

## **CURRICULUM VITAE – THABISO MOHAPI**

### **PERSONAL DATA**

**Name:** Thabiso  
**Surname:** Mohapi  
**Gender:** Male

**Professional Status:** Advocate of High Court and Court of Appeal of Lesotho - admitted in 1993

**Date of Birth:** 20 December 1969 **Age:** 55 **Marital Status:** Married **Nationality:** Lesotho

**Postal Address:** P.O. Box 76 Maseru, 100 Lesotho

**Residential Address:** House 261 Corner Qiloane and Mohato Ring Road, Thetsane West

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### **EDUCATIONAL QUALIFICATIONS**

June 2009: Master of Laws (LLM) in Labour Law – University of South Africa (UNISA)

2001: Post Graduate Diploma (Labour Law - Arbitration and Conciliation) - NUL, University of Namibia, University of Cape Town jointly

1991 – 1993: Bachelor of Laws (LLB) – National University of Lesotho (NUL)

1987 – 1991: Bachelor of Arts in Law (BA Law) – National University of Lesotho (NUL)

### **MEMBERSHIP OF BODIES**

- Member of the Law Society of Lesotho
- Member of African Labour Law Society
- Member of Lesotho Labour Law Society
- Member of Arbitration Association of Lesotho
- Member of Institute of Directors SA

### **EMPLOYMENT HISTORY**

***October 2023 to date:***

***Legal consultant and advisor on legal aspects of project and contract management; legal compliance; corporate governance; Board Secretarial services; legal institutional management and reforms; labour law, labour relations, labour administration; commercial and labour dispute resolution and capacity building***

**Address: Corner Mohato Ring and Qiloane Street Thetsane West, Maseru - Cel: + 58851959 and 2<sup>nd</sup> Floor Lenyora Houe Maseru**

**Areas of operation and focus:**

- Advising on issues of labour law, labour relations, labour administration processes for public and private sector entities
- Advising on review and development of policies, instruments, legal agreements and other related services
- Advising on commercial and labour dispute resolution, presiding on disciplinary/incapacity/operational requirements processes.
- Advising on labour – management negotiations and carrying out labour law and corporate governance capacity building
- Advising private and public sector entities on the legal aspects of project and contract management, legal aspects of procurement management and drafting relevant legal instruments and guidance material
- Advising on corporate governance; legal frameworks and institutional reforms private and public entities
- Undertaking Board secretarial and legal compliance functions for public and private entities

***And***

***Corporate Secretary – Sekhametsi Investment Consortium Ltd (part – time)***

**Address: 1<sup>st</sup> Floor Sekhametsi Place Building, Maseru - Tel: 58882645**

**Areas of operation and focus:**

- Carrying out overall Board secretariat functions/services for the private entity.
- Advising and providing guidance on corporate governance strategies and processes.
- Managing directors' rights and privileges and shareholders communication.
- Advising on legal aspects of institutional and investment establishment.
- Advising on risk management and strategies for the company.

***July 2018 to 30 September 2023 – Chief Legal Officer and Board Secretary – Lesotho Millennium Development Agency (Fixed Term contract)***

**Address: 5<sup>th</sup> Floor Post Office Building Maseru - Tel: 22317017**

**Duties and Responsibilities**

- Management of organizational legal activities as Head of the Legal Section
- Conducting duties as Board Secretary and providing guidance on corporate governance and risk management strategies
- Provision of effective legal advice to LMDA senior Management
- Representation of LMDA as counsel in litigations and alternative dispute resolution and negotiations.

