

# Thato Maruapula

Associate



Thato Maruapula is an Associate in our Employment Law Practice. Thato specialises in both contentious and non-contentious employment law matters and has experience in advising both local and international clients across multiple sectors in various disputes ranging from unfair dismissal disputes, restraints of trade (restrictive covenants) and retrenchments. Thato further has experience in commercial due diligence investigations with a focus on the target entity's employment contracts, policies and employment equity practices.

## About Thato

Thato started his career at CDH as a vacation student in 2017 and thereafter joined the firm as a Candidate Attorney in 2020. Thato was retained as an Associate in the Employment Law practice in 2022. Thato joined Edward Nathan Sonnenbergs for a short while before returning to CDH in 2024.

## Credentials

### Education

- LLB, University of Pretoria (2019)
- Year of Admission: 2022
- Admitted as a Notary: 2023
- Registered with the Legal Practice Council

### Memberships

- Legal Practice Council
- South African Society for Labour Law (SASLAW)
- International Bar Association

## Experience

- Assisting clients with disciplinary, poor performance and incapacity hearings.
- Urgent applications in the Labour Court to interdict a violent strike.

## Contact Thato

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[Thato on LinkedIn](#)

## Expertise

[Employment Law](#)

## Location

Johannesburg

## Language

English

- Assisting a mining company with an inquiry in terms of section 65(1) of the Mine Health and Safety Act 29 of 1996 following a fatality at a mine.
- Assisting clients with bribery, misconduct and sexual harassment investigations.
- Assisting professional bodies with prosecuting professional misconduct cases in the financial sector.

## News

### [Does being \(falsely\) accused of racism amount to unfair discrimination?](#)

Section 6 of the Employment Equity Act 55 of 1998 (EEA) prohibits unfair discrimination and provides that harassment of an employee is a form of unfair discrimination.

### [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.

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

Advancements in technological gadgets such as smart phones and laptops, as well as the recent breakthroughs made with artificial intelligence, have undoubtedly made our lives easier by enabling us to access information seemingly at the speed of light. Furthermore, social media platforms such as Facebook, Instagram and X (formerly Twitter) have enabled users to connect and communicate with people who are on the other side of the world with a few strokes on a keyboard.

### [The abuse of business rescue proceedings in the aftermath of the COVID-19 pandemic: A debtor's paradise?](#)

Essentially, business rescue offers a rehabilitation process to companies in financial distress. At its best, business rescue creates a much-needed "win-win" solution for all the affected parties. At its worst, business rescue is used as a means to frustrate creditors from exercising their rights. Unfortunately, in the economic aftermath of the COVID-19 pandemic, more and more companies will resort to business rescue proceedings as a means to seek refuge from creditors even if the facts do not justify this. A typical example can be found in the recent judgment of Standard Bank of South Africa Limited v C and E Engineering (Pty) Ltd And Others ZAGPJHC 255 handed down by the Johannesburg High Court on 14 August 2020.

## Videos

### [Webinar Recording | Developments in Education Law and impact on private schooling](#)

Watch the recording of our expert panel who explored the impacts of recent legislation, including the Basic Education Laws Amendment Act.

### [Webinar Recording | Drugs, alcohol, and the workplace](#)

An employer must maintain a safe and healthy working environment. Watch our webinar for insights.

## Podcasts

### [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.

### [Costly Negligence in the Workplace: A Landmark Judgment.](#)

Thato Maruapula, Associate in the Employment Law practice joined Nosipho Radebe on Power FM to discuss Costly Negligence in the Workplace: A Landmark Judgment.

[The dangers of social media use in the workplace](#)

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[All news by Thato Maruapula →](#)