topics were provided to them. There was high interest in the competition. The winning entry will be announced at the year-end Pro-Bono event in honour of the late Judge Anton Steenkamp.

SASLAW Western Cape chapter wishes to thank the sponsors, committee members, members, pro-bono attorneys, and all stakeholders for their ongoing support and commitment to the ongoing success of the chapter.

#### **2. COMMITTEE MEMBERS**

The following committee members were voted onto the committee at the chapter AGM in June 2021. We would like to thank them for their time and commitment to the chapter.

President: Andre Van Heerden (Werksmans Attorneys)  
Vice President: Commissioner Vusi Landu (CCMA)

##### Committee

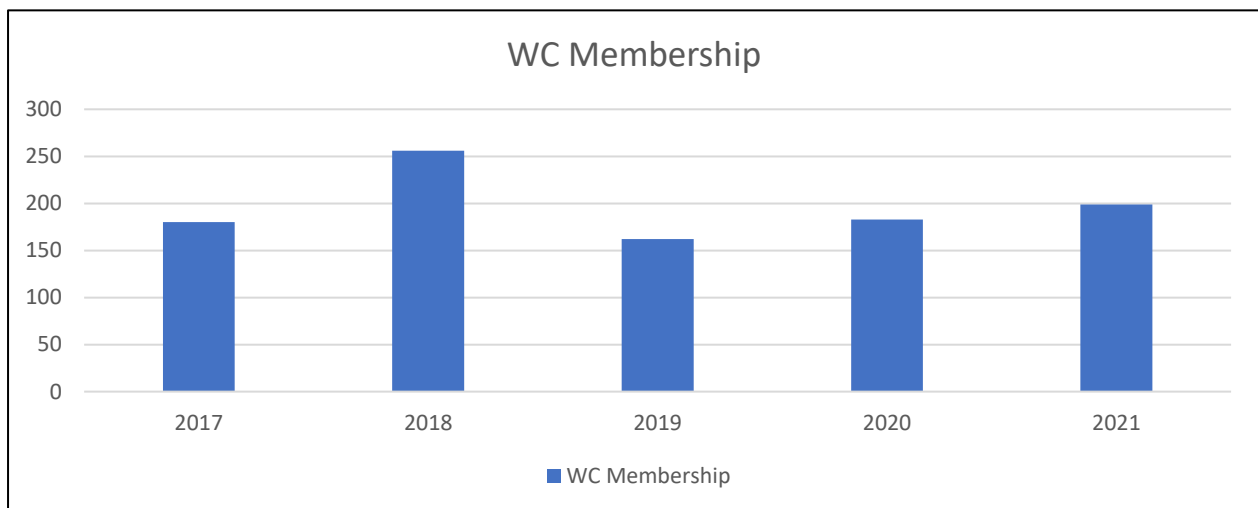
Chloë Loubser (Bowmans)  
Ebrahiem Abrahams (University of Stellenbosch)  
Lyle Aspeling (Cape Bar)  
Melissa Cogger (Bowmans)  
Nikita Reddy (Bowmans)  
Tsepo Nwedamutsu (MacRobert Incorporated Attorneys)

### 3. SEMINARS / WEBINARS

We would like to thank our sponsors, chapter committee members, chapter administrators, the technical teams and speakers for their contribution to our chapter this year. The chapter further aims to continue to facilitate seminars/webinars and other events that inform members of important developments as well as stimulate thinking and debate around future developments in labour law.

### 4. MEMBERSHIP

<u>DETAIL</u>	<u>QUANTITY</u>
TOTAL MEMBERS 2021	199
TOTAL MEMBERS 2020	183
TOTAL MEMBERS 2019	162
TOTAL MEMBERS 2018	256
TOTAL MEMBERS 2017	180



### 5. CONCLUSION

The Western Cape Chapter will continue to provide a platform from which to give input into and influence the development of labour law in South Africa. We look forward to another year of strategy and advancement of labour law. We are grateful for the continued support of our members in the Western Cape Chapter.

