



## Gillian Lumb

### Director

Gillian Lumb is a Director in our Employment Law practice. She has extensive experience in all aspects of employment law, including drafting contracts of employment and employee policies and procedures; furnishing advice on restructuring and retrenchments; furnishing advice on the employment law implications of the transfer of a business as a going concern; conducting due diligence exercises from an employment law perspective.





### Practice areas

Employment Law

### Sectors

Employee Benefits  
Agriculture, Aquaculture & Fishing

### Contact Details

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### Career

Gillian began her career in 1996 as a Candidate Attorney and was appointed as an Associate at Syfret Godlonton-Fuller Moore (now Cliffe Dekker Hofmeyr) in 1998. In 2000 Gillian was promoted to Senior Associate and became a Director in 2001.

### Experience

#### General advice

- Providing advice on selection and recruitment.
- Drafting employment contracts and letters of appointment.
- Conducting compliance audits.
- Drafting disciplinary codes and procedures and grievance procedures.
- Furnishing advice on dismissals related to misconduct, poor performance, ill-health and operational requirements.
- Chairing internal company disciplinary enquiries and appeals.
- Representing clients at internal company disciplinary enquiries and appeals.
- Providing advice and guidance on the holding of internal company disciplinary enquiries and appeals.

- Advising corporate clients on various strategic issues such as the labour-related implications of mergers and retrenchments.
- Providing advice and opinions in regard to a wide range of non-litigious employment law matters (and commercial matters with employment law implications) such as the restructuring of a business and transfers of a business as a going concern.
- Conducting large-scale facilitated retrenchment processes.

### **Trade Unions**

- Involved in liaising and negotiating with trade unions on behalf of corporate clients.
- Representing clients at wage negotiations, during strike action and lock-outs, consultations regarding the implementation of strike and picketing rules, retrenchments and other matters involving collective bargaining or mutual interests such as negotiating changes to codes and procedures.

### **Dispute Resolution**

- Represented numerous parties in proceedings under the Labour Relations Act No 66 of 1995 at the Commission for Conciliation, Mediation and Arbitration, Bargaining Councils, the Labour Court, and the Labour Appeal Court.
- Negotiating settlements of labour disputes.

### **Seminars and Workshops**

- Presents seminars on the Labour Relations Act and other labour legislation.
- Conducts workshops regarding various aspects of IR and labour practice.
- Training on negotiation.
- An invited guest speaker at symposiums and conferences regarding labour legislation.

### **Market Recognition**

- Chambers Global 2021 ranked Gillian in Band 3 for Employment and from 2017 - 2020 she was ranked in Band 4 for Employment.
- Legal 500 EMEA 2017-2021 recommended Gillian in employment. In 2010 and 2012 - 2014 she was recommended in labour and employment and commended her for having 'excellent credentials'.

### **Education**

- BA LLB, University of Cape Town
- Year of admission as an attorney: 1998
- Enrolled with the Legal Practice Council

### **Memberships**

- Cape Law Society Awarded honorary membership of SASLAW (The South African Society for Labour Law) after serving as President and committee member of the Western Cape committee for several years, member of the National committee for 2 years and a Cape Town liaison on the World Congress Local Organising committee,
- XXI International Society for Labour & Social Security Law World Congress 2015.
- Member of the Pension Lawyers Association

## Languages

English