WERKSMANS
ATTORNEYS



Lender Mazibuko

SENIOR ASSOCIATE

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Lender Mazibuko is a Senior Associate specializing in Employment Law, with comprehensive experience across both the private and public sectors. She provides expert legal advice on a wide range of labour and employment matters, including industrial relations, regulatory compliance, dispute resolution, and organisational restructuring.

Before joining Werksmans Attorneys, Lender held the position of Senior Industrial Relations Consultant at one of South Africa's leading human capital consulting firms. In this role, she developed in-depth expertise in private sector industrial relations, regularly chairing disciplinary and grievance hearings, conducting incapacity enquiries, and facilitating section 189 retrenchments and section 197 business transfers. She was also responsible for drafting employment contracts, workplace policies and procedures, and mutual separation agreements for clients across various sectors.

Lender later transitioned into the public sector as an Assistant Director: Employee Relations at one of South Africa's top-performing municipalities. There, she expanded her knowledge of public sector labour frameworks and regulatory requirements. Her key responsibilities included representing the municipality at the bargaining council, managing Labour Court and other dispute resolution proceedings, presiding over internal disciplinary hearings, and advising senior management on labour legislation and collective agreements applicable to the sector.

Lender brings a well-rounded and strategic approach to employment law, combining practical, hands-on experience with a strong understanding of the legal complexities that govern workplace relations in both the private and public sectors.

PRACTICE AREAS

- Employment
- Disputes

CAREER

LLB, University of Johannesburg, 2019

HIGHLIGHTS

- Appointed as Deputy Chairperson of the South African Local Government Association Human Resource Practitioners Forum – Labour Relations (2025).
- Midvaal Municipal Managers merit award in recognition of contribution towards service excellence during the 2023/2024 financial year
- Midvaal Local Municipality certificate of recognition for being nominated and overall winner in the category of best collaborator during the 2023/2024 financial year.