

# Anli Bezuidenhout

Director



Anli Bezuidenhout is a Director in our Employment Law practice. Anli has advised both local and international clients on all aspects of South African employment law. Anli specialises in individual labour law and has vast experience in assisting clients with employment related due diligences for the purpose of potential mergers and acquisitions.

## About Anli

Anli joined CDH as a Candidate Attorney in 2012. She was appointed as an Associate in 2014 and was promoted to Senior Associate in 2016. Anli has extensive experience in all matters employment related and has advised both local and international companies in various sectors. Anli specialises in individual labour law and is based in Cape Town, while working for a Johannesburg team. Anli was appointed as a Director in 2021.

## Credentials

### Education

- LLB, University of Stellenbosch
- Admission as an attorney: 2014
- Post-graduate diploma in Labour Law, University of Cape Town.
- Executive and Management Coaching, University of Cape Town: 2020
- Registered with the Legal Practice Council

### Memberships

- South African Society for Labour Law
- Member of the Western Cape Management Committee of SASLAW (2016 – 2019)

## Experience

- CCMA and Labour Court disputes

Anli has advised clients in disciplinary proceedings, suspensions, investigations and defending CCMA or Labour Court disputes. She has chaired and prosecuted disciplinary enquiries, including mass disciplinary enquiries. She also has experience in advising on large scale and small-scale retrenchments and defending any subsequent disputes.

## Contact Anli

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## Expertise

Employment Law

Corporate & White Collar Investigations

Technology & Communications

## Location

Cape Town

## Language

English

Afrikaans

- **Employment related due diligences**

Anli has conducted numerous employment related due diligences for various public and high profile mergers and acquisitions. She has experience with urgent applications to interdict unprotected strikes, picketing and breach of restraints of trade.

- **Drafted several legal opinions**

Anli has also drafted several legal opinions for local and international clients on compliance, procedure and strategies regarding all aspects of South African employment law, including the drafting of contracts of employment and employment related policies.

- **Presents training**

Anli presents training on developments in the law, best practice for industrial relations and how to decriminalise disciplinary proceedings, both at internal webinars, but also on various media platforms.

## News

### [Boardrooms are not courts: The decriminalised approach to workplace discipline](#)

Misconduct is inevitable in every workplace, but not each instance of misconduct is always addressed as the disciplinary process can feel overwhelming.

### ["All parents of whatever stripe": Changing the landscape of parental and maternity leave](#)

On 25 October 2023, the Gauteng High Court per Sutherland DJP handed down judgment declaring the provisions of the Basic Conditions of Employment Act, 75 of 1997 ("BCEA") relating to maternity-, parental-, adoption- and commissioning parental leave and the relevant provisions of the Unemployment Insurance Act, 63 of 2001 ("UIA") unconstitutional and invalid for falling foul of the rights to equality and dignity in terms of sections 9 and 10 of the Constitution of the Republic of South Africa, 1996("Constitution").

### [Do employers need to retrench fixed-term employees at the end of their contracts?](#)

In *Dumisani Yeko v Red Mining South Deep (Pty) Ltd (LC) JS633/18*, the employer dismissed the fixed-term employee following the termination of the tender rail contract awarded to it by a joint venture, Gold Fields. The duration of the employee's employment was linked to the rail contract.

### [WEBINAR RECORDING | The new code on violence and sexual harassment](#)

### [WEBINAR RECORDING | From disaster to recovery: The time to act is now](#)

As we transition out of the National State of Disaster, we are stepping into the oft-proclaimed "new normal".

## Videos

### [A Changing Workplace: Diversity, Retention and Flexibility](#)

Employment Law experts hosted a webinar titled - A Changing Workplace: Diversity, Retention and Flexibility.

## Podcasts

### [Boardrooms not court rooms](#)

Boardrooms are not court rooms! In today's podcast, Anli Bezuidenhout and Malesela Letwaba discuss the differences, advantages, disadvantages, and application of formal disciplinary procedures vis-a-vis informal disciplinary procedures.

### [Mandatory vaccinations in the workplace](#)

Anli Bezuidenhout, Director in the Employment Law practice joined Channel Africa to discuss mandatory vaccinations in the workplace. She explains the importance for employers to conduct risk assessments before implementing mandatory vaccinations, and that there are still grounds for employees to object to having the vaccination.

#### Disciplining of employees for activities outside of the workplace

Anli Bezuidenhout, Director in our Employment Law practice joined Channel Africa to discuss the disciplining of employees for activities outside of the workplace. She explains that if there is a link between the conduct and the workplace, this could lead to a disciplinary process.

#### COVID-19 mandatory vaccine policy

Anli Bezuidenhout, Director in our Employment Law practice joined Cape Talk to discuss the directive that was issued regarding the COVID-19 mandatory vaccination policies. She explains the importance for employers to undertake a risk assessment, and the need for a consultation process before the policy is to be implemented in their workplace

#### Drinking alcohol during working hours at home

Senior Associate, Anli Bezuidenhout joined Radio Sonder Grense to discuss drinking alcohol during working hours at while working from home.

[All news by Anli Bezuidenhout →](#)

## Recognition

- Market recognition
  - The Legal 500 EMEA 2021-2023 recommended Anli for employment.