



THE SOUTH AFRICAN SOCIETY FOR LABOUR LAW

GAUTENG CHAPTER

26th ANNUAL GENERAL MEETING

Via MICROSOFT TEAMS LIVE

31 MAY 2023



**AGENDA OF THE 26th ANNUAL GENERAL MEETING OF
THE GAUTENG CHAPTER OF THE SOUTH AFRICAN SOCIETY FOR LABOUR LAW
Via WEBINAR ON ZOOM
ON WEDNESDAY 31st MAY 2023 AT 16H00**

- Confirmation of the Minutes of the Annual General Meeting 1 June 2022
- Annual Report of the Society's Affairs and the Income Statement of the Chapter – March 2022 to February 2023
- Election of the Chapter President and Vice President
- Election of Committee members
- General and thanks
- Seminar | Ruben Orton
 - Topic - "Are some forms of discrimination treated more equal than others in labour law?"



MINUTES OF THE TWENTY- FIFTH ANNUAL GENERAL MEETING OF THE GAUTENG CHAPTER OF THE SOUTH AFRICAN SOCIETY FOR LABOUR LAW, HELD via MICROSOFT TEAMS LIVE on 1st JUNE 2022 AT 16H00

There were 75 people who registered for the AGM and 40 proxies were received.

1. CONFIRMATION OF MINUTES OF THE TWENTY-FOURTH AGM

The Minutes of the twenty-fourth Annual General Meeting held on 1st June 2021 were proposed by Sean Snyman and seconded by Puke Maserumule.

2. ANNUAL REPORT OF THE CHAPTER'S AFFAIRS AND INCOME AND EXPENSES STATEMENT – MAY 2021– MAY 2022

Sean Snyman delivered the 25th Annual report and shared highlights of the year which are as follows:

- The chapter has 990 members as of April 2022
- 31 new members have joined the chapter since January 2022.
- The Chapter's financial position remains healthy and has recovered well since the Covid pandemic
- Our National webinars hosted by the different chapters continue to be well attended by the members and there were 15 events during the reporting period May 2021 – May 2022.
- As webinars have become our new normal, we are thankful for the speakers that partake in our webinars and give of their time to present to the members.
- The Probono project is operating very well in the Johannesburg Labour Court.
- The Canadian fellowship started 3rd May 2022 and will end 31st July 2022. We wish to thank all the companies who are hosting the students. We wish the students well during their time in South Africa
- In terms of the 2022 committee, no vote is required, as there is a sufficient number of committee members .
- Bongani Luthuli and Neil Coetzer stepped down as committee members and we wish to thank them for their time serving on the committee. Their commitment and efforts are appreciated, and we wish them well in their future endeavours.

3. 2022/2023 COMMITTEE MEMBERS

There were no votes required as there were sufficient members on the committee and there was a quorum. We would like to thank the committee members who have retained their seats for serving another year as the Gauteng Chapter committee and welcome to the new committee members who have joined the Gauteng Chapter.

President – Moses Baloyi | MM Baloyi Attorneys

Vice President – Lauren Mostert | DB Schenker

Committee Members:

Bennie Lindie
Craig Berkowitz
Deirdre Venter
Jurgen Du Plessis
Magate Phala
Neil Searle
Tanya Mulligan

4. GENERAL

- The AGM was over at 16h20 and was followed by a presentation by Puke Maserumule on “Revisiting the principles relating to proper consultation in mass retrenchment”.
- Puke was done at 16h55 and all members attending were asked to send through all their questions to be answered by email.
- After Puke’s presentation, Sean took the time to thank the members for their support in attending the AGM and thanked the Committee for standing for another year and welcomed the new committee members. He concluded by saying:

As I complete my two- year term as Gauteng Chapter President, I would like to thank the members for their ongoing support of the Society. I have served my time, and this is my 7th year in the Society. I hand over to Moses Baloyi and I trust he will do an outstanding job as he takes over. A big thank you goes to the committee who walked this journey with me and supported my Presidency. Thank you to Pearl who made the running of the Chapter smooth. She is remarkable and I know she will continue to do a sterling job.



SASLAW GAUTENG CHAPTER - AGM REPORT – 31st MAY 2023

INTRODUCTION

It's been a year since the end of the pandemic and we as a country continue to work/live in our new normal. There is still much work to be done to recover from the pandemic, but we stay steadfast as we continue to grow from strength to strength. With our members being the back-bone of SASLAW, we take this opportunity to thank them for their ongoing support of the Society. The Gauteng chapter continues to recover its members from the period of Covid. We are steadily increasing our numbers and our aim to reach pre Covid membership numbers.

