



## **Lesego Makhwenkwe**

### **Candidate Legal Practitioner**

**Qualifications:** LLB - University of South Africa

**LESEGO** is a Candidate Legal Practitioner in the Labour and Employment Department at MBA Incorporated.

#### **Professional Journey:**

Lesego obtained his LLB degree from the University of South Africa in 2022. MBA incorporated welcomed him as a Candidate Legal Practitioner in March 2023. Having had exposure to Labour and Employment Law Litigation, general High Court Litigation - assisting in reportable judgments of paramount public and legal significance. His heart now lies with Labour and Employment Law.

#### **Areas of Interest and Expertise:**

Lesego has experience in the following areas of practice which include but are not limited to:

- Litigation of Labour and Employment Law disputes.
- Evidence leading in disciplinary proceedings at the Arbitration Foundation of Southern Africa, Commission for Conciliation Mediation and Arbitration, South African Legal Government Bargaining Council, et cetera.)
- Drafting legal opinions on Labour and Employment, Municipal, Constitutional, public, and administrative law disputes/complex questions.
- Instituted and defended various review applications at the Labour Court, and assisted in various reportable judgments (matters of legal and public significance).
- Drafting of new policies and employment contracts for various clients.
- Assisting in forensic investigations regarding municipality's salary parity disputes, and incompatibility of senior management in state-owned entities.
- Part of the legal team representing the former public protector in the section 194 enquiry.

#### **Experience Highlight:**

- Compiled a report on payment parity disputes for a prominent municipal entity.

- Advised on topics including but are not limited to misconduct/incapacity/Unfair dismissals/Unfair Labour Practices/ Employment Equity Act/obligations from PFMA, MFMA, PRECCA Acts, etc.
- Formed part of team facilitating mutual separation agreements / Voluntary separations of employees and companies.
- Formed part of team reviewing employment contracts and research on legal position which include but are not limited to restraints of trade, non-solicitation, non-competes, performance management, exclusivity of service, obligations on termination of employment etc.
- Drafted Charge sheets for Senior management officials in various municipalities and assisted Partner in evidence leading.

**Contact Details:**

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