



Mahlutshana Incorporated
Labour Law and Labour Relations Specialists



MAHLUTSHANA INCORPORATED COMPANY PROFILE



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Company Reg: 2015/185537/07



INTRODUCTION

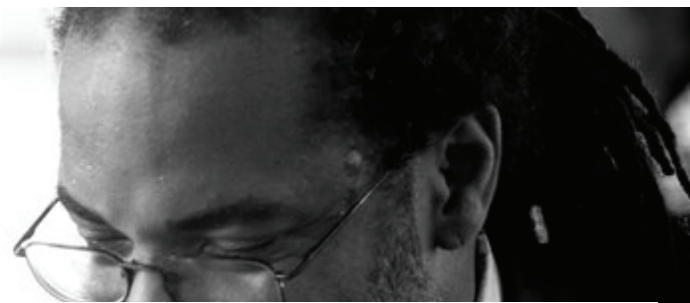
Mahlutshana Incorporated (Pty) Ltd is a consulting company that is established on the premise that correct and fair employment practices, labour relations procedures, and policies are practiced and adhered to at all times in the workplace. It assists companies to facilitate the conduct of good employment relationships in workplaces and also seeks to improve those relationships for the good and benefit of all.



Labour Law and Labour Relations Specialist

OUR MISSION

To deliver quality service through an efficient and professional human capital management process.



OUR VISION

To be one of the leading and most preferred service providers in human capital management, employment law compliance and employee relations in workplaces.



OUR VALUES

Efficiency
People
Integrity
Respect



Our Services

INTERVENTION PROGRAMS

- Training in disciplinary handling and how to prepare the employer for an internal disciplinary hearing and at the Commission for Conciliation, Mediation and Arbitration ["the Commission"] or Bargaining Councils ["the Councils"] prior to a dismissal taking place or following a dismissal.
- Dispute handling and management of any nature, and how to prepare and present a case in any of the dispute resolution institutions.
- Representing employers on collective bargaining or negotiation process, based on years of experience both as a trade unionist and Human Resources Director in collective bargaining or negotiations processes on wages and any other negotiations of interest to the parties.
- Labour Relations Training for trade union representatives and company representatives, Human Resources or Employee Relations Officers alike on the application and practice of Labour Relations, what strategies to use and how to avoid or handle disputes.
- Skills Development and Training Programs and plans in terms of the Skills Development Act.
- Transformation, Human Resource Development and Team Building,
- Relationships by Objectives Program (RBO).
- Fact Findings / Investigations.
- Representations at the Commission or Councils.

A photograph of a worker from behind, wearing a white hard hat and a high-visibility yellow safety vest over a dark jacket. The worker is looking towards an industrial facility, possibly a power plant, with large cooling towers and smokestacks emitting plumes of smoke or steam. The scene is set at dusk or dawn, with warm lighting from the sky and some lights visible on the industrial structures.

LABOUR OR EMPLOYEE RELATIONS ISSUES

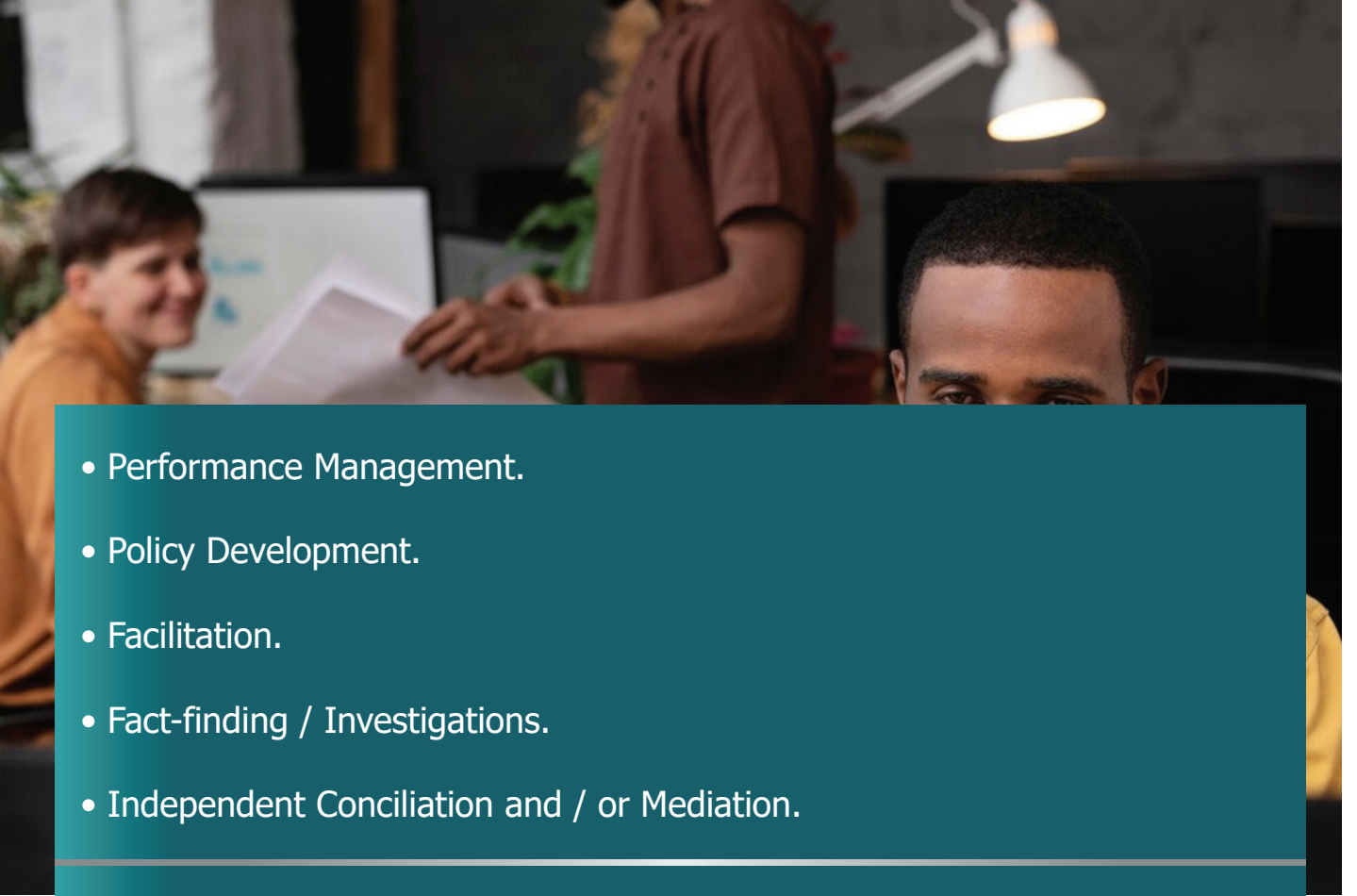
This service involves and focuses on facilitating collective relationships between non-unionized employees, unionized employees, trade unions ["Unions"] and employers, whether at plant, company or national levels including the Councils or Employer bodies. We assist and advise in the following processes:

