

Kgodisho Phashe

Senior Associate



Kgodisho Phashe is a Senior Associate in our Employment Law practice. Kgodisho has experience in various aspects of litigation concerning Employment and Labour Law in forums such as the CCMA, BCCEI, MEIBC, NBCCI; Labour Court and Labour Appeal Court. He further has experience of providing up to date and relevant opinions to clients.

Kgodisho's sector specialities include employment litigation, individual labour law, collective bargaining, and Occupational Health and Safety in Mining and Minerals.

About Kgodisho

Kgodisho joined CDH as a Candidate Attorney in 2019. He was promoted to Associate Designate and thereafter to Associate in 2021. Kgodisho is an admitted Attorney and Notary.

Kgodisho was promoted to Senior Associate in 2024.

Credentials

Education

- Bcom (Law) (Cum Laude), University of Johannesburg
- LLB (Cum Laude), University of Johannesburg
- Registered with Legal Practice Council

Memberships

- The South African Society for Labour Law (SASLAW)

News

[Navigating the balance between the right to privacy and the right of access to information in De Jager v Netcare Limited and Others](#)

The balance between the constitutional right to privacy and the right of access to information becomes especially complex in circumstances where personal data is impacted by the pursuit of justice.

Contact Kgodisho

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[Kgodisho on LinkedIn](#)

Expertise

[Employment Law](#)

[Occupational Health & Safety](#)

Location

Johannesburg

Language

English

Sepedi

[Changes to COIDA employer assessments effective 1 March 2025](#)

On 4 April 2025, the Minister of Employment and Labour published a notice announcing key changes to the prescribed assessment amounts under Section 83(8) and Section 83(2)(b) of the Compensation for Occupational Injuries and Diseases Act 130 of 1993, as amended ("COIDA").

[Navigating occupational health and safety in the digital economy](#)

The digitalisation of labour has become increasingly prevalent, necessitating a review of occupational health and safety (OHS) protocols and standards. Employers and employees face unprecedented challenges as well as opportunities in the digital workplace. On 25 March 2025, the Department of Employment and Labour released a guide titled "What Every Employer and Employee Should Know for the Digital Economy", (Guide) which addresses the risks associated with digital labour, highlights key precautionary measures and emphasises the importance of risk management by outlining a step-by-step approach to identify and minimise workplace risks.

[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.

[The steps and missteps from employers approaching mental health in the workplace: Lessons from the Court](#)

Employers are required to balance the relevant support for employees against their operational needs. The Occupational Health and Safety Act 85 of 1993, SANS regulations and South African case law provide a framework for achieving this balance. Recent judgments offer critical insights into managing mental health issues related to misconduct, incapacity and constructive dismissal.

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.

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

[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.

[Possible disciplinary action against employees for conduct outside the workplace](#)

Kgodisho Phashe, Associate Designate in the Employment Law practice joined Newzroom Afrika to chat about possible disciplinary action against employees, if their conduct outside of the workplace can link back to the employer. He explains the importance of trust in an employment relationship.

Podcasts

[Not factoring mental health into health and safety protocols could land employers in legal hot water](#)

Kgodisho Phashe, a Senior Associate in the Employment Law practice, joined Bridget Masina on SAfm to discuss the topic, "Not factoring mental health into health and safety protocols could land employers in legal hot water."

[Dress code in the workplace: What's appropriate and what's not](#)

Kgodisho Phashe, Senior Associate in the Employment Law practice joined Clement Manyathela on 702 to discuss 'Dress code in the workplace: What's appropriate and what's not.'

[Take care before you share: The dangers of social media use in the workplace](#)

Kgodisho Phashe, Senior Associate in the Employment Law practice joined Bridget Masinga on SAFM to talk about Take care before you share: The dangers of social media use in the workplace.

[The EEA Amendments & Draft Regulations: Fines, liabilities and powers of the department](#)

Employment Law Director Hedda Schensema and Associate Kgodisho Phashe discuss the sectoral numerical targets, compliance, and the fines and liabilities in terms of the Employment Equity Amendments.

[Can an employee be dismissed for refusing to obey an instruction to work overtime?](#)

Recently the labour court handed down a judgment in which it had to consider whether dismissal for insubordination was an appropriate sanction for employees who refused to obey an instruction to work overtime. The case raised important questions relating to overtime and highlighted an important aspect of section 10 of the BCEA. Employment Law experts Director Fiona Leppan and Associate Kgodisho Phashe, joined CDH Conversations to discuss the recent judgement.

[All news by Kgodisho Phashe →](#)

Recognition

- The Legal 500 EMEA 2025 recommended Kgodisho for employment.