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COMPANY INFORMATION

Registration Number: 2013/179756/21
Vat Registration No: 4110 2727 07

ABOUT US

OUR JOURNEY

The Firm officially opened its doors on 20 February 2012. Later on the throughout the years, the Firm has continuously evolved and amassed extensive experience in various disciplines.

The following denotes the development trajectory of the Firm till recent time:

- 2012 Started operating as a Sole Proprietor with a staff complement of three people.
- 2013 Incorporated as a Personal Liability entity in terms of the Companies' Act
- 2014 Expanded its scope of operation branches of law under its wing;
- 2015 Opened another office in Kyalami Johannesburg, with one Associate in that office;
- 2017 Spread its operations to Mpumalanga, with a regional office in the City of Mbombela;
- 2018 - rationalised its operations in order to specialise on key identified branches
- 2019 Currently Garnet Ngubane & Partners Inc. has positioned herself as a boutique Law Firm strictly specializing in strategically identified branches.
- 20 February 2020 - firm's name changed to Garnet Ngubane & Partners Inc.

OUR STRATEGIC DEVELOPMENT APPROACH

Garnet Ngubane & Partners Inc. 's approach is primarily to selectively participate in developmental and specialist assignments without any compromise. This approach enhances the Firm's outlook which has been to distinguish it from the rest. This is demonstrated on the type of instructions that the Firm is assigned by our valued clients.

Chief amongst those are the following:

- Co-Production Institutional Arrangement
- Due Diligence exercises
- Bus Rapid Transit Project Facilitation and Administration
- Company Secretariat business
- Legal Opinions on specialist and complex matters
- Commercial Contract Drafting, Vetting and Reviews
- Policy, Procedures, Legislative and By law Drafting, Review and Promulgation process management
- Labour Law Services

OUR MISSION

Garnet Ngubane & Partners strives towards the following

- Creating shareholder value
- Enhancing opportunity for staff
- Impacting positively on clients
- Being a torch bearer for the communities within which we operate

OUR VISION

We ultimately see ourselves as a world-class legal practice establishment Our vision is to be the most preferred Commercial, Labour and Public Sector Law practice that provides integrated legal solutions to our clientele. This we will achieve through diligence, continuous learning and, by consistently seeking to cross the threshold. Hence our mantra is that we are continually building Garnet Ngubane & Partners to become

"a legal practice extraordinaire"

OUR VALUES

The firm remains resolute to nurturing a corporate culture, which is fitting to the achievement of our vision; to that end we embrace the following values, as compass, which guides our movement toward achieving our objectives

OUR KEY VALUES ARE:

- Respect for our people as they are our greatest assets;
- Maintain professional integrity;
- Protrude positive image. When you look good, you also feel good and you are destined to do good
- No compromise on efficiency;
- Continuous knowledge acquisition;
- Valuing our time, everyday; and
- Team work

AREA OF LAW

- Litigation
- Public Sector law
- Mining, Engineering & Construction law
- Energy Law

OTHER AREAS OF SPECIALISATION

- Transaction Advisory
- Business Advisory & Consulting

NOTABLE TRANSACTION

Undertaking the Cross Boundary transfer of uMzimkhulu Local Municipality from EC to Harry Gwala District Municipality, KwaZulu-Natal and Matatiele Local Municipality from KZN to Alfred Nzo District Municipality, Eastern Cape province (2012)

Assisting Newcastle Municipality disinvest from uThukela Water by transferring assets and authority back to the Municipality (2013)

Review of the Service Delivery Agreements between the City of Johannesburg and its 12 Municipal Owned Entities

Facilitating S197 Agreement during merger of erstwhile CIPRO and OCIFE to form the current CIPC, under the department of Trade and Industry (2017)

Facilitating the Phase 1C negotiations between City of Johannesburg Metropolitan Municipality and the various Taxi Associations led by SANTACO and Top 6 - Rea Vaya Bus Rapid Transit Project (2018 and ongoing)

Transaction Advisor for the Reconfiguration of now defunct Mhlathuze Water and Umgeni Water to form a single, wall-to-wall water board for the province of KwaZulu-Natal (2022-2023)



GARNET NGUBANE & PARTNERS INC.'S CREDENTIALS

1. CONTRACT DRAFTING, VETTING AND REVIEW

Garnet Ngubane & Partners Inc has handled the following:

Sector	Institution	Action	Period
Government	City of Johannesburg (CoJ)	Review of the Service Delivery Agreements between the City and its 12 Municipal Owned Entities	2016-2017
	Road Traffic Management Corporation (RTMC)	Review of Service Level Agreements Drafting of new Contracts Legal Advisory Services	2016
	Gauteng Enterprise Propeller (GEP)	Review of existing contracts Drafting of new contracts Drafting of Standard Operating Procedures for the Management of Contracts between the Agency and its Regions throughout the Gauteng City Region	2018
	Department of Rural Development & Land Reform	ESTA/CPA/ - Prevention of illegal evictions and Mediation services in Farms (KZN and Mpumalanga)	2017-2020
Private Sector	Eleazer Gold Mine (Pty) Limited, Potchefstroom	Drafting of Policies and Procedures Drafting of Employment Contracts Induction of employees and providing a refresher on an annual basis	2017-2018
	Gezile Industries (Pty) Ltd	Employment Contracts SHEQ Plan drafting Drafting of Policies and Procedures	2018 – on going
	Mafu Holdings (Pty) Ltd	Employment Contracts Memoranda of Incorporation for company's Subsidiaries SHEQ Plan drafting Drafting of Policies and Procedures	2018 – on going

LEGAL OPINIONS

Sector	Institution	Action	Value	Period
Public	Umgeni Water	Opinion on Tax Dispensation for Non Executive Directors as well as Board Advisors of Umgeni Water	R160k	2022
Public	Umgeni Water	Advice on the referral by the SIU on UW to proceed against certain of its employees	R2.1m	2022 - on going
Public	Johannesburg Roads Agency SOC	Legal opinion relating to IT contract entered into by JRA with private sector service provider	R527k	July 2022
Public	City Power Johannesburg SOC	Interpretation of NEC3 Engineering contract	R492k	July 2022
Public	Johannesburg Property Company	Revival of lease agreement on the mixed-use development owned by JPC	R365k	June 2021
Public	Umgeni Water	Opinion on enforcement of settlement agreement for Superintendents	R370k	Aug 2022
Public	Umgeni Water	Legal opinion on spousal benefits; enforcing defence of unlawfulness of the time clause available to claimants	R136k	Aug 2022
Public	Umgeni Water	Legal opinion of the recruitment of CE of UW	R149K	Oct 2022
Public	Umgeni Water	Legal opinion on the exercise of Ministerial powers by the Minister of Department of Water and Sanitation	TBA	Oct 2023
Public	City Power Johannesburg SOC	Legal opinion on impact of City Power's sale of excess energy to Eskom	R855k	Feb 2023
Public	Umgeni Water	Legal opinion on the transferability of assets and staff of Mhlathuze Water to Umgeni Water	TBA	2023
Public	Deutsche Wagon/ Department of Public Works	Whether private party is duty bound to pay or occupy land while property is being rezoned.	TBA	2021



LITIGATION

Sector	Institution	Action	Value	Period
Public	Umgeni Water	Defending action wherein our client is cited as implementing agent on behalf of a Water Service Authority (uThukela District Municipality)	R312k	2020 - on going
Public	Joburg Water & Joburg Property Co	Defending clients where certain farms are claimed by Bakwena ba Phogole Community, South of Joburg incl Naturena	TBA	2021 - on going
Public	Johannesburg Metro Police Department (JMPD)	Addressing claims emanating from unequal pay for members of the force	TBA	2021
Public	Joburg Metro Trading Co	Breach of intellectual property rights - new Dawn Technologies, Metrowired & ITIP	R1.7M	2021
Public	City Power Johannesburg SOC Ltd	Claim arising from IOD and subsequent death of staff members of client	R630k	2021- on going
Public	Joburg Water	Non payment of monthly charges iro effluent; termination of water supply	R1.2m	2022
Public	Joburg Water	Arbitration relation to upgrade of digest heat and mixing system at Olifantsvlei Waste Water Treatment Works (WWTW)	R2.m	2022
Public	Joburg Water	Alleged illegal disconnection as a result of raised charges for industrial and household effluent charges	R680k	2022
Public	City of Johannesburg	Contravention of CoJ's Land Use Scheme	TBA	2022
Public	City Power Johannesburg SOC Ltd	Assist client with urgent application related to illegal connection of electricity	R60k	2022
Public	Johannesburg Roads Agency	Registration of a trademark	R570k	2022
Public	City Power Johannesburg SOC Ltd	Joining SALGA & City of eKurhuleni in litigation against Eskom relating to reticulation at Local Government	TBA	2023