**Andre Van Heerden**  
President, SASLAW Western Cape Chapter  
October 2021



**PROBONO PROJECT REPORT**  
**SASLAW NATIONAL COMMITTEE MEETING**  
**26 OCTOBER 2021**

**ADVISE OFFICE UPDATES**

**Johannesburg**

The Johannesburg office has been operating smoothly. We have seen an increase in retrenchment cases. With the help of the attorneys, we have managed to settle some matters without having recourse to court, which came as a relief to the clients concerned. Our Advocate database is growing, and we would like to thank everyone in the project for their commitment even during these trying times.

Legal Aid has resumed sending through their Paralegals every Wednesday to come physically and assist our office.

**Cape Town**

The Western Cape NPC office is still closed to physical consulting with clients. The labour court staff is also appreciative that we are still operating remotely and have been very supportive to assist clients who come into the court to enquire about the SASLAW NPC office. The chapter has seen an increase in the number of clients in need of assistance.

All client queries are received via-email, WhatsApp, and telephone. Walk in clients at the labour court completes a form which is emailed to the office from the Labour Court Registrar then directed to the attorney for consultation. Clients are asked to email a brief of their matter or where they are not able to the list of names are sent to the office where we set up consult with clients who pass the means test.

We continue to roster two attorneys for each week the process that we are following up until now has been working seamlessly. The attorneys and labour court are also grateful that we can assist clients remotely. We do anticipate reopening the physical consulting office in January 2022, but for now shall continue to follow up and provide as many clients with remote advice support as possible and would like to thank our attorneys for their support during this time.

### Durban

The Labour Court office in Durban has remained opened and Attorneys are still given the option of attending in person or via teams. This flexibility has catered for everyone whilst still being able to assess matters and tend to clients.

The UKZN Street law project is now in its Second Semester and we have a new set of students who are attending weekly. Feedback from Semester 1 has been very good and students have gained valuable insight into the Labour law field whilst having exposure to the courts and the workings of the Probono Office. The second semester will wrap up end of November. Students will be issued with certificates for their time spent at the office.

### Port Elizabeth

After wanting to open our office again at the beginning of the third term a decision was made by the Registrar and JP towards the end of June to not go ahead and to continue to have the matters dealt with remotely to try avoid more feet through the court as the rise of the 3<sup>rd</sup> wave was becoming worse than anticipated. Although the numbers seem to be better at present we are at wits end on whether it would be wise to open up now or if we should wait out the year and hope for the better in the new year. We are not sure if there will be a fourth wave and how severe it would be.

Our attorneys are willing to be present and see clients in person. Potential clients are making contract directly through the pro bono portal as well as direct email or telephone through word of mouth. Unfortunately, although there have been a few enquiries we are able to help very few as the enquiries are not Labour related or have not been through CCMA or Bargaining counsel process. This does seem to be a reoccurring effect in the Eastern Cape. We continue to assist by advising the clients that they can get guidelines on the CCMA website, approach small claims or make contact with Legal Aid if we are unable to assist.

## STATISTICS

SASLAW PRO BONO STATISTICS - NATIONAL 4 February 2011 - 30 September 2021					
Region	Cape Town	Durban	Johannesburg	Port Elizabeth	Total
Clients seen	4954	3722	18 410	894	27980
Hours spent in office/online	2142	3004	13377	1357	20876
No of attorneys	49	56	115	17	263
No of firms	27	32	71	12	142
No of matters taken on by attorneys	746	706	782	99	2645
No of matters taken on by Legal Aid	209	229	953	3	1594
No of new clients seen by the Permanent Attorney in the Johannesburg Advice Office since January 2017			1423		1423

## MARKETING

[www.saslawprobono.co.za](http://www.saslawprobono.co.za) is continually updated with new content.

The LinkedIn page has 275 followers. Please follow the page - <https://www.linkedin.com/company/saslawprobono>

The next communique will be circulated in June 2021.

