



Itayi Gwaunza
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"ours is to provide innovative, trend-setting and lasting solutions to clients"

practical experience

Itayi Gwaunza is an Executive at ENSafrica in the employment practice. He specialises in all employment law matters including litigation matters (such as appearances for trials, applications and arbitrations at the Labour Court, Labour Appeal Court, CCMA and Bargaining Councils dealing with unfair dismissal disputes, unfair labour practice disputes, unfair discrimination disputes, restraint of trade disputes, collective bargaining/organizational rights disputes, protected disclosure/whistle-blower disputes and section 197 disputes) and non-litigation matters (such employment-related opinions, drafting employment contracts, independent contractor agreements, consultancy agreements, section 197 agreements, restraint of trade agreements, recognitions agreements, policies and procedures, due-diligences, compliance-checks and audits, occupational health and safety).

Itayi also advises boards of directors, board committees, executive committees and management committees on all employment law matters. He has presided over and prosecuted internal enquiries at several clients – such as disciplinary enquiries, performance enquiries, grievance hearings etc. Itayi has been an acting judge in the Labour Court, during which period he wrote several judgments.

Itayi has advised clients on employment matters in several countries on the African continent, he has written several articles on employment matters and he has also facilitated workshops and seminars on a number of employment related topics.

Itayi is recognised as a leading/recommended lawyer by:

- Best Lawyers® 2022, 2021, 2020 – Labour and Employment Law (South Africa)

qualifications

- BA (University of Cape Town)
- LLB (University of Cape Town)
- Admitted as an attorney of the High Court of South Africa