



Audrey Johnson
Executive | employment
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"no boundaries"

practical experience

Audrey Johnson is an executive in ENSAfrica's employment department. She specialises in advising clients on their obligations in terms of all employment legislation (including the Labour Relations Act, the Basic Conditions of Employment Act and the Employment Equity Act) and on all employment law related issues such as dismissals, unfair labour practices, unfair discrimination, retrenchments (including large scale retrenchments), restructuring, transfers of employment in terms of section 197, changes to terms and conditions of employment and collective bargaining.

Audrey's experience includes litigating in the Commission for Conciliation, Mediation and Arbitration, the Labour Court and the High Court in unfair dismissal disputes, unfair labour practice claims, unfair discrimination claims, disputes relating to the interpretation and application of collective agreements, contractual claims and restraint of trade applications.

She has experience drafting all employment related contracts including indefinite and fixed term contracts of employment, independent contractor or consultancy agreements, restraint of trade agreements, labour supply agreements, recognition and collective bargaining agreements and agreements in terms of section 197 of the Labour Relations Act. In addition, she assists clients in the preparation of any employment related policies, procedures and employee handbooks.

More recently, Audrey has developed a particular interest in sexual harassment and has acted for and advised clients on sexual harassment claims, reviewed sexual harassment policies and presented training programmes to clients that are aimed at helping them to prevent and deal with sexual harassment. She has published articles in the media and presented talks on the topic.

Audrey has assisted corporate clients with conducting internal disciplinary hearings, counselling employees with regards to poor performance and conducting poor performance enquiries.

She has published articles in the media on employment related matters and has presented at in-house training courses for clients as well as at seminars to the public.

Audrey is recognised as a leading/recommended lawyer by:

- Best Lawyers® 2021, 2020 – Labour and Employment law (South Africa)

Audrey has also sat as an Acting Judge of the Labour Court of South Africa.

qualifications

- LLB (distinction) (University of the Witwatersrand)
- BCom (University of the Witwatersrand)
- Admitted as an attorney in the High Court of South Africa

