



## DENVER BRANDT

### ATTORNEY

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#### Education

- LLM (Labour Law)
- LLB

#### Membership

- Member of the Cape Law Society of South Africa
- Member of SASLAW

#### Practical Areas

- Labour Law
- Commercial Law
- Litigation

#### Languages

- Afrikaans – 1st language
- English – 2<sup>nd</sup> Language



**Kirchmanns Inc**  
ATTORNEYS & LABOUR LAW SPECIALISTS

## SUMMARY PROFILE

Denver has been involved in labour law for over 13 (thirteen) years having represented individuals and Trade Unions for five years prior to taking up employment with Kirchmanns Incorporated. Denver provides clients with assistance across the entire employment spectrum ranging from boardroom consulting to litigation in the Superior Court. Denver also completed his master's degree specialising in labour law and was the first student in the history of the Nelson Mandela Metropolitan University to be enrolled for post-graduate studies prior to even completing his LLB degree. Denver is currently based out of our Port Elizabeth offices from where he travels extensively in serving clients across South Africa.

## CAREER

Denver started his career with Wikus van Rensburg Attorneys, a firm specialising in employment law. Denver has been employed with Kirchmanns Incorporated since 2009 and has recently been appointed a Director with effect from December 2016. Denver is also currently employed as a Senior Consultant and Facilitator with Global Business Solutions, a national consultancy specialising in labour relations training and facilitation.

## EXPERIENCE

**2017 - Present** / Director & Senior Practising Attorney at Kirchmanns Incorporated (Port Elizabeth)

**2009 - 2017** / Senior Practising Attorney at Kirchmanns Incorporated (Port Elizabeth)

**2006 - 2009** / Candidate Attorney at Wikus van Rensburg Attorneys

**2006 - 2009** / Senior Manager at Rugby NMMU 1<sup>st</sup> Team Rugby

**2004 - 2005** / Senior 2<sup>nd</sup> Team Coach at NMMU Rugby

**2005** / U/21 Coach at NMMU Rugby

**2005** / Sales Representative at Tag Promotions

**2004** / U/20 Coach at NMMU Rugby

**1999 - 2005** / Sales Representative at Action Sports Retailers

**2000 - 2001** / Gym Manager & Trainer Kalahari-Visser Gym

- High Court litigation practice and procedure
- Employment law practice and procedure
- Instituting and defending review applications including the drafting of all pleadings and associated interlocutory applications
- Drafting statements of claim and statements of defence
- Drafting and reviewing employment contracts including executive contracts of employment
- Drafting and reviewing contracts associated with the employment consequences of business transfers
- Drafting and reviewing employment policies and procedures
- Drafting and reviewing employment and commercial contracts concluded with Labour Brokers
- Drafting legal opinions and advising clients, both locally and internationally, on various employment related issues including:
  - The merits of instituting review applications
  - The application of section 197 of the Labour Relations Act to business transfers
  - The impact of the labour law amendments
  - The procedure to be followed in conducting ordinary and large scale retrenchments
  - The impact of the Protection of Personal Information Act
  - Various compliance issues
  - Conducting disciplinary enquiries and arbitrations
  - Strategy
- Drafting and reviewing charge sheets
- Drafting articles for publication in legal employment journals