

LABOUR LAW

2011



STBB

SMITH TABATA
BUCHANAN BOYES

OUR SERVICE

STBB | SMITH TABATA BUCHANAN BOYES is a firm of business-minded lawyers which was established in 1900. At present the firm consists of approximately 50 professionals practising from 7 offices throughout South Africa.

By understanding our clients' needs and objectives, we strive to deliver cost-effective legal solutions to their business and personal matters. A vital aspect of the professional service we provide, is a commitment to developing close working relationships with our clients. This commitment enables us to consistently succeed on their behalf.



LABOUR LAW & INDUSTRIAL RELATIONS

The labyrinth of ever-changing labour legislation and the interpretation and application thereof, requires a specialised team to deal with your employment and employment related issues.

STBB | SMITH TABATA BUCHANAN BOYES specialise in providing you with a full range of Industrial Relations and Human Resources services and assistance.

WHAT DOES OUR SERVICE INCLUDE?

■ Employment Policies and Practices

Drafting Human Resources policies and practices, including disciplinary codes.

Reviewing current policies and practices to ensure compliance with employment legislation.

■ Contracts of Employment

A full range of employment contracts to suit your business including restraints of trade and confidentiality agreements, independent contractor, agency and consultancy agreement.

- **Employment Equity**

Assistance with setting up, administering and developing your employment equity plan.

- **Mergers Acquisitions and Transfers of Business**

Advice on the labour law implications of mergers, acquisitions and transfers of business.

Advice and assistance in rationalizing conclusions of service, including policies following a merger or acquisition.

- **Litigation**

Representation, training and assistance with CCMA and Bargaining Council disputes, High Court, Labour Court and Labour Appeal Court litigation.



- **Training**

In-house training in implementing disciplinary procedures (misconduct and incapacity, ill health and poor work performance).

Presentations on various labour statutes and Sectoral Determinations.

- **Collective and Recognition Agreements**

Advice and assistance in negotiating collective and recognition agreements.

- **Alternative Dispute Resolution**

Mediating and arbitrating labour disputes.

- **Retrenchments**

Assistance with restructuring and/or retrenchment exercises.

CONTACT US

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SERVICES

In an endeavour to provide the optimum professional service to our clients, we have various departments specialising in select aspects of law. Any member at any branch of the firm will be able to recommend an appropriate professional to meet your needs, given their speciality and the location most convenient for you, including your home or place of business.

- PROPERTY LAW
- COMMERCIAL PROPERTY LAW
- COMMERCIAL AND CORPORATE LAW
- LITIGATION
- ESTATES AND TRUSTS
- FAMILY LAW
- EMPLOYMENT LAW
- PERSONAL INJURY AND INSURANCE LAW

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