

# Leila Moosa

Senior Associate



Leila commenced articles of clerkship at Bowmans in 2016 and retained as an Associate in their Employment and Benefits practice. 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 practice 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

### What employers can expect from the labour inspector

The labour inspectorate does not require a warrant or any notice to enter a workplace

### Agreed demotion and duress

The judgment of the Labour Court in Komatsu Mining Corporation Group v Metal and Engineering Bargaining Council and Others (JR2725/21) ZALCJHB 361 deals with two core principles.

## Contact Leila

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[Leila on LinkedIn](#)

## Expertise

[Employment Law](#)

## Location

Cape Town

## Language

English



### What would the “reasonable employer” do?

On 8 July 2024 the High Court of South Africa, Free State Division, Bloemfontein delivered judgment in the decade-long case of Louw v Fourie NO and Another (3074/2016) ZAFSHC137. The matter involved Tilana Alida Louw, a theatre manager at Netcare Universitas Hospital in Bloemfontein who was pursuing a claim for damages under the actio iniuriarum in the amount of R627,000 (with interest and costs) against Dr S P Grobler, the first defendant, and Netcare Universitas Hospital, the second defendant. Grobler had conducted a private practice at Netcare and had performed surgeries at the hospital’s surgical theatres, making use of its staff

### 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.

### 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

### 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.

### Webinar Recording | Drugs, alcohol, and the workplace

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

### The right to disconnect from work-related communications

Leila Moosa, Senior Associate in our Employment Law practice joined Rofhiwa Madzena on eNCA to unpack the right to disconnect from work-related communications outside of working hours, in light of increasing international trends that recognise this right in varying degrees.

### Menstruation leave

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

## Podcasts

### 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.'

### [Getting the basics right: What employers should know about workplace raids](#)

The Department of Employment and Labour has recently conducted labour inspection raids that have attracted significant attention from the media and employers.

### [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

[All news by Leila Moosa →](#)