



WORKPLACE LABOUR PROTECTION PLANS 2025



AVOID

- WORKPLACE CONFLICT.
- LABOUR DEPARTMENT INTERVENTION.
- DISCIPLINARY HEARINGS.
- CCMA CONCILIATIONS.
- CCMA ARBITRATIONS.
- LABOUR COURT LITIGATION.
- CIVIL COURT ACTIONS.

MEDIATE FIRST



TYPES OF WORKPLACE DISPUTES



EMPLOYMENT
CONTRACTS



DISCIPLINARY
ACTIONS



HARASSMENT
ISSUES



WAGE
DISPUTES



SAFETY
CONCERNS



TERMINATION
ISSUES



PROMOTION
CONFLICTS



POLICY
AGREEMENTS



EMPLOYEE
RIGHTS



PERFORMANCE
REVIEWS



03

WHAT IS MEDIATION?

MEDIATION IS A PROCESS WHERE PARTIES AGREE TO APPOINT AN INDEPENDENT AND OBJECTIVE THIRD PARTY (MEDIATOR) TO HELP THEM RESOLVE THEIR EXISTING DISPUTES.

THE MEDIATOR ASSISTS AND GUIDES THE PARTIES TOWARDS THEIR OWN RESOLUTION AND DOES NOT DECIDE THE OUTCOME.





IMPORTANCE OF INDEPENDENT THIRD PARTY

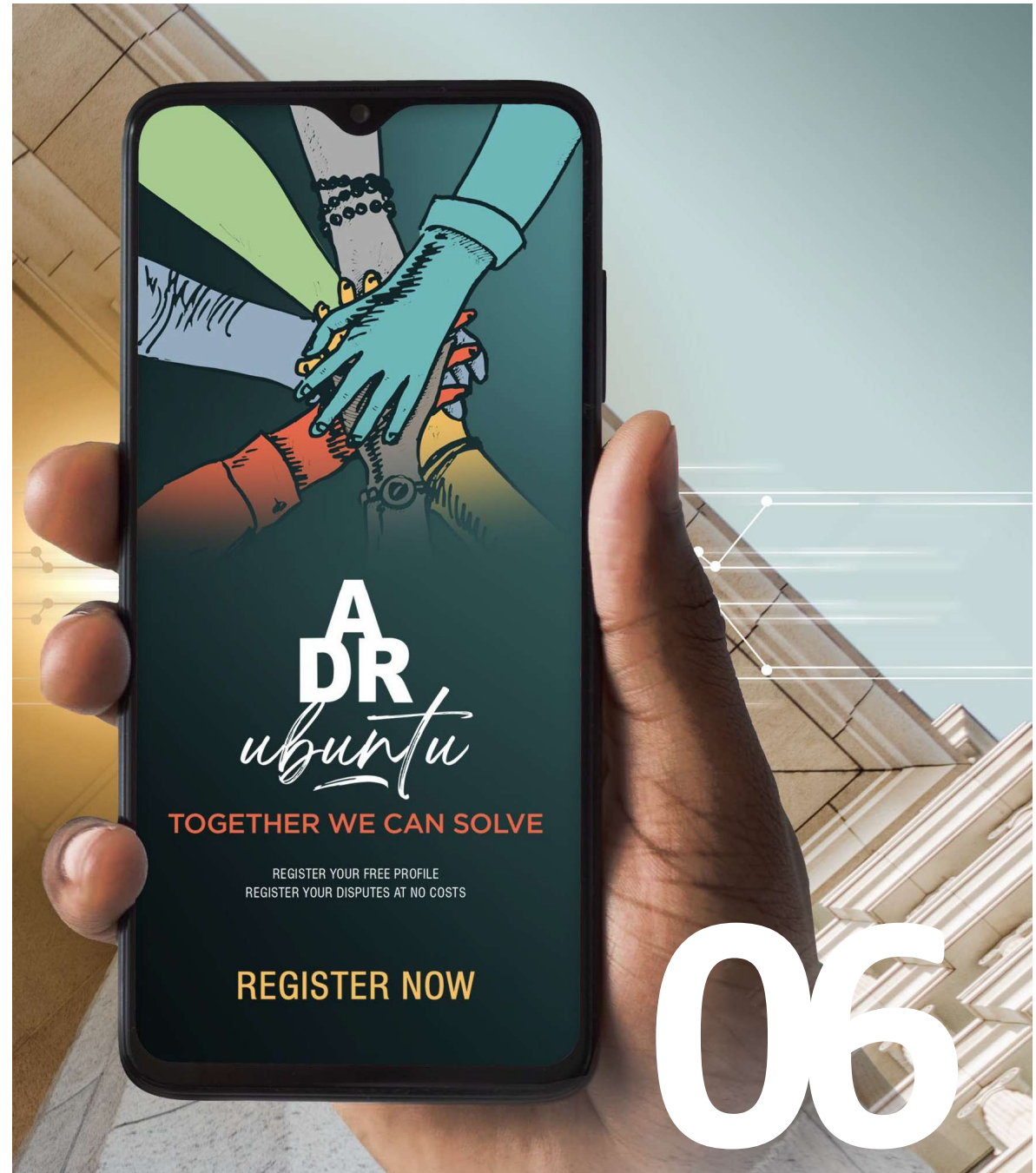
Having an experienced and independent third-party dedicated and on call to assist Parties in resolving their disputes is a valuable investment. It not only strengthens relationships but also demonstrates a commitment in providing excellent service and upholding high ethical standards within the workplace.



