



SASLAW GAUTENG CHAPTER - AGM REPORT – 27th JUNE 2024

INTRODUCTION

The country is entering a new chapter after the citizens voted for a new era in our history. Elections were held on the 29th May 2024. With the change in the country, we turn a page in our history. The members continue to be the back-bone of SASLAW and we take this opportunity to thank them for their ongoing support of the Society. With the new membership system we implemented, we have waves of renewals we deal with, the biggest one being in March/April followed by August/September and our final one for the year being November/December.

The new Annual membership package which includes 4 free member-only webinars has been well received by our members, encouraging old members to return and renew their membership. The Research portfolio has invited organizations to participate in the “Experience of Employment Relationship” project. We expect the findings to be shared with us at our next AGM or Conference. We encourage our members to use the Research portfolio for their organizations. The partnership between NW University and SASLAW strengthens the Research Portfolio as an offering to our members and their organizations.

The number of paid-up members as of May 2024 in the Chapter is 615. The memberships awaiting payment is 136 and membership awaiting confirmation is 320. Going forward we will continue to offer webinars and seminars as both are popular to the members. These events allow for our community to continue engaging in topical discussions and networking opportunities. With our new offering of an annual membership package that includes the 4 free member-only webinars, we use draw card speakers with interesting and relevant topics for our members to receive value for the membership. This gives our members an opportunity to discuss in relevant topics that impact their work in the Labour law space.



WEBINARS – JUNE 2023 – MAY 2024

The Chapter along with the other administrators organised the following 22 webinars and seminars during the reporting period.

2023

DATE	VENUE	SPEAKER	TOPIC
8 June	Webinar	Laurie Warwick; Pieter Venter; Antonio Moodaley	CCMA's amended Rules & Forms
14 June	Webinar	Talita Laubscher	Draft Employment Equity Regulations
22 June	Seminar	Puke Maserumule	Alcohol and Drug testing: Is the Samancor Chrome vs. Wilmes judgement a game changer
29 June	Seminar	Bruce Macgregor; Kurshivan Rama Munsamy; Cameron Wilson	Constitutional Court decision NUMSA vs. Trenstar
7 August	Breakfast Seminar	Judge Zolashe Lallie	Women in the Workplace: Achieving a Work-Life balance
8 August	Webinar	Adv. Pranisha Maharaj-Pillay	JA 12 23 Mobile Telephone Networks Pty Ltd and others v. CCI SA (Umhlanga) Pty Ltd and others
21 August	Webinar	Adv. Anton Myburgh SC	Getting it Right: When is correctness the test on review – as opposed to unreasonableness
13 & 14 September	26 th Conference	Conference	Conference
7 October	YSS Conference	Conference	Conference
26 October	National AGM	Adv. Anton Myburgh SC	The Constitutional Court's impact on the practice of labour law: a functional assessment
22 November	Year End Seminar	Unathi Dlamini; Michael Maeso; Verlie Oosthuizen	Judgement of Van Wyk and others v. Minister of Employment and Labour
29 November	Year End Seminar	Raynaud Daniels; Irshaad Savant	Judgement Update
29 November	Seminar- Probono Awards	Bradley Conradie	The LRA: What works, what doesn't and how it should be changed
5 December	Year End Seminar	Dr. Roshan Kariem; Kobus van Heerden	Testing, Testing 1, 2, 3



2024

DATE	VENUE	SPEAKER	TOPIC
31 January	Webinar	Adv. Riaz Itzkin	Delays in Disciplinary matters: an analysis of recent authorities
6 March	Seminar	Adv. Francois du Toit	It's a Numbers Game: Minority Unions: Obtaining Organizational rights, 189A retrenchment consultations and collective agreements
7 March	Seminar	Chris Todd	Rethinking fair processes for dealing with poor conduct in the workplace
13 March	Seminar	Osborne Molatudi	Falsifying Qualifications & the available remedies
14 March	Seminar	Christiaan Oelofse	The setup of the Bargaining Council for the Private Security sector
19 March	Webinar	Adv. Francois du Toit	Picking and Choosing: Selection for retrenchment according to criteria other than Last In First Out
18 April	Member Webinar	Thembi Chagonda	Draft EE Regulations – Revised Sectoral targets
8 May	Webinar	Chris Orr; Zinhle Ngwenya	An examination of the Labour Court to section 188A (11) of the LRA

A big thank you to the speakers who avail themselves and time to share in relevant and engaging topics that spark conversations with our members. As we continue with webinars and seminars, we would like to thank all the firms that offer their venues and IT support for the events.

MEMBERSHIP

<u>DETAIL</u>	#
TOTAL PAID UP MEMBERS AS AT MAY 2024	615

The membership is steadily increasing, and we are happy to see that our expired members are returning with the different waves we handle. As seen our current membership is sitting at 615 for the first wave of the year.



SOCIAL MEDIA STATS

Thank you to the members who take the efforts to like, share, tag and participate on the SASLAW social media platforms. As seen on the table below the community is increasing healthy. These social medial platforms are used as part of our marketing through out the year especially for the sponsors who participate for the Conference.

