

CURRICULUM VITAE

PIETER JACOBUS GREYLING

PERSONAL PARTICULARS

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TERTIARY QUALIFICATIONS & TRAINING

2008

MCom (Forensic Accountancy)	North West University
Completion of Commissioner training	CCMA Training Division (Accredited Commissioner)

1997

ADLL - Advanced Diploma in Labour Law	Rand Afrikaans University (RAU)
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1991

DPLR - Development Programme in Labour Relations	University of South Africa (UNISA), School of Business Leadership
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1984

Admitted as attorney. Serving two years articles and successful completion of examination for admission	Bekker, Brink & Brink Attorneys
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1978 - 1979

LLB	Potchefstroom University for CHE
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1975 - 1977

BJuris (Undergraduate studies to obtain admission to postgraduate LLB)	Potchefstroom University for CHE
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1974

Matric	Hoër Volksskool Heidelberg "Secondary School"
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Other training:

Recent Training:

2017: Train the Trainer –Divorce Mediation	LEAD
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2016: Court Annexed Mediation	LEAD
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Financial Services Mediation	Law Society of South Africa
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Managing in a Service Industry	Graduate School of Business Administration, University of Witwatersrand (WITS)
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Financial Management for non-financial managers	University of South Africa (UNISA) School of Business Leadership
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Negotiation skills	S Serfontein & Associates
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Computer Literacy:

Microsoft Office:

MS Word
MS Power Point
MS Excel

SKILLS & PROFESSIONAL EXPERIENCE

Set out below is a summary of certain key skills and highlights of professional experience. The reader is referred to the career summary section for more information.

1. EMPLOYMENT RELATIONS

- **Conciliation, Mediation and Arbitration.**
Is a part-time Commissioner (Level A) of the CCMA. The responsibility is to conduct conciliation and arbitration proceedings in terms of the Labour Relations Act. I also fulfil a similar function for the Dispute Resolution Centre of the Motor Industry Bargaining Council and the South African Local Government Bargaining Council. I am also a panel member of the CCMA's provincial panel of mediators. These mediators deal mainly with disputes of interest which can result in industrial action. I also act as an arbitrator in private arbitration under the auspices of the Arbitration Act, 1965. The undermentioned Award was published in Lexis Nexis, Butterworths, Arbitration Law Reports in South Africa: NUM obo Mokgele / Lafarge [2010] 2 BALR 196 (CCMA).
- **Labour Litigation**
As an attorney represented parties in the CCMA and Bargaining Councils as well as in the Labour Court (see (AVGOLD-TARGET DIVISION v CCMA & Others [2010] 2 BLLR 172 (LC) or www.saflii.org/za/cases/ZALC/2009/52.html)
- **Consultancy**
Advises on contract of employment, disciplinary systems, industrial relations policies and mediation.

2. LEGAL ADVICE AND POLICY FORMULATION

As Head of the Legal and Credit Department at the Gazankulu Development Corporation I was responsible for the provision of legal advice to the Board and Top Management Committee. I also assisted with all policy formulation and preparation of submissions. I attended all board meetings and committee meeting and served on a number of committees. As an attorney I also advised on legal issues and assisted with policy formulation for institutions such as local authorities and parastatals responsible for regulation.

3. COMPLIANCE AND FORENSIC INVESTIGATIONS

- **Member of the National Credit Regulators' Investigations Panel (Section 25(4) National Credit Act, 2005) (2007 – present).** Served on panel of compliance investigators for the Micro Finance Regulatory Council (MFRC) (2000-2006). Initial appointment was as a result of a national tender. The purpose of investigations is to ensure regulating compliance by moneylenders and other financial institutions. Investigations can either lead to a disciplinary process, processes in the National Consumer Tribunal and criminal proceedings.
- **Appointed as a compliance officer by the Financial Services Board in terms of Financial Advisory and Intermediary Services Act, 2002.**

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- Owner of compliance practice which provides compliance services to brokerage firms.

4. LECTURING/TRAINING

- Since January 2009 I am a part-time lecturer at the Potchefstroom Business School of the North West University in the MBA programme. I am responsible for the Module, Corporate Governance.
See <http://commerce.nwu.ac.za/business/meet-our-people-academic-staff>
www.mba.co.za/article.aspx?rootid+31subdirector&id=2679
www.leader.co.za/article.aspx?s=23&f=1&a=2679
<http://commerce.nwu.ac.za/business/newsletters>
- Previously lectured on a part-time basis at the Vaal University of Technology (Klerksdorp Campus) in Commercial and Labour Law (1998 – 1999).
- Was trained as a staff trainer while legal advisor with Old Mutual. Were involved in the training of intermediaries on subjects such as estate planning and commercial insurance.

