

# Leila Moosa

Senior Associate



Leila Moosa is a Senior Associate in our Employment Law practice. She is versed in the breadth of employment related matters. This includes disputes (CCMA and Labour Court appearances), investigations, advisory, contract and deal support. Leila has an acute understanding of cross-border business, having advised numerous multinational regional teams (typically advising EMEA HR executives).

## About Leila

She obtained an MBA from Warwick Business School with a view to improve the practical effectiveness and strategic import of her legal advice, particularly given the dynamic nature of markets that demand enhanced value output. In her work, Leila seeks to leverage her refined legal skills and enhanced business operations understanding and experience to provide innovative, commercially driven, legally compliant, user-focused solutions that maximise business value.

Leila commenced articles of clerkship at Bowmans in 2016 and retained as an Associate in their Employment and Benefits practise. In 2021 Leila was awarded a Chevening Partner scholarship to pursue her MBA at Warwick Business School in 2021/2022 academic year. After completing her MBA, Leila gained business operations experience working as the Senior EA to the CEO of Ozow (Pty) Ltd before joining Cliffe Dekker Hofmeyr as a Senior Associate in its Employment Law practise on 1 March 2023.

## Credentials

### Education

- BA (with distinction in isiXhosa Communication), University of Cape Town: 2013
- LLB, University of Cape Town: 2015
- Admission as an Attorney: 2018
- Admission as a Notary Public: 2018
- MBA (with distinction, graduating in the 10% of the FT MBA cohort), University of Warwick: 2022
- Enrolled with the Legal Practice Council

## Experience

- Co-advised publicly traded retail company on employment aspects of its 100% share acquisition of a premium kitchenware business with deal value of ZAR 450million – ZAR 500million. Detected policy and contractual benefit

## Contact Leila

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[Leila on LinkedIn](#)

## Expertise

[Employment Law](#)

[Oil & Gas](#)

## Location

Cape Town

## Language

English

discrepancy risks. Negotiated warranties and corresponding indemnities to ensure alignment post acquisition.

- Reviewed legal and business risks of one of the largest internet service providers in South Africa as part of a business consortium's bid to purchase it. Identified material risk that 2 key employees did not have employment agreements with the correct entity and inserted warranties and corresponding indemnities to action those contracts if the deal proceeded.
- Led cross-border team of >15 legal practitioners from 7 African jurisdictions to research and develop a UN commissioned regional submission on UN Guiding Principles Business and Human Rights and judicial mechanisms. Leveraged professional relationships to engage local counsel in each jurisdiction pro bono.
- Created commoditised suite of dynamic Covid-19 regulatory compliant documents, which were updated in accordance with legal and regulatory changes, optimising lawyers' time and increasing user / client value by ~60%
- Co-prosecuted allegations of statutory and regulatory non-compliance, including alleged financial misconduct, against South African local government Executive Director. Managed statutorily prescribed client, witness, and administrative stakeholder streams, providing strategic advice to client to ensure compliance and to manage public optics.
- Investigated and reported on allegations of misconduct, including alleged interference with tender irregularity reporting, against senior, local government politician.
- Co-advised the board of largest federation of organised business in South African private sector (Business Unity South Africa) on legal collective bargaining strategy to interdict national bank protest action involving 50,000+ employees. Developed legal argument instrumental in obtaining successful interdict a quo.
- Led cross-functional team in alleged automatically unfair dismissal and unfair discrimination disputes pro bono. Negotiated settlement of 9 months' remuneration, reducing trial opportunity costs by ~75%.
- Co-advised a fiduciary services and private wealth management company on restrictive covenant breaches in respect of 4 top management employees, securing court sanctioned settlement which enforced the substantive covenants client sought to protect.
- Co-advised Regional President and EMEA HR VP of American multinational financial services corporation on i) confidential full and final mutual separation from senior executive facing allegations of serious misconduct for contraventions of global company culture policy and ii) strategic response to senior employee making damaging allegations in the public domain involving inter alia alleged harassment.
- Appeared as lead attorney on behalf of South Africa's second largest supermarket chain in a dismissal dispute in the Labour Court. Secured judgment in client's favour. Review dismissed, without an order as to costs.

