

# Parliamentary Committee on Labour

July 2012



## SABPP

SA BOARD FOR  
PEOPLE PRACTICES

*Setting HR standards*

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# Who we are



- SABPP one of first 8 professional bodies to be recognised by SAQA for purposes of NQF. Our professional members will be registered with the DHET. We are therefore mandated to ensure professional standards of HR work
- 30 years old, represents Human Resource practitioners at all levels. Largest HR body in South Africa
- Dr Penny Abbott, head of Research at SABPP. HR Executive with local and international experience
- Dr Angela du Plessis, independent Employee Relations and Organisation Development consultant. Experience as CCMA Commissioner, commercial, family and labour mediator

# What is our interest



- HR professionals are the workplace implementers of legislation
- HR professionals have to balance interests in the workplace
- SABPP can communicate to and support HR professionals in implementing legislation
- SABPP can conduct research into the effectiveness and practical implications /consequences of legislation (case studies, surveys)
- SABPP's mission is to raise the professional standards of HR work

# Our position



- Good HR practices are the foundation of compliance. Employers need to move beyond a compliance mentality.
- Our labour law is becoming demonised and blamed for lack of economic growth. We believe this is not a well-founded position and we want to work to change perceptions, which are threatening to undermine investment.

# Main points we want to make – Labour Relations Amendments



- Section 32. Centralised bargaining has some advantages, but many disadvantages in a modern economy. Exemption procedures are key features. There is not enough research into the effectiveness of exemption procedures.
- Section 187. Proposed amendment is ambiguous and could have unfortunate consequences on work reorganisations.
- Section 198. We support the proposals to limit temporary work.
- Infrastructure to support the laws is deficient – labour inspectorate needs to be up-skilled. Innovation is required to deliver support to SMMEs.

# Conclusion



- Solid human capital cannot be built by exploiting vulnerable workers. The transformation imperative is also hindered through lack of investment in training and development and through overuse of temporary labour.
- We are ready to work with the DoL to see what can be done to improve the infrastructure and to harness our members to support better compliance.
- Through our research and writing, we will seek to raise awareness and education so that people are not misinformed about the laws and how to implement them