We continue to market our new offering to our members. The Research portfolio has completed the first two projects. The findings will be uploaded on our website as soon as internal processes have been finalized between SASLAW and NW University. We encourage our members to use the Research portfolio for your organizations. The partnership between NW University and SASLAW is being finalised and once done the NW University logo will be uploaded on our website.

The number of paid-up members as of April 2023 in the Chapter is 600. The renewals pending is 140 and the expired members is 236. Going forward we will continue to offer webinars and seminars as both are popular to the members. These events allow for our community to continue to network and mingle.

WEBINARS – JUNE 2022 – MAY 2023

The Chapter along with the other administrators organised the following 16 webinars and seminars during the reporting period.

2022

DATE	VENUE	SPEAKER	TOPIC
1 June	Webinar	Puke Maserumule	Revisiting the principles relating to proper consultation in mass retrenchment
9 June	Webinar	Judge Lagrange	Aspects of Labour Court practice
14 June	Webinar	Prof. Tamara Cohen	Recent decisions on practice and procedure in the Labour Court
26 July	Webinar	Commissioner Qotoyi and Adv Bandath	CANNABIS AND DISCIPLINE IN THE WORKPLACE



31 August	GTG Seminar	Barry Gordon- Davis	Case Law Update
6 September	CPT Seminar	Manfred Weiss and with Prof Simon Deakin	Covid 19 Vaccines and the workplace
9 September	YSS Conference	YSS Student Conference	YSS Student Conference
14 September	Webinar	Advocate Francois le Roux	REVIEW APPLICATIONS: WHEN THE WHEELS COME OFF
6 & 7 October	25 th Conference	Conference	Conference
14 November	Webinar	Prof. Christoph Garbers	25 th SASLAW National AGM – “An early Christmas wish list”
16 November	Webinar	Adv Graham Leslie (SC)	Implications of the Employment Equity Amendment Bill Pro-Bono Acknowledgement Awards
5 December	Webinar	Irvin Lawrence	Developments in Retrenchment Law

2023

DATE	VENUE	SPEAKER	TOPIC
9 February	Webinar	Adv. Francois Le Roux	Review Applications
23 February	Webinar	Adv. Chris Orr SC.	Consistently inconsistent? An examination of the case law on consistency
15 March	CPT & GTG Seminar	Riaz Itzkin & Craig Bocsh	Different topics
29 March	Seminar	Corné van der Berg	WORKING PAPERLESS: Undocumented workers – their rights, their risks and their obligations
10 May	Webinar	Nerushka Bowan	Impact of AI for the legal profession

A big thank you to the speakers who give their valuable time to share their knowledge at these webinars and seminars. As we continue with webinars and hybrid seminars, we would like to thank all the firms that offer their venues and IT support for the events.

MEMBERSHIP

<u>DETAIL</u>	<u>#</u>
TOTAL PAID UP MEMBERS AS AT APRIL 2023	600
NEW MEMBERS SINCE JAN 2023	25

One of the benefits of the new membership system is that a person can register to become a member at any time of the year and their membership will be effective for a year from registration. Thank you to those members who have paid up their membership for the year and we urge those who have not



yet done so to please renew your membership as soon as possible. The Society is grateful to the ongoing support shown by the members.

SOCIAL MEDIA STATS

Thank you to the members who take the efforts to like, share, tag and participate on the SASLAW social media platforms. As seen on the table below the community is increasing healthy.

	Oct-20	Oct-21	Oct-22	Dec-22	Jan 2023	Mar 2023	May 2023
Facebook followers	2002	2821	4013	4151	4317	4432	4493
Instagram followers	672	982	1218	1234	1240	1257	1261
LinkedIn followers	1643	3342	6170	6744	7221	7906	8305
Twitter followers	467	713	916	933	946	970	991
YouTube followers	-	52	95	102	105	110	114
Monthly Website Visitors	-	-	712	833	709	933	748
TOTAL	4784	7910	13124	13997	14538	15608	15912

PROBONO PROJECT REPORT

INTRODUCTION

5 883 hours in total has been spent by students in the Johannesburg office from March 2017 to 23 May 2023. Of the student that is currently assisting at the office, she completed her law degree with the University of Witwatersrand. Also the Canadian students William and Tian have been assisting with drafting legal documents and also interacting with clients.