- Advice on development and review of LMDA policies, legislative and regulatory instruments and legal agreements in health care facilities maintenance services and other related services
- Undertaking and advising on legal compliance, contracts management, procurement oversight and resolution of disputes
- Management of legal aspects of MCC Compact II development; and legal due diligence; liaison, research, development, Interpretation and application of legal instruments and legislations

***September 2008 to June 2018– Legal Services Manager and Corporate Secretary – Metolong Authority (Fixed Term contract)***

**Address: Red Cross Building, Mabelle Road, Maseru (now closed)**

**Duties and Responsibilities**

- Provide legal guidance and advice to the Board and the CEO on matters of legal ethics; legal compliance; management and planning of corporate affairs, corporate governance and Board activities.
- Carry out Board secretariat duties and see to the communication of policies once decided at Board level.
- Provide legal guidance, compliance and regulatory advice in the areas of construction and infrastructure development particularly dam construction, road network construction, water treatment works, water conveyance systems, sanitation infrastructure and electricity network systems; legal aspects of local and international project financing; environmental aspects of project implementation; insurance; and labour relations.
- Deal with the legal aspects of infrastructure contract management in areas of design-built contracts; design bid build; build, operate and own/transfer contracts; asset management agency arrangements and concession arrangements.
- Deal with facilitation and dispute prevention and resolution aspects of labour; procurement; environmental and social issues; property and land issues; local government and community relations; public relations and publicity; stakeholder relations within the Metolong Dam and Water Supply Programme;

***April 2001 to August 2008 - Deputy Director - Directorate of Dispute Prevention and Resolution (DDPR) (Fixed Term contract)***

**Address: 8<sup>th</sup> Floor Post Office Building, Maseru – Tel: 22327099**

**Duties and Responsibilities**

- Deputised the DDPR Director in the overall management of the organization.
- Involved in the establishment of the DDPR in April 2001 and development of all administrative, arbitration/conciliation, case management and finance systems, including strategic plans.
- Responsible for the management of other DDPR corporate functions that included finance and auditing, internal administration and executive support, media liaison and publications, procurement, Information technology and library services.
- As part of dealing with corporate functions - undertook Human Resource activities which included recruitment and selection; remuneration and benefits; employees' welfare and organizational behavior; employees' performance and appraisal; training and development; and employees' discipline and compliance;

- Involved in the Secretariat of the Industrial Relations Council which acts as the governing body of the DDP.
- Presided over labour disputes as an arbitrator and conciliator.
- Organized and undertook social dialogue activities and consultative processes for major industrial sectors and to social partners in Lesotho in the areas of labour dispute resolution and prevention.
- Supervised DDP labour dispute prevention activities that included training employers and employees on labour law and labour relations issues.
- Supervised Senior Case Management officers who were in charge of general case management activities in three regional offices.
- Dealt with various following projects as team leader or member of project teams: setting up electronic case management system at the DDP (2004); upgrading of the IT infrastructure to connect three regional offices through the digital leased line (2006); and job evaluation and grading (2006 – 2007).

**Reason for Leaving:** Took up an improved package and moved on with career

***March 1996 – March 2001 - Lesotho Electricity Corporation - Legal Officer (March 1996 – December 1999) and Corporate Secretary/Head of Legal Services (January 2000 – March 2001) (Full time employee)***

**Address: 53 Moshoeshoe Road Industrial Area Maseru - Tel: 22312236**

#### **Duties and Responsibilities**

- Secretary and legal/compliance advisor to the Board of Directors of the Lesotho Electricity Corporation (LEC) (now Lesotho Electricity Company) .
- Legal/compliance and regulatory advisor in matters of commercial and corporate law including contracts, legal aspects of project finance, property and infrastructure law, delict and general claims for damages, debt collection and statutory crime investigation, labour law, insurance law and negotiable instruments.
- A member of the management team of the organization which dealt with aspects of management of corporate affairs and executive management processes
- I dealt with day-to-day labour relations issues between the management and the LEC trade union as the chairman of the management/employees' labour relations liaison team
- Legal/compliance advisor in all aspects of the interpretation and applicability of electricity legislation and related national and international legal instruments.
- Legal counsel for the corporation in civil litigations, labour dispute resolution bodies and alternative dispute resolution bodies.

***September 1994 – February 1996 - Ministry of Labour and Employment - Legal Officer***

**Address: 6<sup>th</sup> and 7<sup>th</sup> Floor Development House opposite LNIG, Maseru – Tel: 22322565**

#### **Duties and Responsibilities**

- Advisor to the Labour Commissioner and Minister of Labour in the areas of Labour Law, labour relations, workmen's compensation and occupational safety and health law and all other aspects of labour administration.