ADR UBUNTU PLATFORM

ADR UBUNTU EXCLUSIVELY OFFERS AN INDEPENDENT DIGITAL ALTERNATIVE DISPUTE RESOLUTION PLATFORM THAT IS SOLELY FOCUSED ON RESOLVING DISPUTES CONFIDENTIALLY THROUGH A PROCESS OF MEDIATION.

THE PLATFORM HAS SPECIFICALLY BEEN STRUCTURED TO ENSURE THAT DISPUTES ARE MANAGED AND FINALIZED AS EXPEDIENTLY AND COST-EFFECTIVELY AS REASONABLY POSSIBLE, WITHOUT COMPROMISING PRINCIPLES OF FAIRNESS, TRANSPARENCY, AND OBJECTIVITY.



ADVANTAGES OF ADR UBUNTU REFERRAL

01. IMPARTIALITY

ADR UBUNTU is an independent entity that is neutral and unbiased, which shall ensure that disputes are handled objectively and fairly. This impartiality builds trust with employers and employees, as they know their concerns will be addressed without any bias towards the business.

05. CONSISTENCY

ADR UBUNTU will ensure consistency in handling disputes. Structured procedures and guidelines are followed, leading to uniform outcomes and fair treatment of employers and employees.

03. EXPERTISE

ADR UBUNTU has experienced professionals who specialize in conflict resolution and labour disputes. Our mediators range from Ex-Judges, Acting Judges, Senior and Jnr Counsel, Attorneys and Experts. This expertise shall ensure that disputes are addressed efficiently and effectively, leading to better outcomes.

07. RELIEVE INTERNAL BURDEN

ADR UBUNTU will alleviate the burden on the business's internal resources. This allows the employer (HR) to focus on its core operations while ensuring that employee concerns when disputes arise are appropriately addressed.

04. CONFIDENTIALITY

ADR UBUNTU will maintain the confidentiality of the dispute resolution process, protecting sensitive information and maintaining the privacy for both employers and employees involved.

08. CONFIDENCE

ADR UBUNTU will give the parties confidence that their concerns will be heard and addressed fairly. This confidence can lead to increased trust and loyalty to the dispute resolution process.

02. TRANSPARENCY

Employers and employees are more likely to trust the dispute resolution process when it is managed by an independent entity. The transparency and objectivity mediation offers will ensure confidence and belief in the dispute resolution process.

06. RESOLUTION EFFICIENCY

ADR UBUNTU can expedite the resolution process within a 7-day cycle provided all parties commit to the process. Swift resolution reduces the negative impact of disputes on all involved.



