

# ALTERNATIVES TO RETRENCHMENT AND CHANGES TO CONDITIONS OF EMPLOYMENT

THE CURRENT ECONOMIC CRISIS HAS FORCED COMPANIES BOTH LOCALLY AND GLOBALLY TO LOOK AT INNOVATIVE WAYS ON HOW TO ADDRESS THE ISSUE OF COST CUTTING DURING DIFFICULT TIMES. SOME OF THESE WAYS THAT HAVE AN IMPACT ON EMPLOYMENT RELATIONSHIPS AND EMPLOYEE ENGAGEMENT WILL BE DISCUSSED IN DETAIL AT A MORNING WORKSHOP TO BE HELD IN WOODMEAD AS INDICATED BELOW.

## TOPICS:

Alternatives to Retrenchments and their Impact on Employee Engagement.

Effective Ways of Changing Conditions of Employment.

Presented by Johan Botes - Director and Aadil Patel – Director

**Date:** 25 February 2010

**Time:** 9h00 – 13h00

**Venue:** Accenture – Woodmead

**Price:** IPM Members R900.00

IPM Non Members R1 200

Companies registering more than 5 delegates will qualify for 10% discount  
For RSVP please contact IPM Central Office Lavern Meyers or Patricia Ramokgadi  
Tel: 011 329 3760 or Email : [lavern@ipm.co.za](mailto:lavern@ipm.co.za) or [patricia@ipm.co.za](mailto:patricia@ipm.co.za)

The IPM together with Cliffe Dekker Hofmeyr Inc will be hosting a half day workshop on 'Alternatives to Retrenchment' and "Amending Terms and Conditions of Employment". The aim of the workshop is to appraise attendees on the current best practices in restructuring business enterprises from an employment law perspective. The workshop will comprise presentations by renowned employment lawyers Aadil Patel and Johan Botes, Directors at Cliffe Dekker Hofmeyr Inc. CDH was named 'Law Firm of the Year' in South Africa in the ACQ Law Awards in 2009 in five practice categories, including 'Management Labour and Employment Law Firm of the Year.' The Firm's Employment practice is also rated as 'highly recommended' in the recently published, 2009/2010 editions of the 'PLC Cross-border Labour and Employee Benefits Handbook' and 'PLC Which Lawyer?'. There will also be an interactive question and answer session where the panel will answer questions from the delegates and offer practical advice on managing business restructuring.

## TOPIC COVERED WILL INCLUDE:

Why do employers retrench?

How often do large employers retrench?

Why should businesses look at alternatives to retrenchment?

What alternatives to retrenchment exist?

How can you amend terms and conditions of employment?

Understanding the difference between lawfully amending terms and conditions of employment and automatically unfair dismissals where the employee was compelled to accept a demand on a matter of mutual interest

Guidance from the Courts on restructuring terms and conditions of employment

## WHO SHOULD ATTEND

HR Executives and Practitioners

OD Practitioners

Labour / Employee Relations Managers

Transformation Managers

Line Managers

## SPEAKERS PROFILES



Johan began his career with South Africa Airways, first as a Flight Attendant, then Cabin Crew Manager, Employee Relations Manager and Senior Manager Employee Relations. Johan joined Hofmeyr Herbstein Gihwala (now Cliffe Dekker Hofmeyr) where he practices as a Director in the Employment

Law Department. Johan is an internationally accredited Change Management practitioner. He is currently reading for his Masters in Labour Law, and regularly appears in the CCMA, Bargaining Councils, Labour Court and High Court. Johan Botes is a Director in the firm's Employment Law practice where he specializes in employment law and labour relations.



Aadil began his career as a Candidate Attorney in 1997 at the Wits Law Clinic. In 1998 Aadil was promoted to the position of Associate. Aadil became a Non-Capital Partner in 2001 at a medium-sized law firm and was promoted to Partner in 2002 at Kathrada Norval Rice Patel Attorneys. In 2006 Aadil joined Cliffe Dekker (now

Cliffe Dekker Hofmeyr) as a Director. He has extensive experience in matters concerning employment law and has acted extensively for various employers including state-owned entities. Aadil also has experience in the areas of public sector employment practices, employee benefits, administrative and constitutional law as well as Islamic Finance law.