- Undertook labour compliance and regulatory activities to individual employers and employees and their organizations.
- Served in the secretariats of national tripartite bodies dealing with labour relations, fixation of wages and occupational safety and health.
- Prosecutor in criminal matters related with workmen's compensation and other labour laws.
- Legal representative of the Minister of Labour and Labour Commissioner in civil litigations related to the application of labour laws.
- Mediator and conciliator in labour disputes referred to the Ministry of Labour.

***January 1994 – August 1994 - Ministry of Law and Constitutional Affairs - State Counsel in the Criminal Section (full time employee)***

**Address: Phase 1 Government of Lesotho Complex (Qhobosheaneng) – Tel: 22311160**

**Duties and Responsibilities**

- State prosecutor in all criminal cases involving murder, robbery, public violence, theft and traffic offences.
- State legal advisor in the area of criminal investigation, criminal procedure and criminal law in general.

***July 1993 – December 1993 - WCM Maqutu & Co law firm - Legal practitioner (advocate) (Full time employee): (The Office has since been closed)***

**Duties and Responsibilities**

- Legal Practitioner in criminal and civil cases in the magistrate courts, Judicial Commissioner's Court.
- Provided legal advice and appearing for clients in matrimonial, property, insurance and labour matters.

**AREAS OF EXPERTISE AND COMPETENCE**

**I have over 31 years' experience in the legal field dealing with the following areas in various capacities:**

- Corporate Board secretariat; corporate law and governance; management of corporate affairs; corporate legal compliance
- Management of labour relations and labour law processes in the public and private sectors, in the areas of construction; infrastructure development; environment and social enhancement; infrastructure development and maintenance.
- Involvement as role player and advisor in national structures dealing with labour dispute prevention and resolution, labour administration, tripartite labour consultations and social dialogue and formulation of labour legal frameworks.
- Undertaking training, lecturing and general capacity building in the areas of labour law, corporate law, corporate governance and company law.
- Legal aspects of project management; contracts oversight; legal compliance and regulatory services, construction law, legal aspects of banking/financial institution compliance, infrastructure/project financing; social security; water; labour; human resources, insurance; land administration, procurement, mining; energy and healthcare sectors.

- Alternative dispute resolution in the water, electricity, labour, procurement, environmental and social, construction and infrastructure development, education, finance, banking, land administration and healthcare sectors
- Development of rules, regulations and procedures for operation of dispute resolution bodies and tribunals and institutional legislations.
- Legal aspects of institutional establishment and reforms where among others dealt with processes on anti – human trafficking, migration and immigration management.

## **OTHER PROFESSIONAL AND MANAGERIAL QUALITIES**

- Management of organizational legal affairs
- Coordination of Corporate Governance affairs
- Leadership in legal and workplace processes
- Workplace etiquette and effective guidance to role players

## **CAREER ACTIVITIES CARRIED OUT TO DATE WITHIN THE AREAS OF EXPERTISE AND COMPETENCE**

### ***Corporate Board secretariat; corporate law and governance; management of corporate affairs.***

- ✓ As a member of the management team at LEC, I dealt with aspects of management, liaison and facilitation of corporate affairs and executive management processes in the areas of human resources, internal administration, financial management, procurement, public relations, commercial and technical affairs.
- ✓ As DDPR Deputy Director I was assigned the direct responsibility of managing corporate affairs and specific corporate functions that included human resources, finance and auditing, internal administration and executive support, media liaison and publications, procurement, Information technology and library services.
- ✓ I served as Secretary in Board/governance structures and corporate governance advisor for four statutory organisations from 1996 where I established Board processes, strategies and liaison and facilitation systems necessary for effective functioning of the Board and corporate governance within the establishments. I provided legal guidance to the Board from time to time and prepared well-structured Board discussion material.
- ✓ I have carried out induction of new members of the Board as part of my function as Board secretary.

