

BLLR 511

GROUP ASSIGNMENT 2021

Submission date: 30 April – 10 May 2021

INSTRUCTION A: VIDEO CAPTURING:

Identify a disciplinary hearing/ Commission for Conciliation, Mediation and Arbitration (CCMA) hearing or labour court case on a work related 'issue/problem'. Illustrate by way of a video (approximately 5 - 7 minutes), the nature, extent and outcome of the court case.

Attention should be paid to the following:

- List the identified 'issue or problem' and "court case":
- **Example:**
 - o *Recent judgement dealing with S=sexual harassment in the workplace*
 - o *The unreported case of SA Metal Group (Pty) Ltd v CCMA and Others (CC50/13) handed down on 15 April 2014*
 - o <http://www.labourguide.co.za/most-recent/1929-recent-judgements-dealing-with-sexual-harassment-in-the-workplace>
- Illustrate/describe the problem
- Outline the trial of the court case
- Mention / explain the outcome / result / award:
- **Example:**
 - o *The Labour Court (LC) found an arbitration award made in the absence of considering the Code of Good Practice on Handling Sexual Harassment Cases (Code) reviewable.*
- Explain the implications

Videos must include the following: title, name, student number (beginning) and references at the end.

OR

INSTRUCTION B: WRITING A REPORT

Please write a report on a disciplinary hearing/Commission for Conciliation, Mediation and Arbitration (CCMA) hearing or labour court case:

PLEASE MAKE SURE YOU INCLUDE IN YOUR ANSWER AT LEAST THE FOLLOWING AS HEADINGS:

1. Title
2. Table of content
3. Introduction and background
4. Transgression description
5. The role players and the facts of the case
6. Mitigating factors

7. Conclusion
8. List of reference

Please aim at a total of between 7 and 10 pages. Reports must include a cover page which indicates the title of the report, your name and student number as well as a reference list.

TOTAL: 100