



PATHER & PATHER

ATTORNEYS, NOTARIES & CONVEYANCERS

XOLILE NHLAPHO

*Senior Associate –
Litigation, Labour &
Administrative Law*



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PROFILE

Xolile is an experienced legal practitioner specializing in litigation, labour law, and administrative law, with a strong track record in both instituting and defending actions in the High Court and lower courts. She is skilled in handling contractual disputes, delictual claims, and urgent applications.

She frequently represents clients in unfair dismissal disputes, unfair labour practice claims, and collective bargaining matters before the CCMA and Bargaining Councils, and has chaired numerous disciplinary hearings for major corporations.

EXPERIENCE

Xolile provides expert legal advice on public sector compliance, judicial review applications, and regulatory matters, representing clients in review applications at both the Labour Court and High Court.

As a former Legal Mediator at LIPCO (LAW FOR ALL), she facilitated amicable settlements in employment and civil disputes and offers legal opinions on employment law matters, policy implementation, and corporate governance.

She also completed the Graduate Trainee Program at the Ombudsman of Financial Service Providers, gaining valuable experience in financial sector disputes and regulatory compliance.

ACCREDITATIONS

- Enrolment with the Legal Practice Council of South Africa
- Member of the South African Woman Lawyer's Association

QUALIFICATIONS

- Bachelor of Law Degree (LLB) | 2013
University of KwaZulu-Natal
- Admitted Attorney | 2019
With rights of appearance in the High Court of South Africa
- Labor Smart
 - Retrenchments & Transfer of Business
 - Investigating & Charging in Disciplinary Hearings