## CANADIAN FELLOWSHIP PROGRAMME

The Canadian Programme for 2021 ended in late September. Please read the reports by the three fellows here.

[SaslawProBono | Canadian Fellowship Programme](#)





## **FUNDING**

The project is looking for funding. A reminder that the NPC is a public benefit organisation and a Section 18A certificate can be issued for tax purposes.

**On behalf of Pro bono  
Directors**

**25<sup>th</sup> October 2021**



## SASLAW NATIONAL ANNUAL GENERAL MEETING

28 October 2021

### WESTERN CAPE CHAPTER – PRO BONO REPORT

Cape Town

The Western Cape NPC office is still closed to physical consulting with clients. The labour court staff have been very supportive to assist clients who come into the court to enquire about the SASLAW NPC office. The chapter has seen an increase in the number of clients in need of assistance.

All client queries are received via-email, WhatsApp, and telephone. Walk in clients at the labour court completes a form which is emailed to the office from the Labour Court Registrar then directed to the attorney for consultation. Clients are asked to email a brief of their matter or where they are not able to the list of names are sent to the office where we set up consult with clients who pass the means test.

We continue to roster two attorneys for each week the process that we are following up until now has been working seamlessly. The attorneys and labour court are also grateful that we can assist clients remotely. We do anticipate reopening the physical consulting office in January 2022, but for now shall continue to follow up and provide as many clients with remote advice support as possible and would like to thank our attorneys for their support during this time.

Since June 2020 the Western Cape Pro-Bono office have consulted 350 clients, assisted by 20 attorneys who dedicated 244 volunteer hours to the programme. 10 matters have been taken on for representation by attorneys and LegalAid SA.

#### PRO-BONO STATS – WESTERN CAPE – 04 February 2011 – 30 October 2021

Region	Cape Town
Clients seen	5044
Hours spent in office/online	2214
No of attorneys	49
No of firms	27
No of matters taken on by attorneys	750
No of matters taken on by Legal Aid	210

**PARTICIPATING ATTORNEYS & FIRMS 2021:**

<b>Attorney Name</b>	<b>Firm</b>
Abubakr Salie	Salie Attorneys
Carley Sauls	Herold Gie Attorneys
Chloë Loubser	Bowmans
Curwin Pokpas	Maserumule Attorneys
Jabulile Dube	Legal Aid
Jamie Pead	Maserumule Attorneys
Jaimé-Lee Jacobs	Herold Gie Attorneys
Jenna Adams	Bagraims Attorneys
Joani van Vuuren	Webber Wentzel
Leila de Saude	Bowmans
Marieke van Rooyen	Marieke van Rooyen Attorneys
Melissa Cogger	Bowmans
Nicole Lee	Bagraims Attorneys
Zikhona Ndlebe	MRT Law

We sincerely wish to thank all participating firms and attorneys and the Cape Town Labour Court Registrar and Staff for their commitment and support to the Western Cape NPC office.

**Pro-Bono NPC Office  
SASLAW Western Cape Chapter  
October 2021**



## SASLAW NATIONAL ANNUAL GENERAL MEETING

### MICROSOFT TEAMS

28<sup>th</sup> OCTOBER 2021

### Young Scholars Society (YSS)

#### INTRODUCTION

With the formation of the Young Scholars Society (YSS) in October 2013, the objective was to promote SASLAW amongst young lawyers and scholars to encourage and facilitate their involvement in the South Africa Labour law space. I believe we are fulfilling this mandate as we grow the YSS brand.

The membership of YSS is open to lawyers, scholars and anyone involved in any aspect of labour law in South Africa who is under the age of 35. To join SASLAW as a YSS member, the interested member would pay a reduced membership fee which is currently R200 for full time students.

The YSS is run by a sub-committee which comprises of six members each responsible for different portfolios. The committee reports primarily to the SASLAW national committee but is also affiliated with the Young Scholars Section of the International Society for Labour and Social Security Law (“ISLSSL Young Scholars”).

