

# PGCA NEWSLETTER

August 2020

## IMPORTANT TOPICS IN THIS ISSUE

- EE ACT PROPOSED CHANGES & SUBMISSIONS FOR 2020
- PGCA TRAINING SOLUTIONS: NOW ALSO AVAILABLE ON-LINE

## OTHER NEWS

- PGCA **WEBSITE** IS LIVE!!  
Check it out here: [www.pgca.co.za](http://www.pgca.co.za)
- BCH **YOUTUBE** INTRO VIDEO  
Check it out here: <https://www.youtube.com/watch?v=4bDbiqYqQJI>
- WORD FROM CEO

## **EE ACT PROPOSED CHANGES & SUBMISSIONS FOR 2020**

PGCA has been monitoring the developments of the proposed amendments since the 20-year review in 2018.

On the 20<sup>th</sup> July 2020 government published  
Regulation Gazette No. 11148 Regulasiekoerant  
Vol. 661 20 July / Julie 2020 No. 43535

## **PUBLICATION OF THE EMPLOYMENT EQUITY AMENDMENT BILL, 2020**

1. Notice is hereby given in terms of Rule 276(1 )(b) of the Rules of the National Assembly that the Minister of Employment and Labour intends to introduce the Employment Equity Amendment Bill, 2020, in the National Assembly shortly.
2. The explanatory summary of the Bill is hereby published in accordance with Rule 276(1 )(c) of the Rules of the National Assembly.

**There is a 30-day period for public comment:**

Download bill here:

[https://24cedd5e-390a-464f-ab02-2aac83d6ddf0.filesusr.com/ugd/4a4cfb\\_0f12971c821c4058a291dcc94debd8ab.pdf](https://24cedd5e-390a-464f-ab02-2aac83d6ddf0.filesusr.com/ugd/4a4cfb_0f12971c821c4058a291dcc94debd8ab.pdf)

Read article below....

# **BUSINESSTECH**

## **South Africa's major new 'transformation' law is coming – what you need to know**

Staff Writer 20 July 2020

The Department of Employment and Labour has published a notice indicating that it plans to introduce the Employment Equity Amendment Bill to the National Assembly.

First announced by Labour minister Thulas Nxesi in July 2019, the bill promises to make a number of significant changes to the country's employment equity laws.

At the time, Nxesi said that this will include the setting of sector-specific employment targets to address the gross under-representation of black South Africans, women and persons with disabilities.

The new draft bill now explicitly states that **the labour minister may set numerical targets for any national economic sector**.

This must be done after consulting the National Minimum Wage Commission 'for the purpose of ensuring the equitable representation of suitably qualified people from designated groups at all occupational levels in the workforce'.

"A notice may set different numerical targets for different occupational levels, sub-sectors or regions within a sector or on the basis of any other relevant factor," the draft bill states.

"A draft of any notice that the Minister proposes must be published in the Gazette, allowing interested parties at least 30 days to comment thereon."

The bill also introduces a number of other regulatory changes.

Notably:

- An employment equity certificate of compliance will now become a precondition for access to state contracts.
- Employers with less than 50 employees will no longer have to report on their employment equity targets, irrespective of their turnover.

Read full article here: <https://businesstech.co.za/news/business/418065/south-africas-major-new-transformation-law-is-coming-what-you-need-to-know/>

Therefore, this gazette 11148 refers to the publication of the amendment bill as it currently stands the EE Act is still enforced until proposed changes have been promulgated and gazetted.

### **Regarding your EE submissions:**

PGCA will continue with the planned submissions which opens on 1<sup>st</sup> September 2020 and closes on the first Monday of January 2021.

Although we believe the proposed changes will at same point come into effect, till then it is status quo and will advise accordingly.

# PGCA TRAINING SOLUTIONS: Now also available ON-LINE

PGCA offers training on these platforms:

## **1. ELECTRONIC TRAINING**

Markets preferred current method for self-facilitated training.

## **2. ON-LINE TRAINING**

Markets preferred current method for facilitated training.

## **3. PUBLIC TRAINING**

Dates will be announced in due course in line with lockdown level protocols.

## **4. LIVE TRAINING**

Available and presented in line with lockdown level protocols.



See full **training list** here

link: [https://686770ef-2abc-4887-b4dd-016f7a6b7538.filesusr.com/ugd/4a4cfb\\_927943a38132446c9d5e3553896f2bfc.pdf](https://686770ef-2abc-4887-b4dd-016f7a6b7538.filesusr.com/ugd/4a4cfb_927943a38132446c9d5e3553896f2bfc.pdf)

See full **training catalogue** here

Link: [https://686770ef-2abc-4887-b4dd-016f7a6b7538.filesusr.com/ugd/4a4cfb\\_3e905175a24a42b2a1daa778d3d4d7f1.pdf](https://686770ef-2abc-4887-b4dd-016f7a6b7538.filesusr.com/ugd/4a4cfb_3e905175a24a42b2a1daa778d3d4d7f1.pdf)

**Note:**

***Any Training Programs can be developed for your specific requirements, please contact Etienne for further details.***

## **WORD FROM CEO**

As South Africa moves towards the easing of our lockdown to level 2, golf courses as a collective welcome the continued opportunities of returning to some semblance of normality again.

We have extended our promotions as our way to ensure that we stay true to our core values of providing professional yet cost effective solutions for you our clients.

With Covid-19 posing real challenges for businesses and the people of South Africa, we have all had to think outside the box thereby forcing businesses to reassess what they do and how they do it. I believe that we all will emerge stronger and more adapt at embracing change which can in itself present opportunities that would otherwise not have been as pressing to implement as before.

PGCA has during these challenging times been hard at work adapting to the new normal. I foresee a future which is technologically driven and we all need to prepare for this. We at PGCA have been developing a new website with an E-commerce platform built-in which will be fully functional by the end of 2020.

The face of meetings, consulting and training has also transformed into the digital world and although still a bit weird and impersonal for me, it can be the spring board to a greater footprint and growth for businesses.

Lastly we are very excited to announce that we are currently documenting one of our social economic development initiatives, whereby our associated partner BCH Group (PTY) Ltd is assisting an employee of one of their national clients to complete their safety compliance officer course at no charge.

Offering 4 modules with 2 elective courses on each culminating in a comprehensive safety compliance training certificate.

This will assist the candidate's career path and hopefully will lead to future promotions within their organisation.

I encourage all golf courses and businesses to embrace the necessary changes to survive and thrive and know that as South Africans together there is no such thing as impossible.

*"YOUR COMPLIANCE IS OUR BUSINESS"*

**SAFETY – SKILLS – EQUITY – B-BBEE**

Check out our PGCA introductory video on Youtube

<https://www.youtube.com/watch?v=4bDbiqYqQJI>

Regards

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