07



PANEL OF MEDIATORS

- We have a highly competent and experienced panel of Mediators who consists of retired Judges, acting Judges, senior and junior Advocates, senior and junior Attorneys and a range of Experts within various fields of industry.
- Mediators appointed to mediate are all experienced and skilled labour practitioners.
- Mediators registered on the platform will be requested to sign a declaration confirming that they shall immediately, upon receiving and accepting an appointment to mediate a matter, inform the Registrar in writing if they are aware of any circumstances that could give rise to any justified doubts as to their independence or impartiality to act as an Mediator.

- MEDIATOR ON CALL - MUST HAVE TOOL FOR HR MANAGERS

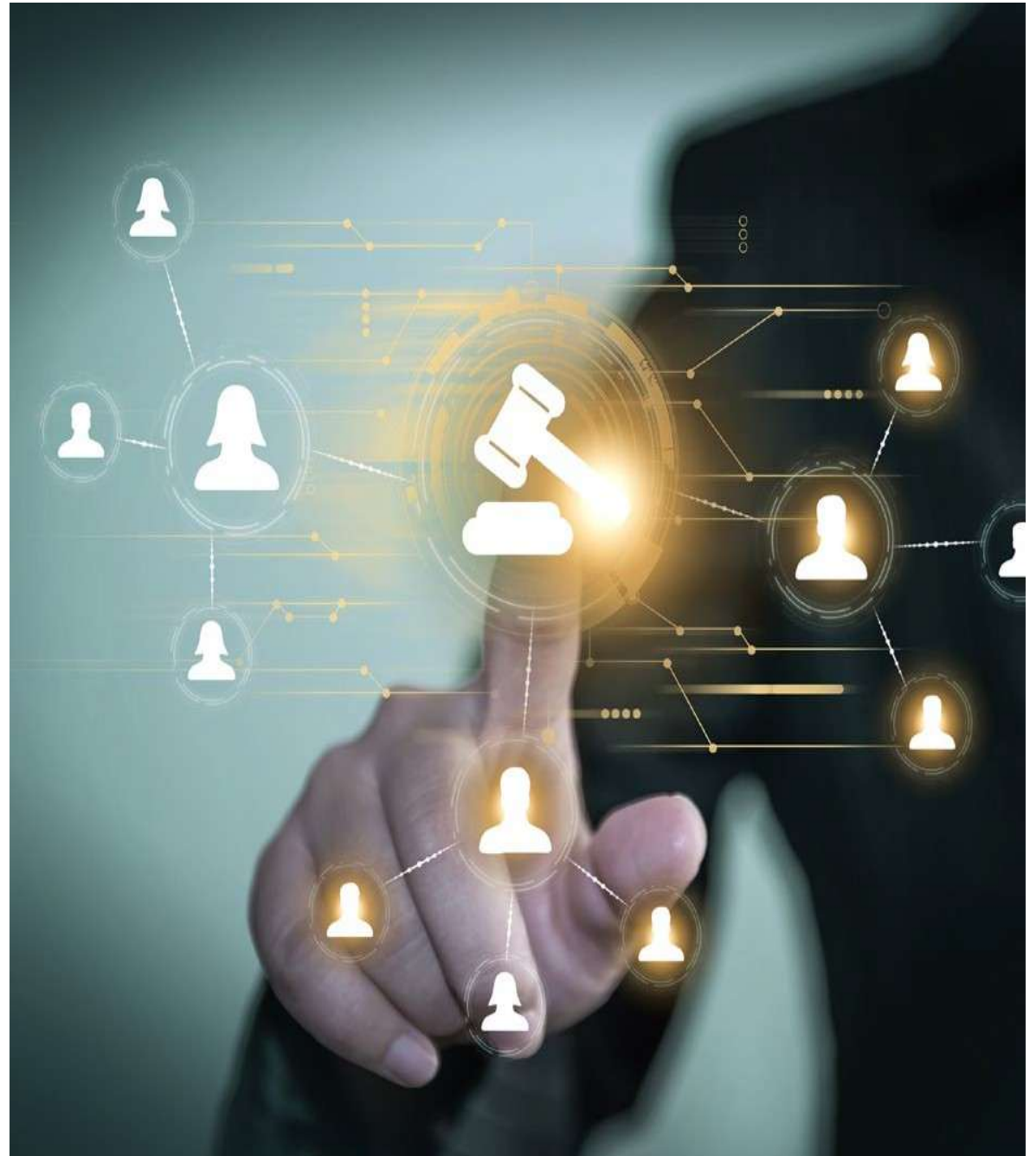
- HAVING A MEDIATOR ON CALL WILL -

- PROVIDE HR MORE TIME TO FOCUS ON OTHER KEY ISSUES.
- CREATE LESS STRESS AND CAUSE LESS FRUSTRATIONS FOR HR.
- REMOVE HR FROM UNNECESSARY WORKPLACE CONFLICT.
- PROMOTE HR INDEPENDENCY AND NEUTRALITY.
- PROMOTE BELIEF AND TRUST IN HR.
- PROVIDE ACCESS TO LABOUR EXPERTS.
- GUARANTEE CONFIDENTIALITY.
- GUARANTEE EXPEDIENCY AND AFFORDABILITY IN REACHING OUTCOMES.



RISKS FOR EMPLOYERS NOT TO MEDIATE

- UNNECESSARY EXPOSURE TO FORMAL LITIGATION THROUGH THE CCMA AND/OR COURTS.
- INCREASED LEGAL FEES.
- DELAYS AND FRUSTRATION IN REACHING AN OUTCOME.
- REDUCES OVERALL PRODUCTIVITY WITHIN THE WORKFORCE.
- POTENTIAL DAMAGE TO COMPANY'S REPUTATION AS A FAIR AND SUPPORTIVE EMPLOYER.