### ***Labour Administration; management of labour relations and labour law processes;***

- ✓ Between 1995 and 2001 I prepared and submitted legal opinions and advice on various labour administration and business law issues. The most significant include SATUCC paper on workers' rights charter; interpretation and applicability of severance pay provisions under the Labour Code; retrenchment laws and procedures; the operation of the existing labour dispute prevention and resolution system in Lesotho; disciplinary and general labour investigation processes; labour administration practices; and workmen's compensation and health and safety at work.
- ✓ I was involved as a legal officer at the Labour Department in labour inspection activities at the levels of inspectorate, mediation, capacity building, prosecution and enforcement.

- ✓ I undertook various investigations on incidents of fraud and theft involving employees at Ntlatfatso Skills Training Centre and Lesotho Electricity Corporation where I successfully uncovered syndicates that led to recovery of large sums of money. I also prosecuted disciplinary matters involving the employees.
- ✓ In March 2004 I was engaged to chair the national symposium on the review of the new labour dispute prevention and resolution in Lesotho. The symposium was held over two days. I specifically facilitated the formulation of recommendations to improve the system to be more beneficial to the users and the labour – management community at large.
- ✓ From 2004 to date I have been involved and engaged in the management of labour relations and related human resources functions for various organisations at senior executive management level and project implementation levels in unionized environments; appeared as legal counsel in the DDPR, Labour Court, High Court and Court of Appeal.
- ✓ I have provided labour law guidance and advise on collective bargaining and negotiations for statutory and private institutions and drawn collective bargaining and recognition agreements for the construction sector bodies.
- ✓ I have drawn labour policies and manuals which include provisions relevant to ordinary workers, disabled workers, gender practices in workplaces, casual labour and shift workers.
- ✓ I have developed disciplinary, incapacity and operational requirements policies and HR manuals for public and private bodies.
- ✓ I have conducted training in the area of labour law, labour inspection, labour relations and other areas of labour administration for private and public sector institutions.
- ✓ I have been engaged as advisor on Lesotho labour legislation reform process by the Association of Lesotho Employers and Business (ALEB), a body which organizes employers in the country.
- ✓ I have presided over and prosecuted disciplinary processes in various organisations in the mining, construction and higher education sectors, financial services and in statutory organisations.
- ✓ Undertaken training for public and private entities on the Labour legislations enacted in Lesotho in 2024.

***Legal aspects of project management; contracts oversight; procurement, legal compliance, authorisations and guidance***

- ✓ I have dealt with legal aspects of project management; contracts oversight, legal aspects of procurement management, development and review of contractual agreements; and legal aspects of infrastructure development, operations and maintenance for public and private services from 1996 in statutory entities
- ✓ I was part of the team that conducted project on the development of the Occupational Safety and Health Profile for Lesotho under the Ministry of Employment and Labour and Ministry of Health, conducted by the Southern Africa Tuberculosis Health System Support Project in Lesotho and funded by the World Bank.
- ✓ I have drawn contractual legal instruments; memorandums of understanding; service contracts; procurement legal instruments and other different types of legal bilateral and tripartite instruments in different areas of development of public infrastructure and services in the water, energy, buildings, roads and healthcare facilities sectors.
- ✓ I have dealt with securing legal permits and ensuring their management in the areas of international financing, environmental management, infrastructure construction, energy, mines and minerals, water use, land use, property management, employment and procurement.
- ✓ I have monitored compliance with international legal instruments in the areas of infrastructure construction, international financing, utility management and environmental management.

- ✓ I have managed insurance related issues in infrastructure consultancy processes and construction contracts dealing with performance guarantees; retentions guarantee; all risk insurance which includes workmen's compensation; and bid security bonds or guarantees.