## News

### [Alive or dead? The status of an archived review application and the effect of security on enforcement of an arbitration award](#)

Sections 145(7) and (8) of the Labour Relations Act 66 of 1995 (LRA) provide that the institution of review proceedings does not suspend the operation of an arbitration award (award), unless the applicant furnishes adequate security.

### [Deal or no deal? Procedural fairness guidelines when an independent chairperson rejects a plea agreement](#)

The Labour Appeal Court (LAC) in *SAPS v Mkonto & Others* (PA 8/24, 8 January 2026) has set out clear guidelines for how an independent chairperson in a disciplinary enquiry may accept or reject plea-bargain agreements in a procedurally fair manner.

### [Safe to teach, safe to learn: Legal ways to stop bullying and harassment](#)

The recent, horrific assault of a learner at a Western Cape school has once again thrust the issue of bullying and violence in schools into sharp focus, underscoring that South Africa continues to record among the highest rates of school bullying globally.

### [Fixed-term contracts: Is early termination on notice lawful?](#)

In *Solidarity obo Nel RH v Paramount Aerospace Systems (Pty) Ltd* (JS72/2024) ZALCJHB 423, the Labour Court revisited whether an employer may end a fixed-term contract (FTC) before its expiry by giving contractual notice. Many employers assume that simple notice is sufficient, regardless of the underlying reason for dismissal. This judgment clarifies the distinction between contractual lawfulness and fairness under the Labour Relations Act 66 of 1995 (LRA), and offers practical guidance for those engaging employees on FTCs.

### [Labour Appeal Court finds that security remains valid despite a review being archived](#)

In CEPPWAWU obo Tabata v Aspen Pharmacare Ltd (PA17/2024) ZALAC 43 (24 July 2025), the Labour Appeal Court (LAC) confirmed that the archiving of a review does not strip the security of its effect to stay the enforceability of an arbitration award. An arbitration award remains suspended until the review application is finally determined, either on the merits or dismissed through an interlocutory application. Therefore, an employee cannot seek to enforce the award.

## Videos

### [Recommendation for employers to reintroduce work from home policies](#)

Leila Moosa, Senior Associate in the Employment Law practice, was recently featured on Hilaal TV with Fahraaz Patel, where she discussed calls for employers to reconsider work-from-home policies in light of rising fuel costs.

### [Webinar Recording | Labour Law Amendments 2025: Potential changes and what to do next](#)

Watch this webinar where our Employment Law experts unpack the Labour Law Amendment Bill (2025).

### [Navigating quiet cracking in the workplace](#)

Leila Moosa, Senior Associate in the Employment Law practice, was recently featured on eNCA with Abigail Visagie, where they discussed "Quiet Cracking" in the workplace: What employers can do to help.

### [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.

### [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.

## Podcasts

### [Workers' Day reflections: Are workplaces truly fair for women?](#)

As we recently marked International Workers' Day, Labour Day, and Workers' Day on 1 May across our offices, CDH Conversations brings you a timely and thought-provoking episode from our Women's Empowerment Series.

### [Certificates of Compliance and Harassment Awards](#)

In this episode of the CDH Conversations podcasts, Anli Bezuidenhout and Leila Moosa in the Employment Law practice unpack the growing importance of Certificates of Compliance under the Employment Equity Act, 55 of 1998 (EEA).

### [Constitutional Court redefines parental leave: Key implications for employers and professionals](#)

Our dynamic Employment Law experts, Anli Bezuidenhout (Director), along with Lee Masuku and Leila Moosa (Senior Associates), were recently featured on Cape Talk, Fine Music Radio, and Kaya FM, respectively, where they discussed: 'Constitutional Court redefines parental leave: Key implications for employers and professionals.'

### [The right to disconnect in South African employment law](#)

In this episode of CDH Conversations, Anli Bezuidenhout and Leila Moosa in the Employment Law practice, discuss the right to disconnect in employment law, highlighting international trends and the current South African landscape.

### [Mental Health Awareness Month: Tips for employers to support their employees](#)

Leila Moosa, Senior Associate in the Employment Law practice, joined Lebogang Mabange on Channel Africa to discuss 'Mental Health Awareness Month: Tips for Employers to Support Their Employees.'

[All news by Leila Moosa →](#)