

Imraan Mahomed

Director



Imraan Mahomed is a Director in our Employment Law practice. Imraan joined the practice in late 2020 having led a lateral team move of employment lawyers to CDH.

With over 20 years' experience, Imraan advises on all aspects of employment law ranging from transactions, litigation, regulatory to compliance matters impacting employment and workplace investigations both in South Africa and across other parts of the continent. His input is also sought regularly by the media on current labour law issues. He has acted as a Judge of the Labour Court on various occasions over a number of years.

Imraan has vast experience in dealing with issues affecting employers in contentious and non-contentious matters and provides strategies at collective and individual level. He has also been involved in matters related to immigration litigation in South Africa which impacts employers and senior executives as well as advising senior executives on aspects related to their own employment, directorships, and shareholding. Imraan has also been the lead attorney in various precedent setting employment related cases.

About Imraan

Imraan Mohamed joined Cliffe Dekker Hofmeyr as a Director in 2020 having led a team of employment lawyers after the restructure of the Johannesburg office of Hogan Lovells. He has practiced in the field of employment law representing business for over 20 years. Imraan commenced articles at Deneys Reitz (now Norton Rose Fulbright) in 2001 and became a Director in its employment department and practiced with the legacy firm. He left in 2007 to join Routledge Modise to expand its employment law offering where the firm at some point rebranded as Hogan Lovells in South Africa, and eventually thereafter to Lawtons Africa. Imraan has also advised clients in various jurisdictions across Africa on employment and business crime related matters.

Credentials

Education

- BCom LLB (cum laude), Nelson Mandela University
- LLM (Labour Law), University of Johannesburg
- Cer Adv Admin Law, University of Witwatersrand
- Cert Pension Fund Law II, University of Witwatersrand
- Year of admission as an attorney: 2003

Contact Imraan

+27 (0)11 562 1459

imraan.mahomed@cdhlegal.com

Expertise

Employment Law

Corporate Debt, Turnaround & Restructuring

Corporate & White Collar Investigations

Pensions & Employee Benefits

Mining & Minerals

Public Law

Immigration Law

Healthcare & Pharmaceuticals

Technology & Communications

Location

Johannesburg

Language

English

Afrikaans

- Registered with the Legal Practice Council

Memberships

- The South African Society for Labour Law (SASLAW). Gauteng Chapter Committee member and member of the SASLAW national committee.

Experience

- Imraan has vast experience in dealing with all issues affecting employers in contentious and non-contentious matters. He provides clients with effective strategies on all employment related matters, both at collective and individual level. He advises and does training across various industries. Imraan has a keen interest in post-employment restrictive law and has been the lead attorney in a number of restraint of trade. Imraan regularly advises executive management on their strategic and business critical employment related issues.

Imraan has also lead a number of business due diligence exercises, across various industries, with a focus on issues related to employment, retirement funds and immigration.

- Imraan has over the years also built an expertise which extends to dealing with business crime preemptively as well as where it becomes contentious in representing businesses. Imraan has also represented senior executives in director, shareholder and employee related matters and conducted numerous workplace investigations. He has also advised across various industries on business restructures and strategies on managing union relationships as well as dealing with picket lines disputes and other forms of industrial action disputes.
- Imraan has been the lead attorney on a number of employment related disputes which are reported judgements of the Labour Court, Labour Appeal Court and the Supreme Court of Appeal. Imraan was also consulted and provided input on a precedent setting case on anti-discriminatory workplace conduct, which was heard in the Constitutional Court.
- Imraan has been involved in several matters representing businesses where political parties have sought to intrude in workplace affairs. Imraan has assisted in the interaction with the political parties in resolving matters or where not possible in securing interdicts against the political parties to avoid their advance in workplace affairs.
- When it comes to restructuring operations of multinationals with operations in South Africa, Imraan has worked with various global clients to rationalise their local operations especially in difficult trading conditions. This would include advice on how to deal with unions and employee representatives in large scale redundancies.
- Imraan has over the years worked with employment law colleagues from across the globe on matters in the domestic market and also in other parts of Africa.
- With the privatization of portions or parts of the South African economy, Imraan has advised a range of clients in employment related aspects of privatization initiatives which impact business at the stage of tender submission through to the actual transaction.
- Imraan is often retained by employers to advise on how to manage executive terminations from the point of concept to effecting the actual termination and thereafter dealing with post termination litigation.
- Imraan has acted as the initiator of internal proceedings for several employers in varying industries and from time to time takes on the opportunity to also chair internal processes on behalf of employers or preside over the appeal stage of internal processes.

