

## Hedda Schensema

Partner

Johannesburg

### Biography

Hedda Schensema focuses on employment and labour law. She advises employers on employment related aspects of transactional, litigation and dispute resolution, regulatory and compliance related matters in both the public and private spheres.

In addition, Hedda regularly deals with issues affecting employers on employment equity and unfair discrimination, collective bargaining, claims of victimisation and protected disclosures, and promotion disputes, enforcing and preparing restraint of trade agreements.

Advising on a wide range of various forms of unfair dismissals, strike management, interdicting strikes and violence during strikes, and on orderly pickets during strikes, lockouts, changes to conditions of employment, retrenchments and business restructuring also form part of her day-to-day activities.

Hedda effectively strategises on all employment related matters, training, reviews of employment contracts and employee policies within various workplaces.

She appears in the Labour Court, CCMA and bargaining councils for both major corporations and public entities, and provides training on various aspects of labour relations and legislation including performance management, general workplace discipline and



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### Languages

English  
Afrikaans  
German

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### Practices

Employment

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### Education and admissions

### Education

BA LLB, University of the Witwatersrand

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amendments to our legislation.

Furthermore, she drafts papers for urgent applications, unfair dismissals, retrenchments, transfers, prosecuting and opposing of review applications, rescission applications and interlocutory applications.

Hedda has also acted as a judge of the Labour Court.

## Representative experience

Obtaining urgent interdicts against employees engaged in unlawful protest action.

Currently involved in various disputes, as well as acting as initiator in high-level disciplinary inquiries.

Advising various clients on processes to be followed to employ foreign nationals in South Africa and arranging for assistance with the application process.

## Awards and rankings

- Recommended, *Legal 500 Employment*, 2018

## Latest thinking and events

- Hogan Lovells Publications
  - Unfair discrimination-speak
- Hogan Lovells Publications
  - Can an employee who is headhunted and then retrenched cry unfair?
- Hogan Lovells Publications
  - How important is the first statutory consultation notice to employees?
- Hogan Lovells Publications
  - Is a decision taken by the board that a restructure is to occur manifestly unfair?
- Events
  - Annual Talent Agenda Series Southern Africa
- Hogan Lovells Publications

## Memberships

South African Society for Labour Law (SASLAW)

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## Court admissions

South Africa

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## ■ The changing workplace