5. MANAGERIAL

- Managerial experience includes management of departments, personnel, budget, planning at middle and senior management level. At senior level experience includes membership of top management committee and participation in and/or membership of boards of directors, audit and risk management committees. (Peromnes 4)
- Project management experience includes implementation of turnaround strategies in respect of property portfolios and amalgamation of various development parastatals after 1994.
- During the period 1994 to 1996 three development corporations amalgamated. I was chairperson of the joint committee responsible to plan the amalgamation process and to formulate a structure for the secretarial, administrative, risk management and legal functions. Was a member of the committee responsible for the human resources and financial departments.

CAREER SUMMARY

1997 - **Pieter J Greyling Attorney**
Attorney
Lecturer: North West University's Potchefstroom Business School, MBA programme (Part time)
Accredited Court Mediator Level 2: Department of Justice and Constitutional Development
Commissioner: Commission for Conciliation, Mediation and Arbitration CCMA (Part time)
Panel Member: Dispute Resolution Centre of the Motor Industry Bargaining Council (Part time)
Panel Member: South African Local Government Bargaining Council (Part time)
Panel Member: General Public Sector Service Bargaining Council (Part time)
Panel Member: National Bargaining Council for the Chemical Industry (Part time)
Panel Member: National Bargaining Council for the Hairdressing, Cosmetology and Skincare Industry (Part time)

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Compliance officer: Appointed by the Financial Services Board in terms of the Financial Advisory and Intermediary Services Act, 2002.

Member of National Credit Regulator, Investigators panel (Sec 25(4) National Credit Act, 2005)

Commissioner: Small Claims Court (Part time)

1988 – 1996 Gazankulu Development Corporation Ltd

Senior Manager: Legal Services

Head of the legal and credit function accountable to the General Manager: Management Services. The division consisted of the following departments: Legal Services, Finance, Computer Services, Administration and Own Operations.

My functions and responsibilities consisted of:

- Provision of legal advice and support as well as assistance with formulation of policy to the Board and Top Management Committee. Served as functionary on the Management Committee and Board.
- The management of the department which included budgets, personnel, infrastructure and the delegation and control of instructions and briefs to legal advisors.
- Industrial Relations
Establishment of Industrial relations policies and systems Collective bargaining Mediation and Facilitation
Disciplinary processes and Arbitrations
- Legal work mainly of a commercial nature which included negotiation and drafting of agreements related to financing, buying and selling of undertakings and property, restructuring of companies, litigation, commentaries on legislation and legal opinions.
- Presentation of training seminars, presentations and submissions to committees of the Provincial Legislature.
- Served on the following standing committees:
 - Investment Committee
 - Risk Management Committee
 - Audit Committee
- Directorships:
Served as nominated director on the boards of the following subsidiaries:
New Era Life Ltd (Life Assurers)
Aidec Gazankulu (PTY) Ltd (brokerage short-term insurers)
Gazankulu Finance Company (PTY) Ltd (Alternate) (Housing Finance)
- Served as functionary on the pension funds' Board of Trustees.
- Served as Chairman of the Staff Association for two years.
- Managed as an interim measure the Corporation's property portfolio to affect a turnaround strategy.

1987 - 1988 Old Mutual Legal Advisor

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Member of the regional training centre. Responsibilities included training and advice to intermediaries.

1984 - 1987 **Lukas Louw & Greyling, Barberton**
Professional assistant and partner

1982 - 1984 **Bekker, Brink & Brink Attorneys, Ermelo**
Article Clerk and professional assistant

1980 - 1981 **Military Service**

COMMUNITY INVOLVEMENT AND OTHER EXPERIENCES

Is a Commissioner of the Small Claims Court since 2003. Served on the governing bodies of schools, church committees and sport clubs (rugby). Also served as secretary and chairman of such bodies.

AFFILIATIONS

Member of Law Society of the Northern Provinces since 1982.

REFERENCES

Prof. Anet Smit
Lecturer: Potchefstroom Business School (North West University)
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