### ***Alternative dispute resolution***

- ✓ Between 1994 and 1996 as a Legal Officer at the Department of Labour, I conciliated and mediated various significant labour disputes that involved organized labour and employers in sectors that included construction, textile, wholesale and retail, finance, banking, health and security services.
- ✓ As Legal Officer in the Ministry of Labour and Employment I was involved in the initial establishment of the Labour Court of Lesotho in 1994 through creating systems for the efficient operation of the Court; also advised users on how to access and use the Court which was new in the Lesotho legal system;
- ✓ As Legal Officer and Head of Legal Services at the Lesotho Electricity Corporation (now Lesotho Electricity Company I was involved in mediation processes on electricity distribution, infrastructure construction and development, transmission and operation and maintenance;
- ✓ I was involved in the initiative to establish the Lesotho Arbitration association during the year 2000 and served in the interim committee;
- ✓ I was a founding member of the Southern African Dispute Resolution Forum which was formally established in May 2005. The objective of the Forum was to create a platform for interaction and exchange of ideas on regional cooperation regarding labour dispute prevention and resolution. Membership of the forum labour included dispute prevention and resolution agencies and Ministries of Labour from eleven countries from the Southern African region.
- ✓ I served as an arbitrator and conciliator at the DDPR on top of managerial duties as Deputy Director from April 2001 to August 2008
- ✓ I served as Chairman of the Lesotho Teaching Service Tribunal and Arbitration – appointed in July 2012; Chairman of the Lesotho Public Procurement Tribunal – appointed in March 2013; Chairman of the Lesotho Public Service Tribunal and Arbitration for 5 years from October 2009 and up to February 2016;
- ✓ I served as Acting Judge President of the Labour Court of Lesotho – appointed by the Lesotho Judicial Service Commission in October 2013.
- ✓ I am involved in conducting formal training activities on ADR processes and systems for six years now for various sectors which include higher education, public service, labour, legal profession, trade and industry and land administration;
- ✓ From 2009 to – date, I have been involved as Chairperson in mediation of disputes involving construction and development of water infrastructure, acquisition of land, title to land, land compensation claims, resettlement processes and related aspects within the Metolong Dam and Water Supply programme; where disputes remain unresolved in internal processes. I compile necessary information for mediation and adjudication of the disputes in the courts of law or brief counsel to deal with them;
- ✓ I have provided guidance on dispute resolution processes involving claims and contract variations in construction activities within the Metolong Dam and Water Supply Programme; and the Health Facilities Maintenance Programme carried out by Lesotho Millennium Development Agency

### ***Legal aspects of institutional establishment and reforms***

- ✓ In April 2001 I was appointed Deputy Director of the newly created Directorate of Dispute Prevention and Resolution (DDPR) which was an ADR body. I was actively involved in establishing the organization and putting in place all systems and facilities for it to be

operational. I was involved in the reformulation and eventual publication of the DDPR Case Management Regulations; Labour Code - Codes of Good Practice; and the Arbitration and Conciliation Guidelines.

- ✓ From September 2008 I led a team from the Ministry of Natural Resources tasked with formulating legislation for Metolong Authority and this led to the enactment of the Metolong Authority Act 2010.
- ✓ In September 2009 I was involved in the establishment of the Public Service Tribunal, Arbitration and Conciliation Board under the Ministry of Public Service and was involved in the formulation of the operational systems of the bodies as well as drafting of the Tribunal Rules now gazette.
- ✓ In July 2012 I led the establishment of operational systems and processes of the Teaching Service Tribunal, Arbitration and Conciliation Board under the Ministry of Education and developed operational procedures.
- ✓ In September 2014 I was member of a group of water sector legal advisors tasked with advising on the legal aspects of institutional reforms in the water sector which included the establishment of the Bulk Water Supply entity and related legislation. I drafted the Bulk Water Supply Bill.
- ✓ I was involved in the reform process on the procurement dispute resolution and procurement management processes in Lesotho under the auspices of the Institutional Support for the Enhancement of Public Financial Management (ISEP) project established by the Ministry of Finance. On 25 – 29 July 2016 I led a delegation of three Members of the Procurement Tribunal on a study tour to the Republic of Ghana where we were hosted by the Public Procurement Authority of Ghana and attached to the Procurement Appeals and Complaints Panel of Ghana. I developed operational rules for the Tribunal.
- ✓ From 2020 I provided advice and recommendations to the Government of Lesotho on the legal and institutional framework for Millennium Challenge Corporate Compact II implementation: legal due diligence on the programme and maintenance of healthcare facilities. I was involved in the development of the current MCA – Lesotho II Act.
- ✓ From 2020 I have worked on liaison, research, reporting and compliance on issues of counter human trafficking and as LMDA focal person in the relations with Multi-Sectoral Committee (MSC) on anti – human trafficking; I provided guidance, reports, national information and undertook presentations to Lesotho Cabinet Sub – Committee on Combatting Trafficking in persons, Ministerial committees, stakeholder bodies which contributed to the current improved compliant status of Lesotho on issues of counter human - trafficking;

