



26th SASLAW HYBRID NATIONAL CONFERENCE

CAPE TOWN • CTICC • 2023

13 - 14 SEPTEMBER

CONFERENCE PROGRAMME

WEDNESDAY, 13th SEPTEMBER 2023

08h00	ARRIVAL AND REGISTRATION		
09h00	WELCOME & OPENING ADDRESS <i>Labour Courts</i> Judge President Basheer Waglay		
09h20	KEYNOTE ADDRESS / PANEL DISCUSSION <i>Labour Court & CCMA Practice and Procedures: What's new?</i> CCMA Commissioner – Adv. Cameron Morajane/ Judge President Basheer Waglay		
10h00	PLENARY – FUTURIST / ECONOMIST <i>The onset of a new era: structural changes in the aftermath of the pandemic.</i> Mr. Goolam Ballim – Chief Economist: Head of Research, Standard Bank Group		
10h40	COMFORT BREAK AND NETWORKING		
11h15	PANEL DISCUSSION <i>AI / 4th Industrial Revolution</i> Venolan Naidoo (chair) - FASKEN; Nerushka Bowan - LITT Institute / Colin Boumgart- Microsoft; Mark Allderman – PWC		
11h55	Q&A		
12h05	SPEAKER PRESENTATION <i>The Unions' perspective on socio economic factors in the wake of the pandemic, July 2021 unrests, the floods and the Russia/Ukraine war.</i> Ms. Riefdah Ajam - General Secretary of FEDUSA		
12h35	Q&A		
12h45	LUNCH BREAK AND NETWORKING		
	BREAKAWAY STREAMS		
13h45	PLENARY	DAISY & FREESIA	ORCHID
	<i>Human rights due diligences: An employer's domain</i> Ms. Keah Challenor – Webber Wentzel	<i>Harassment at the workplace: a benchmark – 18 months on</i> Mr. John Botha – Global Business Solutions	<i>Building a Sustainable Future: The Role of Technology in Labour Dispute Resolution</i> Ms. Nicci Whitear-Nel – University of KZN



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14h20	PLENARY	DAISY & FREESIA	ORCHID
	<i>Social Security And The National Minimum Wage Act : Are Benefit Fund Contributions Included In The Calculation Of Minimum Wages?</i>	<i>A brave new world: The impact of AI on the workplace and its employees, Alternatively, is The Code of Good Practice on the prevention and elimination of Harassment and Bullying, 18 months later.</i>	<i>Challenges faced by female shop stewards at two trade unions in Gauteng</i>
	Mr. Ruben Orton – Labournet Litigation	Ms. Marleen Potgieter – Equity Works	Dr. Mokgata Matjie – University of South Africa
14h55	PLENARY	DAISY & FREESIA	ORCHID
	<i>The Use of Artificial Intelligence in Employment Decisions</i>	<i>Human Rights and Labour Practices in Business: An Environmental, Social, and Corporate Governance Perspective</i>	<i>Harassment and the "S" in ESG</i>
	Mrs. Deirdre Venter & Sirhaan Khan - Shepstone & Wylie Attorneys	Adv. Juandre Kruger – Consolidated Employers Org.	Mr. Yousuf Boda – SGV Attorneys
15h30	COMFORT BREAK AND NETWORKING		
16h00	PLENARY	DAISY & FREESIA	ORCHID
	<i>The Legal Dilemma of Managing and Regulating Private Consumption of Cannabis in the Workplace</i>	<i>Lights Out: the impact of loadshedding on basic conditions of employment and the possible solutions for stakeholders within the employment landscape</i>	<i>Whistleblowing, Employee Happiness and Role of the Social & Ethics Committee: Advocating for an Innovative Approach</i>
	Dr. S'celo Walter – Tshwane University of Technology	Miss Unathi Dlamini - Shepstone & Wylie Attorneys	Mr. Martus de Wet - De Wet Wepener Inc
16h35	PLENARY	DAISY & FREESIA	ORCHID
	<i>The compulsory arbitration model for interest disputes in essential services is failing, what can be done to remedy the situation and thereby assist in preventing strikes in essential services?</i>	<i>Business Forecast and Planning for the Future of the Workplace: What will labour law look like?</i>	<i>A facilitated discussion on developments involving Back Pay and Compensation with Andrew Redding SC</i>
	Adv. Chris Orr SC – Johannesburg Bar	Mr. Bongani Luthuli – Cowan Harper Madikizela Attorneys	Mr. Anthony Solomon – Solomon Holmes Attorneys
17h10 - 20h00	WELCOME COCKTAIL		



