



Bhekithemba Mbatha

Associate

Qualifications:

BA (University of University of Witwatersrand, 2015),
LLB (University of University of Witwatersrand, 2019)

Bhekithemba has always been passionate about law, a passion that dates back to his youth. As an alumnus of the Johannesburg Student Council (JSC), a program aimed at training high school students to actively participate in governance, entrepreneurship, and policy shaping in the Johannesburg Council, Bhekithemba has shown a strong commitment to leadership from a young age.

During high school, Bhekithemba was admitted to the African Leadership Academy (ALA), a prestigious institution that aims to develop the next generation of African leaders in various fields. ALA receives numerous applications from across the continent each year, and admission is based on leadership skills, entrepreneurship, academic excellence, commitment to service, and teamwork.

Bhekithemba also participated in the BoldLeaders Program, sponsored by Critical Mass Education and the Department of State. This program includes two weeks of leadership training in Denver, Colorado, and another two weeks in Washington, DC, focusing on democracy, law, and relationship-building with key personnel in Washington. Bhekithemba was one of five young representatives selected from South Africa.

While studying at the University of the Witwatersrand, Johannesburg, Bhekithemba represented fellow students in Wits Disciplinary Hearings under the legal office of the Student Representative Council (SRC) from 2015-2017. He also participated in the Wits Debate Union and served as a tutor to high school students in the Model United Nations Debate conducted by the South African Institute of International Affairs (SAIIA).

Professional Journey:

Bhekithemba began his practical vocational training on 4 October 2020, completing it on 5 October 2022. On 10 February 2023, he was admitted as a legal practitioner at the Johannesburg High Court.

During his practical vocational training, Bhekithemba conducted legal research and drafted legal opinions on various topics in labour and employment law, including the application of waiver in prosecuting disciplinary hearings, paternity and maternity leave for same-sex couples, and employees' rights to make representations during precautionary suspension considerations.

Bhekithemba also conducted legal research, consulted with clients, and drafted legal documents in areas such as Medical Indemnity Insurance Law, Commercial Law, Public Procurement Law, Administrative Law, and Wills and Deceased Estates. He has represented clients at various platforms, including the Commission for Conciliation, Mediation and Arbitration (CCMA), disciplinary proceedings, and the District Magistrate Court.

Bhekithemba's passion for Labour and Employment Law was recognized by the Human Resource department, which requested his assistance and guidance in internal Labour and Employment law disputes. Through this process, Bhekithemba gained experience in conducting investigations into allegations against employees and chairing disciplinary proceedings. He also developed skills in drafting outcomes and sanctions for disciplinary proceedings.

Bhekithemba intends to further his studies by enrolling in an LLM in Labour Law, with a focus on the impact of automation in various industries on income tax and employment law.

Areas of Interest and Expertise:

Employment and Labour Law

Experience Highlights:

My experience in labour and employment law includes the following:

Chairing, prosecuting and representing individual clients in disciplinary proceedings.

Representing the employer or the employee at the CCMA arbitration proceedings.

Drafting legal opinions to advise clients.

Appearing at the Labour Court.

Part of the panel discussion on a television program called Umphakathi broadcasted on DSTV Chanel 157 Moja Love to offer legal advice on the decriminalization of sex work in South Africa.

Featured on Voice of Wits (VOW FM) on a show that tackles legal matters as a young promising legal practitioner.

Participated on shows on YFM and Jozi FM to provide legal advice on topics such as gym contracts, wills, deceased estates, Labour, and Employment Law.

Professional Memberships:

Member of the Legal Practice Council (LPC)

Philosophy/Motivation:

I believe that while we are still alive, we are given an opportunity to master the art to serve. I am committed to learn, and one day form part of the legal practitioners that shape our jurisprudence in the labour and employment area of law.

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