



Representative Legal Matters

JJ van der Walt

Experience obtained prior to joining Baker McKenzie.

Employment law

- Advised a mining company and producer of phosphates and phosphoric acid in successful disciplinary proceedings concerning senior employees implicated in tender corruption, fraud and other irregularities.
- Advised a multinational and listed integrated energy and chemical company in the investigation of systemic harassment and abuse of a Covid-19 vulnerable employee.
- Advised a multinational and listed integrated energy and chemical company in Labour Court trials regarding a large-scale retrenchment with the nature of risk being the fairness of process of dismissing 5,000 employees.
- Advised a multinational and listed integrated energy and chemical company in complex Labour Court review applications with a risk value of ZAR 30 million.
- Advised and successfully represented a coal mining company in an essential services investigation valued at ZAR 2 million.
- Advised a multinational paint pigment manufacturer, after finalisation of an investigation, on the termination of employees, defending an unfair dismissal claim and the amendment of internal control policies.
- Advised and represented a branded food and beverages group in a strategic Labour Court review application involving a TES, criminal misconduct and re instatement.
- Advised a construction company in the investigation into allegations of misconduct regarding sexual harassment at the workplace and successful prosecution.
- Advised a British multinational investment bank in an investigation into the work performance of a procurement officer and the dismissal based on incapacity.
- Advised a multinational logistics company in the investigation into allegations of forgery and uttering by an account manager and conducting the disciplinary enquiry.
- Advised a multinational software applications corporation in the prosecution of allegations of misconduct against executives after a multi-jurisdictional investigation.
- Advised in the prosecution of a general secretary of one of the largest federation of unions in South Africa valued at ZAR 10 million.
- Investigated allegations of misconduct (fraud and fronting) against the Managing Director of a multinational industrial engineering and steel production company.



Investigations

- Advised a multinational global paint pigment manufacturer on investigations of large theft and criminal obligations.
- Investigated a multinational listed integrated energy and chemical company concerning threats of death and advised on remedies and managing organised labour.
- Investigated a multinational software applications corporation concerning alleged involvement in 'state capture', valued at ZAR 70 million.
- Investigated one of the largest multinational management consulting firms concerning illegal transactions involving the South African Revenue Service, valued at ZAR 164 million.
- Investigated allegations of misconduct against the general secretary of the Federation of Unions, valued at ZAR 1 million.
- Investigated a multinational medical device company concerning allegations of tender fraud and corruption.
- Advised a multinational services, trading, and distribution corporate group on its interactions, and co-operation with, authorities of a foreign state regarding commission of corruption, valued at ZAR 39 million.