

**LUSANDA RAPHULU**

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Overview

Lusanda Raphulu is a partner in our Johannesburg office, Employment & Benefits Practice. She has been a partner since 1 March 2012.

Lusanda provides the full range of employment law services. She specializes in the employment law consequences of commercial transactions and corporate restructurings, and unfair labour practice and unfair dismissal matters. She has written articles on employment law that have been published in both local and international publications, and has spoken at employment law conferences both in South Africa and abroad. She has periodically sat as an acting judge at the Labour Courts in Johannesburg and Port Elizabeth.

Lusanda has a B.Soc.Sc from the University of KwaZulu-Natal and an LLB from the University of the Witwatersrand.

Experience

- Lusanda has advised on the employment law aspects of a number of significant commercial transactions over the years, including Marriott International in its acquisition of Protea Hotels; Chevron Corporation on the sale of its South African business; Boehringer Ingelheim GmbH with regards to its business swap between Boehringer and Sanofi; and Shanduka Group Proprietary Limited and the majority shareholder, in relation to the restructuring of Shanduka Group Proprietary Limited.
- She regularly manages projects for multi-jurisdictional employers, giving them the employment law regime across various African jurisdictions. Most recently, she has done this for Transnet, and G.E.
- She advised the University of South Africa (UNISA) in respect of a dispute as to the applicability of section 197 of the Labour Relations Act as a result of UNISA hiring certain security personnel, largely driven by the “fees must fall” campaign. UNISA succeed in its argument that section 197 did not apply. The matter went as far as being referred to the Constitutional Court, which referral was denied, thereby leaving the argument advocated on behalf of UNISA as the standing law in such situations.

Publications & Insights

- [An employer should accommodate an incapacitated employee – within reasonable limits](#)
- [Bring ‘hidden’ employee costs to light before the deal is done](#)
- [Chinese companies in SA](#)
- [Employers can’t take away employee benefits willy-nilly](#)

- Fingerprint biometrics - an employment law perspective
- How 4IR could boost public service delivery and rein in costs
- How much does it cost an employer to retrench an employee?
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- Restraints of trade: a useful guide for employers
- Seven employee concerns to look out for in African M&A deals
- True or false: misrepresentation is a headache for employers