



Justine Katz

Associate

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Justine Katz is an associate in the Employment and Data Protection team at DLA Piper South Africa. She advises both local and international companies on various aspects of employment law including drafting and reviewing documents, contracts, policies and procedures.

- Employment
- Data Protection, Privacy and Security

LANGUAGES SPOKEN

- English

English

- Advising a global automotive engineering company on an ongoing basis on various areas of employment law, including drafting a memorandum of advice on disciplinary processes, drafting mutual separation agreements, and dealing with litigation arising out of a workplace injury.
- Advising a global ridesharing and food delivery company on the processes and procedures for both forced and voluntary redundancies due to operational requirements and drafting a memorandum of advice related to the right to work requirements for drivers.
- Advising a non-governmental educational and learnership organization on the requirements for compliance with employment equity legislation in South Africa.
- Advising one of the world's largest machinery distributors on the dual process of removal from the board of a director and his dismissal as an employee for misconduct in the form of sexual harassment, which involved arbitration in the CCMA and litigation in the Labour Court.
- Advising an international provider of shared work space in relation to all aspects of South African employment law, including advice related to the employer's responsibility for the health and safety of its employees, the preparation of company secretarial documents including registration of directors and auditors, and reviewing and localizing employment contracts.
- Advising a multinational bank on all aspects of the employment relationship from recruitment to termination.
- Advising a multinational insurance company on all aspects of employment law including all employer obligations for health and safety in relation to employees during the Coronavirus pandemic.

- Advising a government entity on compliance with POPIA and conducting a comparison of POPIA with GDPR.
- Advising a global logistics company on the compliance requirements for all of its internally- and externally-managed IT systems in South Africa.
- Advising companies on pre-screening checks such as criminal, background checks and credit tests during the recruitment process.

CREDENTIALS

Education

- Data Protection: Law, Regulation and Policy, The London School of Economics, 2020
- University of Cape Town, LLB, 2017
- Wits Business School, Post-Graduate Diploma in Management, 2012
- University of Johannesburg, BA, 2005

INSIGHTS

Publications

Code of Good Practice on the Prevention and Elimination of Harassment in the Workplace

13 May 2022

A new code has been published in South Africa which is similar to its 2005 predecessor. This is in an attempt to prevent and manage harassment in the workplace. In addition to the existing obligations on employers, the new Code has created some additional obligations for employers and employees.

Code of Practice: Managing exposure to COVID-19 in the workplace

18 March 2022

In an update published this week a new Code will apply after the South African national state of disaster has lapsed and will continue to place responsibilities on employers to limit the exposure and mitigate the risks of infection by COVID-19 after the national state of disaster lapses. We discuss the requirements of this new code.

Prior Authorisation in terms of South Africa's POPIA

28 October 2021

The Information Regulator clarified the requirements regarding prior authorisation for certain processing activities under POPIA. We discuss the implications for organisations, when authorisation is required, timelines and criteria for processing applications for prior authorisation, and also the penalties that may be imposed for offenders.

POPIA: The long wait is over

1 July 2021

The Protection of Personal Information Act, 2013 (POPIA) came into effect on 1 July 2020 but was subject to a 12-month grace period, which ended yesterday (30 June 2021). Therefore, from today (1 July 2021) POPIA is fully in effect, save for certain provisions.

Revised Occupational Health and Safety Direction in respect of COVID-19

19 October 2020

On 1 October 2020 the Minister of Employment and Labour published a new consolidated COVID-19 Direction on Occupational Health and Safety in the Workplace (Directive) which replaces the Directive that was published on 4 June 2020.
