

Jordyne Löser

Senior Associate



Jordyne Löser is a Senior Associate in our Employment Law practice. She has experience in dispute resolution and focuses on all aspects of employment and labour law in a variety of industries, be it advising and/or representing clients.

About Jordyne

Jordyne Löser joined Cliffe Dekker Hofmeyr as an Associate in 2020 and was appointed Senior Associate in 2022.

Credentials

Education

- BA (Law), University of Pretoria
- LLB, University of Pretoria
- Advanced Programme in Labour Law, University of Pretoria

Memberships

- The South African Society for Labour Law (SASLAW)

Experience

- Legal advice

Jordyne represents multinational companies and state and private entities at the CCMA, Bargaining Council and Labour Court and assists in representing at the Labour Appeal Court for, inter alia, unfair dismissal, unfair labour practice, discrimination, restraint of trade, section 197 transfers, section 189 processes, organisational rights and sexual harassment matters.

- Legal advice

Jordyne advises on data protection and privacy and investigates a wide range of complaints lodged by employees/trade unions/third parties in relation to matters that arise in or affect the workplace.

News

Contact Jordyne

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[Jordyne on LinkedIn](#)

Expertise

[Employment Law](#)

Location

Johannesburg

Language

English

What to do with that ever-complaining employee

It is not uncommon for an employer to have to contend with a disgruntled, agitated employee who regularly raises grievances and other forms of complaints relating to workplace issues or against managers or other colleagues. While employers are obligated to address grievances, at what point can they draw a line in the sand and say, "no more". For most employers, this line is a mirage because businesses operate in a rights-based environment and employers fear claims from employees of unfair discrimination, victimisation or what is known in other markets as retaliation. Previously the fear faced by employers was that a complaint that a dismissal following the lodgement of a grievance would be declared automatically unfair. The facts in *CEPPWAWU obo Mokoena v Sasol Chemical Operations (Pty) Ltd 2 BALR 105 (NBCCI)* are interesting and worth consideration by employers in a similar position.

POPIA and the disclosure of an employee's vaccination status

The Protection of Personal Information Act 4 of 2013 (POPIA) provides for the protection of personal information processed by public and private bodies. Whilst POPIA defines personal information, it also creates another category termed 'special personal information'.

Retrenched in retirement: When time no longer equals money

Employees who retire are meant to enter into new contractual relationships with their former employers. It, however, happens that the arrangements into retirement years are not properly regulated which gives rise to disputes. There have also been numerous cases which deal with claims by retired or retiring employees based on age discrimination.

Podcasts

Is 2021 bringing about a change? A consideration of mandatory vaccinations in the workplace

With businesses preparing to resume as near to "normal" operations, as is possible, and with the rollout of covid-19 vaccinations worldwide, it is unlikely that the government will impose a mandatory vaccination program across the country. The question of mandating inoculation within the employee population will therefore need to be determined by individual employers on a case by case basis. A decision to be made sooner rather than later.

Disabilities in the workplace and POPIA

Unfair discrimination against persons with disabilities is prohibited both in terms of the Constitution as well as the Employment Equity Act. The purpose of the Employment Equity Act is to promote equity and diversity in the workplace.

[All news by Jordyne Löser →](#)