

INDUSTRIAL ACTION: KNOW HOW TO PLAN AND MANAGE EFFECTIVELY

Duration: ½ day

Objective

To equip delegates with knowledge, key principles and insight into planning and managing industrial action, including misconduct during industrial action.

Design

- When may a strike start after the strike notice has been issued?
- Drafting picketing rules: what is in your best interest?
- Drafting communication to employees: the value and need for ongoing communication
- Designing a strike plan: what to address and plan for
- Drafting ultimatums and lock out notices
- Who to lock out and who not and when to do so?
- Until when may striking employees be locked out?
- Dealing with misconduct during a strike, conduct by non-employees
- Reaching an agreement: in full and final settlement: what should be addressed?
- When to settle and when not: future impact
- Latest case law on strikes, picketing and lock-outs
- Managing a strike from receiving a notice to strike to resolving the dispute:
 - What is an unprotected strike?
 - What are your remedies during an unprotected strike?
 - When is a strike protected?
 - What to include in your strike plan.
 - When to put your picketing rules in place.
 - Should you issue an ultimatum?
 - When should you involve the SAPD or security services, if at all?
 - When should you resort to issuing a lock-out notice?
 - The golden rule during industrial action
 - Getting to an agreement
 - Lifting the ultimatum
 - Life after the strike

Target group

ER/IR staff, HR specialists and Management.

