



SYRENE LAPERE

ATTORNEY

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Education

- LLB
- LLM (Labour Law)

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

Syrene is an admitted Attorney of the High Court of South Africa specialising in employment law. Syrene has refined her experience within the sphere of employment law by servicing clients through the vehicle of an employer's organisation, consultancy as well as law firms. Syrene is currently based in our Port Elizabeth office as a practising Attorney, but travels nationally to service our clients.

CAREER

Syrene was employed as a Candidate Attorney with the Legal Aid Clinic of the University of Stellenbosch after which she took up employment as a Practising Attorney with Kessler De Jager Attorneys in Goodwood, Cape Town. Subsequent to this, Syrene was employed by NEASA in Cape Town as one of its Legal Advisors and Dispute Resolution Specialists. In relocating to East London, Syrene also spent some time with Labour Net in East London before taking up employment with Kirchmanns Incorporated.

EXPERIENCE

2014 - Present / Practising Attorney at Kirchmanns Incorporated (East London & Port Elizabeth)

2013 / IR Consultant at Labour Net

2013 / Legal Advisor and Dispute Resolution Specialist at NEASA

2012 - 2013 / Litigation Assistant at Kessler de Jager Attorneys

2010 - 2012 / Candidate Attorney at Legal Aid Clinic, University of Stellenbosch

2009 / Research and Administrative Assistant at University of Stellenbosch

- Chairing and initiating disciplinary hearings and drafting all accompanying documents;
- Advising on- and drafting employment contracts and other employment-related documents and policies.
- Representation at CCMA- and Bargaining Council disputes:
 - Misconduct
 - Incapacity
 - Operational Requirements
 - Unfair Discrimination
 - Collective Bargaining
 - Compliance with Main Agreements in Bargaining Councils
 - All preliminary (*in limine*) issues
- Extensive strategic consulting around S198A – S198D issues and accompanying litigation
- Project Management of Section 197 transfers, including all preceding strategic advice and HR due diligence.
- Labour Court drafting and appearances.
- Consulting on Employment Equity – including completion of Analysis, Plan and Report for various designated employers



Kirchmanns Inc
ATTORNEYS & LABOUR LAW SPECIALISTS