

How to Choose a Labour Consultant?

Dated: 06/10/2025 by Alexander Rost

There are many reputable and highly competent labour law experts in South Africa. The question is how the business owner does or managers fight his/her way through the jungle of misinformation to find the right expert? While there is no fool proof solution a number of guidelines in this regard can be useful. Try to ensure that the labour expert you choose:

- 1) Has a tertiary qualification in the labour relations or human resources field rather than some totally unrelated field.
- 2) Has substantial experience as a labour law consultant or labour lawyer.
- 3) Has a solid background in corporate industrial relations management so that he/she can understand the practical everyday needs at the coalface.
- 4) Is closely affiliated to a business labour forum through which he/she can keep in touch with the latest developments in industry, in trade union activity and in labour legislation.
- 5) Shows his/her knowledge of labour relations via publications, speaking at conferences and the presentation of seminars.
- 6) Has quick access to the latest labour statutes and to case law decisions that are published.
- 7) Charges a fee that is not suspiciously low but that is affordable in terms of your own budget and business needs.
- 8) Is willing to share his/her knowledge via in-house training courses for you managers rather than trying to make you dependent on him/her.
- 9) Provides the full spectrum of labour law and industrial relations services so that you can obtain a comprehensive service rather than fragmented assistance.

The services that should be offered include:

- o Chairing of disciplinary hearings
- o Representation of employers at CCMA and bargaining councils
- o Labour relations consultation, labour litigation and legal advice
- o Industrial relations and human resources policy development
- o Review and drafting of employment contracts
- o Retrenchment, restructuring and rightsizing
- o Drafting of outsourcing agreements
- o Negotiating and drafting union recognition agreements
- o Union wage negotiations
- o Strike handling
- o Writing of legal opinions on all Labour Law and IR/HR matters
- o Conducting of IR audits
- o Implementation of employment equity and completion of EE Reports and design and implementation of EE policies and plans
- o Mentoring of HR/IR executives, managers, officers and trainee HR/IR professionals.



Who can assist with these services??

ALT Business Services can assist you with your Human Resource Management needs and in complying with the ACTS and with your Labour and Employment Relations. With years of comprehensive knowledge and business, labour and human resource experiences combined, ensuring that you the client will always maintain service satisfaction. Please review my other article titled ([Benefits of Outsourcing](#)) as to why we will be of benefit to your Company. ALT Business Services offer a complete HR / IR as well as various Business function services to all Employers big or small, no matter your industry or sector.

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