

1. Record Nr.	UNISA996208775503316
Titolo	AAA, Arbeiten aus Anglistik und Amerikanistik
Pubbl/distr/stampa	[Graz, Austria, : Institut fur Anglistik, Universitat Graz]
Descrizione fisica	1 online resource
Soggetti	English philology Civilization Periodicals. United States Civilization Periodicals United States
Lingua di pubblicazione	Tedesco
Formato	Materiale a stampa
Livello bibliografico	Periodico
2. Record Nr.	UNINA9910828003703321
Autore	Nel (Snr) Jan Kemp
Titolo	Employment Contracts for the New World of Work
Pubbl/distr/stampa	London : , : Knowledge Resources, , 2021 ©2021
ISBN	1-86922-917-7
Descrizione fisica	1 online resource (199 pages)
Altri autori (Persone)	Nel (Jnr)Jan Kemp
Disciplina	344.6801
Soggetti	Labor contract - South Africa
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Intro -- ABOUT THE AUTHORS -- CHAPTER 1: INTRODUCTION AND OVERVIEW -- INTRODUCTION -- 1.1 Origins -- 1.2 Employer and Employee: Contractual Inter-Dependency -- 1.3 The Employment Contract as a Commercial Agreement -- 1.4 The Employee -- OVERVIEW -- HOW TO USE THIS BOOK? -- CHAPTER 2: IDENTIFYING

THE PARTIES TO THE CONTRACT -- 2.1 Introduction -- 2.2 Employee vs. Independent Contractor -- 2.3 Classification of Employees -- 2.4 Other Categories of Employees -- CHAPTER 3: THE LEGISLATIVE FRAMEWORK -- 3.1 Introduction -- 3.2 Primary Statutes -- CHAPTER 4: THE CONTRACT OF EMPLOYMENT: FORMATION, CONTENTS AND FORMAT -- 4.1 Introduction -- 4.2 The Element of Control and 'The Right to Manage' -- 4.3 Validity Requirements -- 4.4 Formation and Formalities -- 4.5 Duties and Obligations -- 4.6 Contract Terms - Express, Implied, Statutory Rights and Others -- 4.7 Changes, Variations and Amendments to the Contract, and Contract Administration -- 4.8 Interpretation of Contracts -- 4.9 Types of Contracts -- 4.10 Contents of Contracts of Employment -- 4.11 The Code of Good Practice: Dismissal -- 4.12 Statutory Terms and Conditions of Employment: Automatic Contractual Inclusion -- CHAPTER 5: TERMINATION OF EMPLOYMENT -- 5.1 Introduction -- 5.2 Fairness -- 5.3 Instances of Termination -- 5.4 Statutory Notice Periods -- 5.5 Resignation -- 5.6 Causes Recognised by Law, for Termination of Employment and Dismissal -- CHAPTER 6: PUSHING THE FRONTIERS OF TRADITIONAL EMPLOYMENT - WORKING FROM HOME (WFH) AND HYBRID WORKING -- 6.1 Introduction -- 6.2 The Hybrid WFH Model -- 6.3 Trust and Transparency -- 6.4 The WFH Contract of Employment -- 6.5 Societal Inputs into Contracts -- 6.6 Managing the Home Office -- CHAPTER 7: REPUDIATION, BREACHES OF CONTRACT AND REMEDIAL RIGHTS -- 7.1 Introduction -- 7.2 Material Breach of Contract and Repudiation. 7.3 Examples of Repudiatory Conduct -- CHAPTER 8: DISPUTES AND DISPUTE PROCESSES -- 8.1 Introduction -- 8.2 Disputes Concerning Contracts of Employment -- 8.3 Unilateral Changes to Contract Terms and Conditions -- 8.4 Statutory Remedies for Unfair Dismissals -- 8.5 The Courts and Statutory Mechanisms -- 8.6 Private Arbitration -- CONCLUSION -- TOOLKIT: SAMPLE CONTRACTS, GUIDELINES, POLICIES, PROCEDURES AND STATUTORY REGULATIONS -- A. Sample Contracts and Guidelines -- 1. Basic Contract of Employment (Shopfloor/General Employees) -- 2. Letter of Appointment (Staff/Managerial) -- 3. Limited Duration/Temporary or Project-Based Contract of Employment -- 4. Domestic Worker's Contract of Employment (Department of Labour) -- 5. Agricultural/Farm Worker's Contract of Employment -- 6. Seasonal Employee's Contract of Employment -- 7. Independent Contractor's Agreement -- 8. Notes on Restraint of Trade and Confidentiality -- 9. Key-Performance Areas (KPAs) and Performance Agreement -- 10. Conventional Penalties Act and Sample Penalty, "Claw Back" Clause -- 11. Working from Home (WFH) Policy and Procedure -- 12. Electronic Communications Policy and Procedure/Internet Policy -- 13. Retirement Policy and Procedure -- 14. Remuneration and Incentive Scheme Guidelines -- 15. Maternity and Paternity Leave Policy and Procedure -- 16. Absenteeism Policy and Procedure -- 17. Poor Work Performance Policy and Procedure -- 18. Disciplinary Transgressions, Misconduct Code -- 19. Medical Incapacity Policy and Procedure -- 20. Alcohol and Drug Usage: Remedial Policy and Procedures -- 21. Health and Safety, and Medical Treatment Policy Guidelines -- B. Statutory Regulations -- 1. BCEA Statutory Minimum Conditions of Employment -- 2. Schedule 8 to The LRA - Code of Good Practice: Dismissal -- BIBLIOGRAPHY -- INDEX.

Sommario/riassunto

Employment Contracts for The New World of Work deals with the employment contract in South Africa and the importance of this document as the foundation of the commercial relationship between the employee and the employer. It provides practical assistance and information to the entrepreneur, business owner, front-

line manager, trade union representative and official, who is, no matter how experienced, always in need of a quick reference guide and source of knowledge._x000D__x000D_Content includes:_x000D__x000D_* Identifying the Parties to The Contract_x000D_* The Legislative Framework_x000D_* The Contract of Employment: Formation, Contents and Format_x000D_* Termination of Employment_x000D_* Pushing the Frontiers of Traditional Employment - Working from Home (WFH) And Hybrid Working_x000D_* Repudiation Breaches of Contract and Remedial Rights_x000D_* Disputes and Dispute Processes_x000D__x000D_Includes a FREE TOOLKIT with sample contracts, guidelines, policies, procedures and statutory regulations.
