



DARREN COLBY

Professional Profile

Highly motivated Employment Law Commissioner with nine years of experience working within the Labour Law industry providing expert legal outcomes. A skilled Commissioner with proven experience in making practical and accurate legal decisions within the labour domain. Solidified employment history that can illustrate the ability to draft contracts, manage legal negotiations and conduct conflict resolution processes. Focused on protecting organisational interests and maintaining regulatory compliance.

Contact

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Address

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Langenhovenpark
Bloemfontein
South Africa

Education

Postgraduate Diploma: Labour Law

University of the Free State

BTech: Business Administration

Central University of Technology, Free State

N.Dip: Human Resources

Central University of Technology, Free State

Core Skills

- Employment Law
- Dispute Settlements
- Mediation
- Disciplinary
- Operations Management
- Negotiations
- Compliance
- Union Relations
- Leadership
- Upholding Standards

Relevant Experience

○ 2019 - Present

Commission for Conciliation, Mediation and Arbitration

Commissioner

Job Outline

The vision of the CCMA is to be a world-class institution that promotes labour market stability, social justice and job security. The mandatory functions of the CCMA are but are not limited to conciliating workplace disputes; arbitrating certain categories of disputes that remain unresolved after conciliation; facilitating the establishment of workplace forums and statutory councils; compiling and publishing information and statistics about its activities.

Key Responsibilities

- Conciliating Labour Law disputes
- Arbitrating Labour Law disputes
- Draft Documents in accordance with Labour Legislation
- Maintaining a sound and current knowledge of Labour Law
- Reviewing and negotiating terms and conditions

Key Achievements

- Compliant in issuing verdicts within statutory timeframes
- Conducting more than one hundred cases per month in an attempt to resolve matters speedily
- Boosted employer brand through successful issuance of competent verdicts
- Aided the employer in cost-saving initiatives by implementing designed processes

○ 2022 - 2023

Commission for Conciliation, Mediation and Arbitration

Acting Senior Commissioner: Bargaining Councils and Agencies

Job Outline

Managing the CCMA Councils and Agencies Department. The department considers applications for accreditation and subsidies of bargaining councils and private agencies throughout South Africa

Key Responsibilities

- Facilitation of the bargaining council and private agency accreditation process
- Managing bargaining council and private agency performance
- Ensuring compliance from bargaining councils and private agencies
- Assisting with the enforcement of arbitration awards
- Drafting and amending regulating accreditation policies
- Conduct investigations concerning bargaining councils, private agencies and commissioners

Key Achievements

- Compiled submissions of applications from bargaining councils and private agencies to the CCMA Governing Body for accreditation.
- Successfully obtained accreditation from the CCMA Governing Body for bargaining councils and private agencies.
- Successfully amended the bargaining councils and private agencies accreditation policy

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Relevant Experience

O 2020 - 2022

Commission Staff Association

National Office Bearer

Job Outline

Appointed as National Office Bearer of the Union Commission Staff Associate after serving on the Regional Executive Committee as Chairperson of the Free State for a period of two (2) consecutive years

Key Responsibilities

- Represent members in disciplinary and grievance hearings
- Represent members during conciliations
- Represent members during arbitrations
- Negotiate wage settlements between members and the CCMA

Key Achievements

- Successfully concluded wage negotiations with the CCMA in 2022.
- Successfully avoided the dismissal of employees.

Additional

Hobbies & Interests:

Travel, Running, Fitness, Rugby

References:

Adv. Pieter Venter - PieterV@CCMA.org.za / 084 880 8963

Adv. Marina Terblanche - marinaterb@gmail.com / 082 562 1984

Adv. Chantel Vos - vos@staffms.co.za / 071 641 3878

Senior Provincial Commissioner: Lucky Moloi - luckymo@CCMA.org.za / 083 462 6807

Software:

Microsoft Office, Excel, Word, PowerPoint, Outlook, Google Mail, Skype, MS Teams, Microsoft Windows, Signflow

Language:

Afrikaans, English

Committees:

Free State Rugby Union (Cheetahs) - EXCO Member

Other Competencies:

Accredited World Rugby Educator - Coaching
