

Yvonne Mkefa

Director



Yvonne Mkefa is a Director in our Employment Law practice. She has 20 years post admission experience, six of which were in niche law practicing firms specialising in employment law. In 2010 Yvonne moved in-house to take up employee relations and legal roles in employment relations functions and worked for companies in the energy, aviation and financial services.

About Yvonne

Yvonne joined Eskom as a graduate intern in 2001. She completed her articles at Kathrada Norval Rice and Patel Attorneys and retained as an Associate. She moved to Parrott van Niekerk & Woodhouse Incorporated as a Senior Associate where she independently managed her practice, which was largely comprised of litigating in the Labour Court. Amongst the clients that Yvonne represented are both 2 of the biggest FMCG retailers in South Africa (Shoprite and Makro) and mining companies (De Beers and AngloGold Ashanti).

In 2008 Yvonne joined Cliffe Dekker Incorporated as a Senior Associate. Later in 2008 Yvonne took her first non-practice role as an Employee Relations Consultant at Pebble Bed Modular Reactor (Pty) Limited, a subsidiary of Eskom SOC Limited.

In 2010 she moved to South African Airways SOC Limited as an Employee Relations Specialist and HR Legal Advisor. When Yvonne joined SAA she was placed in the acting HoD position in the Employee Relations department while the recruitment process was underway. After 5 years, in 2016, Yvonne moved to Cape Town to join Old Mutual Limited as a Senior Human Resources Manager: Industrial and Stakeholder Relations. In 2018 she was promoted to Group Employee Relations Executive responsible for Employee Relations, Ethics Management and Human Capital Litigation. In 2020 Yvonne acted in the Human Capital Director position.

In 2021 Yvonne's portfolio was expanded to include Employment Equity. She was also formally appointed onto the Group Legal's Executive Committee as the Legal Executive responsible for Human Capital matters with a dual reporting line to Old Mutual's General Counsel, hence the change in the naming convention of the role to Group Employment Relations Executive.

Credentials

Education

- Bachelor of Arts (Law; Linguistics & English Languages) – Rhodes University
- Bachelor of Laws (LLB) – Rhodes University
- Diploma in Human Resources Management & Training – Varsity College

Contact Yvonne

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[Yvonne on LinkedIn](#)

Expertise

[Employment Law](#)

[Corporate Debt, Turnaround & Restructuring](#)

[Mining & Minerals](#)

Location

Cape Town

Language

English



- Postgraduate Diploma in Leadership Development – Stellenbosch University

Memberships

- The Ethics Institute

Experience

- **Collective Bargaining**

Chairing and/or lead wage, and terms and conditions negotiations.

- **Investigations**

Unfair discrimination, Sexual Harassment, Workplace Violence, Incompatibility.

- **Alternative Dispute Resolution**

Mediation between organizations and senior leaders or executives, drafting the relevant agreements either at the initial stages to enable mediation and/or at the end of the process to record the outcome of the process.

- **Board of Directors onboarding, training and annual attestation on ethics**

Participate in the onboarding, training and annual attestation of board of directors for some businesses outside of South Africa.

- **Wage negotiations**

Facilitating and leading of wage and terms and condition negotiations in Southern and Western Africa, as well as the UK.

- **Agreement negotiations**

Leading of recognition agreement negotiations in the aviation and financial services sectors.

- **Restructuring / retrenchment**

Facilitating and leading of large-scale restructuring / retrenchment processes.

- **Ethics Management**

Reviewing the annual ethics attestation process, championing the Ethics Management Maturity Assessment process with the Ethics Institute, introducing the new code of ethics which was dubbed the Maadili Charter – which is ethics in Swahili and outside interest and gifts policy for a listed company.

- **Cross-functional Interventions**

Participating and chairing crisis management committees, a cross-functional team, for state owned entities and a listed company. Leading the mandatory vaccination implementation team, including the legal team.

