

# Nadeem Mahomed

Director



Nadeem Mahomed is a Director in our Employment Law practice, and Knowledge Management Department.

## About Nadeem

Nadeem joined CDH in 2022. Prior to that, Nadeem worked in the employment law department at a corporate law firm and consulted independently in the area of employment law. He served as a legal clerk to Justice Chris Jafta at the Constitutional Court and has occupied research positions at the University of Cape Town and the University of Johannesburg.

Nadeem was promoted to Director in 2024.

## Credentials

### Education

- BA Law (Philosophy & Law), University of the Witwatersrand
- LLB, University of the Witwatersrand
- Year of admission as an Attorney: 2011
- Hons (Semitic Languages and Cultures), University of Johannesburg
- Masters (Religion Studies), University of Johannesburg
- PhD (Religion Studies), University of Johannesburg
- Registered with the Legal Practice Council

## Experience

- Nadeem has advised clients, in both the private and public sector, on an array of employment related aspects including transactional, litigious, dispute resolution, regulatory, compliance and human resources matters. In addition, Nadeem has lectured and held positions at academic institutions where his research was published and mentored students.

## News

## Contact Nadeem

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## Expertise

[Employment Law](#)

## Location

Johannesburg

## Language

English

### [Another episode of fabricated citations, real repercussions: South African courts show no tolerance for AI-hallucinated cases](#)

Following *Mavundla v MEC: Department of Co-Operative Government and Traditional Affairs KwaZulu-Natal and Others ZAKZPHC 2*, South African courts have again confronted the issue of AI-generated fictitious legal citations.

### [Reinstatement, Back Pay, and Employer Obligations](#)

Mr Mavundla was dismissed by Gotcha Security Services on 6 March 2019. The CCMA reinstated him with effect from 1 August 2019, ordering payment of R52,200 for the period from dismissal to reinstatement. When Mavundla reported for duty on 1 August 2019, Gotcha Security refused to accept his services, citing a potential review application.

### [Dealing with discrimination based on language, culture and bias in the workplace](#)

A decision by the Labour Court of South Africa dealt with the consequences of workplace discrimination and harassment. The court found the Gauteng Department of Education (Department) liable for unfair discrimination and harassment against Melissa Padayachee, a Black woman of Indian descent who was employed as a social worker at the Ezibeleni School for Physically Disabled Children in Katlehong.

### [Jurisdiction in cross-border employment disputes: A clarification by the Labour Court](#)

With some businesses and entities moving towards an increasingly globalised workforce, questions surrounding jurisdiction in labour disputes involving employees working abroad for domestic employers have become both complex and critical. South African labour law has, until recently, grappled with the issue of whether domestic dispute resolution forums, such as bargaining councils or the Commission for Conciliation, Mediation and Arbitration (CCMA), retain jurisdiction where an employee is domiciled or performs their duties abroad, but remains employed by a South African entity or entered into an employment agreement in South Africa, or through, a South African entity. The Labour Court provides important clarification in the case of *Naidoo v Khosa NO and Others (JR1346/22) ZALCJHB 131*.

### [Unchecked AI, unseen dangers: What the DeepSeek breach means for SA companies and POPIA compliance](#)

DeepSeek, a prominent competitor in the artificial intelligence (AI) marketplace, recently faced a significant security incident when an unsecured ClickHouse database exposed over a million lines of sensitive information, including chat histories, secret keys and backend details. This vulnerability granted unauthorised access to potentially confidential data and system resources, raising critical concerns about AI security and data protection.

## Videos

### [Webinar Recording | AI and the law: Navigating risks, realising opportunities](#)

A panel of experts hosted a webinar exploring how artificial intelligence (AI) is reshaping the legal landscape.

### [Webinar Recording | Preparing for the implementation of the EEA Amendments: A New Year's Gift' webinar](#)

Our Employment Law practice hosted an insightful webinar designed to help employers navigate the imminent implementation of the amended Employment Equity Act, effective from 1 January 2025.

### [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 | Retrenchment law turned on its head](#)

## Podcasts

#### [Strategies to combat workplace harassment and promote an equal and safe working](#)

CDH is excited to bring another episode in our CDH Conversations Women's Empowerment series as part of commemorating Women's Month this year.

#### [Legal protections for LGBTQ+ women in the workplace](#)

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#### [Year-end bonuses and benefits](#)

Professional Support Lawyer, Nadeem Mahomed from CDH's Employment Law practice joined SAFM Weekend View Show to discuss whether companies are liable by law to pay employee bonuses.

#### [Part 1 - The Employment Equity Act](#)

This is the first episode of a series of short podcasts where our Employment Law experts unpack the implications of the recent Employment Equity Amendments on employers. This episode features Practice Head Aadil Patel, and Professional Support Lawyer Nadeem Mahomed.

[All news by Nadeem Mahomed →](#)