

Labour Law Amendments 2025

Labour Relations Act (LRA)

- Test for Procedural Fairness (s 188)
- Qualifying Period / Probation Exclusion (s 188(2))
- Limitation of Remedies for High-Earning Employees (ss 193 & 194)
- Inquiry by Arbitrator (s 188A)
- Prevention of Duplicate Claims (ss 195 & 196)
- Large-Scale Retrenchment Facilitation (s 189A)
- Strike Restrictions in Essential Services (s 65)
- Essential Services Committee (s 70)
- Minimum Services (s 72)
- Picketing (s 69)
- Socio-Economic Protests (s 77)
- Secret Ballots for Advisory Arbitration Awards (s 150C)
- Closed Shop Agreements (s 26)
- Small-Employer Exemption from Bargaining Council Agreements (s 32)
- Bargaining Council Funding Agreements (s 32A)
- Extension to Dependent Contractors (Schedule 11)
- Financial Reporting Standards for Trade Unions and Employers' Organisations (s 98)
- Maintenance of Ballot Records (s 99)
- Guidelines for Registrar when Withdrawing Registration (s 106)
- Register of Federations (s 107)
- Expanded CCMA Functions (s 115)
- Termination of Commissioners' Contracts (ss 117 & 125)
- Accreditation for Dispute Resolution under any Employment Law (s 127)
- Postponement Fees (s 140A)
- Enforcement of Awards in Labour or Magistrates' Courts (s 143)
- Appointment of Judge President or Deputy Judge President (s 153)
- Labour Court Jurisdiction and Seats (s 156)
- Dispute-Resolution Functions of Judges (s 159)
- Labour Court Costs (s 162)
- Labour Appeal Court Reforms (ss 167, 169, 170 & 179)
- Definition of 'Interpretation or Application' & Updated 'Employment Law' (s 213)

Basic Conditions of Employment Act (BCEA)

- Severance Pay (s 41)
- On-Call Workers (s 9B)
- Parental Leave (ss 25, 25A & 25B)
- Broadened Definitions for Sectoral Determinations (ss 50A & 62A)
- Employee Benefit Fund Contributions (s 62B)
- Failure to Pay Fund Contributions (s 77B)
- Compliance Orders – Objections, Security & Enforcement (s 69)
- Adjudication of Compliance Orders (s 73)
- Consolidation of BCEA / NMWA Disputes with Other Claims (s 74)
- Transitional Provisions (Schedule 3)
- Limitation of Liability for Officials (s 209A)
- Transitional Provisions (Schedule 7)
- Repeal of Schedule 8 – Code of Good Practice: Dismissal

Other Acts

- National Minimum Wage – Deferred Payments Excluded (ss 4 & 5 NMWA)
- National Minimum Wage Commission Composition (s 9 NMWA)
- Harassment Discrimination Claims to CCMA (s 10 EEA)
- Bargaining-Council Referrals of EEA Disputes (s 10A EEA)
- Employment-Equity Certificate as Conclusive Proof of Compliance (s 53 EEA)
- Terminology Change to 'Parental' Benefits (s 12 UIA)
- Re-enacted Parental Benefit Provisions (ss 24–29 UIA)

