



Bhekithemba Mbatha

Associate

Qualifications:

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

8 Months Post Admission Experience

My passion for law dates back from when I was young, I am an alumnus of the Johannesburg Student Council (JSC) a program aimed at training young people in high school to actively participate in governance, entrepreneurship and be the voice of young people in shaping policies in the Johannesburg Council.

While in high school, I was granted admissions at the African Leadership Academy (ALA); a school that aims to build the next African leaders in various fields. The African Leadership Academy (ALA) receives many applications across the continent each year, admission to ALA, is based on merits shaped by leadership skills, entrepreneurship, academic excellence, a commitment to serve and ability to work in a team.

While in high school I also participated in the African Leadership Program, known as the BoldLeaders Program, which is sponsored by Critical Mass Education and the Department of State. The program involves two weeks of leadership training in Denver, Colorado, United States of America, and another two weeks in Washington DC which focuses on democracy, law and creates a platform for participants to build relations with different personnel in Washington. It is attended by five countries in the African continent, and I was chosen as one of the five young representatives from South Africa.

Further, while I was a student at the University of the Witwatersrand, Johannesburg I represented fellow students in the Wits Disciplinary Hearings under the legal office of the Student Representative Council (SRC) from 2015-2017. I also participated in the Wits Debate

Union and served as the tutor to high school learners in the Model United Nations Debate

conducted by the South African Institute of International Affairs (SAIIA).

Professional Journey:

I commenced with my practical vocational training on 04 October 2020 till 05 October 2022. On 10 February 2023, I was admitted as a legal practitioner at the Johannesburg High Court.

During my practical vocational training, I conducted legal research and drafted legal opinions to our clients on various important topics on labour and employment law such as, the application of waiver in prosecuting disciplinary hearings against employees, paternity and maternity leave for same sex couples, and on whether an employee is entitled to make representations when the employer is considering placing the employee on precautionary suspension, to mention but a few topics.

Further, I conducted legal research, consulted with our clients, and drafted legal documents on the following areas of law, Medical Indemnity Insurance Law, Commercial Law, Public Procurement Law, Administrative Law and Wills, and Deceased Estates. I have also represented our clients in various platforms such as the Commission for Conciliation, Mediation and Arbitration (CCMA), disciplinary proceedings, and at the District Magistrate Court.

My passion for Labour and Employment Law was noticed by our Human Resource department (HR) when they requested me to offer assistance and guidance in our internal Labour and Employment law disputes. With this process I have gained experience in conducting investigations into allegations levelled against fellow employees and in chairing disciplinary proceedings. Further, I also gained skills to draft outcome and sanctions for disciplinary proceedings. I intend to further my studies by enrolling for 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.

Contact Details:

Email: bhekithemba@mbaincorporated.co.za

Cell: [071 001 8360](tel:0710018360)