PROSECUTIONS

Sector	Institution	Action	Value	Period
Public	Umgeni Water	Various officials for tender irregularities as identified by Forensic Investigation	R1.2m	2022

INVESTIGATIONS

Sector	Institution	Action	Value	Period
Public	Gauteng Enterprise Propeller	Investigation of tender irregularities related to 2 programmes within GEP (a) Township Excellence Awards (TEA) (b) Price Standardization	R2.3m	2021
Public	Gauteng Enterprise Propeller	Handling and and regularizing of UIFW expenditure for the current and previous Financial Years	R1.5m	2020-2022

CONTRACTS

Sector	Institution	Action	Value	Period
Public	City Power Johannesburg	Contract Review	R812k	2022
Public	City Power Johannesburg	Contract Review	R6.8m	2023
Public	Umgeni Water	IT related Contract Review	TBA	2023
Public	Umgeni Water	S189 Staff Transfer Agreement	TBA	2023



INVESTIGATIONS

The Firm has, amongst others, recently undertaken the following assignments

Sector	Institution	Action	Period
Government	National Department of Human Settlements	Dispute Resolution Grievance lodged by Deputy Director: Information Technology against her superior	2016
	KZN CoGTA	Investigations and legal opinions on various matters relating to Traditional Affairs (ubukhosi)	2013-2016
	KZN Department of Health	Labour law services – namely Investigations, Presiding and Prosecuting on various matters	2013-2016
	Department of Rural Development & Land Reform	ESTA/CPA/ - Prevention of illegal evictions and Mediation services in Farms (KZN and Mpumalanga)	2017-2020
Municipalities	iLembe District Municipality	Investigation into unauthorised, irregular, wasteful expenditure through utilisation of Regulation 32 SCM Regulations	2018
	KwaDukuza Municipality	Investigation relating to misconduct in respect of sourcing of office automation equipment of full maintenance lease utilising Regulation 32 SCM Regulations	2017
	KwaDukuza Municipality	Investigation into misconduct around procurement of security service contract	2016
	Big 5 False Bay	Municipal Rates related investigation	2015
	Mtubatuba Municipality	Investigation into misconduct and/or misappropriation in the Revenue Section	2015
	Newcastle Municipality	Investigation into misconduct relating to Municipal Services Department on procurement for professional services	2014
Parastatals	IEC	SCM related fraud investigation in Newcastle Office	2014
	IEC	SCM related fraud investigation in Danhauser	2013



CONSTRUCTION LAW MATTERS

This deals with our private sector clients that are engaged by Government Agencies for multi-disciplinary type contracts in the main.

We offer specialist advice to our clients in relation to:

- Construction and Engineering contracts;
- NEC3 Contracts;
- JBC Agreement; and
- Contract Management.

Our professionals have been working in tandem with other specialists ranging from Quantity Surveyors, Architects, Town Planners and Engineers. This has brought a competitive advantage and solid understanding of the technical expertise beyond legal sphere

This Unit deals with core aspects of contracts including FIDIC, JBCC and GCC. We have been involved in advisory capacity to Principal Agent for the following projects:

Sector	Institution	Action	Project	Period
Government	IDT	Defending claims that relate to Construction contracts	tba	2015-2018
	NHBRC	Legal advisory and actioning of interdicts against the illegally implemented developments	tba	2015-2018
	Gauteng Enterprise Propeller (GEP)	Review of existing contracts Drafting of new contracts Drafting of Standard Operating Procedures for the Management of Contracts between the Agency and its Regions throughout the Gauteng City Region	R286k	2018
Private Sector	Moteko Construction Cost Consultants and Project Managers CC	Legal Advisory in respect of the Moteko's obligations emanating from the construction of Low Cost Housing as well as Community Residential Units	R680k	2014-2017
	Leseko Property Development (Pty) Ltd	Legal Advisory in respect of the Leseko's obligations emanating from its role as Project Manager for the Department of Human settlements' developments	R174k +	2018 – on going
	Leseko Architecture (Pty) Ltd	Implementing Agent toward the construction of Mashona Clinic, Ulundi Municipality	R116k	2015
	Leseko Architecture (Pty) Ltd	Implementing Agent toward the construction of Osuthu Clinic, Nongoma Municipality.	R96k	2014
	Bongela Developments (Pty) Ltd	Tshakastad Low Cost Housing Project (142 Units)	R420k	2014