President	Samantha Walker	Snyman Attorneys
Gtg/Pro bono students	Liesl Olivier	Webber Wentzel
Secretary	Prinoleen Naidoo	Cheadle Thompson & Haysom
ILO & ISLSSL Relations	Devon Jenkins & Samantha Walker	ENSAfrica & Snyman Attorneys
Thought Leadership & Social Media Officer	Nadine Mather & Owethu Mbambo	Bowmans & Fasken
Events Officer	Devon Jenkins & Prinoleen Naidoo	ENSAfrica & Cheadle Thompson & Haysom

#### ACHIEVEMENTS

The YSS’s membership has grown steadily since its inception and currently includes members from the Bar associations, HR practitioners, public sector representatives and academics who are interested in the study and practice of labour law as a discipline. With the YSS membership numbers steadily growing, the objective of the YSS moving forward is to have a more national profile and host more national webinars for students.

The Young Scholars Society (YSS) Student Conference was held on 1<sup>st</sup> October 2021 and there were 111 students who registered.

The topics and speakers for the Conference were:

- ◇ SASLAW / YSS promotion – Samantha Walker | Snyman Attorneys
- ◇ CV & Internship Opportunities – Liesl Olivier | Webber Wentzel
- ◇ How to Succeed in Interviews – Jane Moors | OuterBox Thinking
- ◇ Covid 19 in the Workplace – Devon Jenkins & Prinoleen Naidoo | ENS Africa & CTH
- ◇ Mental Health / Depression in the Modern work environment – Nadine Mather | Bowmans

The conference was very engaging and interactive with many questions that came from the students.

The YSS was very pleased to be part of the prize giving donors this year for top performing Labour Law students at Wits, University of Pretoria and University of Johannesburg.

We also attended a Cocktail function at the University of Pretoria to network with other donors that partook this year in the prize giving.

Members of the YSS held a virtual meeting for the four Canadian students who are part of the collaboration between SASLAW and the University of Toronto. The meeting focused on the legal landscape in South Africa, with a particular focus on labour law and relations.

Internationally, the YSS has strengthened its relationship with the ISLSSL Young Scholars.

## **CHALLENGES**

Unfortunately, due to the COVID-19 pandemic and the consequent fluctuating lockdown levels and university shutdowns, the YSS has been restrained in its activities since March 2020. However, various articles have been relevant to Young scholars were circulated.

Another challenge faced by the YSS is the retention of student members after these members graduate. The YSS aims to host workshops for students in their penultimate or ultimate year of study incorporating topics such as interview and CV preparation skills to generate and sustain interest in SASLAW and labour law for students who are still deciding what area of law or work to move into after graduation.

As things normalize in light of the vaccine roll out, we hope to also do some physical seminars where the students will get to interact and network. Next year, our aim is to be more present and engage with the ILO community as well as have a YSS speaker at the SASLAW Annual Conference.

The YSS also aims to involve the YSS President in the SASLAW National Committee meetings to establish a continuation between the YSS and SASLAW for members that graduate from being a YSS member to being a SASLAW member.

The YSS also aims to host more events and generate more interest in provinces outside of Gauteng as the YSS membership and activities are currently largely based in Gauteng and need to be expanded.

We welcome any Young scholar to join the committees in the regions and work with the chapter administrators in growing this area of SASLAW membership.

## CONCLUSION

We continue to work hard in increasing the YSS membership and marketing the Society to students, candidate attorneys as well as entry level HR practitioners. Please support the YSS in sharing your ideas of what you would like the Society to do for you as a member. We welcome any ideas and topics you would like to share with the YSS members.

A big thank you goes to my fellow committee members for their time and contribution to the Society. As I step down after serving my term, I would like to wish our new President Samantha Walker a productive and prosperous term. Good luck and all the best.