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09h00

WELCOME DAY 2 ADDRESS
Mr. Venolan Naidoo - FASKEN

09h10

KEYNOTE ADDRESS

Is the use of a lockout still a viable proposition for an employer in the case of collective bargaining following the judgment in Numsa v Trenstar
Mr. Sean Snyman - Labourmet

09h50

PLENARY – CASE STUDY

The “race to zero” and the imperatives for justice in energy transition – an analysis of ESGs and the SME ecosystem
Mr. Tebogo Khaas - Institute of Chartered Entrepreneurs NPC // Public Interest SA NPC

10h25

Q&A

10h35

COMFORT BREAK AND NETWORKING TEA

BREAKAWAY STREAMS

11h05

PLENARY

Loadshedding AWOL - can employers force their employees to return to office on a full-time basis?

Mr. Osborne Molatudi – Molatudi Attorneys

DAISY & FREESIA

Picketing Rules - Not worth the paper they're written on?

Mr. Neil Coetzer and Mr. Courtney Wingfield – Cowan Harper Madikizela Attorneys

ORCHID

The 'Magic' of Mushrooms & Cannabis and the Implications for the Workplace

Ms. Tanya Mulligan & Rod Harper – Cowan Harper Madikizela Attorneys

11h40

PLENARY

Freedom of expression vs misconduct in industrial action

Adv. Craig Bosch – Cape Bar

DAISY & FREESIA

The current status of strike ballots: Is the jurisprudence emerging from our courts at odds with the legislative intent of the 2018 amendments to the LRA?

Ms. Dawn Norton & Mr. Kyle George Bentley – Mkhabela Huntley Attorneys

ORCHID

Vexatious Litigants in Labour Forums

Mr. Jan Norval - ENSAfrica



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12h15	PLENARY	DAISY & FREESIA	ORCHID
	<p><i>African Union and ILO Treaties, Conventions, Recommendations and Guidelines for A Just Transition-Where are We?</i></p> <p>Adv. Rodgers Matsikidze & Mr. Dunstan Farrell - University of Zimbabwe & Farrell Inc.</p>	<p><i>Section 197 in the context of Service Provider Changes : New developments and Foreign Law Considerations</i></p> <p>Ms. Jessica Fox & Mr. James Horn – Cowan Harper Madikizela Attorneys</p>	<p><i>The Evaluation Of The Corporate Social Responsibility Of South African Companies In Relation To People Undergoing Internships</i></p> <p>Mr. Hitekani Believe Mboweni – University of Western Cape</p>
12h50	LUNCH BREAK & NETWORKING		
13h45	BACK FROM LUNCH MOMENT		
	<p><i>Juta & Company presents the launch of Labour Court Manual</i></p> <p>Andre van Niekerk and Connie Prinsloo</p>		
14h00	PANEL DISCUSSION		
	<p><i>"Pro Bono Assistance in the Employment Law Realm" & "What not to do to attract costs orders"</i></p> <p>Mr. Irshaad Savant & Ms. Saiuri Seetal - Motsoeneng Bill Attorneys Incorporated & Garlicke & Bousfield</p>		
14h40	Q&A		
	PLENARY - THOUGHT PIECE IN CONVERSATION		
14h50	<p><i>A swing of the pendulum – Dealing with intolerance</i></p> <p>Mr. Brett Abraham – Webber Wentzel</p>		
15h30	Q&A		
15h40	LOOKING AHEAD – KEY TAKEAWAYS AND CLOSING		
	<p>Venolan Naidoo – FASKEN; Sean Snyman – Labournet; Moses Baloyi – MM Baloyi Attorneys; Amandla Makhongwana - Bowmans</p>		
16h00	NETWORKING TEA AND DEPARTURE		

