

SCHEDULE 8 OF THE LABOUR RELATIONS ACT (LRA): CODE OF GOOD PRACTICE ON DISMISSAL

Key Guidelines for Dismissals

Fair Reason for Dismissal:

Must be based on misconduct, incapacity, or operational requirements. Automatically unfair dismissals (e.g., discrimination, protected strikes) are prohibited.

Progressive Discipline:

Employers should use warnings, counselling, and training before dismissal unless the misconduct is severe enough to justify termination.

Probation & Performance Management:

Employers must give reasonable time for improvement and provide counselling and retraining before dismissing for poor performance. Incompetency is also recognised as a form of incapacity.

Operational Requirements (Retrenchments):

Dismissals must result from valid economic or structural needs and follow a fair consultation process with objective selection criteria.

Industrial Action & Unprotected Strikes:

Unprotected strikes are misconduct but don't always justify dismissal. Employers must issue ultimatums and allow time for compliance.

Annexure A – Retrenchment Notice:

Standard template for severance pay, affected employees, and re-employment options.



Pending 2025 Draft Code Amendments

Consistency in Disciplinary Actions:

Minor inconsistencies don't automatically make a dismissal unfair.

Flexibility in Disciplinary Processes:

Small businesses may use simplified procedures, like verbal warnings, instead of formal hearings.

Expanded Fair Sanction Considerations:

Employers must assess the harm caused, rule importance, and employee acknowledgement before deciding on penalties.

Fairness in Misconduct Dismissals:

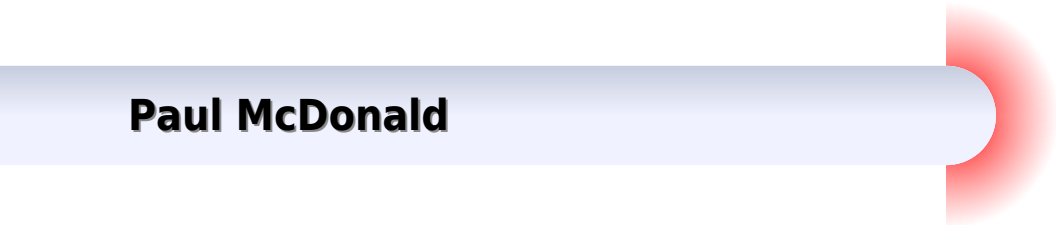
The process should allow employees to respond and seek assistance without being overly formal.

Recognition of Other Forms of Incapacity:

Factors like imprisonment require alternative considerations before dismissal.

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Paul McDonald



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ACT Prep Plus 2024: Study Guide Includes 5 Full Length Practice Tests, 100s of Practice Questions, and 1 Year Access to Online Quizzes and Video Instruction Kaplan Test Prep, 2023-06-06 Provides exam content review, score raising strategies, practice questions with detailed answer explanations for each part of the exam, and a full length practice test along with additional online resources.

Acceptance & Mindfulness Treatments for Children & Adolescents Laurie A. Greco, Steven C. Hayes, 2008 The essays in *Acceptance and Mindfulness Treatments for Children and Adolescents* which are edited by two luminaries in the field of third wave behavior therapy offer a much needed adaptation of these revolutionary techniques for young people and their families, providing a wealth of new approaches to therapists, counselors, and other helping professionals.

The Art and Science of Valuing in Psychotherapy JoAnne Dahl, Jennifer Plumb-Villardaga, Ian Stewart, Tobias Lundgren, 2009-07-01 *The Art and Science of Valuing in Psychotherapy* shows therapists how to help their clients discover and commit to their core values, a key process in acceptance and commitment therapy. ACT The book also presents the theory and research behind valuing in psychotherapy.

Complete Guide to Security and Privacy Metrics Debra S. Herrmann, 2007-01-22 This book defines more than 900 metrics measuring compliance with current legislation, resiliency of security controls, and return on investment. It explains what needs to be measured, why, and how to measure it, and how to tie security and privacy metrics to business goals and objectives. The metrics are scaled by information sensitivity, asset criticality, and risk, aligned to correspond with different lateral and hierarchical functions, designed with flexible measurement boundaries, and can be implemented individually or in combination. The text includes numerous examples and sample reports, and stresses a complete assessment by evaluating physical, personnel, IT, and operational security controls.