**Owethu Mbambo**  
**Young Scholars Society of SASLAW President**

**26<sup>th</sup> October 2021**



## **SASLAW NATIONAL ANNUAL GENERAL MEETING**

**28 October 2021**

### **MARKETING / COMMUNICATIONS / CONFERENCE UPDATE REPORT**

#### **1. INTRODUCTION**

The past year has taught the national administrative team that tenacity and self-belief can produce results far beyond what previous delivery outcomes had established. With a brand-new team and visions of what we wanted to achieve we set out to establish and maintain the current membership database and advance SASLAW as a main competitor on the Professional Labour Law platform.

The national administrative team utilised all available resources and consulted with relevant professionals to maintain and improve the current branding and technical positioning of the society. We worked around the clock to establish and recreate a marketing strategy to lead against competitors in the covid waves of slashed budgets and careful spending.

The recent successful SASLAW 24<sup>th</sup> Annual Hybrid Conference demonstrated the huge strides implemented to promote and deliver the advancement of labour law as a legal and academic discipline and encourage collaboration between lawyers and other experts within the field of labour law.

An important part of delivering a successful marketing and membership strategy focussed on maintaining and improvement in the following areas:

- Membership Renewals
- New Memberships
- Membership Packages
- Website Updates
- Social Media Presence
- Brand Awareness

#### **2. MARKETING & COMMUNICATION**

An important part of the successful marketing strategy was utilizing systems that had been established, revising core procedures, conducting member surveys, providing detailed reports to sponsors and partners most importantly creating an increased awareness of the SASLAW brand and offerings.

Marketing and Communications were largely focused on the membership renewal and build up to the SASLAW National Conference in October. The main SASLAW branding elements were retained and additional elements were designed to create the National Conference Marketing Branding Campaign.

The following systems and Marketing Campaigns were implemented in the past year:

1. Bulk E-mail System
2. National Conference Marketing Campaign
3. Social Media Campaigns
4. Presenter and Sponsor mentions
5. Sponsor and Partner Marketing
6. Digital Platform Marketing – Daily Maverick & Without Prejudice Magazine
7. Barter Agreements – (SALLR & HRworks)
8. SASLAW’s got TALENT Virtual Competition
9. Student Essay Writing Competition
10. Sponsor Competition Offers (LexisNexis & Investec)
11. YSS National Conference
12. Woman’s Day Webinars
13. Conference Virtual Platform
14. Virtual Sponsor Booths
15. Conference Digital Swag Bag
16. Website Updates
17. Launch of the new SASLAW Website
18. Updated Membership Management System
19. Electronic Events Management System
20. Annual Scheduled Webinars
21. Webinar Series
22. SASLAW Brand Video / Advert
23. Conference Pre-Teaser Video
24. Conference Highlights Reel

### 3. SOCIAL MEDIA

For the past year the SASLAW Social Media Campaigns have been positioned to generate large scale awareness of the brand and offering while providing the society the opportunity to constantly emphasize its products and services to the labour law community.

We have seen the results in this effective marketing stream via generating interest among the potential followers to the offerings of SASLAW by seeing an increase in followers, comments, shares and sponsor interest.

The social media stats for the past year showing an increase on all platforms:

	October 2020	October 2021
Facebook followers	2002	2821
Instagram followers	672	982
LinkedIn followers	1643	3342
Twitter followers	467	713
YouTube followers	-	52
Followers across 5 platforms	4784	7910

### 4. WEBINAR REPORT

Traditionally SASLAW hosted monthly face-to-face seminars, presented on topical issues, and allowed our member delegates the opportunity to grow their professional networks. The Covid-19 pandemic allowed SASLAW to formally roll out national virtual webinars via MS Teams. SASLAW has since then has hosted



34 webinars and 3266 delegates attended the webinar presentations since the inception of lockdown in June 2020.

