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protocol at disciplinary hearings all evidence and questioning should take place under the guidance of the chairperson of the disciplinary hearing the investigation hearing should be conducted in an orderly fashion and no disorderly conduct should be entertained the chairperson should first call the witnesses in support of the charge s, **annexure a grievance rules for the public service** - grievance rules for the public service a definitions in this procedure unless the context indicates otherwise commission means the public service commission established in terms of section 196 1 of the constitution constitution means the constitution of the republic of south africa 1996 act no 108 of 1996, **understanding the civil litigation process in south** - understanding the civil litigation process in south african courts introduction whether you are the plaintiff defendant applicant or respondent it is important to know your rights options and recourse available in south african courts when seeking to resolve disputes collect debts or enforce contracts, **schedule a disciplinary procedure for the department of** - the disciplinary code and procedure is applicable to all employees employed in the department of correctional services refer to the disciplinary procedure manual hearing in absentia a legal practitioner is defined as a person admitted to practice as an advocate or lawyer in south africa, **rules for conducting grievance hearings dhrm virginia gov** - procedure manual control ii summary of the hearing officer s duties and powers in addition to the actions listed in 5 7 of the grievance procedure manual the hearing officer is responsible for the following o conducting the hearing in an equitable and orderly fashion o complying with these rules the grievance procedure manual and, **a practical guide justice forum** - a practical guide court and case flow management in the south african lower court division ix the ability to monitor case progress is essential for sustaining an effective case management system the monitoring process should encompass individual reporting on court aggregates and exceptions utilising information to identify problems resolve, **grievance procedure labour law south africa** - the person presiding over the grievance hearing meeting shall attempt to resolve the grievance within 10 working days from the date of the grievance meeting this is the final stage in the grievance procedure the decision of the responsible person to

whom the grievance is directed will be final, **disciplinary hearings fair procedures labour relations** - disciplinary hearings fair and unfair procedures south africa labour law according to the labour relations act section 188 stipulates that a dismissal is unfair if the employer fails to prove that the reason for the dismissal is a fair reason based on the misconduct or incapacity of the employee or is based on the employer's operational requirements and that the dismissal was effected, **policies and procedures labour law south africa** - these policies and procedures are vital to assist the employer to regulate the conduct of employees and create consistency in application of its rules ensure fair and equitable treatment of the employee and to ensure that the employee is treated with dignity during the process of a medical incapacity hearing, **disciplinary code and procedures kzn internet** - in south africa if the employee fails to attend the hearing and the chair concludes that the employee did not have a valid reason the hearing may continue in the employee's absence if the chair must keep a record of the notice of the disciplinary hearing and the proceedings of the meeting, **a step by step guide how to conduct a disciplinary hearing** - since the introduction of the new labour relations act of 1995 into south african labour legislation the professional management of discipline at company level continues to be crucial the general view that disciplinary policies should not be 4 3 the process 15 4 4 hearing in absentia 17, **effective disciplinary hearing training course boti co za** - effective disciplinary hearing training course disciplinary training courses or disciplinary hearing training disciplinary courses johannesburg sandton cape town durban port elizabeth pretoria south africa, **disciplinary code and procedure stafftraining co za** - incident in the form of a notification to attend a disciplinary hearing see annexure b 3 8 3 the employee shall be issued with a copy of such notice and the hearing shall be set down in accordance to this procedure see annexure c 3 8 4 the employee is entitled to reasonable time to prepare for the hearing, **what is the legal procedure regarding child maintenance** - what is the legal procedure regarding child maintenance does the father's financial position first have to be looked at before the court looks at the grandparents also must all the grandparents paternal and maternal be called on or can the mother just choose any one grandparent the parents are also not married, **practice manual of the labour court of south africa** - the practice manual will also improve the quality of the court's service to the public and promote the statutory imperative of expeditious dispute resolution 2 application of the practice manual 2 1 this manual sets out the practice to be observed in the labour court of south africa, **standard operating procedure home page unicef** - sop standard operating procedure this standard operating procedure file is designed to assist healthcare workers in south africa cooperative agreement cdcwits08 its contents are solely the responsibility of the authors and do not necessarily represent the official views of cdc, **namibia law com procedural fairness** - a complete re hearing the procedures of the normal disciplinary hearing will be followed after the chairperson informed the original initiator of his/her decision the initiator will then make the arrangements to rectify procedural and substantive defects or b hearing of new evidence only, **disciplinary code for students of Stellenbosch University** - procedure type of document rules accessibility general external and internal council council hereby adopts the following as its disciplinary code for students of Stellenbosch University chapter 1 an attorney in any division of the high court of south africa or an admitted and, **industrial relations policy and disciplinary procedures** - industrial relations policy and disciplinary procedures a introduction the industrial relations policy and disciplinary procedures abbreviated and referred to as ir manual and shall be used as a guideline in exercising disciplinary matters to ensure equity and fairness the ir manual does not replace management or the decisions of management, **south african labour and employment law documents** - at labour smart we strive to provide our subscribers with a comprehensive library of labour and employment law documents templates forms information sheets and publications employees unions managers and hr professionals from the smallest to the largest employer can download templates information sheets publications and examples to assist in managing various aspects of hr dispute, **section 14 manual promotion of access to information** - 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