

## **Labour Relations Amendment Act 6 of 2014**

To amend the Labour Relations Act, 1995, so as to facilitate the granting of organisational rights to trade unions that are sufficiently representative; to strengthen the status of picketing rules and agreements; to amend the operation, functions and composition of the essential services committee and to provide for minimum service determinations; to provide for the Labour Court to order that a suitable person be appointed to administer a trade union or employers' organisation; to enable judges of the Labour Court to serve as a judge on the Labour Appeal Court; to further regulate enquiries by arbitrators; to provide greater protection for workers placed in temporary employment services; to regulate the employment of fixed term contracts and part-time employees earning below the earnings threshold determined by the Minister; to further specify the liability for employer's obligations; and to substitute certain definitions; and to provide for matters connected therewith.

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## **Amended Labour Relations Act**

The Amended Labour Relations Act exists to change the law governing labour relations and, for that purpose:

- To give effect to section 27 of the Constitution;
- To regulate the organisational rights of trade unions;
- To promote and facilitate collective bargaining at the workplace and at sectoral level

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## **Basic Conditions of Employment Act 75 of 1997**

The Basic Conditions of Employment Act exists to give effect to the right to fair labour practices referred to in section 23(1) of the Constitution by establishing and making provision for the regulation of basic conditions of employment; and thereby to comply with the obligations of the Republic as a member state of the International Labour Organisation; and to provide for matters connected therewith.

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### **Occupational Health and Safety Act 85 of 1993**

The Occupational Health and Safety Act provides for the health and safety of persons at work, and to establish an advisory council for occupational health and safety; and to provide for matters connected therewith.

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### **Public Service Act 103 of 1994**

To provide for the organisation and administration of the public service of the Republic, the regulation of the conditions of employment, terms of office, discipline, retirement and discharge of members of the public service, and matters connected therewith.

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### **Employment Equity Act 55 of 1998**

The Employment Equity Act exists to eliminate unfair discrimination in employment and ensure the implementation of employment equity to redress the effects of discrimination.

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### **South African Police Services Act 68 of 1995**

To provide for the establishment, organisation, regulation and control of the South African Police Service; and to provide for matters in connection therewith.

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### **SAPS Discipline Regulations**

The SAPS Discipline Regulations exists to provide for the establishment, organisation, regulation and control of the South African Police Service; and to provide for matters in connection therewith.

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### **Skills Development Labour Relations**

The Skills Development Act 97 of 1998 exists so that the government can aim to address two main priorities, i.e. the need to improve skills and increase productivity in order to compete successfully in global economy, and the need to reverse apartheid imbalances and to create a more inclusive and cohesive society.

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### **The Labour Relations Act 66 of 1995**

The Labour Relations Act 66 of 1995 exists to change the law governing labour relations and, for that purpose:

- to give effect to section 27 of the Constitution;
  - to regulate the organisational rights of trade unions;
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- to promote and facilitate collective bargaining at the workplace and at sectoral level;
- to regulate the right to strike and the recourse to lockout in conformity with the Constitution;
- to promote employee participation in decision-making through the establishment of workplace forums;
- to provide simple procedures for the resolution of labour disputes through statutory conciliation, mediation and arbitration (for which purpose the Commission for Conciliation, Mediation and Arbitration is established), and through independent alternative dispute resolution services accredited for that purpose;
- to establish the Labour Court and Labour Appeal Court as superior courts, with exclusive jurisdiction to decide matters arising from the Act;
- to provide for a simplified procedure for the registration of trade unions and employers' organisations, and to provide for their regulation to ensure democratic practices and proper financial control;
- to give effect to the public international law obligations of the Republic relating to labour relations;
- to amend and repeal certain laws relating to labour relations; and
- to provide for incidental matters.

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