This year we appealed to all attorneys staffing the office to seriously consider reporting physically for their duties. Thus far we have witnessed a huge trend in physical attendance vis a vis virtual assistance. We have a great pool of advocates who continue to assist with representation of our clients in court. We have assisted about 2 clients with settlements, won a matter in court wherein client is to be paid all the monies owed.



STATISTICS

SASLAW PRO BONO STATISTICS - JOHANNESBURG, 4 February 2011 - 23 May 2023	2011-2023
Region	Johannesburg
Clients seen	20 194
Hours spent in office/online	144 608
No of attorneys	161
No of firms	113
No of matters taken on by attorneys	843
No of matters taken on by Legal Aid	1044
No of new clients seen by the Permanent Attorney in the Johannesburg Advice Office since January 2017	2085

CANADIAN FELLOWSHIP PROGRAMME

The 2 fellows started beginning of May 2022 and will be here until end of July 2022. The Young Scholars Society hosted the students with an outing on the 7th of May 2023 to Orlando Towers. We would like to extend our gratitude to all the firms and organisations that are partaking and helping to make the fellowship program a great success. The students begun their 12- week programme at the Probono office assisting our office manager Phindile.

A new committee has been appointed for our Young Scholars Society (YSS). They are planning their student Conference for October with Standard Bank being a Sponsor. As part of our YSS, we continue to donate prize awards to Wits, University of Pretoria and University of Johannesburg.

Part of our marketing this year was to present to SALGA at one of their working meetings in Klerksdorp, where we were able to present who SASLAW is and what we offer potential members as benefits. We continue to market to interested parties as well as students.



INCOME & EXPENSE STATEMENT

The Chapter's financial position remains steady. Membership renewals were sent out March and April 2023. Thank you to those members who have paid timeously. There are several outstanding invoices, and we urge those members to pay their dues, to ensure an efficient running of the Chapter.

Finances from 1 March 2022– 28 February 2023

Gauteng Region Income and Expense statement - 1 March 2022 to 28 February 2023		
Revenue		
Membership Dues		R 630 000,00
Seminar/ Webinar Fees		R 70 000,00
Total - Revenue		R 700 000,00
Expenses		
Membership costs, ISLSSL, Juta, certificates		R 77 400,00
Seminar/ Webinar costs		R 13 500,00
Consulting fees		R 210 000,00
Marketing		R 14 350,00
Printing		R 3 545,00
Stationery		R 4 325,00
Travel		R 5 475,00
Telephone		R 12 000,00
Data		R 3 000,00
Cell phone		R 7 850,00
Gifts		R 1 200,00
University Prizes		R 7 500,00
Total Expenses		R 360 145,00
<i>Excess - Gauteng Chapter</i>		<i>R 339 855,00</i>



CONCLUSION

Celebrating 26 years of SASLAW is a true milestone for the Society and its members. Thank you to the members for their ongoing support over the years who continue to keep the Society vibrant and dynamic. To our Administrators and Committee members for keeping the running of SASLAW.

I am looking forward to a fruitful year in the new SASLAW term and the continued existence of the selfless culture within SASLAW. We owe this to the membership and sponsors who ensure that a mark is made in this respect. The stats are my witness to this effect, most particularly on the Probono project. I am optimistic that all the members of SASLAW will proudly cherish their involvement in this noble course.

Thank you.

MOSES BALOYI

Gauteng Chapter President 2022/2023



PROBONO PROJECT GAUTENG CHAPTER REPORT

23 MAY 2023

ADVICE OFFICE UPDATES

Johannesburg Office:

1. Johannesburg Student programme participants this year.

CERT #	NAME	START DATE	END DATE	HOURS
JHB52/23	Baleseng Lekalakala	19-May	20-Jun current	112

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ON WEDNESDAY 31 MAY AT 16H00**

Nominations

Chapter President

- Moses Baloyi | MM Baloyi Attorneys

Chapter Vice President

- Lauren Mostert | DB Schenker

NOMINATED COMMITTEE MEMBERS – 2023/2024

NAME	ORGANISATION
Bennie Lindie	North West University (NW Rep)
Craig Berkowitz	Berkowitz Attorneys
Deirdre Venter	Shepstone & Wylie
Jurgen Du Plessis	LabourNet
Magate Phala	Magate Phala & Associates
Tanya Mulligan	Cowan Harper Madikizela Attorneys
Neil Searle	Fasken