Journal of the House of Representatives of the United States United States. Congress. House, 2010 Some vols include supplemental journals of such proceedings of the sessions as during the time they were depending were ordered to be kept secret and respecting which the injunction of secrecy was afterwards taken off by the order of the House.

Copyright Infringements (audio and Video Recorders) United States. Congress. Senate. Committee on the Judiciary, 1982

Congressional Record United States. Congress, 2000 The *Congressional Record* is the official record of the proceedings and debates of the United States Congress. It is published daily when Congress is in session. The *Congressional Record* began publication in 1873. Debates for sessions prior to 1873 are recorded in *The Debates and Proceedings in the Congress of the United States* 1789-1824, the *Register of Debates in Congress* 1824-1837, and the *Congressional Globe* 1833-1873.

Monthly Catalog of United

States Government Publications ,1997-07 *Monthly Catalogue, United States Public Documents* ,1993-07 **FCC Record**
 United States. Federal Communications Commission,1995 **Legislative Calendar** United States. Congress. House.
 Committee on the Judiciary,1987 *United States Code* United States,2018 **Mindfulness for Two** Kelly G.
 Wilson,2009-07-01 In Mindfulness for Two acceptance and commitment therapy ACT cofounder Kelly Wilson shows clinicians
 how to connect with the present moment in therapy and provides exercises they can use to teach their clients this critical
 skill The DVD ROM packaged with this book features exclusive footage of Wilson demonstrating these techniques in therapy
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 arcades to Atari and phone apps to virtual reality headsets video games have been at the epicenter of our ever evolving
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 video games in a critical context provides a new way to engage in contemporary culture They are a must read for fans and
 students of the medium Legal Looseleafs in Print ,2005 *Law, Video Games, Virtual Realities* Dale Mitchell,Ashley
 Pearson,Timothy D. Peters,2023-10-20 This edited volume explores the intersection between the coded realm of the video
 game and the equally codified space of law through an insightful collection of critical readings Law is the ultimate
 multiplayer role playing game Involving a process of world creation law presents and codifies the parameters of licit and
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 to other legal theorists socio legal scholars and games theorists Understanding Counterplay in Video Games Alan F.
 Meades,2015-06-05 This book offers insight into one of the most problematic and universal issues within multiplayer
 videogames antisocial and oppositional play forms such as cheating player harassment the use of exploits illicit game

modifications and system hacking known collectively as counterplay Using ethnographic research Alan Meades not only gives voice to counterplayers but reframes counterplay as a complex practice with contradictory motivations that is anything but reducible to simply being hostile to play players or commercial videogames The book offers a grounded and pragmatic exploration of counterplay framing it as an unavoidable by product of interaction of mass audiences with compelling and culturally important texts

Overview and Compilation of U.S. Trade Statutes United States, United States. Congress. House. Committee on Ways and Means, 2001

Video and DVD Industries Paul McDonald, 2019-07-25 When the videocassette recorder was launched on the consumer market in the mid 1970s it transformed home entertainment Bringing together complementary but also competing interests from the consumer electronics industry and the film television and other copyright industries video created a new sector of media business Two decades later DVD reinvented video media for the digital age DVD provided consumers with an innovative form of entertainment technology and almost instantaneously became the catalyst for a huge boom in the video market Although the VCR and DVD created major markets for video hardware and software the video business has been continually shaped by industry conflicts and tensions Repeatedly the video market has become divided when faced with the introduction of competing formats Easy reproduction of films and other works on cassette or disc made video software a lucrative market for the copyright industries but also intensified struggles to combat the effects of commercial piracy Video and DVD Industries examines the business of video entertainment and provides the first study looking at DVD from an industrial perspective Detailing divisions in the video business the book outlines industry battles over incompatible formats from the Betamax VHS war to competing laserdisc systems alternatives such as video compact disc or Digital Video Express and the introduction of HDDVD and Blu ray high definition systems Chapters also look at the formation of international markets in the globalization of video media the contradictory responses of the Hollywood studios to video and DVD and the legal and technological measures taken to control industrialized video piracy

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