- Wages and other conditions of employment negotiations.
- Drafting of collective agreements.
- Guidance and assistance in industrial actions or strikes (strike interventions) and operational restructuring and consultations.
- Collective dismissals or dismissals based on employer's operational needs or requirements [collective retrenchments], Section 189 of the Labour Relations Act, Act 66 of 1995, ["the Act"].
- Labour Relations Policies and Procedures and their audit as per the Law compliance.



- Auditing of Employment Equity Policies and Plans and guidance on compliance of the Act [EEA]. Assisting in developing Employment Equity Plans [EE Plans].
- Skills Development Policies and Plans including the appointment of Skills Development Facilitators and assists in Levy claims from your relevant Sector Education and Training Authority [SETA] in terms of the Skills Development Act [SDA].

- Establishment of Workplace Consultative Forums [Statutory or Non – Statutory].
- Drafting of Employment Contracts [Temporal or Permanent].
- Dispute handling, management and their resolution either through conciliation, mediation, or consultation through internal forums or structures that exist in the company, including union structures,
- Conflict handling and management,
- Assists in disciplinary handling and advice on grievance handling and management in order to proactively avoid them developing into conflict or dispute situations,
- Conducting and chairing of disciplinary hearings and grievance hearings or fact-finding investigations,

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- Performance Management.
 - Policy Development.
 - Facilitation.
 - Fact-finding / Investigations.
 - Independent Conciliation and / or Mediation.

TRANSFORMATION PROJECTS

Based on what the need is for the parties, develop best operating practices to suit that need. These include consultations, structural development, best business strategies, plans of approach, and understanding, focus and attitude change, and adaptations.

Development of Workplace Skills Plans [WSPS].

Employment Equity Plans [EE PLANS], etc.

LABOUR LEGISLATION AND COMPLIANCE

- Labour Relations Act; [LRA]
- Basic Conditions of Employment Act [BCEA]
- Occupational, Safety, Health and Environmental Act; [OSHE ACT]

- Employment Equity Act; [EEA]
- Skills Development Act; [SDA]
- Support and advice are continuously given at all times; and
- Advice on Human Resources and Labour Issues in general.



OCCUPATIONAL, SAFETY, HEALTH AND ENVIRONEMENT (WORK WEAR)

In compliance with the Occupational, Safety, Health and Environmental Act, (OSHE Act), through our sister company, we assist companies by providing them with all health and safety equipment, such as safety boots, gloves, overalls, hard hats, gumboots etc and all other safety equipment as may be required by the company in compliance of the Safety Act.

RECRUITMENT AND/OR PLACEMENTS

We recruit, source and place candidates for clients to the best of our ability and to the satisfaction of the client having done proper interviews, checks, screening etc. prior to the candidate being recommended to the client.

Our People



Sizakele Mahluthana

Managing Director

Certificate in Human Resources Management (UNISA)

Certificate in Labour Relations Management (UNISA)

TRAINING:-

Through Independent Mediation Services of South Africa [IMSSA] on Mediation, conflict Management, Arbitration and case handling, Independent Institutions, e.g. Butterworth's and the Industrial Court of SA,

FURTHER TRAINING :-

Commission for Conciliation, Mediation and Arbitration [the CCMA] on:
Jurisdictional Law, Substantive Law, Mediation or
School, Conciliation and Arbitration processes.



Tandsizwe Mahluthana

Partner

LLB (UNISA)



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THANK YOU



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