



## Stuart Harrison

Executive | retirement funds, employment  
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"there is a hunger, passion and worry for clients' problems amongst those who practise at ENSafrica - that's what makes it great"

### practical experience

Stuart Harrison is an Executive at ENSafrica in the employment practice. He specialises in all aspects of employment law, including administrative law, executive appointments and dismissals, compensation and remuneration, employment data protection, as well as union recognition, collective bargaining and restraint of trade matters.

He has acted and appeared for clients in various litigious matters in the Labour Courts, High Court and the CCMA (Commission for Conciliation, Mediation and Arbitration) and he has conducted extensive employee eviction litigation in the Land Claims Court.

Stuart's experience includes global mobility arrangements and drafting split employment contracts for employees rendering services in multiple jurisdictions, litigation against former executives for the recovery of unauthorised expenditure incurred in breach of fiduciary duties, test case litigation on second generation outsourcing, drafting agreements for clients with labour brokers and the formation of employers' organisations and preparing bargaining council main agreements, and litigating on discrimination law. He has also worked extensively on issues around and the employment law consequences relating to mergers and acquisitions. He has extensive advisory experience, having assisted in dealing with disciplinary, poor performance, absenteeism and other forms of incapacity matters and rooting out theft rings operating within workforces, as well as successfully running large-scale retrenchment exercises for employers. He also has experience in employee benefits and pension law.

He is the co-author of chapters on South African labour law for a number of international comparative employment law publications, such as the Littler Mendelson Guide to International Employment and Labour Law, the Law Business Research's Employment Law Review and the Centre for International Legal Studies' International Employment Law publication. He has served as an independent trustee for commercial umbrella funds as well as pension, provident, preservation and retirement annuity funds.

Stuart regularly presents at client seminars, training courses, workshops, and has been a speaker at various public seminars and conferences on numerous issues, including labour brokers, second generation outsourcing, white-collar crime, pension law and ensuring legal and tax compliance in employment contracts and policies.

Stuart is a past co-chairman of the International Bar Association's Discrimination and Equality Law Committee and he has been a moderator and speaker and a number of international conferences on employment and discrimination law, including in Delhi, New York, Amsterdam, London, Rome and Mexico City.

Stuart is recognised as a leading/recommended lawyer by:

- Chambers Global Guide 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015 –

Employment (South Africa)

- The Legal 500 EMEA 2022, 2021, 2020, 2019, 2018, 2017, 2016, 2015 – Labour and Employment - Recommended / Key Lawyer (South Africa)
- Best Lawyers® 2022, 2021, 2020, 2019, 2018, 2017, 2016 – Labour and Employment (South Africa); 2022 - Employee Benefits Law (South Africa)
- Who's Who Legal 2019, 2016 – Labour and Employment (South Africa)

## **qualifications**

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

