



ERCO

East Rand Chamber of
Commerce & Industry

Proudly Introduces

CHAMLABOUR

A Service Division Of

**Royalyard Trader 52 (Pty) Ltd t/a
Chamberlink**

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*Affiliated with the
Afrikaanse Handelsinstituut*



CHAMLABOUR

Chamlabour employees pride themselves with being the cream of the crop. Our consultants have years of experience in this demanding field. Due to their HR Training they have become sought after consultants who never fail to impress. Chamlabour has the most comprehensive labour consultancy services exclusively designed and priced for our members.

The following services are available:

- Charring disciplinary hearings at your premises.
- Assistance with retrenchments.
- Conciliation & arbitration representation at all Bargaining Councils and the CCMA.
- Annual submission of Skills Development Plan.
- Annual submission of Employment Equity plans and guidance regarding the requirements of the Employment Equity Act.
- Retrenchment assistance.
- Correct and proper documentation.
- Employment contracts.
- Job descriptions.
- Copies of legally required posters and notices.
- Internal company policies.

With the new Employment Equity Act 47 of 2013, all designated employers have to submit Employment Equity plans every year from October.

When is a company a designated employer?

- If a company's annual turnover is above the "subsector turnover indicator" as indicated below AND / OR
- If a company has more than 50 employees.

Subsector	Total annual turnover
• Agriculture	R6.00m
• Mining and quarrying	R22.5m
• Manufacturing	R30.00m
• Electricity, gas and water	R30.00m
• Construction	R15.00m
• Retail and motor trade and repair services	R45.00m
• Wholesale trade, commercial agents and Allied services	R75.00m
• Catering, accommodation and other trade	R15.00m
• Transport, storage and communications	R30.00m
• Finance and business services	R30.00m
• Community, social and personal services	R15.00m

Who must pay SDL?

SDL is due by SARS registered employers. Where an employer expects that the total salaries will be more than R500 000 over the next 12 months, that employer becomes liable to pay SDL monthly and submit a WSP yearly.

Chamlabour is certified to appear at the CCMA, on behalf of ERCOC members in need of such representation. Although not included in the monthly fees, Chamlabour source Advocates and Attorneys as their associates to carry out labour court cases at special rates for ERCOC members.