

**CHRIS TODD**

Head of Employment and Benefits  
Cape Town, South Africa

T: +27 21 480 7816

E: [chris.todd@bowmanslaw.com](mailto:chris.todd@bowmanslaw.com)

**Overview**

Chris Todd heads our Employment & Benefits Practice.

He specialises in employment law, public law, and alternative dispute resolution.

His focus has been public law dispute resolution and employment in the public sector. He advises on investigations and enquiries, board disputes, and business transfers, including privatization initiatives and outsourcing. He is a negotiation and mediation specialist.

Chris has served two periods as an acting judge of the Labour Court and on private tribunals in employment disputes. Chambers Global 2015 & 2016 ranked Chris in Band 1 for Employment.

He has a BA (Hons) from the University of Cape Town and a BA (Hons) in Jurisprudence from the University of Oxford, UK. He is accredited by CEDR as a commercial mediator.

**Experience**

- Law Society v Commission for Conciliation, Mediation and Arbitration (CCMA) – Acted for the CCMA in litigation brought by the Law Society to challenge rules of the Commission regulating the rights of parties to be represented by lawyers in certain types of proceedings before the commission.
  - Policy and Employment regulatory work for Business Unity South Africa (BUSA) – Appointed as legal advisor to BUSA on labour market policy and the legal and strategic issues arising from recent amendments to employment laws.
  - City of Johannesburg pension fund restructuring – Advised and led the City's team in ongoing litigation and ADR processes with a number of pension funds relating to the City's restructuring of its retirement fund arrangements, terminating final salary schemes and settling funding shortfalls.
  - Public sector trade union recognition disputes – Advised a major parastatal in Labour Court challenges to strikes and related lock-outs arising from recognition disputes with one new and one established trade union seeking recognition outside the parameters of existing majority recognition arrangements.
  - Business Unity South Africa (BUSA) v Minister for Higher Education and Training – Represent BUSA in judicial review proceedings challenging the validity of regulations made by the Minister of Higher Education and Training regulating the allocation of mandatory and discretionary grants to employers by Sector Education and Training Authorities.
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- Chambers and Partners 2017, 2016 & 2015 ranked Chris in Band 1 for Employment.
  - Legal 500 2017 listed Chris as a recommended and leading lawyer for Employment.

Chris Todd is widely respected for his leading work in collective bargaining arrangements and complex business transfers. One satisfied client emphatically lauded "the deep legal understanding that he possesses

of all relevant legislation." – **Chambers and Partners 2017**

"Chris Todd attracts praise for his reputation in this field and is described by clients as "responsive, accessible, professional, pragmatic and smart."" – **Chambers and Partners 2016**

The "exceptionally knowledgeable and astute" Chris Todd often advises on labour policy and reforms. In one example, he acted for Business Unity South Africa on labour market policy and issues resulting from recent amendments to employment laws. – **Chambers and Partners 2015**

Chris Todd is 'sensitive to business needs' and 'always willing to go the extra mile'. – **Legal 500 2016**

### **Publications & Insights**

- Cross Border Employment Law: Mergers & Acquisitions and Employee Transfers
- Multi-unionism is changing the landscape of industrial relations
- New national minimum wage gets closer to implementation with release of Nedlac report
- The employment relationship and how it is affected by business transfers in countries across Africa
- Tinkering with the labour market: amendments to the LRA now imminent