

## Demonstrate basic understanding of the Primary labour legislation

### Introduction

This unit standard is intended for managers of small businesses and junior managers of business units in larger organisations. The term business unit in this unit standard implies a small business, cost center, section or department.

Junior managers include, but are not limited to team leaders, supervisors, first line managers and section heads. The position or term is used to describe the first level of management in an organisation at which an employee has other employees reporting to him/her.

### Programme Outcomes

By the end of this programme learners will be able to:

- Identify the legislation that regulates employment issues.
- Demonstrate understanding of the main aspects of the Labour Relations Act
- Explain the requirements of the LRA in respect of interviews
- Demonstrate understanding of aspects of the Basic Conditions of Employment Act.
- Demonstrate understanding of the Employment Equity Act (EEA)
- Demonstrate understanding of the Skills Development & Skills Levies Act

### Career Opportunities

Understanding Labour Relations will provide you with a better understand of organization processes

### Programme Outline

- Learning Unit 1: The Legislation that Regulates Employment Issues
- Learning Unit 2: The Main Aspects of the Labour Relations Act (LRA)
- Learning Unit 3: The Requirements of the LRA in respect of Interviews
- Learning Unit 4 The Basic Conditions of Employment Act (BCEA)
- Learning Unit 5 The Employment Equity Act (EEA)

Learning Unit 7: The Skills Development Act (SDA) and Skills Development Levies Act (SDLA)

Training Programme Duration: 2 Days

Unit Standards:

13952 - Demonstrate basic understanding of the Primary labour legislation that impacts on a business unit

NQF Level: 4

Credits: 8

### Target Group

- Supervisors
- Team Leaders
- Small Business
- Junior Managers

### BENEFITS

- Improved performance of staff in the workplace.
- Improved competence and motivation of workforce
- Reduced grievances

