Contents

04 Our Firm
05 Our Presence in Africa
06 Our Employment and Benefits Practice
07 Our Specialist Services
08 Key Contacts
Our Firm

We help our clients manage legal complexity and unlock opportunity in Africa.

We have an enviable track record of providing legal services to the highest professional standards in Africa. We work for clients across numerous African jurisdictions on corporate, finance, competition, taxation, employment, technology and dispute resolution matters.

With eight offices in six African countries and over 400 specialist lawyers, we draw on our unique knowledge of the business and socio-political environment to advise clients on a wide range of legal issues.

Everywhere we work, we offer clients a service that uniquely blends expertise in the law, knowledge of the local market, and an understanding of their businesses. Our aim is to assist clients to achieve their objectives as smoothly and efficiently as possible while minimising the legal and regulatory risks.

Our clients include domestic and foreign corporates, multinationals, funds and financial institutions, across almost all sectors of the economy, as well as state-owned enterprises and governments.

Our expertise is frequently recognised by independent research organisations. Most recently, our Kenyan practice won the 2022 Chambers Africa Award for Law Firm of the Year in Kenya. In 2022, Bowmans won six IFLR Africa Awards including overall M&A Team of the Year; Jurisdictional Firm of the Year: South Africa; Loans Firm of the Year: South Africa; M&A Firm of the Year: South Africa; and Project Finance Firm of the Year: South Africa. We also advised on the deal named M&A Deal of the Year. At the 2022 Africa Legal Awards, we won four practice awards including Banking and Finance Team of the Year; Capital Markets Team of the Year; Tax Team of the Year and Transportation and Infrastructure Team of the Year.

Our Presence in Africa

Recognising the size and enormous diversity of Africa, our approach to providing legal services across the continent is intended to offer on-the-ground advice in the countries that matter for our clients. Our presence in Africa is always evolving to meet the changes that are shaping the future of this vast continent.

Currently, we have our own offices in six African countries: Kenya (Nairobi), Mauritius (Moka), South Africa (Cape Town, Durban, Johannesburg), Tanzania (Dar es Salaam), Uganda (Kampala) and Zambia (Lusaka).

We work closely with our Bowmans Alliance firms in Ethiopia (Aman & Partners LLP) and Nigeria (Udo Udoma & Belo-Osagie). These are two of the leading corporate and commercial law firms in their jurisdictions.

We have a special relationship with a competent practitioner in Mozambique. We also have a non-exclusive co-operation agreement with French international law firm Gide Loyrette Nouel that provides our clients access to assistance in francophone west and north Africa. The arrangement provides complementary access for Gide’s clients and lawyers to markets in central, southern and eastern Africa.

We ensure that, whenever our clients need legal advice in other parts of Africa, we can assist them by tapping into our comprehensive database of contacts of the best firms and practitioners across the continent.

On the global front, Bowmans has long-standing and excellent relationships with a range of international law firms with whom we often work on Africa-focused client mandates. We are also a member firm of Lex Mundi, a global association of more than 160 independent law firms in all the major centres across the globe. Lex Mundi gives us the ability to connect our clients with the best law firms in each of the countries represented.
Our Employment and Benefits Practice

The drive by governments in Sub-Saharan Africa to stimulate employment, protect workers’ rights and address historical imbalances has produced a variety of distinct regulatory systems for employment in the region. This is made more complex by a strong culture of collective bargaining, and an overlap between labour and social issues, between strikes and social protest across the region.

We have been at the forefront of employment law in the region for many years. We offer a breadth and depth of knowledge and experience in the fields of industrial relations, employment, employee benefits and pensions law in Africa that is hard to match. Legal 500 (2015) believes that we have “unrivalled public sector experience”; advise “a vast array of multinationals and blue-chip South African corporates”; and have built “a strong record in strikes and retrenchment exercises”.

We keep our clients at the forefront of developments in employment laws, regularly contribute to employment law publications and provide training and present lectures in a variety of forums.

We deliver a wide range of employment law services across both the public and the private sectors in the African countries in which we operate.