CORPORATE LAW MATTERS

Sector	Institution	Action	Project	Period
Government	City of Johannesburg	Legal advisory on Corporate Governance matters relating to City as sole shareholder and each of its entity, represented by the Chair of the Board well as the Managing Director	R1.2m	2017 -2018
	City of Johannesburg	Due Diligence investigation on the status of the agreements between the City as sole shareholders and all the 12 entities	R1.8 m	2017
Private Sector	Mafu Holdings	Drafting of the founding documents of the entity; Company Secretarial duties Ensure Corporate governance practices within the establishment	tba	2014-2017
	Bongela Developments (Pty) Ltd	Project Secretariat for Siyathuthuka Integrated Human Settlement development in EMakhazeni, Municipality, Belfast	R420k +	2014 to date

LEGAL OPINIONS

Sector	Institution	Action	Project	Period
Parastatals	KZN Growth Fund Trust	Restructuring of the KZN Growth Fund Trust: Implications of the Public Finance management Act, 1999	R1.2m	2017 -2018
	Companies and Intellectual Commission	Opinion on challenges emanating from transfer of employees from the old CIPRO & OCIPE to the new CIPC and matters incidental to S189 Labour Relations Act	R1.8 m	2017
	National Lotteries Commission	Legal opinion on whether the Operator could cede or assign its Social Responsibility obligations to any one or more of its subsidiary Companies, without falling foul of its license conditions as set out by the Regulator	tba	2014-2017
	KZN Growth Fund Trust	BBBEE Status applicability in the context of the desired outcomes of a proposed Educational Foundation	R420k +	2014 to date
	National Lotteries Commission	Legal opinion on legality surrounding the issue on consolidation of National Lottery Distribution Trust Fund into the National Lottery Commission's Annual Report	R325k	



Government	Ndwedwe Municipality	Investigation relating to inconsistencies with Regulations published under the Municipal Systems Act 32/200 and the Employment contract of the Municipal Manager	tba	2018
	City of Johannesburg	Legal opinion on the current state and possible institutional rearrangement of the Co-Production Programme of the City of Johannesburg, "Jozi@Work"	R619K	2017
	City of Johannesburg	Whether the Shareholder can remove a director, in the realm of Municipal Owned Entity, without the latter having any legal recourse	R129k	2017
	Newcastle Municipality	Whether the Accounting Officer could award a contract to an entity which is under the Business Rescue process, without any impunity and without contravention of any legislation	R196k	2015
Government	Moteko Construction Cost Consultants & Project Managers	Participation in the eDumbe Municipality's contract for the delivery and implementation of infrastructure and capital maintenance Projects	tba	

PROJECT / TRANSACTION ADVISORY SERVICES

In the main, this unit provides capacity in terms of, amongst others:

- Advising clients on legal aspects of preparing PPP Agreements;
- PPP feasibility Studies;
- Negotiation related to PPP AGREEMENTS;
- Drafting concessions

Sector	Institution	Action	Project	Period
Government	City of Johannesburg	Feasibility Study in respect of provision of a Broadband Internet Access Network for the residents of the City of Johannesburg	R8.6m	2017
	Abaqulusi Municipality	Legal advisory to related to Water Service Authority and Provider Status and the implications thereof	tba	2018-2021
	Johannesburg Road Agency SOC Limited	Secretariat for Public Transport Transformation Forum; extension of Rea Vaya BRT to North East Quadrant of the City of Johannesburg	R6.3m	2018 - 2020
Parastatals	Development Bank of Southern Africa	Appointed for Independent Power Producers' Office (IPP)	tba	2017-2020
	Mangosuthu University of Technology (MUT)	Legal advisory on matter related to extension of contract for Project Manager assigned for Infrastructure Project Management	tba	2016



	IEC/KZN D Community safety & Liaison	Local Government Election - Administrative duties in conjunction with DDP, Durban in respect of 2009 - these include recruiting various private lawyers from and around Durban and county.	tba	2009
	IEC/KZN Department of Community safety & Liaison	National Elections - Administrative duties in conjunction with DDP, Durban in respect of 2009 - these include recruiting various private lawyers from and around Durban and county.	tba	2011
Private Sector	Leruo Petroleum (Pty) Ltd	Legal Advisory in respect of the Diesel Supply and Service Agreement with Tongaat Hulett Ltd, South Africa	tba	2016
	Moteko Construction Cost Consultants & Project Managers	Transfer of Water Function from a Water Board into the WSA Municipality (Advisory)	tba	2015
	Moteko Construction Cost Consultants & Project Managers	S'hamba Sonke Department of Transport Programme (Advisory)	tba	2014

PROJECT / TRANSACTION ADVISORY SERVICES

Our Practitioners have Right of Appearance in the High Court of South Africa. Others are also accredited to practice in the Province of KwaZulu- Natal, Gauteng, Limpopo and the North West Province.

