

Protecting Your Rights

Smalman Attorneys have a true understanding of the various challenges that exist within Education and are there to assist schools. With over **12 years' experience** in teaching and **17 years' experience** in Labour Law and Education Law, **Smalman Attorneys** know how to approach the different problems that may arise at a school in the following manner:



SMALMAN
ATTORNEYS



Smalman Attorneys assist with the day-to-day challenges in schools, which may include:

- Conflict between learners;
- Conflict between staff and the management of the differently appointed members of staff in a school environment, whether it be administration, educating staff appointed by the Governing Bodies or by the Department of Education;
- Conflict arising between parents of learners.



Smalman Attorneys assist with any drafting of letters to various role players, drafting of the correct forms of employment contracts for Governing Body appointed staff, drafting of contracts with service providers, Codes of Conduct and Policies etc.



Smalman Attorneys assist with all internal disciplinary matters, investigations into alleged misconduct, disciplinary hearings (initiation and chairing), incapacity and poor work performance, union negotiations and debt collecting.



Smalman Attorneys assist with any CCMA or Bargaining Council referrals, as well as automatic unfair dismissals, retrenchments and other Labour Court matters and appeals to the MEC of Education regarding expulsion of learners



Smalman Attorneys assist schools where the Department of Education is expected to act.

We offer telephonic assistance to schools from R 1 200,00 per month. We further offer personalised retainer options for schools.



Elzahn Smalman

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