

We are pleased to announce that the RMI will be presenting an on-line seminar entitled :

**UNFAIR LABOUR PRACTICES AND EMPLOYMENT EQUITY**  
**An introduction**

- When: 9 February 2022
- Time: 09h00 – 12h00
- Cost: See Registration form below
- Platform: Microsoft Teams
- Presenter: Johanita Olivier

Some of the topics of discussion will be: -

- Am I liable to defend a discrimination claim if an employee makes a joke to a colleague that has a racist or sexual implication?
- Can an employee make a claim of an Unfair Labour Practice against me for disciplinary warnings and suspensions that I have imposed?
- If I extend the employee's probation period, can that also be regarded as an Unfair Labour Practice?
- Can the compensation that I must pay to my employee who wins a case of Unfair Labour Practice against me, be as high as 12 months' remuneration?
- Are my methods of recruiting staff in line with current legislation?
- Is my business required to have an Affirmative Action policy?
- Can the compensation that I must pay to my employee who wins a case of discriminatory dismissal against me be as high as 24 months' remuneration?

- ✓ You are invited to secure your attendance by **completing the registration form below**.
- ✓ The **training material** will be distributed to the delegates electronically.
- ✓ A **certificate** of attendance will be provided to each delegate.

**Banking details:**

Standard Bank Randburg      Branch Code: 018005      Account No.: 021670013

Reference for RMI Members: -

**IR SEMINAR + JO + RMI Member Number**

Reference for Non-RMI Members: -

**IR SEMINAR + JO + Organisation's Name**

# IR SEMINAR REGISTRATION FORM

**PLEASE USE A SEPARATE FORM FOR EACH DELEGATE**

SEMINAR	DATE	REGISTRATION FEE (VAT incl)
<b>UNFAIR LABOUR PRACTICES</b>	<b>Wednesday 9 February 2022 (9am-12pm)</b>	RMI Delegate: <b>R 575</b>  For every additional RMI Delegate, utilizing the same RMI Member Number: <b>R285</b>  Non-RMI Delegate (Not an RMI Member): <b>R1 150</b>

NAME OF DELEGATE	
JOB TITLE OF DELEGATE	
ID NUMBER OF DELEGATE	
FOR B-BBEE TRAINING RETURNS, KINDLY INDICATE WITH AN "X":	Black <input type="checkbox"/> Indian <input type="checkbox"/> Coloured <input type="checkbox"/> White <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Able <input type="checkbox"/> Disabled <input type="checkbox"/>
NAME OF COMPANY/BUSINESS	
RMI MEMBERSHIP NUMBER	
PROVINCE	
TEL NO:	CEL NO:
EMAIL ADDRESS	
NAME OF CONTACT PERSON	
SIGNATURE	

**KINDLY RETURN THIS FORM TOGETHER WITH PROOF OF PAYMENT OF THE REGISTRATION  
FEE BEFORE THE CLOSING DATE OF 8 February 2022**

**TO:** [Johanita.olivier@rmi.org.za](mailto:Johanita.olivier@rmi.org.za)

We look forward to seeing you there.

