

HARRIS, PETER
BA, LLB (Rhodes), LLM (Warwick, UK)

Mr Harris focuses on advisory services in commercial law, public law, labour law and dispute resolution. Mr Harris has also conducted numerous commissions of inquiry and forensic investigations for national and provincial government as well as state owned institutions. Mr Harris has also managed and facilitated complex and sensitive multi-stakeholder facilitations and chaired numerous disciplinary inquiries both in the public sector and the private sector. His clients include governments, state owned entities and blue chip corporates. Mr Harris has many years' experience in the practice and provision of legal services and qualified as a mediator and arbitrator in 1986. His previous positions include:

- Co-founder of the Resolve Group, a management consultancy, in March 1999, Managing Director for ten years and then Executive Chairman (bought by Ernst and Young in October 2012).
- Co-Founder and Managing Partner of Cheadle Thompson & Haysom where he was also legal advisor to the African National Congress (ANC) national office, the COSATU executive, numerous anti-apartheid organisations, several international organisations and governments and was a technical advisor to the South African Constituent Assembly.
- Director of Programmes of the International Institute for Democracy and Electoral Assistance in Stockholm, and was responsible for all electoral and conflict resolution programmes worldwide. This involved advising governments in Africa, Latin America, Australasia and Eastern Europe. He is an operations consultant to the United Nations (EAD) and has advised in numerous countries for the UN.
- Peter Harris qualified as a mediator and arbitrator in 1986 and has conducted over 1,000 mediations in the labour, commercial and community arena. In addition, Peter Harris led the establishment of the Commission for Conciliation, Mediation and Arbitration in 1996 and was Chief Director for the Monitoring Directorate of the Independent Electoral Commission of South Africa in 1994 (responsible for ensuring the freeness and fairness of South Africa's first democratic election in April 1994).
- In April 1993, he was appointed Director of the Wits/Vaal region of the National Peace Accord and was responsible for brokering a number of the agreements between the political parties in order to assist peace and stability in South Africa.

Mr Harris continues to advise corporates and governments at senior levels and has successfully litigated on behalf of the President of South Africa, President Cyril Ramaphosa. He has recently, amongst other matters:

- Conducted the Matsafeni Trust mediation which was a mediation initiated by Halls (Pty) Ltd, a major land owner in the Nelspruit area. The parties included Halls, several community groupings, as well as certain land claimants. This was a multi-stakeholder engagement which was complex and extremely sensitive. The mediation took some months, however, settlement was eventually reached and the agreement signed by all of the parties. The quantum involved land and infrastructure assets worth over a billion Rand.
- Conducted a mediation between a major iron ore mining company and its shareholders.
- Conducted a mediation of a dispute between in regard to the hosting of the World Choir Games between Interkultuur and the Gauteng Tourism Authority.
- Represented the IEC in the investigation of electoral complaints concerning the 2016 Municipal Elections and the 2019 National Elections and made recommendations in relation thereto and represented the IEC in litigation matters.
- Chaired and mediated the 2016 Eskom Central Bargaining Forum wages and conditions of employment negotiations
- Mediated the 2015 negotiations between Transnet and Transnet Unions on wages and terms and conditions of employment.
- Chaired the 2017 wage negotiations for Sasol Mining.
- Was part of the team managing the negotiations between the Ekurhuleni Metro and taxi associations for roll out of their Bus Rapid Transport System.
- Was part of the mediation/facilitation team managing the multi-faceted commercial negotiations between the taxi industry and the City of Johannesburg which led to the roll out of the first phase of the Rea Vaya Bus Rapid Transit (BRT) system and facilitating the second phase of the Rea Vaya BRT negotiations.
- Was part of a mediation team established after the Marikana shootings to facilitate multi-stakeholder negotiations between platinum sector mining houses and unions with the objective of drafting a new dispensation for the Platinum Sector, in terms of both collective bargaining and achieving stability in the sector;
- Was part of the team managing the negotiations between the Rustenburg Municipality and taxi associations for roll out of their Rapid Transport System.
- Was part of the team managing the negotiations between the Polokwane Municipality and taxi associations for roll out of their Bus Rapid Transport System
- Mediated the 2013 gold mining negotiations on wages and terms and conditions of employment between employers and unions.

- Conducted a review of the 2013 FRAP Allocations Process on behalf of the Department of Agriculture, Forestry and Fisheries.
- Led the HNM team responsible for drafting the National Language Policy for South African and for the Department of Arts and Culture.
- Led the consulting team responsible for the development and drafting of staff regulations for all municipalities in South Africa.
- Led the business and operational planning for the Commission for International Trade Administration and advised on the establishment of the National Health Laboratory Services
- Project managed the drafting and implementation of Freedom of Information Legislation in Ethiopia and the setting up of an ADR body in Mozambique for major employers.
- Advised in the former Yugoslavia and Indonesia on legislative issues and led a UNDP expert team to Guyana and conducted a full Review and Audit of their Electoral Process.
- He has conducted numerous commissions of inquiry and investigations for ministries and state bodies and conducted performance reviews and audits of the Legal Aid Board, SA Management Development Institute and other major institutions.
- Project managed the labour law reform process in Tanzania and the drafting of six inter-related sets of labour market legislation and policy.
- Assisted in strategic planning and organisational development for public and private sector clients.
- Advised the Government of Sierra Leone on judicial reform and the design of a Legal Aid System.
- Was the consultant programme leader for the alignment of the National Ports Authority with the new National Ports Act at a national and port level with the objective of promoting an effective and productive SA port industry and improving the efficiency and performance of port management.

In addition, Mr Harris is the editor of the publication “Democracy and Deep Rooted Conflict: Options for Negotiators”, foreword by the former Secretary General of the United Nations Mr Kofi Anan (1998).

He is also the author of the book “In a Different Time, the Inside Story of the Delmas Four” which was the winner of the 2009 Sunday Times Alan Paton award for best non-fiction book of the year, winner of the Jenny Crwys-Williams best non-fiction book of 2009 and the Jenny Crwys-Williams Book Club Book of the Year award and the South African Booksellers Choice Award of 2009, as well as “Birth”, the inside story of the 1994 democratic elections in South Africa and a novel, “Bare Ground”.

He is a trustee of the Friends of University of Warrick in Africa Trust and a Trustee of the Walter Sisulu Paediatric Trust.

He also serves on the Board of Governors of Rhodes University.

He was awarded an Honourary Doctor of Laws by Warwick University