- **Mandatory vaccination**

Led the mandatory vaccination implementation team, including the litigation process.

News

Work-from-home warning in South Africa

Yvonne Mkefa, Director in the Employment Law practice, was recently featured in BusinessTech, discussing the shift from remote work back to the office in South Africa.

[Workplace disputes and legal parameters in relation to defamation, contractual interference, and repudiation](#)

In *Sephton v Anglo Operations Pty Ltd* (A2024/113960) ZAGPJHC 239, the High Court considered several key factors in its judgment. The appeal was brought against a prior ruling that granted absolution from the instance for the primary and alternative claims against the first, second, and third respondents while dismissing defamation and contractual interference claims. The court focused on whether the appellant had established a legal basis for defamation, wrongful interference with a contract, and repudiation. It examined the facts surrounding an alleged workplace harassment incident, the investigation that followed, and the contractual implications of the appellant's exclusion from the site.

[Filing of financial statements](#)

Section 683 of the Companies Act, 2015, read together with sections 686, 687, 688 and 689 of the Companies Act, requires companies to lodge financial statements for each financial year with the Registrar of Companies (Registrar).

[Keeping up with the deponents: Can an affidavit be commissioned virtually?](#)

The Justices of the Peace and Commissioners of Oaths Act 16 of 1963 (Act), read alongside the Regulations Governing the Administration of Oaths (Regulations) promulgated in terms of section 10 of the Act, regulates the commissioning of affidavits.

[CDH South Africa welcomes two renowned Directors to the firm](#)

Cliffe Dekker Hofmeyr (CDH), a leading corporate and commercial law firm, is pleased to announce the appointment of two distinguished legal professionals to key positions within the firm. As of 1 April, Yvonne Mkefa, Director, Employment Law practice, and Lebohang Mabidikane, Director, Competition Law joined the CDH ranks, bringing with them a wealth of experience and expertise in their respective legal fields.

Videos

[Webinar Recording | Labour Law Reforms: Key proposed amendments and its implications](#)

CDH experts hosted a webinar to discuss the Draft Code of Good Practice on Dismissals and the latest proposed legislative amendments following negotiations at NEDLAC.

[Webinar Recording | Preparing for the implementation of the EEA Amendments: A New Year's Gift' webinar](#)

Our Employment Law practice hosted an insightful webinar designed to help employers navigate the imminent implementation of the amended Employment Equity Act, effective from 1 January 2025.

[Webinar Recording | The new Labour Court and Labour Appeal Court rules: A roadmap to efficiency](#)

On 3 May 2024, new Labour Court and Labour Appeal Rules were published that will soon replace the existing court rules.

[Webinar recording | Retrenchment law turned on its head](#)

Podcasts

[The importance of conducting office disciplinary hearings correctly](#)

Yvonne Mkefa, Director in the Employment Law practice, recently joined DJ Sbu on Radio 2000 to discuss the importance of conducting office disciplinary hearings correctly to avoid legal consequences for employees.

[Unfair discrimination in the workplace: Not everything that is bad, inexplicable or irrational will meet the criteria for unfair discrimination](#)

The Employment Equity Act 55 of 1998 (EEA) prohibits unfair discrimination in the workplace.

[Draft Code of Good Practice on Dismissals](#)

On 22 January 2025, the Department of Employment and Labour published the Draft Code of Good Practice on Dismissals, for public comment. The draft Code aims to provide guidance regarding dismissals for misconduct, incapacity, and operational requirements.

[Workplace harassment and the need to create a safer environment for women](#)

Yvonne Mkefa, Director in the Employment Law practice joined Nompumelelo Ngubeni and MoG on Channel Africa to address Workplace harassment and the need to create a safer environment for women.

[Getting the basics right: What employers should know about workplace raids](#)

The Department of Employment and Labour has recently conducted labour inspection raids that have attracted significant attention from the media and employers.

[All news by Yvonne Mkefa →](#)