

Biron Madisa

Senior Associate



Biron Madisa is a Senior Associate in our Employment Law practice. Biron has right of appearance in the Superior Courts and has experience in various aspects of litigation concerning Employment and Labour Law in forums such as the CCMA, MEIBC, Labour Court and Labour Appeal Court. Biron's specialities include employment litigation, individual labour law, collective bargaining, and Occupational Health and Safety in Mining and Minerals.

About Biron

Biron was promoted to Senior Associate in 2026.

Credentials

Education

- LLB, University of Johannesburg
- Compliance certificate, University of Cape Town
- Registered with the Legal Practice Council

Memberships

- The South African Society for Labour Law (SASLAW)
- The Compliance Institute Southern Africa (CISA)
- Registered with the Legal Practice Council (LPC)

Experience

- Advising clients on the Labour Relations Act, Employment Equity Act and Basic Conditions of Employment Act.
- Drafting disciplinary hearing outcomes. Providing clients with legal opinions on a wide range of employment law related topics; and dealing with urgent applications, review applications and interlocutory applications.
- Advising on large scale retrenchment in terms of sections 189A of the Labour Relations Act.
- Drafting employment contracts and Codes of conduct for national and international client in respect of various African countries.
- Experience with conducting arbitration proceedings in the mining industry.

Contact Biron

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[Biron on LinkedIn](#)

Expertise

[Employment Law](#)

[Occupational Health & Safety](#)

Location

Johannesburg

Language

English

isiZulu

Sepedi

Setswana

News

[SCA reinforces strict 'no explanation, no condonation' principle for PAJA delays](#)

In the recent decision of *Van der Vyver Transport (Pty) Ltd v The Minister of Labour and Others* (1117/2024) ZASCA 58, the Supreme Court of Appeal (SCA) considered whether a review application brought under the Promotion of Administrative Justice Act 3 of 2000 (PAJA) could be heard on the merits, where there was an inordinate delay in instituting the review application and no explanation provided for the delay. The case arose in the context of assessments levied under the Compensation for Occupational Injuries and Diseases Act 130 of 1993 (COIDA).

[Jurisdiction boundaries redrawn: Constitutional Court clarifies limits of the Labour Court's jurisdiction over compensation claims arising from protected strikes](#)

In the recent decision in *South African Commercial Catering and Allied Workers Union (SACCAWU) v Massmart Holdings Ltd and Others* ZACC 11, the Constitutional Court considered whether the Labour Court has jurisdiction to consider a claim for just and equitable compensation for wrongful conduct under Section 68(1)(b) of the Labour Relations Act, 66 of 1995, as amended (LRA) which occurred during a protected strike.

[Regulations relating to the processing of data subjects' health information by certain parties](#)

The Regulations are published under the Protection of Personal Information Act 4 of 2013 (the Act) and focus on the processing, security, and transfer of health information by responsible parties. The purpose of these Regulations is to assist with the interpretation of section 32(6) of the Act, enhance transparency, and provide a framework for the information regulator on enforcement mechanism for the processing of health information of data subjects as provided in section 32(6) of the Act.

[On site, but off duty: A generous interpretation of COIDA](#)

In *Bent v Rand Mutual Assurance (Pty) Ltd* (9 December 2025), the High Court considered an appeal by the employee challenging Rand Mutual Assurance's (RMA) rejection of a claim for compensation under section 22 of the Compensation for Occupational Injuries and Diseases Act 130 of 1993 (COIDA) where the employee was injured after finishing work, but was still on the employer's premises.

[Are polygraph tests still useful in employment disputes?](#)

In the recent case of *Poggenpoel and Another v Commission for Conciliation, Mediation and Arbitration and Others* (C253/2022) ZALCCT 69 (1 September 2025), the Labour Court dealt with, among other things, the employer's reliance on its employees' refusal to be subjected to polygraph tests to justify their dismissal.

Videos

[Health and Safety in the Workplace: Occupational Health and Safety Act \(OHSA\) - Pending Amendments](#)

[Is a clear criminal history an inherent requirement of the job](#)

Biron Madisa, an Associate in the Employment Law practice joined Aldrin Sampear on Newzroom Africa to discuss Is a clear criminal history an inherent requirement of the job.

[Webinar Recording | Health and Safety in the Workplace webinar series: COIDA](#)

Health and safety is an important component of all workplaces. Watch the first webinar discussion of our Health and Safety series.

Podcasts

[Criminal charges laid by employer? An employer can still take disciplinary action!](#)

The Labour Court held that criminal charges laid by the employer against an employee can never stand in the way of that employer subjecting the employee to a disciplinary enquiry in the workplace in respect of the same charges.

[All news by Biron Madisa →](#)

Recognition

- The Legal 500 EMEA 2025-2026 recommended Biron for employment.