

Malesela Letwaba

Senior Associate



Malesela Letwaba is a Senior Associate in our Employment Law practice. His expertise lie in the area of employment and labour law litigation, with a particular emphasis on representation before dispute resolution forums such as the CCMA, various Bargaining Councils, the Labour Court and the Labour Appeal Court. In addition, Malesela advises clients on various aspects of Notarial Law.

About Malesela

Malesela completed his Articles of Clerkship with Fluxmans Attorneys in 2022, whereafter he was retained as an Associate in the Employment and Labour Department. He joined CDH's Employment Law practice as an Associate in July 2023.

Malesela was promoted to Senior Associate in April 2025.

Credentials

Education

- LLB – University of Free State
- Admitted Attorney and Notary – 2022
- Registered with the Legal Practice Council

News

[Transfer or no transfer? A consideration of the provisions of section 197 of the LRA and dismissals that flow from it](#)

Section 197(2) of the Labour Relations Act 66 of 1995 (LRA), amongst other things, states that if a transfer of a business takes place, unless otherwise agreed in terms of section 197(6), the new employer is automatically substituted in the place of the old employer in respect of all employment contracts in existence immediately before the date of the transfer.

Contact Malesela

+27 (0)11 562 1710

malesela.letwaba@cdhlegal.com

Expertise

[Employment Law](#)

Location

Johannesburg

Language

English

[Discrimination v differentiation: A remuneration dispute](#)

In 2003, the City of Johannesburg Metropolitan Municipality (Municipality) took a decision to make use of fixed-term contracts of employment for certain positions. In doing so, the Municipality invited permanent employees to convert their contracts of employment to fixed-term contracts, albeit on equal terms (converting employees). As an incentive, the converting employees were offered a salary increase of between 5% and 10%, as well as payment of an annual performance bonus.

Podcasts

[New earnings threshold effective 1 April 2025](#)

Malesela Letwaba, Senior Associate in the Employment Law practice, recently joined Bongiwe Zwane on SAfm to discuss the 'New earnings threshold effective 1 April 2025.'

[Draft Code of Good Practice on Dismissals](#)

On 22 January 2025, the Department of Employment and Labour published the Draft Code of Good Practice on Dismissals, for public comment. The draft Code aims to provide guidance regarding dismissals for misconduct, incapacity, and operational requirements.

[Understanding year-end bonuses: What are the employer's obligations](#)

Malesela Letwaba, an Associate in the Employment Law practice joined Tsepiso Makwetla on Kaya FM to discuss 'Understanding year-end bonuses: What are the employer's obligations?'

[Unequal pay for equal work: When is it discrimination](#)

Malesela Letwaba, Associate in the Employment Law practice joined Gugulethu Mfuphi on Kaya FM to discuss Unequal pay for equal work: When is it discrimination.

[Boardrooms not court rooms](#)

Boardrooms are not court rooms! In today's podcast, Anli Bezuidenhout and Malesela Letwaba discuss the differences, advantages, disadvantages, and application of formal disciplinary procedures vis-a-vis informal disciplinary procedures.

[All news by Malesela Letwaba →](#)