#### **OTHER PROFESSIONAL ASSIGNMENTS/ACTIVITIES:**

- ✓ **Experience as part – time lecturer in tertiary institutions:**
  - I have been a member of the examination panel of the Post Graduate Diploma in Law (Arbitration and Conciliation) programme conducted at the University of Namibia in 2002. The panel examined practical moot sessions on labour arbitration and conciliation. Over 100 students from Botswana, Swaziland, Namibia, Zimbabwe, Mozambique and Lesotho attended the programme and were examined. The programme was offered jointly by the Universities of Cape Town, Namibia, Zimbabwe and Lesotho and was sponsored by the ILO/SWISS Project.
  - Part time lecturer in Industrial Relations – NUL Faculty of Social Science: Master of Arts in Industrial Sociology – 2010/2011;

- Part time lecturer in labour arbitration and conciliation – NUL Faculty of Law: Post Graduate Diploma in Labour Law programme – 2009/2010; 2010/2011; 2015/2016; 2016/2017 and 2017/2018
- Part – Time Lecturer in Employee Relations – Institute of Development Management, Diploma in Human Resources Management Programme – January 2013 to – July 2014;

✓ **International assignments:**

- Institute of Development Management (IDM) Botswana Regional Office guidance on review of organisational disciplinary processes and reform on the disciplinary code, whistleblowing processes, employee incapacity, double jeopardy in disciplinary processes and use of proxies in Board meetings;
- Conducted workshops for the International Law Institute (ILI) commercial dispute resolution processes for lawyers from Southern African countries of Botswana, Zambia Lesotho, Namibia and Zimbabwe;

## **FURTHER TRAINING AND DEVELOPMENT**

I attended the following seminars and training workshops from 1995 to date:

**1995:** Two-day workshop on adjudication of matters in the industrial courts organized by Van Zyl Rudd Associates held in Bloemfontein RSA

One-day workshop on international labour standards organized by the ILO/SAMAT

**October 1996:** Seminar on establishing legal and regulatory framework for Private delivery of public services held at IDLI, Rome Italy.

**August 1997:** Seminar on the improvement of the labour dispute resolution system in Lesotho hosted by Association of Lesotho Employers.

**July 1999:** Tripartite seminar on the introduction to labour law and industrial relations for social partners conducted by the ILO/Swiss Project.

**August 1999:** Regional tripartite seminar on fundamental principles and rights at work held at ARLAC, Zimbabwe.

**July 2002:** Workshop on the investigation of cases conducted by Van Zyl Rudd and Associates in Bloemfontein South Africa

**July 2003:** Tripartite workshop on the Global Impact organized by the Association of Lesotho Employers in Maseru.

**February 2005:** Course on Project Management facilitated by Professor Ad Sparrius, held at Maseru, Lesotho

**May 2006:** Regional media training workshop on “Dynamic Reporting in the World of Work” facilitated by media experts from the International Labour Organisation, held at Maseru, Lesotho.

**September 2006:** 22<sup>nd</sup> Annual Labour Law Seminar conducted by Van Zyl Rudd and Associates in Bloemfontein, South Africa

**March 2007:** Training on Job Evaluation and Grading conducted by Camphor Management Consulting (Pty) Ltd on the 29<sup>th</sup> to 30<sup>th</sup> March 2007 in Maseru

**July 2007:** Workshop on Fraud and Forensic Investigations conducted by renowned South African Fraud Examiner Mr Robert Cameron – Ellis. The workshop was conducted under the auspices of Lesotho Institute of Accountants and was held in Maseru, Lesotho.

