



Rabinowitz Visitor Public Lecture

July 23rd, 17h30

Venue: Kramer, LT2

Speaker: Adjunct Professor Clive Thompson

Topic: **The Paradox of the Great Workplace**

In both the advanced market and developing economies the features of great workplaces – highly productive workplaces which are also great places in which to work – are now well-known. Central amongst these are a high level of stakeholder trust, mutual respect and information-sharing. In addition, strong workplace relationships must be directed towards organisational performance and good employee outcomes. Despite the compelling lessons from international research and experience, only a small number of organisations ever achieve “Great Workplace” status. Even less sustain it.

Why is this the case? Why are there so few appreciators amongst employers, unions and workforces? And what does all of this mean for a South African riven by ideological dissensus and stumbling workplace productivity? Is there still scope to go for workplace greatness in a conflicted landscape?

In this lecture Prof Thompson will consider the comparative literature on the makings of great workplaces, the obstacles to their emergence and avenues for their promotion.



Clive Thompson was one of the original partners of the law firm Cheadle Thompson & Haysom, the founding director in 1987 of the Labour Law Unit at UCT (now the Institute for Development & Labour Law) and the inaugural director in 1992 of the formalised School for Advanced Legal Studies. He is currently a director of the workplace consultancy CoSolve in Australia, and a senior visiting fellow of the School of Law at the University of New South Wales in Sydney. He will put the case that each industry, employers' association, union and region in South Africa should be developing best practice workplaces to serve as exemplars for the whole of the private and public sector.

RSVP to Liesel Collins - liesel.collins@uct.ac.za

DIRECT MARKETING AND POPI

9 July 2012

Course fee: R1800.00

Dealing with consumers' private information has been regulated in the past, but never more so than under the already enacted

LABOUR LAW

1 - 5 October 2012

Course fee: R8000.00

This course will give delegates a good understanding of labour law in South Africa.

LEGAL WRITING

8 - 12 October 2012

Course fee: R8000.00

The course explores legal writing in a variety of contexts, from rule-driven to persuasive, through a study of various topics.

NEGOTIATION SKILLS

17 - 18 October 2012

Course fee: R3500.00

The aim of this course is to introduce delegates to the negotiation framework and to equip delegates with the skills needed to negotiate effectively.

Everyone has at some stage had to negotiate for or about something, irrespective of who they are or where they work. We use negotiation to achieve our goals, realize our expectations, protect our interests, work out a compromise, to avoid trouble with others or to help others solve their problems. Negotiation is a give and take bargaining process that when conducted well, leaves all parties feeling satisfied with the result. When you can negotiate effectively, you should be able to resolve situations where what you want conflicts with what someone else wants.

AN INTRODUCTION TO ADMINISTRATIVE JUSTICE

29 - 31 October 2012

Course fee: R6000.00

This course is an introductory course dealing with the following aspects of Administrative Law:

Day 1 - General introduction to the Bill of Rights and Administrative Law Outline of PAJA and section 33

Day 2 - Lawfulness and procedural fairness

Day 3 - Reasonableness, reasons and remedies

ADVANCED RESIDENTIAL RENTAL

Consumer Protection Act and the soon-to-be-enacted Protection of Personal Information Bill. During this one-day seminar we will help you grapple with the provisions of these two pieces of legislation. We will focus on the obligations which are placed on companies that want to use consumers' private information and on direct marketers. We will include current legislation such as the Electronic Communications and Transactions Act and FAIS in this discussion.

A FRAUD EXAMINATION COURSE: PREPARATION FOR THE INTERNATIONAL CFE EXAMINATION

Four modules: August 2012

Course fee: R15000.00

The Certified Fraud Examiners (CFE) International is a globally preferred credential, necessary if you want to advance your career and to position yourself as an expert in the fraud examiners profession. This course is a definite preparation course for the international CFE exam to become a CFE (certified fraud examiner).

MUSLIM PERSONAL LAW

1 - 3 August 2012

Course fee: R6000.00

This is an introductory course to Muslim personal law and its significance within South African law. The course addresses the following: foundations of Islamic Law as it relates to Muslim family law and Muslim law of succession; features of Muslim personal law; judicial and legislative approaches to Muslim personal law; options for the recognition of Muslim personal law and their human rights implications; and various case studies of Muslim personal law that practitioners encounter or might encounter in daily practice

UNDERSTANDING CONTRACTS FOR EFFECTIVE CONTROL

21 - 23 August 2012

Course fee: R6000.00

This intensive three-day programme is designed to demystify the nature, content and implications of common contracts and to assist participants to take ownership of the contracts they enter into. As the process and the content of contracts are examined and discussed, the scope of contracts to protect our interests and to limit our vulnerability over a wide area will become clearer.

