



## Claire Nolan

Associate | employment  
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"You can't go back and change the beginning, but you can start where you are and change the ending" - C.S Lewis

### practical experience

Claire Nolan is an Associate in ENSafrica's employment department.

She specialises in Employment Law – Commercial and Litigation.

Claire has gained experience advising public and private corporations as well as individual clients in various industries ranging from pathology, sport, pension and provident funds, mining, insurance, retail and manufacturing on a broad variety of employment law and civil litigation related issues.

Claire has drafted executive-level employment contracts, settlement and retrenchment agreements, as well as workplace policies and provided advice on the implementation thereof, specifically in relation to disciplinary matters. She has conducted research and opinion work in various aspects of labour law, amendments to and implementation of labour law legislation. In addition, Claire has assisted in training seminars on internal disciplinary hearings and managing poor performance, the basic conditions of employment and other employment-related topics.

Claire has been involved in a number of litigious matters at the Commission for Conciliation, Mediation and Arbitration (CCMA), Bargaining Councils and Labour Court and assisted clients in matters at the Magistrates Court, Labour Appeal Court, High Court and Constitutional Court. Moreover, Claire has been involved in providing advice to public and private clients in various African jurisdictions, including Zambia, Ghana, Nigeria, South Africa, Tanzania and Kenya.

### qualifications

- Bachelor of Arts (Psychology and Law) from the University of Witwatersrand
- Bachelor of Laws (LLB) (*with distinction*) from the University of Witwatersrand
- Admitted legal practitioner (attorney) of the High Court of South Africa.