

CURRICULUM VITAE OF DR HILDA GROBLER

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Academic Qualifications

Natal Senior Teacher's Diploma (Durban Teachers College), B.A. (University of Natal, Durban), B.A. Honours (Unisa), M.A. (University of Pretoria), LL.B (University of Natal, Durban), Ph.D (University of Natal, Durban).

Courses relating to labour disputes

IMSSA course in mediation (July 1995)

CCMA training courses 2000 and 2002 (Conciliations, Arbitrations, 2002 Amendments to the Act, Con-Arbs, Pre-Dismissal Arbitrations, Equity Employment Act, Basic Conditions of Employment Act, Bargaining Councils)

Professional Bodies

1985: Admitted as Advocate of the High Court of South Africa

Work Experience (legal)

1971 - 1972: Developed and facilitated courses for lawyers in 'Afrikaans for legal purposes' (In capacity of senior lecturer, University of Natal, Durban)

1974 - 1992: Developed and presented specialised courses for law students (In capacity of senior lecturer, University of Natal, Durban)

1984 - 1985: Training course for Durban City Police

1990 - 1999: Presiding Official in the Industrial Court

1995 - 1996: Sat as an assessor on two occasions with Judge VM Niles-Duner in the High Court, once in Durban and once in Pietermaritzburg.

1998 - present: Conducted disciplinary enquiries and appeal hearings for a range of companies (Durban, Pinetown, Port Elizabeth, Cape Town)

2000 - present: Part-time Level A Commissioner at the CCMA; Commissioner at DRC, Entertainment Bargaining Council, GPSSBC, SSSBC and PHWSBC.

2002: Selected by the CCMA (Head Office : Johannesburg) for the course "Train the Trainers"

2002 - present: Developed and facilitated training courses in labour law practices for a range of companies (Durban, Port Elizabeth, Cape Town); mediations at CCMA; private mediation

2003: Produced a short manual containing all the information (including legal documents) for employers of domestic workers/gardeners required to regularise their employment relationship.

2003: Drafted all documents applicable to the employment relationship (letters of appointment, contracts, disciplinary codes, etc) for a number of companies; commercial and private mediations

2004: Presiding Official PRISA ; Part-Time commissioner at CCMA, DRC; conducted wage negotiations and mediations at CCMA

2005: Co-wrote a book setting out the rights of employees - *Your Rights at Work* (published by Maskew Miller Longman in 2006)

2005: Presented a course on *Labour Law for Beginners* at the University of KwaZulu-Natal

Work Experience (additional); mediations at CCMA

OTHER

1974 - 1992: Senior Lecturer, Department of Afrikaans and Nederlands, University of Natal

1995 - present: Publisher of *Kwana in the City* (and since 2005 *Kwana on Track*)

2005 - Present: Board Member and Vice-President Association of Independent Publishers; Board Member and Vice-Chairperson CAPRO

REFEREES

1. Richard Lyster Arbitrator, Mediator and Trainer - (031) 2011956; 0824672484
2. Kevin McCullough, Director: Human Resources, Fresh Produce Terminal, Cape Town – (021) 4018704; 0828857578
3. Haresh Ouderajh, Businessman and Entrepreneur, Stanger/Durban – 083-378-8717

RATES

Facilitation of training sessions:

If the material is available, the rate is **R4 500-00 per day** excluding VAT and travelling costs.

If the material has to be specifically generated, the cost is **R5 500-00 per day** excluding VAT and travelling costs.

In both instances the **maximum number of people in a training session would be 10** as the training sessions are very interactive and involve extensive role playing.

Chairing disciplinary enquiries:

The rate is **R4 500-00 per day**.

If the enquiry runs for **one day** only, the **cost of writing up the findings is R1 000-00**. For enquiries that run **up to 3 days**, the **cost for writing up the findings is R2 500-00** and in the event that the enquiry runs **for 4 days** the **cost is R3 500-00**, excluding VAT and travelling costs - where applicable - in all instances. In the event that the enquiry runs **for more than 4 days**, the **cost** for writing up the findings is to be **negotiated** depending on the number of days involved.