

COMPANY PROFILE



Ulwandle HR Consultants

ESTABLISHING EXCELLENT EMPLOYMENT RELATIONS

WHO ARE WE

Ulwandle means ocean, which is a symbol of power and strength. Just like the ocean our business is expansive, flexible and a constant that you can rely on to remain constant in the ever-changing landscape of South African Business.

ULwandle HR's goal is to ensure that employers and their employees enjoy a harmonious relationship, while remaining practical for both parties and compliant with labour legislation. We consider a job well done when employers comply and when employees get what is due to them as per legislation. We are transparent, we negotiate in good faith.

OUR VISION

Our vision is to become the premier HR consultancy in the country, but above all else, one that is known for making a difference in how organizations are run and therefore making a difference in people's daily lives in the place where they spend most of their hours in a day.

OUR MISSION

Our mission is to provide the full spectrum of HR services to our clients including recruitment, selection and validation of candidates, employment contracts, development and review of HR policies, mediation, conciliation, facilitation of training, disciplinary hearings, handling matters related to the CCMA, strike management, and much more.

We aim to provide these services in a manner that is fair to both the employer and employee.

OUR CORE VALUES

Integrity

We proudly uphold the values of honesty, truthfulness and sincerity.

Ethics

We firmly believe that a strong moral code is a key component towards earning trust.

Partnerships

Our success largely depends on partnerships we forge with our clients.

Trust

This manifests itself through common goals, respect, and fulfillment of our commitments.

Quality

Excellence of our operations leads to distinctive, laudable outputs.

Innovation

We endeavor to create value, deliver results, and continuously improve all elements of both our business and those of our customers effectively, and efficiently.



OUR SERVICES

1 Labour Relations

- Presiding over Disciplinary & Grievance Hearings
- Preparation for CCMA & Bargaining Council Processes
- Representation at the Department of Labour
- Negotiating with Trade Unions
- Interpreting Labour Acts & Collective Agreements
- Drafting of condonation and rescission applications
- Strike Management
- Facilitating HR/ IR Training
- Regular Updates on labour matters
- Telephonic and email after hours helpline

2 Basic Conditions of Employment

- Drafting employment contracts
- Developing & Reviewing HR/ IR Policies and Procedures
- Conducting HR & IR Audits
- Facilitating Retrenchment Process
- Payroll Administration
- UIF, EE & Compensation Fund Submissions
- Bargaining Council Monthly Returns Submission

3 Recruitment & Selection

- Advertising and Response Handling
- Recruitment & Interviewing
- Background Screening & Verification

4 Organisational Development

- Job Profiling & Grading
- Performance Management
- Change Management & Diversity Training
- Skills Development Facilitator
- Workplace Skills Plan & Annual Training Report
- SETA Liaison

WHY CHOOSE ULWANDLE HR CONSULTANTS?

You are not just another client to us

You have specific requirements that require a specific & unique solution. You will find that when you partner with us it will be as though you are our only client. The level of service that you will receive will only be surpassed by the quality of the solutions that we deliver for you and your company.

The Quality of Our Staff

Our highly skilled & experienced consultants will make all the difference to your company. They have the miles on the clock to provide proven, workable & effective solutions. We believe in investing heavily in our consultants' skills and knowledge to ensure that you receive the very latest and up to date information and techniques for your HR solution.

Custom Made Solutions

Your solution will be designed and shaped around your exact requirements and will be one that fits with your objectives, vision, values, culture and desired outcomes.

Value for Money

When you partner with us, it is our sole mission to add value to your business way beyond your expectations. Working with you will be like a business relationship rather than a business transaction. We will provide advice, guidance and work that will make the difference. We are not into just taking your money for services rendered -we will go way beyond that and will become an extension to your business rather than an addition.

Our Range of Services

Ulwandle HR Consultants has specialist expertise in all human resource areas. From organization design and training services through to policies and procedures, outsourcing and employee performance. No matter what your requirements are, Ulwandle HR Consultants can help you.

MANAGING DIRECTOR, THOBEKILE GWALA

Thobekile Gwala is an accomplished SABPP registered Chartered HR Professional rendering services to South Africa's leading companies and organisations, focusing on a wide spectrum of Human Resources. She is a focused and dedicated leader who is committed to streamlining human resource management systems.

Thobekile has experience working in the public and private sectors, including power stations, mining, construction and manufacturing sites. She is also a part-time panellist for different bargaining councils.

Thobekile is an efficient communicator who is motivational and always willing to impart valuable skills and participate in effective relationship management and stakeholder engagement.

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OUR CLIENTS

- IKUSASA-LETHU Group
- SBD Business Systems
- MGSM Health
- MGSM Solutions
- MGSM Food & Logistics
- SAKHISIZWE Projects and Trading
- ZASEMBO Agricultural Projects
- LIONEL Agricultural Projects & Investments
- We Do Marketing
- UZAMILE Trading
- MECOPOL Construction
- MINCIMBIZA Empire
- HONEYGUIDE Financial Services
- MDALISU Investments
- KUKHANYE Services
- MANTLE Brothers
- ZBT Group
- 035 Security
- PMTT Trading
- MANZINI Trading

CONTACT DETAILS

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