



LABOUR & INDUSTRIAL RELATIONS

ABOUT US

Lazola Labour Advisory firm is a level 1 B-BBEE company at the forefront of labour law advisory. We offer clients across industries a wide range of expert labour law advice and the practical application of the law from CCMA conciliation to arbitration and other labour related challenges.

OUR VALUE PROPOSITION

At Lazola Labour Advisory, in every undertaking, people are at the heart of what we do. Our innate purpose is to facilitate harmonious labour relations between organisations and their people.

We provide pro-active, hands-on labour advisory services that create peaceful and fair workplace environments. This congruous approach enables our clients to reduce costs associated with labour disputes. Our difference lies in expertly connecting labour relations with labour legislation.

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OUR SERVICE OFFERING

LABOUR ADVISORY

01 **Disciplinary Action Management:**

- Guidance on disciplinary investigations
- Charge formulation
- Coaching of case presenter and witness preparation

02 **Conflict Resolution**

- Facilitate employee grievances and resolution
- Intervention in manager-subordinate relational dynamics

03 **Management of Collective Bargaining**

- Facilitate management-union consultative structures
- Draft recognition agreements

04 **Retrenchment Management**

- Facilitate legally-compliant retrenchment consultations
- Develop consultation minute dossier

05 **Incapacity: Poor Performance and Ill-Health Consultations**

- Conduct legally-compliant poor performance and ill-health discussions
- Compile performance records to ensure fairness in the event of a termination

OUR SERVICE OFFERING

LABOUR ADVISORY

06 Chairing of Disciplinary Hearings

- Objective evidence evaluation
- Hand down legislation and case law-led decisions
- Submission of comprehensive minutes

07 Acting as Initiator

- Formulation of charges and preparation of supporting evidence
- Witness preparation

08 Workplace Policies and Procedures

- Drafting of disciplinary and grievance policies and procedures
- Updating of employment policies and procedures

09 CCMA and Bargaining Council Conciliations and Arbitrations

- Argue conciliations and arbitrations on behalf of the employer

10 Workshops

- Capacitate line management on all aspects of workplace disciplinary action
- Conduct disciplinary investigations, fulfilling the role of case- presenter and chairing of appeal hearings



ADDRESS

424 Commissioner Street, Fairview,
Johannesburg, 2094

CONTACT DETAILS

Tel : 011 614 0033 Cell : 082 573 3011

Fax: 086 400 3794

E-mail: lm@lazolamconsulting.co.za

www.lazola.co.za

Lazola Labour Advisory firm was founded by Lazola Madikizela, an advocate of the High Court of South Africa. Lazola has over 18 years of experience across various sectors of the economy including mining, manufacturing, petro-chemical, motor-retail and waste management.

He is a seasoned labour law expert who has succeeded in addressing various labour related challenges from CCMA work ranging from conciliations to arbitrations (mainly involving dismissals) and facilitating solutions to cultural diversity and conflict.