

**NONKULULEKO MKHWANAZI**

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Overview

Nonkululeko Mkhwanazi is a Senior Associate in our Johannesburg office and member of our Employment & Benefits department. Nonkululeko advises a wide range of clients, primarily multinationals, financial institutions, and executive employees.

She has a keen interest and passion for employment law and has a particular interest in advising on restraints of trade, the law on dismissals, unfair labour practices and unfair discrimination including sexual harassment. She also has a keen interest in conducting investigations in the workplace.

Nonkululeko's experience also extends to advising on the employment consequences of commercial transactions; corporate restructures and section 197 transfers. She is also experienced in drafting, reviewing and advising on employment contracts, retrenchment agreements, mutual separation agreements and various employment related agreements and policies. She also advises and assists clients with disciplinary proceedings including the drafting of disciplinary codes and policies, charge sheets, warnings, suspension and dismissal letters and chairing disciplinary hearings. She also assists clients in employment litigation at the CCMA and the Labour Court.

She has been a member of the Golden Key Society since 2011 and is also a member of the South African Society for Labour Law (SASLAW). She graduated with an LLB degree from the University of Kwa-Zulu Natal in 2013 and joined Bowmans as a Candidate Attorney in 2014. Nonkululeko was promoted to Associate in 2016 and then to Senior Associate in 2018.

Experience

- Major clients of the firm that Nonkululeko has advised include Abbott Laboratories, Standard Bank and PPC.
- Advised on the employment law aspects in respect of South African pharmaceutical chain Dis-Chem's capital raise to raise USD 359 million by listing on the Johannesburg Stock Exchange.
- Advised Chevron Corporation, an American multinational energy corporation, on the employment law aspects of the sale of its South African business.
- Advised Denel SOC Limited in relation to various business transfers.
- Advised on the employment law aspects in respect of leading cement supplier PPC Limited's 2016 capital raise to raise ZAR 4 billion.
- Advised Transnet on the employment law regime across nine African jurisdictions.
- Advised Chevron Corporation, an American multinational energy corporation, on the employment law aspects of the sale of its South African business.
- Nonkululeko has also provided training to clients on the amendments to the Labour Relations Act and the Employment Equity Act, sexual harassment in the workplace and how to prosecute and chair disciplinary hearings.

Publications & Insights

- [Consequences are severe if employers ignore allegations of sexual harassment](#)

- Does the CCMA have a say over employment disputes that arise abroad?
- Restraints of trade: a useful guide for employers