As a responsibility the firm holds toward the development of our Articles Clerks, the firm assigns its Candidate Attorneys to attend to litigation at the Magistrates Court for litigation matters. They also represents clients at the KZN Municipal Bid Tribunal.

Some of our esteemed clients that we have represented include:

- City of Johannesburg
- City of UMhlatuze
- KwaDukuza Municipality
- POPCRU
- Ulundi Municipality
- Ray Nkonyeni Municipality
- Electoral Commission (IEC)
- Independent Development Trust
- NHBRC
- National Empowerment Fund
- National Regulator for Compulsory Specifications (NRCS)

Appearances have been made in the Durban High Court, South Gauteng High Court, Durban Magistrates Court, Regional Court, South African Local Government Bargaining Council, Land claims Court, Commercial Crimes Court.



ADMINISTRATION OF JUSTICE

Our Practitioners have Right of Appearance in the High Court of South Africa. Others are also accredited to practice in the Province of KwaZulu- Natal and Gauteng, As a responsibility the firm holds toward the development of our Articles Clerks, the firm assigns its Candidate Attorneys to attend to litigation at the Magistrates Court for litigation matters. They also represents clients at the KZN Municipal Bid Tribunal.

Some of our esteemed clients that we have represented (past and present) include:

- City of Johannesburg
- City of UMhlathuze
- City Power SOC Limited
- Johannesburg Metropolitan Police Department (JMPD)
- Joburg Property Company SOC Limited
- Johannesburg Roads Agency SOC Limited
- Ulundi Municipality
- Ray Nkonyeni Municipality
- Electoral Commission (IEC)
- Independent Development Trust (IDT)
- NHBRC
- POPCRU
- National Empowerment Fund
- National Regulator for Compulsory Specifications (NRCS)

Appearances have been made in the Durban High Court, South Gauteng High Court, Durban Magistrates Court, Regional Court, South African Local Government Bargaining Council, Land claims Court, Commercial Crimes Court.

LABOUR & EMPLOYMENT LAW

This Division oversees all employment related aspects and brings along the understanding that the spirit and the purport of the Constitution cannot be divorced from employment relationships.

The Firm boasts in excess of two decades of Labour law/Labour relations practice experience. In instances where we are engaged to manage the Labour Law/Labour Relations Programme, we are able to:

- Teach stakeholder about embracing the notion of inevitability of disagreement Manage issue of conflict before they get to crisis levels;
- Inculcate the culture of engagement;
- Promote dialogue with the result that healthy Labour Relations prevails within the workplace
- To respect the processes created by collective bargaining, Labour Relations Act and, the Constitution.

In general terms, our Labour Law Unit deals with

- Drafting of Employment related Policies and Procedures;
- Drafting of Employment contracts Representing clients at the Labour Court;
- Representing clients at the CCMA;
- Investigation of allegations of misconduct or victimization;
- Prosecution/ Initiating disciplinary enquiries for and on behalf of clients PRESIDING over Disciplinary Hearing



OTHER SPECIALIST MATTERS UNDERTAKEN

Extension of Security of (Land) Tenure Matters

The founder of Garnet Ngubane & Partners Inc. became panellist for the Department of Rural Development and Land Reform (DRDLR) since 2009. He is well vested with the content and the application of the Extension of Security of Tenure Act, Communal Property Associations Act and other Land Rights Management Facility Training attended includes Land Reform legislative training conducted by the then Agent of the Department of Rural Development and Land Reform, namely, Mediation And Transformation Practice (MTP).

Another training attended was conducted by the Department's second Agent, namely, Cheadle Thompson and Haysom (CTH) in 2011. Ngubane had handled numerous matters under the auspices of the LRMF, including Evictions, Relocation, Compensation as well as Regularization of the Communal Property Associations (CPAs).

In 2017 and 2018, further training in this regards was attended under the auspices of Maenetja Attorney, who were the third agent of the DRDLR. The firm is currently on the LRMF Panel.

This work involves Resolution of Conflict prevalent within the Farming Communities. The place of main activity for the Firm has been Northern Natal (Glencoe, Danhauser, Newcastle, Utrecht, as well as Mpumalanga (Ermelo, Standerton and Nkomazi).