**January 2008:** Workshop on Labour Justice Systems and the new kinds of labour disputes organized by the ILO project on Improving Labour Systems in Southern Africa (ILSA). The workshop was conducted by experts from the ILO in Geneva and Harare and attended by delegates from 8 African countries. The workshop was held in Pretoria, South Africa on the 29<sup>th</sup> to 31<sup>st</sup> January 2008.

**June 2001 and December 2008:** Training on MS Office suit of programs at Computer Business Solutions and working experience on internet and electronic mail. Training on MS Project conducted by Quadrant Computers in Maseru

**March 2009:** Workshop on the Corporate Governance and Metolong Authority Board Charter conducted by the Institute of Directors in South Africa held in Maseru, Lesotho

**April 2013:** Workshop on “Governance beyond the Boardroom” conducted by Professor Mervyn King in Maseru, Lesotho

**February/March 2016:** Training on *“Being a Director Part 1 and 2: Introduction to Corporate Governance and Board’s Role in Risk and Strategy”*; *“Being a Director Part 3 and 4: The board’s role in Sustainability, Integrated Reporting & Combined Assurance and Increasing board effectiveness and adding value”*. All conducted by the Institute of Directors in Southern Africa from 24-25 February 2016 and 9 – 10 March 2016;

**October 2016:** Board Secretaries and General Counsels Africa workshop on *“corporate governance and legal compliance”* – 17 - 19 October 2016 in Cape Town, South Africa.

**October 2017:** Workshop on *“Mastering FIDIC and NEC Contracts”* held on 23 to 27 October 2017 in Seychelles

**June 2018:** Business Ethics and Corporate Governance Master Class workshop organised by the Centre for Accounting Studies (CAS) held on 27<sup>th</sup> and 28<sup>th</sup> June 2018 in Maseru

**March 2022:** Attended the Good Governance Academy workshop on “Governance around the World: Southern Africa”, held on 8 March 2022.

**July 2022:** Attended the Good Governance Academy workshop on “Corporate Governance and the law”, held on 19 July 2022.

**November 2022:** Attended Training on Labour aspects of Anti – Trafficking in Persons conducted by IOM Lesotho Office in association with its head office experts, Lesotho Mounted Police Service and Ministry of Labour and Employment – held in November 2022 at Avani Maseru

**February 2023; March 2023; March 2025:** Attended Good Governance Academy workshops on “Leadership ESG and Sustainability Expertise” held on 7 February 2023; “ESG and sustainability reporting” held on 4 April 2023; “King V Draft Forum”, held on 25 March 2025.

## **PUBLICATIONS AND PRESENTATIONS**

**September 2003 to – date:** Presented the following papers: Public Service Tribunal Regulations (workshop held for HR and Legal officers from different Government Ministries); Conciliation processes in the public sector (workshop held for senior officers from different Government Ministries); Human Resources Policies and procedures (Workshop held for the Board of the Lesotho National Federation of Disabled); Alternative Dispute Resolution Principles and Processes (Land Administration Authority (LAA)); The Operations of the Teaching Service Tribunal (Teaching Service Commission and various radio programmes); Arbitration in Lesotho (workshop organized by International Law Institute attended by 14 professionals from 5 southern and east African countries); General aspects of ADR with particular focus on Arbitration in the construction, labour and commercial sectors (workshop organized by International Law Institute attended by 35 legal practitioners employed in various Ministries of the Government of Lesotho); Labour Code Reform: Inputs by the Association of Lesotho Employers (ALEB) (workshop attended by members of ALEB from various industrial sectors and business organisations in Lesotho); Arbitration in Lesotho Trends and Developments – Including Arbitration issues from the region (workshop organized by International Law Institute attended by legal professionals from the Republic of Botswana); New 2024 Labour Legislations in Lesotho (workshop for various private and public establishments on the new Labour Act 2024, Occupational Safety and Health Act 2024, Workman’s Compensation Regulations 2024 and Minimum Wages Notice 2024)

### **Referees:**

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- 2. Mr Lira Molapo**  
Former Chief Operation Officer  
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- 3. Mrs. Puseletso Ntiisa – Letuka**  
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