

- Public Courses
- In House Courses
- Customised Training
- Virtual Training



Specialized Skills Institute of S.A. t/a **MERIDIAN TRAINING**

Phone: 031 5637108

Email: admin@meridiansa.co.za

Website www.meridiansa.co.za

The devil is in the detail. Drafting charges incorrectly could lead to unnecessary delays or even procedural unfairness.

OVERVIEW

Two areas typically still present problems even to the most seasoned ER practitioners. This is drafting charges and writing a finely tuned chairperson's report evaluating evidence and pronouncing an appropriate sanction.

No matter how good an investigation - if the charges are inexpertly drafted, things can fall apart in a hearing. Or become unnecessarily technical. Similarly, no matter how good the presentation of evidence, if a chairperson is unable to give solid reasons, the finding is open to attack.

The course Meridian Training has put together takes delegates through the intricacies of drafting charges in a labour law setting. We look at how punctuation works in keeping options open, the use of plain English and alternative charges and the pitfalls of being overly technical. The course considers specifically breach of good faith as opposed to the criminal law focus on proving intention as the essence of a good charge.

The course also looks at how to structure and reason a solid finding on guilt and on sanction. It is rich in role-plays and practical examples.

OUTCOMES

- The code of conduct and charges
- Criminal charges compared to labour law charges
- Alternative charges and competent verdicts
- No rule or absence from the code of conduct
- The concept of good faith
- Irretrievable breakdown of the relations as a charge or a reason for dismissal
- The trust relationship
- Showing the reasoning for your conclusions
- Setting out the path to determining the sanction



CONSULTING



TRAINING



HEARINGS



INVESTIGATIONS