

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Childcare		
Paternity Leave	<p>The Labour Laws Amendment Bill has been passed by the National Assembly. The Bill provides for new paid paternity and adoption leave rights, but it must be approved by the National Council of Provinces to become law. The Bill will likely be presented next year.</p> <p>If accepted:</p> <p>(1) fathers will be entitled to 10 days' paternity leave on the birth of a child;</p> <p>(2) one parent will be able to benefit from 10 weeks' adoption leave when adopting a child under the age of 2; and</p> <p>(3) an employee who becomes a parent via a surrogacy arrangement will be entitled to 10 weeks' parental leave when the child is born.</p>	No action required at this stage but keep up to date on the progress of the Bill.
Unions		
Trade Union Relations	Possible amendments to the Labour Relations Act are currently open for public comment. The proposals focus on trade union and protest matters, and include rules to regulate picketing, as well as a new Advisory Arbitration Panel to curb protracted and violent strikes.	No action required at this stage but keep abreast of how this develops.
Wages		
Proposal to Guarantee Pay for Certain Workers	The Basic Conditions of Employment Amendment Bill has been put forward for National Assembly approval. If approved, it will entitle employees who work for less than 4 hours per day to payment for the full 4 hours. However, only those who earn less than R 205,433.30 would benefit.	No action required at this stage but keep up to date on the progress of the Bill.
National Minimum Wage	<p>The minimum wage for the year commencing May 1, 2018 will be R20 per hour, with exceptions made for certain employees (for example, farmworkers and domestic staff will be entitled to R18 and R15 per hour respectively).</p> <p>Employees will be able to bring a claim against the employer if it detrimentally alters wages, hours or any other terms "in connection with the implementation of the national minimum wage".</p>	<p>(1) Ensure payroll is aware, and update payments when applicable to ensure compliance.</p> <p>(2) Be aware that attempts to offset the new minimum wage will be actionable in Court.</p>