	Oct-20	Oct-21	Oct-22	Oct-23	Jan-24	Mar-24	Jun-24
Facebook followers	2002	2821	4013	4815	4845	4885	4929
Instagram followers	672	982	1218	1280	1282	1298	1308
LinkedIn followers	1643	3342	6170	9919	10242	10585	10934
Twitter followers	467	713	916	1076	1082	1096	1102
YouTube followers	-	52	95	119	119	121	121
Monthly Website Visitors	-	-	712	966	700	766	1000
TOTAL	4784	7910	13124	18175	18270	18751	19394
Growth	0%	65%	65%	38%	1%	2.5%	3.4%

PROBONO PROJECT REPORT

1. Johannesburg office:

Johannesburg Student programme participants this year.

CERT #	NAME	START DATE	END DATE	HOURS
JHB64/24	Mulamuleli Mutengwa	07-May	Current	96
JHB65/24	Yolanda Mogano	07-May	Current	90

- The interns who were assisting the office in Term 2 are LLB graduates from the University of South Africa. Their assistance has been invaluable to our daily operations as they help with interpretation and assisting clients with filling out their information forms.
- The Johannesburg office has been operating smoothly, and we appreciate the attorneys who have been taking the matters to their firms.
- The office has been operating on Tuesdays, Wednesdays, and Thursdays from 8:00 AM to 3:00 PM, assisting 15 people a day. Sometimes, exceptions are made to assist beyond this



number, especially for clients referred by the Labour Court who arrive late due to traveling from distant locations.

- We commend our permanent attorney for her exceptional work. On days when she has appointments for drafting and there are no available attorneys due to cancellations, she steps in to draft documents and provide legal advice to walk-ins. She also provides remote assistance to clients from distant locations, ensuring they receive the necessary legal support.
- In Term 2, we have had several cases, with judgments being reserved in almost all of them.
- Despite dealing with aggressive clients, we strive to make them understand that our role is to advise and not guarantee that their matters will be taken up or continuously assisted.
- We provide clients with a list of other law clinics for those who are not satisfied with our attorneys' advice, ensuring they have the opportunity to seek second opinions.
- Our biggest challenge has been the malfunctioning photocopy machine, which has been a concern for over a year. This issue hampers our ability to assist clients to our full capacity and has caused significant frustration among our attorneys and clients alike.

STATISTICS

SASLAW PRO BONO STATISTICS - NATIONAL 4 February 2011 – 20 June 2024	
Region	Johannesburg
Clients seen	21 353
Hours spent in office/online	15190
No of attorneys	186
No of firms	133
No of matters taken on by attorneys	864
No of matters taken on by Legal Aid	1199
No of new clients seen by the Permanent Attorney in the Johannesburg Advice Office since January 2017	2179

CANADIAN FELLOWSHIP PROGRAMME

The Canadian Fellowship Programme was halted this year until we secure funds for the following three years. Instead of the Fellowship programme, we have decided to run a Golf Day later in the year. This is a fund-raising initiative.



INCOME & EXPENSE STATEMENT

The Chapter's financial position remains steady. Membership renewals were sent out March /April 2024. This is our first and biggest wave of renewals for the year. The next wave will be August / September and the final one for the year is November/December. Thank you to those members who have paid timeously. There are several outstanding invoices, and we urge those members to pay their dues, to ensure an efficient running of the Chapter.

Finances from 1 March 2023– 28 February 2024

Gauteng Region Income and Expense statement - 1 March 2023 to 28 February 2024		
Revenue		
Membership Dues		R645 750,00
Seminar/ Webinar Fees		R52 064,77
Total - Revenue		R697 814,77
Expenses		
Membership costs, ISLSSL, Juta, certificates		R63 580,00
Seminar/ Webinar costs		R15 949,00
Consulting fees		R221 760,00
Marketing		R13 400,00
Printing		R3 000,00
Stationery		R3 830,00
Travel		R4 462,00
Telephone		R12 000,00
Data		R2 500,00
Cell phone		R7 650,00
Gifts		R2 800,00
University Prizes		R7 500,00
Total Expenses		R358 431,00
Excess - Gauteng Chapter		R339 383,77



CONCLUSION

I must say that we came from the most interesting term though challenging at the same time. We now know how to run our events online, thus giving the members's respective practices an opportunity to recover from the effects of COVID 19 pandemic as they experience less traveling or no traveling at all.

I have no words to thank the members of SASLAW who gave up their time to assist in the probono clinic and to take up matters and duly assisted the people who needed their services the most. I tried hard not to forget the full-time attorney, Jacqueline Keet together with Phindile. They both keep the 6th-floor lights burning throughout the year.

We also welcome the new rules and have noted Judge Van Niekerk's appreciation towards SASLAW's contribution and proposal in beating the backlog. There are proposals in the pipeline to assist with the moving of unopposed matters in view of the changes that came through Rule 36.1 by availing qualifying members to take appointments as Acting Judges on probono basis, specifically for these matters. This will of course be subject to the approval of the National Committee.

Lastly, I wish to thank the whole of SASLAW backroom team, most particularly Pearl, Diane, Fatima, Louise, Jerome and Connor. I wish the new committee all the success in their new term and should not be shy to contact the veterans for advice.

Thank you

MOSES BALOYI

Gauteng Chapter President 2023/2024