**NATIONAL WEBINAR REPORT – FEBRUARY 2021 – OCTOBER 2021**

DATE	TOPIC	PRESENTER	HOSTING CHAPTER	REGISTERED DELEGATES
11 February 2021	CASE LAW UPDATE	Prof Alan Rycroft	WC	275
04 March 2021	“The Intersection between Labour Law and Business Rescue: The SAA Saga”	Adv Riaz Itzkin	GAUTENG	135
25 March 2021	SPONSOR – CO- PRESENTATION (AON) POPIA – Breach of personal data and importance of Cyber-Security	Nadine Mather (Bowmans) Zamani Ngidi (Cyber Specialist – AON)	WC	118
15 April 2021	CONTEMPT OF COURT IN THE LABOUR COURT – A Practical Consideration	Judge Benita Whitcher, Andrew Prior & Mark Futchner	KZN	75
07 May 2021	National Women’s Breakfast Webinar	Judge Kate Savage (Judge of the High Court) Shabhana Thaver (Head of IT, Investec)	National	136
01 June 2021	Topic: THE CONSEQUENCES THAT FLOW FROM AN UNSUCCESSFUL REVIEW CHALLENGE IN THE LABOUR COURT WHERE THE EMPLOYEE HAS BEEN REINSATED IN TERMS OF AN ARBITRATION AWARD, WITH SPECIFIC REFERENCE TO WHAT IS DUE UNDER THE AWARD, UNDER THE EMPLOYMENT CONTRACT AND FOR INTEREST, AND HOW THIS IS TO BE CLAIMED.	Sean Snyman	Gauteng AGM	123
17 June 2021	WC AGM Webinar - “Affirmative action as a defence against unfair discrimination claims: evaluating the (practical) approach in eThekweni Municipality v Nadesan [2021] 6 BLLR 598 (LC)”	Advocate Craig Bosch	Western Cape AGM	36
24 June 2021	EC AGM - THROUGH COVID-19 AND BEYOND: WHAT THE CCMA HAS LEARNT FROM THE LAST YEAR AND WHAT USERS SHOULD EXPECT IN FUTURE	Marius Cotze	EC AGM	63

06 July 12 July 20 July 27 July	National Webinar Series Workshop – 1. Preparing for Trial & Discovering a Narrative – Tuesday 6th July - 08h00 to 09h00 2. Examination in Chief - Monday 12th July – 08h00 to 09h00 3. Cross Examination - Tuesday 20th July - 08h00 to 09h00 4. Argument Prep & Delivery –	Advocate Warren Shapiro S.C.	KZN	136
13 July 2021	COVID-19 VACCINES AND THE WORKPLACE – WHAT EMPLOYERS CAN AND CANNOT DO	Dr. Hilda Grobler	KZN	123
29 July 2021	CCMA Case Law Update	Commissioner Laurie Warwick	WC	107
19 August 2021	“The recent unrest in the country and its consequences in the workplace.”	Zanele Chauke, from POWSA Inc.	Gauteng	89
07 September 2021	EXTENDING MATERNITY AND PARENTAL PROTECTIONS TO SELF-EMPLOYED WORKERS	Mr Linda Mngoma, State Law Advisor (SALRC) Ms Janine Hicks, School of Law (UKZN) Dr Meryl du Plessis, School of Law (WITS)	KZN	40
7-8 October 2021	24 <sup>th</sup> National Conference		Gauteng	375

## 5. SPONSORS

The annual conference sponsorship is and continues to be, an effective way of increasing the visibility not only to SASLAW but to the sponsors who have always shown commitment and recognised the value in the offerings to the labour law community. This year we have proudly partnered with high end businesses and firms assisting to provide an alternate platform to communicate to a potential market.

We would like to thank this year’s sponsors for their commitment to SASLAW:

- Global Business Solutions (TIER ONE SPONSOR)
- LabourNet
- LexisNexis
- City of Johannesburg
- Bowmans
- Cliffe Dekker Hofmeyr
- Cheadle Thomson & Haysom Inc
- ENSafrica
- FASKEN
- Investec
- Webber Wentzel
- Werksmans

- Juta
- Solomon Holmes Attorneys

## 6. 24<sup>th</sup> SASLAW NATIONAL ANNUAL HYBRID CONFERENCE

The 24<sup>th</sup> SASLAW Hybrid Conference took place at “The Capital on the Park” in Sandton, Johannesburg. This year we successfully launched the CONFERENCE VIRTUAL PLATFORM, allowing registered delegates access to premium information regarding speakers, presentations, delegates, sponsors, and special offers prior to the conference event. All presentations are available to view for the next 6 months, delegates are still able to access sponsor booths and offerings and connect with other delegates and speakers who registered for the event.

