

**“I never lose;
I either win or I learn”**

- Nelson Mandela



Your strategic partner in industrial relations

CCMA At A Glance

188 449
ALL TIME HIGH

CCMA Referrals



2017



Average Per Arbitration

Employment Equity



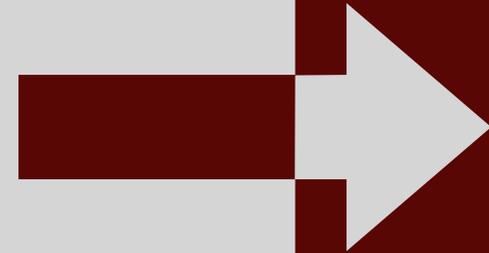
26%

of Cases

Complainants



97% win rate



Staff Management Solutions brings a wealth of experience and 60 years combined practice in labour relations.

This experience is gained through direct union representation and engagement with employers as well as legal representation of employers and employees.

Our business will provide a holistic labour relations solution commencing at entry into your organisation all the way to exit should that be necessary.

We prepare and negotiate employment contracts and will also manage your disciplinary matters, wage negotiations and/or strike action if it comes to that.

Leading you through the complex terrain of employment law.

We pride ourselves in being able to support you while you take care of your core business. We aim to ensure that you are a successful employer with contented employees in a healthy workplace relationship.



OUR MISSION

Protect your business from protracted litigation in the CCMA or Labour Court.

We afford you the opportunity to focus on your core business while we take care of your labour relations.

We will guide you through the procedures and ensure that the legislation, regulations and rules are adhered to.



CORE SERVICES

- Advice and the drawing up of employment contracts, restraints of trade or confidentiality agreements
- CCMA and Bargaining Council disputes including legal representation at the CCMA, Bargaining Councils, Labour Courts, the Labour Appeal Court, High Court, the Supreme Court of Appeal and the Constitutional Court
- Chairing of disciplinary enquiries, prosecuting on behalf of the employer, representation of employees in internal grievances, disciplinary enquiries, and incapacity enquiries
- Organisational rights, collective agreements and policy development and implementation
- Employment equity and workplace discrimination disputes
- Workplace enquiries
- Attending to health and safety requirements and environment law
- Probationary employee disputes
- Wage negotiations
- Retrenchments
- Strikes and Picketing
- Chairing of incapacity enquiries for poor performance and ill health
- Managing absenteeism and abuse of leave
- Grievance management - handling staff grievances and chairing of hearings
- Ensuring compliance with all statutory, provincial and municipal laws and regulations applicable to the work place
- Advising on restructuring in the workplace
- Employee vetting
- Employee interviews
- Remuneration package structuring
- HR, corporate tax and group life insurance.

If you are looking for labour law services to assist with a hearing, labour policies, collective agreements or with procedures and best practices that are in line with the current codes of practice, we are the team that can do it all.

THE TEAM



RICHARD STRETCH



RICHARD is an experienced litigation attorney with many years in practice assisting both employers and employees in the labour and industrial relations field

ZELNA MOORE



ZELNA has extensive experience in the labour environment from 25 years as a union representative. She is skilled in chairing disciplinary hearings, attending on wage negotiations and strike action negotiations.

ATHIN SINGH



ATHIN is an admitted attorney who graduated from Wits and he has had experience in assisting employers and union members. One of his areas of special interest is the preparation of employment contracts and health and safety matters.

CONTACT US



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STAFF MANAGEMENT SOLUTIONS

“With disappointing frequency, employers and managers are confronted with the problem of how to get rid of what they deem to be errant, useless or redundant employees. In South Africa, it is of great importance to be able to deal with this problem with certainty: a botched dismissal can prove costly, both in time and money, and may impact negatively on labour relations and production. On the other hand, retaining operationally redundant employees, those who are untrustworthy or not performing the work for which they are paid, does little for the welfare of the enterprise. Unfortunately, the answer to when an employee may safely be dismissed is far from simple.”

– Professor John Gorban

For this answer and other staff management solutions, call us for advice in managing your industrial relations so you can concentrate on managing your business.