

# Leila Moosa

Senior Associate



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 the Employment Law practise on 1 March 2023.

## About Leila

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## 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

## News

### The review test restated

In the recent judgment of *Makuleni v Standard Bank of SA (Pty) Ltd and Others* 44 ILJ 1005 (LAC), the Labour Appeal Court (LAC) reaffirmed the test for the review of a Commission for Conciliation, Mediation and Arbitration (CCMA) arbitration award. Interestingly, the LAC was critical of the arbitrator for not allowing legal representation in arbitration proceedings that became protracted and seemingly chaotic.

## Contact Leila

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[Leila on LinkedIn](#)

## Expertise

[Employment Law](#)

## Location

Cape Town

## Language

English

### [Failure to promote an employee to a restructured position in a retrenchment process: Can this constitute an unfair labour practice?](#)

In *Telkom SA Ltd v Commission for Conciliation, Mediation and Arbitration and Others* 40 ILJ 1093 (LC), the primary issue that the court was required to decide was whether the failure to appoint an employee to a more senior position, after their existing position was made redundant, as part of an alternative to retrenchment during a section 189 process constitutes an alleged unfair labour practice dispute related to promotion.

## Videos

### [Menstruation leave](#)

Leila Moosa, a Senior Associate in our Employment Law practice talks to eNCA about menstruation leave and employment law.

## Podcasts

### [Understanding Strikes in South Africa: Insights for Employers](#)

As South Africa grapples with a surge in industrial action and violent strikes, it is imperative for employers to stay abreast of South Africa's labour laws to mitigate risks effectively and to safeguard their interests.

### [Proposed changes to maternal leave](#)

Senior Associate Leila Moosa from CDH's Employment Law practice joined Clement Manyathela on Cape Talk to discuss the proposed changes to maternal leave and what they may mean for fathers.

### [Resignations: Debunking misconceptions](#)

In this podcast Gillian Lumb and Leila Moosa debunk some of the misconceptions surrounding resignations

### [Preparing for the Department](#)

Prof Hugo Pienaar and Leila Moosa discuss employment policy and procedure requirements that employers should have front of mind when considering how the employment equity amendments may impact their business and its implementation of the Employment Equity Act, 1998.

[All news by Leila Moosa →](#)