The SASLAW Conference committee and team strategized to create the hybrid event for delegates and members that was fresh in both approach and application and delivered content responding to the SASLAW community questions and thoughts.

The hybrid event was managed by MY PLANNER CONFERENCE PLATFORM, the platform allowed delegates:

1. Privileged access to sponsor booths and information ahead of the conference
2. Pre & Post conference networking
3. Access to video uploads of sponsor articles and previous webinar content
4. Speaker Profiles
5. Attendees could custom build their own personal event agenda
6. Access context on each of the sessions from the synopsis shared by speakers

The virtual platform allowed engagement between both physical and virtual delegates, see below some interesting stats indicating the success of the virtual platform:

### ANALYTICS:

Conference Registrations	375
Active Virtual Users	290
Physical Delegates	85
Best Attended Session	State Capture Commission
Best Speaker	Ruth Ntlokotse – 2 <sup>nd</sup> National President NUMSA
Best Exhibitor	Investec
Best Sponsor	FASKEN
WEB App	79%
Andriod & IOS	21%
Total Contacts Made	120
Discussions Created	128
Total messages exchanged	399

The Virtual Platform consisted of various pages and booths, here are the activity stats of visits to each page to date:

Speakers	442
Attendees	799
Full Programme & Replay	2915
Sponsors	549
Publications	174
My Schedule	1007
Swag Bag	420

## 7. CONCLUSION

For the next year the SASLAW Marketing and Communications strategy will continue to utilise and implement recent membership management software aimed at the needs of the society, regular marketing reporting, social media engagement, digital newsfeeds and platforms and researching the market which will provide detailed insights into the most valuable information for the society: is our performance on track? Ultimately, it will provide a clear insight into relevant leadership strategies and requirements of our membership and thus maintain a foundation for increasing conversions and maintaining the membership of the society.

**Fatima Rustin**  
**SASLAW Western Cape Chapter Administrator/  
Marketing & Communications**  
**October 2021**



SASLAW is a relevant and dynamic association which promotes the discipline of Labour Law in South Africa.

[www.saslaw.org.za](http://www.saslaw.org.za)

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**NOTICE CALLING ON MEMBERS TO PASS PROPOSED SPECIAL  
RESOLUTION TO AMEND THE CONSTITUTION OF THE SOUTH AFRICAN  
SOCIETY FOR LABOUR LAW (“SASLAW”)**

Registration No. 047-618 NPO

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**1. WHEREAS:**

- 1.1 SASLAW wishes to adopt an amendment in respect of the SASLAW Constitution (“**Constitution**”) regarding the role and functions of the General Manager (“**GM**”).
- 1.2 It has been considered by SASLAW’s National Committee, on the basis of cost and efficiency purposes, that the GM role be dissolved and the functions of such role be absorbed by other roles as recognised in the SASLAW Constitution.
- 1.3 The GM role includes holding the functions of both Secretary and Treasurer of SASLAW.
- 1.4 In accordance with paragraph 13 of the Constitution, in order for the proposed resolution to be passed, it must be voted in favour by two thirds or seventy five percent, of the members of SASLAW.
- 1.5 This notice hereby calls upon members of SASLAW to vote on the proposed resolution has set out below.
- 1.6 A copy of the present Constitution is attached to this notice for ease reference.

**2. PROPOSED RESOLUTION:**

**2.1 Dissolution of GM role**

The existing GM role be hereby dissolved and the functions associated with the GM role is in substitute absorbed in accordance with the provisions of paragraph 2.2 and 2.3 of the proposed resolution.