AN INTRODUCTION TO ISLAMIC FINANCE AND BANKING LAW

11 - 12 September 2012

The South African Income Tax Act 58 of 1962 has recognised the different treatment of interest income between the South African common law and Islamic Financing arrangements. The main difference lies in the treatment of money as a means of trade and not as a commodity in itself. In addition, Islamic law is part of the legal system of many African countries such as Nigeria, Morocco, Algeria etc. and it governs commercial transactions in those countries, particularly with respect to the granting of finance. The secular legal aspects of Finance law are relatively complex and their interaction with the principles of Islamic law adds a further layer to the complexity. The course will provide an introduction to:

- The terms of the Islamic financing transactions;
- The interaction between the terms of Islamic financing transactions and other legal systems;
- Implications for commercial transactions.

2 November 2012

Course fee: R6000.00

This seminar deals with landlord/tenant law on a comprehensive basis, including developing areas of the law, such as the Consumer Protection Act. We look into situations outside the run of the mill ones that arise during tenancies. Consideration is paid to dealing with often ignored lease provisions, such as those dealing with "fair wear and tear", and often uncomfortable situations such as tenant deaths as well as reconstruction of leased premises. Emphasis would be placed on practical application using real life examples where complex and often ignored areas of the law were applied. This course is directed towards answering all your questions on complex and unfamiliar legal issues relating to landlord/tenant law.

PRACTICAL BUSINESS RESCUE

16 November 2012

Course fee: R1800.00

Judicial management has been replaced by Chapter 6 of the new Companies Act, which has introduced a more modern and flexible business rescue procedure. It has been premised on international best practice and incorporates similar provisions to those found in the US, EU & Australia. The course will be presented in three stages:

- The Legislation and Regulations
- An analysis of the Case Law to date
- The Practicalities of Business Rescue and the methodology of Corporate Turnaround

SECURITISATION

13 - 14 September 2012

Course fee: R6000.00

Securitisation is a process by which illiquid assets such as cash flows and connected contract rights are pooled and repackaged into marketable instruments representing claims against the asset pool. These securities are then sold to third-party investors. Securitisation can be a cheaper and more flexible source of long-term financing than bank finance, particularly for companies below investment grade.

This course is an introductory course intended to provide a foundation on the subject for anyone who wishes to become involved in securitisation, or who has come across it in the course of their job and requires more detail.

SPORTS LAW

17 - 21 September 2012

Course fee: R6000.00

The course focuses on the emerging administrative, management and legal issues in sport to which athletes, coaches, managers and lawyers are exposed:

Topics include:

- Legal regulation of sport
- Issues affecting the integrity of sport, including doping control
- Employment issues
- Negotiating, drafting and administration of sports contracts
- Sponsorship and endorsement
- Risk, event and crowd management
- Children in sport
- Sport and community development.



Prof Phoebe Bolton and **Prof Geo Quinot**, both from the University of Stellenbosch Faculty of law recently presented the Government Contracts and Procurement law course for UCT law@work, here at UCT.

Prof Bolton is the author of a number of publications in the area of government contracts and government procurement, including *The Law of Government Procurement in South Africa* (LexisNexis Butterworths, South Africa, 2007). The book is the first comprehensive and structured analysis of the law on government contracts and government procurement in South Africa and the only major African legal text on procurement regulation. She is the recipient of numerous academic awards, including the CODESRIA prize for the best doctoral thesis produced in Africa in 2006, the Andrew Mellon Foundation Fellowship, the Abe Bailey Travel Bursary, the DAAD in-country Scholarship and the DAAD Scholarship for Young Academics and Scientists. Funding from the National Research Foundation is currently enabling her to continue her research in the area of public procurement regulation.



Prof Geo Quinot teaches Administrative and Constitutional law. He is a recipient of the University of Stellenbosch Chancellor's Medal, the annual award for the most outstanding final-year student at the university, which he received upon graduating from his LLB degree in 2000 and of the Rector's Award for Community Interaction, which he received jointly with Prof Sandra Liebenberg in 2008. He completed a LLM at the University of Virginia School of Law in the United States as a Fulbright Fellow. In 2007 the LL.D degree was conferred on him on a dissertation entitled "The Judicial Regulation of State Commercial Activity." His research focuses on administrative law, with a particular interest in commercial conduct of the state, including public procurement. He is the editor of the Stellenbosch Law Review.

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Our mailing address is: info@uct.ac.za

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