- DECREASED RETENTION OF WORKFORCE.
- LOSS OF TRUST AND LOYALTY IN LEADERSHIP.
- REGULATORY SCRUTINITY BY AUTHORITIES.



OFFERINGS 2025

- ONCE-OFF INITIATION FEE FOR EMPLOYERS.
- REGISTRATION OF PROFILES AND DISPUTES FREE OF CHARGES.
- PER DAY MEDIATION FEE.
- PAY AS YOU GO PLAN.
- YEARLY PLANS.
- FEES ARE PAID BY EMPLOYER.
- ALL COSTS AND FEES ARE FIXED.
- NO UNEXPECTED COSTS.



ONCE-OFF INITIATION FEE 2025

ONCE-OFF FEE (EX VAT)	NUMBER OF EMPLOYEES
R1500	1 - 20
R3000	21- 50
R6000	51 - 100
R9000	101 PLUS

- SIGN-UP FORM AND T/C'S WILL BE SENT UPON ENQUIRY



12

FIXED PER DAY MEDIATION FEE 2025

MEDIATORS FEE PER DAY (EX VAT)
R3000

- SIGN-UP FORM AND T/C 'S WILL BE SENT UPON ENQUIRY
- FEE PAYABLE ONCE MEDIATOR IS APPOINTED AND MEDIATION DATE BOOKED



13

PAY AS YOU GO PLAN

PRE-BUY ONE 90 MINUTE MEDIATION SESSION AT A TIME

2025

ONCE-OFF 90-MINUTE MEDIATION SESSION FEE (EX VAT)
R1250

- SIGN-UP FORM AND T/C 'S WILL BE SENT UPON ENQUIRY.
- MEDIATION SESSIONS ARE 90-MINUTES IN DURATION.
 - BOOK ONE SESSION PER DISPUTE PER DAY.



14

YEARLY PLANS

PRE-BUY 90 MINUTE MEDIATION SESSION PACKAGES

2025

YEARLY PACKAGE FEE (EX VAT)	NUMBER OF 90-MIN MEDIATION SESSIONS PER ANNUM
R2500	3
R5000	7
R7500	11
R10000	15

- SIGN-UP FORM AND T/C'S WILL BE SENT UPON ENQUIRY.
- MEDIATION SESSIONS ARE 90-MINUTES IN DURATION.
 - BOOK ONE SESSION PER DISPUTE PER DAY.



15

CONTACT DETAILS

WEBSITE:

www.adrubuntu.co.za

REGISTRAR NUMBER:

076 727 8868

EMAIL:

registrar@adrubuntu.co.za

