



# COMPANY PROFILE

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**Kirchmanns Inc**  
ATTORNEYS & LABOUR LAW SPECIALISTS

**B-BBEE  
Level 4**

Exempted Micro Enterprise

# INTRODUCTION

Kirchmanns Incorporated is a long-established and reputable law firm, recognized in the corporate sector as a competent partnership, proficient in all areas of law and related fields. The firm is a key role player in the promotion of legally sound, public-private partnerships with a keen focus on sustainable socio-economic development for the general upliftment of the Eastern Cape Province and South Africa as a whole. Under the directorship of Craig Kirchmann, Denver Brandt, Grant Wilkinson and Anndine Dippenaar, the professional staff members Justine Weddell, Lara Michelle Thomas and Syrene Lapere present a formidable team of labour law specialists providing professional services throughout South Africa.



## MISSION STATEMENT

Working with our clients to create customised, pragmatic and legally sound solutions to South Africa's unique Labour Law challenges.

## PROFESSIONAL MEMBERSHIP AND ASSOCIATIONS



TOKISO

### TOKISO

Tokiso provides dispute resolution processes and support services for commercial, employment and community disputes. This includes mediations, arbitrations, facilitations and tailored processes.



Chris Baker & Associates

### CHRIS BAKER AND ASSOCIATES

ATTORNEYS



### ASSOCIATION OF ARBITRATORS SOUTHERN AFRICA (AOA)

### SASLAW

The South African Society for Labour Law is a non-profit organisation which aims to promote the advancement of labour law as a legal and academic discipline, and encourage collaboration between lawyers and other experts within the field of labour law.



SOUTH AFRICAN SOCIETY FOR LABOUR LAW



GLOBAL BUSINESS SOLUTIONS

FUTURE THINKING. NOW

### Global Business Solutions

Global Business Solutions is a leading Labour Law, Human Resources and Industrial Relations consultancy offering a diverse range of services aimed at empowering businesses to achieve their objectives.



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[www.kirchmannsinc.co.za](http://www.kirchmannsinc.co.za)

# PROFILE OF EXPERIENCE

- Mediation of internal and external disputes
- Management of Internal Dispute Resolution – in both representative and facilitative capacities
- Restructuring and drafting of Employment Contracts and Internal Policies and Procedures for both private and public sectors
- Representation during Wage Negotiations
- Management of Strikes and Lock-outs
- Operational Restructuring and Retrenchments (including S189A Retrenchments)
- Transfers of business or parts thereof i.t.o S197 of the Labour Relations Act
- Demarcation Disputes
- Drafting and interpretation of Collective Agreements for both private and public sectors
- Investigation and processing of Injury on Duty (IOD's) cases
- Litigation in the CCMA and all other statutory Bargaining Councils comprising of arguing points in limine and representation during Arbitration
- Representation in private- and pre-dismissal Arbitrations
- All facets of Labour-related litigation in the Magistrate's Court; Labour Court; Labour Appeal Court; High Court; Supreme Court of Appeal and the Constitutional Court
- B-BBEE Consulting
- Employment Equity Administration

## OUR CLIENTS

### INCLUDE:

- Adcorp Group
- Coca-Cola South Africa
- Kempston Group
- Buffalo City Municipality
- Aspen Pharmacare
- Walter Sisulu University



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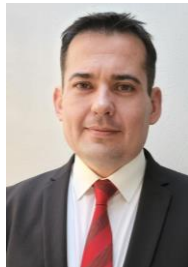
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# MEET THE TEAM



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