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it is clear from the wording in section 189 of the Labour Relations Act 66 of 1995 the LRA that this section permits employers to dismiss employees based on their operational requirements on

8 aug 2024 overview a recent labour court decision called into question whether a section 189 3 notice is always required for a retrenchment to be considered fair

what is a section 189 3 notice and when must it be issued the section 189 3 notice is a written notice issued by the employer that discloses all relevant information related to the contemplated

27 aug 2024 in a retrenchment process a section 189 3 notice is often regarded as the vital first step an employer must issue a written notice to the employee or their representative inviting them to

the notice of intention to dismiss the affected employees would have been issued by the employer in terms of section 189 3 of the LRA the employer or the consulting parties representing the majority

17 mrt 2025 section 189 3 of the LRA requires that an employer contemplating retrenchment must issue a written notice inviting the affected parties to consult with it on the proposed dismissals

disclosure of information disclosure of information section 189 3 of the lra requires the employer to disclose in writing to the employees or their representatives relevant information

3 the employer must issue a written notice inviting the other consulting party to consult with it and disclose in writing all relevant information including but not limited to

4 dec 2025 navigate section 189 retrenchments in south africa with our comprehensive checklist for employers ensure lra compliance fair process and avoid ccma disputes essential advice for

31 jul 2024 while this case deviates from the mandatory provisions of section 189 3 it remains best practice for employers to issue written section 189 3 notices this helps memorialise the

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