

Biron Madisa

Associate



Biron Madisa is an 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 sector specialities include employment litigation, individual labour law, collective bargaining, and Occupational Health and Safety in Mining and Minerals.

About Biron

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)

Experience

• Employment Law

Advising clients on the Labour Relations Act, Employment Equity Act and Basic Conditions of Employment Act.

• Employment law related matters

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.

• Retrenchment

Advising on large scale retrenchment in terms of sections 189A of the Labour Relations Act,

Contact Biron

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[Biron on LinkedIn](#)

Expertise

[Employment Law](#)

Occupational Health & Safety

Location

Johannesburg

Language

English

isiZulu

Sepedi

Setswana

- **Employment contracts**

Drafting employment contracts and Codes of conduct for national and international client in respect of various African countries;

- **Mining**

Experience with conducting arbitration proceedings in the mining industry.

News

[A mental health condition does not automatically shield an employee against a performance-based dismissal](#)

In this matter, the applicant challenged his dismissal at the Commission for Conciliation, Mediation and Arbitration, arguing that he was dismissed because of his mental health condition rather than poor work performance.

[Improving health and safety in the iron and steel sector](#)

On 26 February 2025, the Deputy Minister of Employment and Labour (Deputy Minister) addressed delegates from the iron and steel sector (sector) about the importance of improving occupational health and safety(OHS).

[Minister publishes proposed Draft Regulations for comments in terms of section 97 COIDA](#)

On 17 May 2024, the Minister of Employment and Labour (Minister) published a number of regulations in terms of the Compensation for Occupational Injuries and Diseases Act 130 of 1993 (COIDA), affording interested parties a period of 30 days to comment on the Draft Regulations. The deadline for public comment is 16 June2024.

[Determining whether the OHS Act or MHSA's safety legislation applies to processing activities](#)

In UASA-The Union v Anglo American Platinum Ltd & Others (10 May 2024: J400/23), UASA-The Union sought a declaratory order in the Labour Court against Anglo American Platinum (AAP) and its subsidiary, Rustenburg Platinum Mines Limited (RPM), declaring that certain of AAP and RPM's " Retained Operations " fell under the purview of the Mine Health and Safety Act 29 of 1996, as amended (MHSA) as opposed to the Occupational Health and Safety Act 85 of 1993, as amended (OHS Act).

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

In the recent case of O' Connor v LexisNexis (Pty) Ltd (P18/24) ZALCPE 11, the Labour Court considered, on an urgent basis, whether the refusal to appoint an individual on the basis of them having a criminal record amounted to unfair discrimination under section 6 of the Employment Equity Act 55 of 1998 (EEA).

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 recommended Biron for employment.