



JUSTINE WEDDELL

ATTORNEY

Tel: 041 364 0917

Cell: 084 585 5123

Fax: 086 556 2651

justine@kirchmannsinc.co.za

Education

- LLB (Cum Laude)

Membership

- Enrolled Legal Practitioner with the Legal Practice Council
- Member of SASLAW

Practical Areas

- Labour Law
- Litigation

Languages

- Afrikaans – 1st language
- English – 2nd Language
- IsiXhosa – 3rd Language

SUMMARY PROFILE

Justine is an admitted Attorney of the High Court of South Africa specialising in labour law. Justine has gained valuable knowledge and experience in employment law by representing and servicing clients both as a Consultant and an Attorney. Justine has furthered her involvement in labour law by training workforces on labour related matters and assisting in identifying gaps in employment policies, contracts and procedures. Justine deals with all topics including Employment Equity, AARTO, POPI and social media in the workplace.

CAREER

Justine completed her LLB degree (Cum Laude) at Nelson Mandela Metropolitan University and was admitted as an Attorney in Grahamstown High Court. Justine joined Joubert Galpin Searle Inc where she completed her articles and gained her experience and passion for labour law. In 2015 Justine joined a labour consultancy firm, Smith and Associates, where she acquired specialised knowledge in labour matters focusing on the representation of employers in conciliation and arbitration proceedings at the CCMA as well as industrial relations. Justine is now practising as an attorney at our Port Elizabeth offices.

EXPERIENCE

2017 - Present / Practising Attorney at Kirchmanns Incorporated.

2015 - 2017 / Legal Advisor and Industrial Relations Consultant at Smith & Associates

2012 - 2014 / Articles Clerk at Joubert Galpin & Searle Incorporated

2011 - 2012 / Faculty Student Assistant at NMMU Law Faculty

- Employment law and practice
- Research
- Legal opinions
- Staff training
- Drafting and reviewing of including, but not limited to:
 - Employment contracts
 - Disciplinary charges and outcomes
 - Company policies and procedures
 - Union agreements
 - Labour broker agreements
 - Service Level Agreements
 - Restraints
- Instituting and defending of review applications including the drafting of pleadings and associated interlocutory applications
- Charring incapacity, grievance and disciplinary hearings
- Legal advice and guidance on employment related matters including but not limited to:
 - Section 197 transfers
 - Merits of arbitration awards and judgements
 - Impact of amendments to labour legislation
 - Retrenchments
 - Incapacity and incompatibility
 - Misconduct
 - AARTO in the workplace
 - Working hours
 - Exemption applications
 - TES services



Kirchmanns Inc
ATTORNEYS & LABOUR LAW SPECIALISTS