

DO YOU WANT TO:



Ensure lawful disciplinary processes



Ensure fair disciplinary outcomes

A disciplinary process is usually followed when there are allegations of misconduct or incapacity against an employee. To ensure that correct procedures are followed, and that the correct labour laws are applied, DN23 & Associates can assist in a fair and objective manner. Contact us for further information.



WHAT IS A DISCIPLINARY HEARING?

Most employers have a disciplinary code of conduct. The code will spell out the procedures to follow when there are allegations of misconduct or incapacity. It also provides for sanctions. Importantly, the code will provide a procedure that employers need to follow during the hearing. In the absence of a code, employers run the risk of not following the correct laws or the correct procedures. Normally an employee will be charged and receive a notice to attend a hearing. There are rules that regulate non-appearance. Integral is the right to be heard. DN23 & Associates can assist you in ensuring that all correct procedures are followed so that the best possible outcome is achieved for both parties.



OUR APPROACH TO DISCIPLINARY HEARINGS

DN23 & Associates have chairpersons with more than 20 years of experience. Hearings are conducted in an informal, non-intimidating manner, with the assurance that all substantive and procedural labour laws are followed. Procedures are like that of the CCMA, but less formal. All parties are given the chance to lead their evidence by calling witnesses, providing documents, and testifying themselves. Parties also cross-examine each other should they so wish. Chairpersons remain objective throughout the process. The outcome of the hearing is issued in writing, within a reasonable time after the closing arguments have been heard. Should it be necessary, i.e., where the employee is found guilty, a sanction hearing is held, where the chairperson will issue the relevant sanction. This is done in terms of the employer's disciplinary code, or a sanction is issued that is just an equitable under the circumstances. Where the sanction is dismissal, the employee is advised of having recourse to the CCMA.

GET STARTED

Contact us to get started:

✉ info@dn23.co.za

🌐 www.dn23.co.za

"In case of dissention, never dare to judge until you have heard the other side" – Euripides