Our Specialist Services

EMPLOYEE ENGAGEMENT
- Establishing a local corporate presence (regulatory obligations, registrations)
- Contractual arrangements (contracts of employment, atypical employment)
- Executives (bespoke contractual arrangements, directorships, compensation, tax)
- Employment equity and business diversity
- Policy development
- Benefit schemes (pension, medical insurance, share schemes)
- Employee mobility (immigration, secondment, cross-border and multi-jurisdictional employment)

INVESTIGATIONS AND EMPLOYEE RISK MANAGEMENT
- Offences against the employer (fraud, corruption, theft syndicates)
- Vicarious liability
- Governance and regulatory issues (health and safety, data protection, privacy, information technology)
- Social media
- Employee assistance (illness, injury, disability)
- Confidentiality, restraints of trade, unlawful competition and team poaching
- Discrimination (prohibited grounds, equal pay, recruitment and selection, medical testing, harassment, employment equity and affirmative action)

BUSINESS TRANSFERS, OUTSOURCING AND Restructuring
- Mergers and acquisitions (due diligence, transaction support, change of control provisions, competition law issues)
- Privatisation
- Outsourcing exercises
- Corporate restructuring
- Strategic retrenchment management
- Business rescue and insolvency

INDUSTRIAL RELATIONS
- Union recognition (emergence of new unions)
- Collective bargaining (multiple union engagement, tiers of bargaining, negotiation strategy)
- Strike management (contingency arrangements, court applications, lockouts)
- Global trade unions (cross-border union campaigns)

DISPUTE RESOLUTION
- Boardroom conflict
- Dismissals (executive, mass redundancies)
- Employment discrimination
- Unfair labour practices (promotion, demotion, probation, benefits, whistleblowing)
- Mediation, facilitation and arbitration
- Urgent court proceedings (strike interdicts, confidentiality and restraints of trade)
- Appeals and judicial review

“Bowmans has a hugely impressive senior bench and a team that delivers a ‘high work ethic’ and ‘quality service’.”

– Legal 500, 2018
Key Contacts

Lusanda Raphulu
Head of Dispute Resolution
Johannesburg, South Africa
T: +27 11 669 9532  
E: lusanda.raphulu@bowmanslaw.com

Henry Ncobo
Consultant
Johannesburg, South Africa
T: +27 11 669 9530  
E: henry.ncobo@bowmanslaw.com

Khomotso Makapane
Partner
Johannesburg, South Africa
T: +27 11 669 9433  
E: khomotso.makapane@bowmanslaw.com

Robin Carr
Senior Consultant
Johannesburg, South Africa
T: +27 11 669 9504  
E: robin.carr@bowmanslaw.com

Ernest Wiltshire
Managing Partner, Uganda
Kampala, Uganda
T: +256 41 425 4540  
E: ernest.wiltshire@bowmanslaw.com

Talita Laubscher
Partner
Johannesburg, South Africa
T: +27 11 669 9522  
E: talita.laubscher@bowmanslaw.com

Audax Kameja
Partner
Dar es Salaam, Tanzania
T: +255 76 898 8640  
E: audax.kameja@bowmanslaw.com

Mendel Sass
Partner
Johannesburg, South Africa
T: +27 11 669 9492  
E: mendel.sass@bowmanslaw.com

Rainbow Field
Director
Nairobi, Kenya
T: +254 20 289 9000  
E: rainbow.field@bowmanslaw.com

Graham Damant
Senior Consultant
Johannesburg, South Africa
T: +27 11 669 9508  
E: graham.damant@bowmanslaw.com

Randall Van Voore
Partner
Cape Town, South Africa
T: +27 21 480 7840  
E: randall.vanvoore@bowmanslaw.com

Jerry Kaapu
Partner
Johannesburg, South Africa
T: +27 11 669 9519  
E: jerry.kaapu@bowmanslaw.com

Keshni Pillay
Partner
Johannesburg, South Africa
T: +27 11 669 9326  
E: keshni.pillay@bowmanslaw.com

Keshni Pillay
Partner
Johannesburg, South Africa
T: +27 11 669 9326  
E: keshni.pillay@bowmanslaw.com

Keshni Pillay
Partner
Johannesburg, South Africa
T: +27 11 669 9326  
E: keshni.pillay@bowmanslaw.com

Helen Wilsenach
Head of Employment and Benefits
Johannesburg, South Africa
T: +27 11 669 9527  
E: helen.wilsenach@bowmanslaw.com

Khomotso Makapane
Partner
Johannesburg, South Africa
T: +27 11 669 9433  
E: khomotso.makapane@bowmanslaw.com

Key Contacts
To view profiles of our lawyers, please visit www.bowmanslaw.com