



Learnerships



Skills
Programmes

Labour Relations - Skills Programme NQF 4 Breakdown

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Name of Module	Unit Standards covered	NQF Level	Duration	Approval Number
Labour Relations in the Workplace	13952 – Demonstrate basic understanding of Primary Labour Legislation that impacts on a business unit (8) 11286 – Institute disciplinary action (8)	4	4	MERSETA SP 0125/07-17

Purpose of this programme:

This module is intended for managers of small businesses and junior managers of business units in larger organisations.

Junior managers include, but are not limited to team leaders, supervisors, first line managers and section heads. The position or term is used to describe the first level of management in an organisation at which an employee has other employees reporting to him/her.

The following underlying factors are addressed:

The qualifying learner is capable of:

- Identifying legislation that regulates employment issues.
- Understanding of the main aspects of the Labour Relations Act (LRA) as amended, that relate to the management of a business unit.
- Explaining the requirements of the LRA in respect of interviews.
- Understanding the main aspects of the Basic Conditions of Employment Act (as amended) that business unit managers might be responsible for implementing.
- Understanding the Employment Equity Act as it applies to business unit managers.
- Understanding the Skills Development Act, 97 of 1998 and the Skills Development Levies Act as they apply in a business unit.

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