



WAGE & EMPLOYMENT OUTLOOK & HOT TOPICS QUESTIONS

Economy and Pay Trends

1. What are the broad economic forces that will be the background to wage negotiations in 2024?
2. What is the inflation forecast for 2024 and how does this affect 2024 pay settlements?
3. What is the legacy of 2023 and how will it cast its shadow on events in 2024?
4. What is the pattern of growth rates of wages and salaries over the last decade, and how will this affect your organization in 2024?
5. What are the median level earnings in the following sectors?

local and central government, financial services, -transport and communication, wholesale, retail and services, utilities including water and electricity, financial services, manufacturing, mining
6. What are the median monthly earnings in the following sectors?

agriculture, construction, services, mining, trade, private households, manufacturing, transport, utilities, finance?
7. What key wage settlements will take place in 2024?

Measures and Calculations

8. How does one measure the gender wage gap?
9. How do I calculate the wage gap between the top and bottom earners in my company as now required by the EEA?
10. How do I calculate and use a reliable productivity measure for my company?
11. What is the pay 'see saw' and how do I use this conceptual tool?
12. What method can I use to budget for a realistic and economic increase in wages and salaries in 2024?

Forecasts for 2024

13. What is our forecast for average settlements in wage negotiations in 2024?
14. What is our forecast for the average level of salary increases for non-union staff in 2024?
15. What practical steps should I take to forecast sustainable increases to budget for wages and salaries with supporting arguments for my company?

Strike action

16. What is the pattern of strike action and its significance for 2024?
17. Which unions are the most strike prone?
18. What do we learn from the productivity data for 2023 and its medium term trend?

HOT TOPICS WEBINAR QUESTIONS

Work permits and foreigners further new developments

1. What must every employer know about the Immigration Act and Work Permits?
2. What is that current situation with Zimbabwean workers since the Government lost the last court case?
3. What is the position with Malawian and other citizens of the SADEC countries?
4. Can I employ someone with a work permit application in process or in renewal?
5. Is it unconstitutional for an employment policy to prevent an employee holding a political position

Discipline, dismissal, and policy

6. Criminal charges and disciplinary action - how do the two interact?
7. Does a jail sentence terminate the employment relationship?
8. Can I continue a disciplinary hearing in the face of an employee resignation?
9. What is the case with deductions from final salaries, validity of employment contracts, and a wrongly decided case.
10. What do the changes to parental leave to comply with the Constitution mean for my policy and practice?

11. Traditional healers registering in terms of the BCEA - must I now accept such a medical certificate?

Labour inspections

12. What are my rights in a labour inspection, and what powers do the inspectors have?

13. How do I avoid a hostile inspection?

New developments

14. What is the 2-pot pension system due to be implemented in September 2024, and what will it mean for benefits?

15. Why has union density declined from 40% in 2015 to around 22% currently - what does this mean?

16. How do I handle a sit-in and is this a New Labour tactic?

17. How do I manage union rivalry, and should we expect an overhaul of the LRA in this respect shortly?