News

Significant increase in the cost of ID verifications to be applied with effect from 1 July 2025

ID verifications are a common practice in employment and human resources.

[Determining the forum: The jurisdictional boundaries of courts in employment disputes](#)

The appellant is Dario Investments, which carries on business in the food retail sector and owns and operates Tembisa Super Spar. The respondents were former employees of the appellant and members of a trade union.

[Can an employee be retrenched if the job still exists in another form?](#)

When an employee is retrenched but their responsibilities are simply redistributed, can they argue that the position was not genuinely redundant? What if they believe that the employer failed to consider alternatives such as bumping or transferring them to another role? These questions were recently addressed by the Labour Court in *De Weijer v Babcock Africa Services (Pty) Ltd* (JS195/21) ZALCJHB 193 (19 May 2025).

[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.

[Archival of Labour Court claims: Is there any certainty?](#)

In *Gololo v Limpopo Department Economic Development Environment and Tourism and Others* (JA80/2024) ZALAC 30 (9 May 2025), the Labour Appeal Court (LAC) had to decide on the effect of procedural delays and the archiving of files under the (now repealed) Practice Manual of the Labour Court (Practice Manual).

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 | 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.

[The Art of Corporate Revival: Exploring Effective Turnaround Tools & Strategising](#)

CDH hosted a panel discussion titled "The Art of Corporate Revival: Exploring Effective Turnaround Tools & Strategising."

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

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

[Webinar recording | Immigration implications of the right to work in South Africa](#)

Employment Law Director Imraan Mahomed and Senior Associate, Taryn York together with Andreas Krensel from IBN Immigration Solutions, hosted a webinar on immigration implications of the right to work in South Africa.

Podcasts

[Employment of Illegal foreigners](#)

At CDH, we recognise that immigration law has never been more critical. Imraan Mahomed, Director in our Employment Law practice joined SAfm to discuss employment of Illegal foreigners.

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

Imraan Mahomed, Director in the Employment Law practice joined Ashraf Garda on SAfm to discuss Employment of Illegal foreigners: What employers need to know.

[The EEA Amendments & Draft Regulations: The impact and why employers must submit representations](#)

Imraan Mahomed led the discussion with JJ van der Walt on the expected, yet rather uncertain, impact of the imminent promulgation of the EEA amendments and the recently published draft regulations proposing eighteen economic sectors and numerical targets determined by the Minister.

[Union Representation: It's my union and I'll cry if I want to](#)

Unions have extensive rights under South African law. The rights of a union to bargain was however in 2020 curtailed by the Constitutional Court when the court found that a union was restricted to organising within the scope of its constitution. But can a union represent its members in litigation processes? This is where the members are employed in an industry which falls outside the scope of the unions constitution. The Labour Appeal Court has recently considered this question which is discussed in this podcast

[Reflecting on 2021 and navigating 2022](#)

Our Employment Law team hosted their first webinar where they reflected on 2021 and identified key themes for 2022.

[All news by Imraan Mahomed →](#)

Recognition

- Chambers Global 2021–2022 ranked Imraan Mahomed in Band 2 for employment and in Band 3 from 2014–2020.
- The Legal 500 EMEA 2020 – 2025 recommended him for employment.