**2.2 Absorption of GM functions into the following roles:**

- 2.2.1 National President, National Vice President, and Chapter Administrators. In this regard, the specific functions of the GM role as arising from the particular provisions of the Constitution will be absorbed in the aforementioned roles, in accordance with the proposed specific amendments of the Constitution as contained in paragraph 2.3 below.

**2.3 Particular functions of GM to be absorbed into the following roles and for the following provisions of the Constitution to be amended:**

- 2.3.1 Ad paragraph 4.2 of the Constitution is amended to read (regarding application to be a member of SASLAW):

*“Any person who wishes to become a member of the Society may apply to the Administrator of the chapter in whose area of operation that person resides and, in the discretion of the Committee, be enrolled as a member. The member shall be enrolled in the chapter in whose area of operation he or she resides, and shall pay the membership contribution, fee, levy or subscription to that chapter, provided that the Committee may determine, from time to time, what percentage*

*of such membership contribution, fee, levy or subscription shall be allocated to the main banking account of the Society for the purposes of ensuring the proper administration and day to day operation of the Society. Where this constitution refers to a member of a chapter, it means a member of the Society who is enrolled in a chapter in terms of this clause”.*

Note for purpose of resolution: Absorption of GM functions in relation to paragraph 4.2 of the Constitution will be exclusively by Chapter Administrators.

- 2.3.2 Ad paragraph 4.6.2 of the Constitution is amended to read (regarding termination of membership):

*“written notice of termination addressed by the member to the administrator of the chapter in whose area of operation the member resides”.*

Note for purpose of resolution: Absorption of GM functions in relation to paragraph 4.6.2 of the Constitution will be exclusively by Chapter Administrators.

- 2.3.3 Ad paragraph 6.3.1 of the Constitution is amended to read (regarding the financial management and control of the day to day affairs of SASLAW):

*“The financial management and control of the day to day affairs of the Society vest in an Executive Committee consisting of the President, Vice-President of the Society. The President and Vice President shall make up the Executive Committee (EXCO) of the Society”.*

*“written notice of termination addressed by the member to the administrator of the chapter in whose area of operation the member resides”.*

And the deletion of the sentence:

*“The General Manager shall not be entitled to vote at a committee meeting, or AGM”.*

Note for purpose of resolution: Absorption of GM functions in relation to paragraph 4.6.2 of the Constitution will be exclusively by the National President and Vice President.

- 2.3.4 Ad paragraph 6.3.6 of the Constitution is amended to read (regarding delegation of powers to executive committee):

*“The Committee has the power to delegate any or all of its powers and functions to an Executive Committee, comprising the President and the Vice President”.*

Note for purpose of resolution: Absorption of GM functions in relation to paragraph 6.3.6 of the Constitution will be exclusively by the National President and Vice President.

2.3.5 Ad paragraphs 6.3.7.3 and 6.3.8 of the Constitution are deleted (regarding appointment of GM):

*“The appointment of a General Manager, who need not be a member of the Society, and who shall perform the functions of secretary and treasurer of the Society. The Committee shall determine the remuneration of such General Manager”.*

*“The General Manager shall be required to attend all committee meetings, special meetings and the AGM, however, the General Manager shall not be entitled to vote”.*

Note for purpose of resolution: These provisions will no longer exist.

2.3.6 Ad paragraph 9.1 of the Constitution is amended to read (regarding the keeping of proper books of account in respect of SASLAW’s affairs)

*“Proper books of account of the Society’s affairs must be kept by the President and Vice President”.*

Note for purpose of resolution: Absorption of GM functions in relation to paragraph 9.1 of the Constitution will be exclusively by the National President and Vice President.

**SASLAW**

Authorised and warranting authority:

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National President

Name:

Date:

---

National Vice President

Name:

Date:

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National Committee Member

Name:

Date:

---

National Committee Member

Name:

Date:

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National Committee Member

Name:

Date: