

REQUEST FOR PURCHASE AUTHORISATION

COMPANY NAME _____

DEPARTMENT _____

PRODUCT TO BE ACQUIRED:

48-part labour law video series called “Walking the New Labour Law Tightrope”.

PRICE OF PRODUCT:

Annual fee of R7500.00 plus VAT for the primary viewing licence (includes 2 free secondary licences)

R500.00 plus VAT for each additional secondary licence.

The primary licence would be held by the head of HR orand each of ourline managers would hold a secondary licence.

PURPOSE OF PRODUCT ACQUISITION:

To run a productive and legally compliant workplace our managers need to be able to acquire and retain the knowhow to manage employees effectively without breaching South Africa’s labour laws.

MOTIVATION

It is financially challenging to provide this learning on an ongoing basis for management and line managers in a way that doesn’t interfere with their tight work schedules and keeps it stimulating and appealing. The key to this is to enable our company to avoid costly CCMA cases and losses due to workplace inefficiency. The cost of a CCMA case sparked by unskilled managers can easily be up to R500 000 including the cost of preparation time, legal representation and compensation awards.

However, hiring a labour law expert to facilitate labour law training for a group managers can cost up to R20 000 per day and also has the disadvantages of having to take managers out of the workplace for days at a time. Managers tend to forget what they have learned in short-term courses and also change roles.

This video series, created by labour law expert, Ivan Israelstam overcomes all these difficulties because it:

- Is based on an animated case study running through the 48 chapters which depicts workplace errors .
- Graphically shows managers, via the case study, how the workplace should not be managed and then provides, crucial advice on how to run the workplace productively and in a legally compliant manner.
- Answers, in a user friendly, stimulating and practical manner the key questions that managers need answered to enable them to operate effectively and within the law
- Can be viewed by managers in facilitated groups or individually, at times that suit their busy schedules and over a period suitable to our operational requirements
- Allows managers to revisit each video as often as they like during the annual licence period
- At R7500 for the primary annual licence and R500 for each secondary licence, is excellent value for money.

EXPENDITURE REQUESTED:

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|---|-----------------------|
| • One annual primary viewing licence | - R7500.00 |
| • Two annual secondary viewing licences | - Free of charge |
| • Additional secondary viewing licences | - _____(R500.00 each) |

Sub-total:	R
VAT	R _____
TOTAL	R

REQUESTER: **SIGNATURE:** **DATE**