



## Duane Dausab

Candidate Attorney, Ellis Shilengudwa Inc.

[duane.dausab@esi.dlapiperafrica.com](mailto:duane.dausab@esi.dlapiperafrica.com)

Windhoek

T +264 61 242 224

F +264 61 242 226

Duane joined ESI in September 2024 as a candidate attorney and is currently completing his articles in the commercial department.

### Related services

[Corporate](#)

### Languages spoken

English, Afrikaans

## Experience

Duane's experience includes:

- Compliance in the banking industry
- Advising on company law, banking and general commercial and corporate matters
- Providing competition law opinions
- Advising on labour law matters
- Debt collection matters in the Magistrates' Court
- Advising on general company secretarial matters and instructions pertaining to its on-going corporate governance

## Credentials

# Professional Qualifications

- University of Johannesburg (South Africa): Post-graduate Diploma in Drafting and Interpretation of Contracts (2022); LLM Banking Law (2023)
- University of Namibia (Namibia): LLB (2022)
- Witswatersand University (South Africa): Post-graduate Certificate in Risk, Compliance And Governance (2021)
- Stadio Higher Education / Southern Business School (South Africa): BComm Law (2020)
- Stellenbosch University (South Africa): Certificate in Business and Systems Analysis - Principles and Practices (2020)
- Institute of Internal Auditors (South Africa): Certificate in Fraud Investigations (2020)
- Unversity of Cape Town (South Africa): Certificate in Advanced Opertations Management (2019)
- University of Namibia (Namibia): Diploma in Arbitration and Dispute Resolution (2018)

## Insights

## Severance Pay and Resignation: Namibian High Court Puts the Debate to Rest

8 April 2025

Severance pay is, by definition, only payable upon resignation or retirement at the age of 65, provided the employee has completed 12 months of continuous employment. Reaching this age is a peremptory jurisdictional requirement that must be present for a successful severance pay claim.