

DEPARTMENT OF EMPLOYMENT AND LABOUR

NOTICE 681 OF 2021

NOTICE OF NOVEMBER 2021

PLEASE FIND SET OUT BELOW A LIST OF PRIVATE AGENCIES THAT HAVE BEEN ACCREDITED BY THE CCMA IN TERMS OF THE PROVISIONS OF THE LABOUR RELATIONS ACT 66 OF 1995 (AS AMENDED) FOR CONCILIATION AND/ OR ARBITRATION AND/ OR INQUIRY BY ARBITRATOR, WITH THE TERMS OF ACCREDITATION ATTACHED FOR THE PERIOD 01 NOVEMBER 2021 TO THE 31 OCTOBER 2024.

**PRIVATE AGENCY ACCREDITED TO CONDUCT CONCILIATION AND ARBITRATION, SUBJECT
TO CONDITIONS WHERE APPLICABLE
(NEWLY ACCREDITED AGENCY)**

Name of Agency	Accredited Functions
<u>PRIVATE AGENCIES</u>	
Toka and Associates (Pty) Ltd	Accredited for conciliations and arbitrations (including Inquiry by Arbitrator) from 01 November 2021 until 31 October 2024 on condition that all CCMA efficiencies are adhered to and subject to the terms set out in the accompanying attachment.

TERMS OF ACCREDITATION FOR CONCILIATION, ARBITRATION AND INQUIRY BY ARBITRATOR**1. SCOPE OF ACCREDITATION:**

Herewith categories of disputes for which Private Agencies are eligible to apply for accreditation.

PRIVATE AGENCIES ARE ACCREDITED TO PERFORM THE FOLLOWING DISPUTE RESOLUTIONS FUNCTIONS:

Unfair dismissal disputes	- Section 191
Unfair Labour practice	- Section 191
Interpretation of Collective Agreement disputes	- Section 24 (1)
Inquiry by Arbitrator	- Section 188A
Regulation of non-standard work	- Section 198, 198A, 198B, 198C and 198D

PRIVATE AGENCIES MAY NOT SEEK ACCREDITATION FOR THE FOLLOWING DISPUTE RESOLUTION FUNCTIONS REGARDING DISPUTES OVER THE FOLLOWING (see FOOTNOTE 11 of SECTION 51):

Organisational rights (sections 16, 21 and 22);

Collective Agreements where the agreement does not provide for a dispute resolution procedure or the procedure is inoperative or any party frustrates the resolution of disputes (section 24(2) to (5));

Agency shops and closed shops (section 24(6) and (7) and section 26(11);

Determinations made by the Minister in respect of proposals made by a Statutory Council (section 45);

The interpretation and application of Collective Agreements of a Council whose registration has been cancelled (section 61(5) to (8));

Demarcation of sectors and areas of Councils (section 62);

The Interpretation or application of Part C (Bargaining Councils), Part D (Bargaining Councils in the Public Service), Part E (Statutory Councils) and Part F (General Provisions concerning Councils) (Section 63);

Picketing (section 69(8) to 10);

Proposals which are the subject of joint-decision making in a workplace forum (section 86);

Disclosure of information to workplace forums (section 89);

Interpretation or Application of the provisions of Chapter 5 of the LRA which deals with workplace forums (section 94);

Enforcement of the Collective Agreements by Bargaining Councils (section 33A) and;

Enforcement of arbitration awards in terms of section 143. Only the Director of the CCMA, unless the power has been delegated to a CCMA Senior Commissioner may certify awards as if it were an order of the Labour Court;

Facilitating mass retrenchment disputes section 189(A).

2. POWERS OF ACCREDITATION:

Only those persons who are accredited by the CCMA, or are part-time Commissioners appointed by the Governing Body of the Commission in the terms of section 117 (2) of the Labour Relations Act, may perform the accreditation functions of the Agency for the Private Agency.

The following provisions of the LRA, as amended apply to Private Agency accredited for conciliation and arbitration:

- (a) For the purpose of this paragraph any reference in Part C of Chapter VII of the LRA to:
"Commission" must be read as a reference to the Private Agency;
"Commissioner" must be read as a reference to a conciliator or arbitrator appointed by the Private Agency.
"Director" must be read as a reference to the CEO of the Private Agency
- (b) The provisions of the sections contained in Part C of Chapter VII (section 127(6)) of the LRA shall apply to the Private Agency in the performance of its accredited functions:
 - (i) The provisions of section 133 to 136;
 - (ii) The provisions of section 138 to 142, S143, S144 and S145;
 - (iii) The provisions of section 146
 - (iv) The provision of 148

3. EXTENSION OF ACCREDITATION:

Despite the expiry of the period of accreditation as stated in the Certificate of Accreditation, the Private Agency may continue to perform its accredited functions in respect of any dispute referred to it during the period of accreditation, but not yet resolved by the time the period expires, until the dispute is resolved either through conciliation or arbitration.

4. TRANSGRESSION OF TERMS OF ACCREDITATION:

If the accredited Private Agency fails to comply with the terms of accreditation, the Governing Body of the CCMA may revoke accreditation. In terms of section 130 of the LRA, as amended the Governing Body of the CCMA may withdraw accreditation after having given reasonable notice of withdrawal.

5. AMENDMENT OF ACCREDITATION:

An Accredited Private Agencies may apply to the Governing Body of the CCMA in terms of section 129 of the LRA to amend its accreditation.