



DENVER BRANDT

ATTORNEY

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Education

- LLM (Labour Law)
- LLB

Membership

- Enrolled Legal Practitioner with the Legal Practice Council
- Member of SASLAW (Previous Regional President)

Practical Areas

- Labour Law
- Commercial Law
- Litigation
- Arbitrator
- Mediation

Languages

- Afrikaans – 1st language
- English – 2nd Language



Kirchmanns Inc
ATTORNEYS & LABOUR LAW SPECIALISTS

SUMMARY PROFILE

Denver is one of the Senior Practising Attorneys and Directors of the firm with 13 years post article experience. Denver is based out of Port Elizabeth from where he services the firms national client base. Denver focuses on a complete service offering to clients ranging from in house training and consulting to litigation in the Superior Courts. Denver has also facilitated accredited in house and public training across the employment and human resources landscape both in the public and private sectors. Denver completed both his LLB and LLM degrees at the Nelson Mandela University and was the first student to be enrolled for post graduate qualification prior to completing his LLB. Denver consults, trains and practices across the private and public domains which includes servicing local government institutions, provisional departments as well as being briefed by the office of the State Attorney.

CAREER

Denver developed a passion for employment law while doing vocational work and completing his article clerkship which required focus on individual employment law servicing individuals and trade unions. Denver has since been employed by Kirchmanns Incorporated since 2009 assuming the position of Director in 2016 with the firms client base comprising largely of medium to large business enterprises and public institutions. Denver also has extensive experience in providing facilitated accredited training across the private and public domains which includes focus on employment equity, BBBEE, Organisational redesign, Transfers of businesses.

EXPERIENCE

2004 – 2005 / NMU under 20 A Rugby Coach

2006 -2009 / Senior Manager NMU 1st Team Rugby

2006 – 2008 / Wickus van Rensburg Attorneys: Candidate Attorney

2009 – Present / Kirchmanns Incorporated: Director

2009 – Present / SASLAW (Previous Regions President)

- High Court litigation practice and procedure
- Employment law practice and procedure
- Instituting and defending review application 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 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
- Arbitration Mediation Collective Bargaining
- The management of Strikes and Lock-outs inclusive of urgent litigation in the Superior Courts