

COMPANY PROFILE

OUR SERVICES



LABOUR LAW SERVICES



HUMAN RESOURCE MANAGEMENT & INDUSTRIAL RELATIONS MANAGEMENT SERVICES



TRAINING BY EXPERTS IN FIELD



LOCAL AND INTERNATIONAL PLACEMENTS AND HR/ IR SERVICES EXPERIENCED IN AFRICA

ABOUT US:

At Denovo Labour Law we ensure ultimate compliance of your business throughout the entire employee life cycle by facilitating HR best practice! The employee life cycle encompasses various stages in the career of an employee, beginning with recruitment and concluding with resignation, termination or retirement. We aim to develop an environment that is diversified, dedicated and driven – at every level of your business. Denovo Labour Law provides solutions to answer all your compliance needs.

OUR TEAM



MORNE PIENAAR
DIRECTOR



**LERIZE JANSEN VAN
RENSBURG**
LEGAL CONSULTANT



SARINA PIENAAR
FINANCIAL MANAGER

CLIENTS



THE LEADING NAME IN LABOUR LAW



VISION

Our vision is to provide our clients with skilled advice in a timely and efficient manner. To provide services and assistance tailored to our clients' needs. Our vision reflects our values: integrity, service, excellence and teamwork.

MISSION

We support, educate, counsel, and share with employers create wealth through people.

CULTURE

Our culture attracts and retains innovative, client-centric corporations.

WHY CHOOSE US:

Denovo Labour Law is meticulous in ensuring a thorough understanding of our client's business and HR/ IR requirements. We have degreed and dedicated personnel at the steer who undergo continuous theoretical and practical training. We have actively formed strategic alliances that provide Denovo Labour Law clients with access to a variety of services and the best labour and work experts within our network. The professionals at Denovo Labour Law are all familiar with all aspects of employment law and will be responsible for managing, coordinating and implementing best practice 3 and procedures and has the capacity to deal with various matters at the same time – quickly and cost effectively. "

Excellence is not an act; it is a habit".

LABOUR LAW

Denovo Labour Law have an immense knowledge of labour and employment law and are exceptionally proficient in the field due to several years' combined experience in our field of expertise which include:

- High Court, Supreme Court of Appeal and Constitutional Court Litigation
- Labour Court and Labour Appeal Court Litigation
- CCMA Litigation And Bargaining Council Litigation
- Retrenchments, redundancies and transfer of business
- Drafting [and implementation] of employment and related contracts
- Assist with preparation for CCMA arbitrations in instances where clients intend to represent themselves
- Bargaining Council Litigation
- Wage negotiation and structuring of remuneration packages
- Strikes, go-slows, stay-aways and picketing
- Dismissals Relevant in-house training and labour related presentations
- Employment strategy consultancy
- Internal Disciplinary processes
- Trade Union negotiations
- Legal opinions on any labour related matters
- Due diligence exercises.

TRAINING

To help guide clients through the intricacies of employment law, we present seminars and run customised training sessions and workshops on a range of issues, including how to run disciplinary hearings and how to prepare for and run arbitrations. We develop compliance checklists that are designed to help companies avoid or minimise costly employment disputes. We keep clients informed on proposed legislation and regulations affecting aspects of the employment relationship, and support clients with seminars, conferences and specialist newsletters and email alerts.

DISPUTE RESOLUTION

We support our clients by appearing in all employment-related forums including the Commission for Conciliation, Mediation and Arbitration (CCMA), Statutory Councils, Labour Court, Labour Appeal Court, High Court, Supreme Court of Appeal and Constitutional Court. We also assist our clients with private arbitrations. We represent our clients in their dealings with the Department of Labour.

Our expertise extends to advising and representing clients in the following disputes:

- Unfair dismissals
- Unfair labour practices
- Organisational rights
- Collective agreements
- Lock-outs
- Strikes
- Alleged non-compliance with the Employment Equity Act (EEA)
- Unfair discrimination
- Non-payment of wages, overtime, leave and severance pay

ALTERNATIVE DISPUTE RESOLUTION AND COLLECTIVE BARGAINING

In terms of the OHSA, we conduct accident investigations and represent clients in serious incident and fatality inquiries. We also conduct legal compliance audits and advise on health and safety policies and procedures.

CONSULTING

We advise clients and give opinions on a wide range of non-litigious employment law matters and commercial matters with employment law implications. We undertake the following:

- Corporate restructuring exercises
- Offer a step-by-step guide on the retrenchment process
- Manage the restructuring process
- Draft all notices and documentation
- Consult with trade unions, employees and their representatives
- Scrutinize minutes from consultation meetings
Advise on selection criteria
- Formulate severance packages
- Draft retrenchment agreements
- Represent clients at CCMA or bargaining council facilitation meetings
- Disciplinary proceedings
- Draft notices of disciplinary hearings
- Assist in preparing for disciplinary hearings
Represent our clients at hearings, when permissible
- Performance management issues
- Manage poor performers
- Introduce performance management systems and employee grading systems
- Transfer of a business as a going concern
- Valuation and apportionment of liability
Restructuring of a joint venture, merged entity or service provider following transfer
- The impact of a merger on employees
- Assist in the consultative process with employees and their representatives
- Prepare the necessary impact reports and documentation to support a merger filing with the Competition Commission
- We advise clients of their obligations under the following Acts • Basic Conditions of Employment Act (BCEA): Annual leave, leave pay, sick leave and overtime
- EEA: How to draft an employment equity plan and report
- Compensation for Occupational Injuries and Diseases Act: Reporting obligations in cases of injuries on duty
- Employment Services Act Occupational Health and Safety Act (OHSA) Government departments

DRAFTING

We draft a wide range of agreements, reports, policies, guidelines and procedures including:

- Contracts of employment for executives, managers, permanent employees and employees employed for a fixed term or specific task
- Collective agreements at all bargaining levels
- Severance and settlement agreements
- Restraints of trade and confidentiality agreements
- Agreements contemplated by s197 of the Labour Relations Act (LRA)
- Valuation and apportionment agreements in relation to transfers of businesses, undertakings or services Temporary employment services agreements
- Training agreements
- Independent contractor agreements
- Disciplinary and grievance regulations and procedures, warnings and dismissal notices
- Lock-out notices and ultimatum
- Codes on sexual harassment, retrenchment, picketing, social networking and various others

OCCUPATIONAL HEALTH AND SAFETY


In terms of the OHSA, we conduct accident investigations and represent clients in serious incident and fatality inquiries. We also conduct legal compliance audits and advise on health and safety policies and procedures.


DUE DILIGENCE

We undertake employment law due diligences in relation to the transfer of a business, undertaking and service as a going concern, or the purchase of shares. The results of this process form the basis of the warranties and valuation and apportionment agreements required under s197 of the LRA.


CONTACT US


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Recruitment

Our Placement Services bring employers and job seekers together with results that speak for themselves! Our experience, insights and attention to detail enable us to identify top talent across a broad range of professional levels, industries and companies.

We pride ourselves on making mutually beneficial matches between job seekers and our corporate clients, and go to great lengths to ensure that each satisfies the needs and expectations of the other. We do so by taking the time to thoroughly understand the specific needs of each of our clients, and then using proprietary recruitment techniques to pinpoint the most suitable job candidates.

Denovo Labour Law is committed to delivering a thoroughly satisfactory experience with every placement. We hold ourselves to extremely high standards of professionalism, integrity and accuracy, and we invite you to put us to the test!