



DYNAMIC IR & HR SOLUTIONS
(Pty) Ltd

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COMPANY PROFILE

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DYNAMIC IR & HR Solutions

At Dynamic IR & HR we pride ourselves in the peace of mind we create for our clients. We provide a holistic IR and HR service, based on the requirements of the client.

Dynamic IR & HR provides the following services and these can be tailor made to suit the client's needs.

Industrial Relations

With more than 30 years of experience we provide a professional service pertaining to all aspects of Industrial Relations.

- Training of presiding officials to chair disciplinary hearings in compliance with the Labour Relations Act or to comply with your in-house disciplinary hearing procedure.
- Chairing disciplinary hearings on your behalf.
- Representing you at the CCMA for Conciliation and Arbitration cases.
- Rescission and Review applications.
- Giving a specialized consulting service that covers all aspects of Labour Relations such as performance counseling, grievance hearings, restructuring, Union negotiations, strike and lockout handling, dismissals for operational requirements and retrenchments.
- Bargaining council and sectoral determination compliance.

Legal Compliance

- Ensuring that there is full compliance with all the Acts pertaining to employment. This includes the Labour Relations Act, Equity Act, Skills Development Act, Basic Conditions of Employment Act and the Compensation for Occupation and Diseases Act.
- Department of Labour inspections and compliance.
- Policies and Procedures.
- Providing of legislative posters.
- Dealing with incapacity and injury on duty cases.

Human Resources

- Letters of Employment.
- Recruitment.
- Safety and health compliance.
- Absenteeism and sick leave control.
- Letters of reference.
- Communication forums and employee communications.
- Performance appraisals.
- Productivity evaluation.
- Training.

Why Dynamic IR & HR

Dynamic IR & HR Solutions will give you peace of mind and ensure compliance with all the relevant Acts. We can operate independently or in conjunction with your current Human Resources department. You will have all the expertise you need whenever you need it. We have flexible options to suit any business.