



PRESENTS

Vendor Auditing

In Association with



AUDITING SERVICES

VENDOR AUDITING SERVICE

Our Internal Labor Relations Auditors provide a full screening of vendors, providing Vendor Validation Certificates, ensuring that your company's Supply Chain Partners comply with the minimum requirements.

PURPOSE

1. Every vendor complies with the minimum requirements of the BCEA.
2. Every vendor complies with the minimum requirements of the LRA.
3. Liability is removed where possible from your premises and placed with vendors.

AIM

1. All vendors are accredited.
2. Guide vendors to comply in areas that are currently lacking.

OUR AUDITORS

Advocate Charles Kinnear

Charles Kinnear is a Labour & Civil Law Practitioner with more than 20 years' experience in many aspects of Labour and Civil Law while being employed by various organisations. He is involved in labour cases and disputes on a daily basis and has experience in every aspect of labour law, from counselling employee's right up to defending an organisation in the labour court. At present he is a self-employed professional, where he advises, assists and litigates in Labour & Civil Law. Charles has his own legal team which consists of three professionals, who provide assistance, advice and litigation to employers, NGOs' and other organisations.

Qualifications: Adv. Charles Kinnear obtained his Doctorate in Labour Law and also assisted as a locum for 2 years as a part time Lecturer at various Colleges and Universities. In 2004/5 Charles added an additional qualification, namely a National Diploma in Human Resource Management Recruitment & Training. It was during his studentship at Varsity College that he was asked to facilitate the course in Labour Relations (Labour Law). He has a strong HR policies and procedures background which also forms part of his consulting services such as payroll; interviews; advice on organisational structures and other HR issues.

Attorney Deon Louw

Gideon Joubert Louw (Deon), Studied at both the University of Stellenbosch and the University of Pretoria. He obtained the degree BLC (BA with Law Subjects) at Pretoria University in 1996 and thereafter moved to Stellenbosch to obtain the degree LLB (1998). After finalising his articles at Cox and Partners in Vryheid Kwazulu Natal he studied for a Masters in Law at Stellenbosch University while lecturing as a junior lecturer in Criminal Law, and a full year course in Criminal Procedure as a part time lecturer. He specialised in advanced company, contract and international criminal law, where he wrote a mini thesis on international criminal law jurisdictions. While lecturing he started to work as a professional assistant with Johan Marais and Associates in Stellenbosch and still continued his employment there, after leaving the employment of the University. At both Cox and Partners and Johann Marais and partners he obtained extensive experience in High and Magistrates Court Litigation as well as criminal litigation He started his own practice in 2006 and specialised in collections and criminal litigation as well as gained some experience in High Court litigation. He also qualified as a conveyancer and did some conveyance work while he was still in practice. He later joined Abcor Law Inc as a consultant in early 2012 where he chairs various disciplinary hearings and lectures at various institutions on certain aspects of Labour Law, inclusive of conducting disciplinary hearings and conducting your case at the CCMA. He also does some collection work at Andre Olivier Attorney in Stellenbosch.

SAMPLE VENDOR COMPLIANCE CERTIFICATE



TESTIMONIUM

Vendor Certification of Compliance without reservations

is hereby granted to

ABC SYSTEMS (PTY) LTD

For compliance with the provisions of Section 198 (4) and Schedule 8 of the Labour Relations Act; Chapter 2 – 6 and Section 82(3) – 87 of the Basic Conditions of Employment Act as well Section 4, 12, 14, 20, 23, 24 and 57 (2) of the Employment Equity Act; Good Standing of COIDA, Tax, UIF, and SDL as per the result of the audit conducted by Step Across Training at Creative Mining, Middelburg.

Terms and conditions of this certificate:

- A. All documents tendered by the vendor are kept under strict confidentiality by Creative Mining;
- B. All documents tendered during the audit process remains the property of Creative Mining;
- C. This certificate remains the property of Creative Mining, should any vendor use it to gain access for business at other businesses, Creative Mining will be fully entitled to withdraw this certificate, terminate the vendor and issue a damage claim of R10 000;
- D. This certification may at any time by the discretion of Creative Mining be revoked; and
- E. This certificate remains the property of Creative Mining.

Date of Certification: 15 March 2013 – 15 March 2014

This certificate is valid for one year only as from date of issue.

Step Across Training

Creative Mining

SUPPLIER DETAILS

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