

Mastering Evidence in Disciplinary Hearings and Arbitrations

Practical, blended workshops that turn evidence law from academic knowledge to confident skills for South African disciplinary hearings and arbitrations.



Learn it. Practise it. Apply it.

Evidence often determines the outcome of disciplinary hearings and arbitrations. This blended workshop series helps participants understand, present, challenge and assess evidence with confidence.

Why Attend?

Every disciplinary hearing and arbitration over a labour dispute requires evidence to be admitted. The programme converts evidence law into practical skills that participants can apply when preparing, presenting, challenging and assessing evidence.

The Learning Process

The programme uses a unique, blended learning model that combines expert-led workshops, structured online learning, quizzes, assignments and applied role plays. This approach reinforces understanding, tests practical competence and supports confident application in disciplinary hearings and arbitrations.

The series also combines in-person workshops, weekly online sessions and practical role plays. Participants begin with a foundation workshop, continue through structured online learning, and conclude with an applied skills workshop.

1. In-Person Foundation Workshop

- Explanation of the learning process.
- LLA 1305: An Introduction to the Law of Evidence in Hearings and Arbitrations.
- Discussion of key principles, including relevance, admissibility and the burden of proof.
- Lunch and informal discussion.

2. Weekly Online Workshops

Online workshops are held once a week and cover the remaining LLA 1300 evidence courses through practical examples, guided discussion and workplace scenarios.

3. Final In-Person Skills Workshop

The final in-person workshop uses realistic role plays to help participants apply the principles learned during the programme.

Courses in this Programme

The programme is comprehensive and covers all the key forms of evidence which arise in the context of disciplinary hearings or arbitrations.

Date	Time	Course	Focus	Venue
31 August 2026	9h00 to 13h00	LLA 1305: An Introduction to the Law of Evidence	The core principles of relevance, admissibility, burden of proof and evidentiary reasoning in hearings and arbitrations.	In person- Cape Town
2 September 2026	9h00 to 13h00			In person- Gqeberha
4 September 2026	9h00 to 13h00			In person- Johannesburg
8 September 2026	12h00-13h00	LLA 1310: The Evidence of Witnesses	How witness evidence is led, tested and evaluated in hearings and arbitrations.	On-line via Teams
15 September 2026	12h00-13h00	LLA 1320: Documentary Evidence	How documentary evidence is introduced, challenged and assessed.	On-line via Teams
22 September 2026	12h00-13h00	LLA 1330: Special Types of Oral Evidence	Particular issues that arise when oral evidence is presented.	On-line via Teams
29 September 2026	12h00-13h00	LLA 1333: Hearsay Evidence	How hearsay evidence is presented, opposed and assessed.	On-line via Teams
6 October 2026	12h00-13h00	LLA 1338: In Camera Evidence	When and how evidence may be led in camera, including confidentiality and fairness considerations.	On-line via Teams
13 October 2026	12h00-13h00	LLA 1340: Specific Types of Documentary Evidence	How to deal with particular documentary evidence such as records, messages, policies and related documents.	On-line via Teams
20 October 2026	12h00-13h00	LLA 1350: Real Evidence	How physical, visual or object-based evidence is introduced, tested and weighed.	On-line via Teams
27 October 2026	12h00-13h00	LLA 1360: Special Rules of Evidence	Special evidentiary rules and exceptions that may affect admissibility and weight.	On-line via Teams

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3 November 2026	12h00-13h00	LLA 1365: Illegally Obtained Evidence	How to approach evidence obtained unlawfully or improperly in a hearing or arbitration.	On-line via Teams
10 November 2026	12h00-13h00	LLA 1370: Circumstantial Evidence	How inferences are drawn from proved facts and evaluated against competing explanations.	On-line via Teams
17 November 2026	12h00-13h00	LLA 1380: Limiting Evidence	How evidence may be limited to keep hearings and arbitrations focused, fair and efficient.	On-line via Teams
24 November 2026	12h00-13h00	LLA 1390: Assessing Evidence	How chairpersons and arbitrators assess all relevant evidence, credibility, probabilities and evidentiary weight.	On-line via Teams
30 November 2026	9h00-16h00	Johannesburg	During this final workshop Delegates will role play the presentation, opposing and assessing various forms of evidence covered in this programme. The aim is to enable Delegates to apply the knowledge gained and to practice, develop and improve their skills.	
2 December 2026		Gqeberha		
4 December 2026		Cape Town		

What Delegates Will Learn

- Identify relevant and admissible evidence.
- Present, challenge and object to evidence effectively.
- Work confidently with witness, documentary, real, hearsay, circumstantial and illegally obtained evidence.
- Assess credibility, probabilities and competing versions.
- Apply evidence principles in South African disciplinary hearings and arbitrations.

Who Should Attend?

Ideal for employers, HR and labour relations practitioners, union officials, employee representatives, chairpersons, initiators, arbitrators and workplace investigators.

Certification and return on investment

Delegates receive a certificate for each completed course and a final certificate once the full programme has been completed.

The Labour Law Academy learning management system provides feedback on tests and assignments thereby ensuring a return on investment. The blended format also limits time away from the workplace while ensuring that learning is structured, measurable and reinforced over time.

What is the cost?

The fee is R 18 000 excluding VAT for each delegate. This fee includes: a workbook for each course; teas, coffee and lunch for each of the two in person workshops.

Additional benefits for FREE

Delegates retain access to the courses and materials for 6 months after the programme ends, enabling continued review, reinforcement and application in the workplace.

Register now!

Join the Labour Law Academy evidence workshop series and build the practical skills needed to handle evidence with confidence.

[Register today to reserve your place!](#)