

Taryn York

Senior Associate



Taryn York is a Senior Associate in our Employment Law Practice. She has extensive experience in various aspects of employment law, including advising and representing clients with disputes relating to unfair labour practices, unfair dismissals and retrenchments; reviewing, vetting and drafting contracts of employment, restraint of trade agreements, independent contractor agreements and workplace policies; and conducting due diligence exercises from an employment law perspective. Taryn has appeared in various forums, including the CCMA, MEIBC, MIBCO, the NBCRFLI and the Labour Court. Taryn also provides advice to clients on a wide range of immigration related matters.

About Taryn

Taryn was admitted as an attorney in 2018. She worked as an Associate at Howes Incorporated Attorneys before being appointed by CDH as an Associate in 2021. Taryn was promoted to Senior Associate in 2024.

Credentials

Education

- LLB, University of Johannesburg
- Advanced Programme in Labour Law (cum laude), University of Pretoria
- Registered with the Legal Practice Council

Memberships

- The South African Society for Labour Law (SASLAW)

Experience

Contact Taryn

+27 (0)11 562 1732

taryn.york@cdhlegal.com

[Taryn on LinkedIn](#)

Expertise

[Employment Law](#)

[Immigration Law](#)

Location

Johannesburg

Language

English

- **General Employment Advice**

Providing clients with advice relating to dismissals for misconduct, incapacity and operational requirements.

Drafting charges for internal disciplinary hearings and chairing internal proceedings.

Assisting clients with initiating internal processes, including disciplinary hearings, grievance proceedings and incapacity enquiries.

Providing advice on a wide range of employment related matters.

Conducting due diligence exercises in order to identify non-compliance with applicable employment related legislation.

Reviewing and drafting employment contracts, restraint of trade agreements and workplace policies.

Reviewing independent contractor agreements and providing advice relating thereto.

Providing legal opinions related to a wide range of employment matters including mandatory vaccination policies, the difference between employees and independent contractors and the applicable rights associated with these relationships, and the enforceability of restraint of trade agreements.

- **Dispute Resolution**

Representing clients during arbitration proceedings at the CCMA and respective Bargaining Councils and negotiating the settlement of disputes.

Instituting proceedings and arguing disputes in the Labour Court, including review applications.

Assisting counsel in employment related proceedings at the CCMA and the Labour Court.

- **General Immigration Advice**

Verifying the validity of work-related visas.

Providing advice in relation to the appropriate work visas for employees, including intra-company work visas, general work visas and critical skills visas.

Assisting clients with compiling and submitting visa applications.

Providing legal opinions related to a wide range of immigration related matters including an employer's obligations in relation to the Immigration Act, and the consequences for failing to comply with the applicable legislation.

News

[Dismissal of a foreign national without a work visa ruled unlawful](#)

Nyakudya, a Zimbabwean national, was employed by the OR Tambo District Municipality (Municipality) on successive fixed-term contracts from 2009 to March 2022. After the expiry of Nyakudya's last fixed-term contract, the Municipality allowed Nyakudya to continue working without a new fixed-term contract.

[Cabinet approves key aspects on the employment of foreigners](#)

Cabinet announced on 28 May 2025 that it has approved both the National Labour Migration Policy (NLMP) 2025 White Paper and the Employment Services Amendment Bill, 2021 (ESAB) for implementation and submission to Parliament.

[Can there be defamation when accusations against an employee cross the line?](#)

Khanyiwe, an employee of the King Sabata Dalindyebo Municipality (Municipality), was accused by her supervisor (in the presence of other people) of stealing municipal plastic refuse bags and selling them to a hardware store. The allegations stemmed from an internal investigation following the discovery of municipal-branded bags being resold in local businesses. Khanyiwe was charged with misconduct, including theft.

[Always a Saffer - South African citizenship rights restored](#)

The Constitutional Court has now finally resolved the question regarding whether a South African citizen who has emigrated loses local citizenship when taking up citizenship elsewhere. The question first came before the High Court when political party the Democratic Alliance (DA) sued the Minister of Home Affairs challenging the constitutionality of section 6(1)(a) of the Citizenship Act 88 of 1995 (the Act).

[Foreigners with pending waiver applications, visa applications and visa appeal applications safeguarded against adverse consequences until 30 September 2025](#)

To the much-anticipated relief of many foreign nationals, on 28 March 2025, the Minister of Home Affairs, Dr Leon Schreiber extended the previous temporary blanket extension that expires today, 31 March 2025. The purpose of the latest extension is to address the visa, waiver and appeal outcomes that will not be ready for collection prior to the 31 March 2025 deadline due to amongst other things delays in the printing process. In addition, the extension would allow the Department of Home Affairs (DHA) an opportunity to focus on appeal outcomes, resultant from rejected visa applications.

Videos

[Webinar Recording | South African foreign employee landscape: quotas, compliance, and opportunity](#)

Watch our panel of experts for an in-depth exploration of South Africa's newly approved National Labour Migration Policy 2025 and the Employment Services Amendment Bill.

[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.

[Employment of Illegal foreigners What employers need to know](#)

[Webinar Recording | Immigration Compliance and Workplace Enforcement](#)

Watch our panel of experts as they discuss the intersection of immigration law, employment practices, and criminal liability for businesses.

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

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

Podcasts

[Decriminalised approach to conducting disciplinary enquiries](#)

JJ van der Walt and Taryn York discuss the fact that in South African labour law there is no place for formal disciplinary procedures that incorporate all the accoutrements of a criminal trial.

[Warning! Zimbabwean Exemption Permits expire on 30 June 2023](#)

In just under 4 weeks, all Zimbabwean Exemption Permits ("ZEP") will expire. In just under 4 weeks, all Zimbabwean Exemption Permits ("ZEP") will expire. The expiry of these ZEPs will undoubtedly affect the lives of millions of Zimbabwean nationals who have contributed, and who continue to contribute so much to the South African economy.

[Be warned of the zero-tolerance stance of the employment of illegal foreign nationals](#)

CDH's Employment Law experts, Hedda Schensema and Taryn York, discuss the warning government has sent out to South African employers, in relation to the hiring of illegal foreign workers, during the recent global mobility conference, held by Xpatweb. During the conference, government announced that it is adopting a zero-tolerance stance on the hiring of illegal foreign workers in South Africa. The Department of Home Affairs is calling upon all employers to ensure that their expatriate staff are in possession of legally obtained work visas and have confirmed that it will be taking a 'no-mercy' stance in respect of employers who do not comply.

[All news by Taryn York →](#)