



## GRANT WILKINSON

### ATTORNEY

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#### Education

- LLB

#### Membership

- Member of the Cape Law Society of South Africa
- Golden Key Academic Honour Society
- Western Cape SASLAW Committee Member (2016)
- SABPP – Chartered Professional
- CEDR (Centre for Effective Dispute Resolution)

#### Representation

- BUSA Representative in
  - Parliament process regarding labour law amendment process
- CAPES Representative

#### Practical Areas

- Labour Law
- Commercial Law
- Litigation

#### Languages

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



**Kirchmanns Inc**  
ATTORNEYS & LABOUR LAW SPECIALISTS

## SUMMARY PROFILE

Grant is an experienced Attorney and Labour Law Specialist. Grant is an experienced Facilitator, CEDR – accredited Mediator, Lecturer, Speaker accredited Assessor and Contributory Author of a multinational publication on drugs and alcohol in the workplace.

## CAREER

After completing his law degree at the University of Port Elizabeth he was employed at Greyvensteins Nortier, where he was involved in commercial matters in both the Magistrate and High Courts. Grant then took up employment with SEESA Limited assisting their clients in respect of employment related issues. Grant has been employed with Kirchmanns Incorporated since 2008.

## EXPERIENCE

**2017 – Present** / Director Senior Practicing Attorney at Kirchmanns Incorporated (Cape Town)

**2008 – 2017** / Senior Practicing Attorney at Kirchmanns Incorporated (Cape Town)

**2004 - 2008** / Legal Advisor at SEESA Limited

**2003 - 2004** / Professional Assistant at Greyvensteins Nortier Attorneys

**2002 - 2003** / Candidate Attorney at Greyvensteins Nortier Attorneys

- High Court litigation practice and procedure
- CCMA and Labour court representation
- 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
- Legal research
- Undertaking the employment law aspect of due diligence investigations and drafting due diligence reports
- Assisting with large scale retrenchments in and associated strikes
- Implementing measures to ameliorate the impact of the labour law amendment on the client's organisation
- Chairing and initiating hearings