ELECTIONS OBSERVATORY MISSION

The Firm's founder has been involved in the Elections observer Mission since 2009. While a candidate attorney at Shembe Attorneys, Mr Ngubane worked as administrative personnel in 2009 National Election and later recruitment specialist, responsible for recruiting attorneys from throughout the Province of KwaZulu-Natal for the mission in 2011 Local Government Elections.

The Founder of the Firm has observed and Resolved Conflict incidental to the Elections in areas including, but not limited to:

Msinga	Greytown
uMzinto	St Faith's
Mtunzini	Kranskop
eNdumeni	KwaDukuza
Abaqulusi	Nongoma

PROJECT MANAGEMENT

Sector	Institution	Action	Project Value	Period
Private Sector	Bongela Developments	Managing and coordination of various role players' services in the Integrated Human Settlement development project, EMakhazeni Municipality	tba	2009 - On going
	Moteko Construction Cost Consultants & Project Managers	Part of the Programme management professional team responsible for the implementation of S'hamba Sonke programme for the national Department of Transport	tba	2018-2021



TRAINING AND FACILITATION

Our Firm is an LG SETA accredited Service Provider, with accreditation Number, LGRS-1538-161221. The Firm has a total of 4 Assessors and 3 Moderators.

The relevant qualifications linked to our Firm are as followed:

- National Certificate: Local Government-Councillor Training
- Certificate: Leadership Development
- Certificate: Municipal Finance Management.

Further, in conducting our assignments under this unit, we have a strategic relationship with Ndotha (Pty) Limited, another highly experienced, black woman owned & managed and Service Provider. Ndotha's Executive Director, Ms Nombuso Ngubane brings along extensive frontline experience in the training space.

The following are non-accredited training courses that we provide:

- Basic Facilitation Skills
- Conflict and Negotiation
- Presentation Skills
- Community Development Life Skills Programs
- Health and Safety Courses Health and Safety Qualification (Non-accredited-unit standard aligned)
- First Aid
- Basic Health and Safety Principles
- Fire fighting
- SHE Representative
- Communication
- Environmental Management
- Incident investigation.

PROCUREMENT & CONTRACT MANAGEMENT

Our Practitioners are specialists in Procurement Practice law; in the main the Firm offers advice to Public Sector Institutions such as Municipalities, Parastatals and Provincial Government Departments.

Within the Firm there are people who have worked for government and have been participants in Bid Committees on various capacities.

Since 2012, the Firm has dealt with instructions relating to the following:

- Compilation of specifications for various projects;
- Advice on actions taken by Bid Committees at various stages of the procurement process
- Handling Objections related to award of tenders, as sanctioned by Regulation 49 of SCM Regulations.

The specific role that we play under this Unit includes:

- Providing SCM support to officials in the employ of Municipalities and Provincial government departments in order to ensure compliance with National Treasury Practice Notes;
- Interpreting Clauses and Regulations relating to SCM;
- Overseeing procurement processes and guidance on the application of PPPFA Regulations and other Prescripts.
- Furnishing Legal Opinions where required to chart the way forward for an institution.



FACILITATION, CONFLICT MANAGEMENT AND RESOLUTION

This Unit has in recent times been involved in Conflict Resolution assignments in KwaZulu-Natal, Mpumalanga as well as the Gauteng Provinces. The assignments relate to

Sector	Institution	Action	Project Value	Period
Government	Department of Rural Development and Land Reform (DRDLR)	Mediation Services (various matters from different Farms)	tba	2009 - On going
	City of Johannesburg Municipality	- Conflict Management and Resolution in engagements between City and the Taxi Associations namely, Alexandra Taxi Association (ATA), Alexandra Randburg Midrand Sandton Taxi Association (ARMSTA) - Dispute resolution in a matter between City of Johannesburg & PUTCO, relating to the latter's affectedness in Phase 1C of BRT for the North East Quadrant of CoJ (Rea Vaya Bus rapid Transit)	tba	2018-2021
	eMalahleni Local Municipality	Conflict Management and Resolution between Communities of KwaGuqa, Klarinet, Hlalanikahle, Thubelihle and Dingindoda and Mpumalanga Department of Human Settlements and eMalahleni Municipality (HHS List) related under the Title Deeds Restoration Programme		2017-On goign
	IEC/KZNDSCS	Various Conflict Resolution initiatives within various Voting Districts and stations in the main around Ngome, KwaDukuza and Mtunzini areas	Stipend paid in line with the agreed DPSA fee structure	2009 & 2011

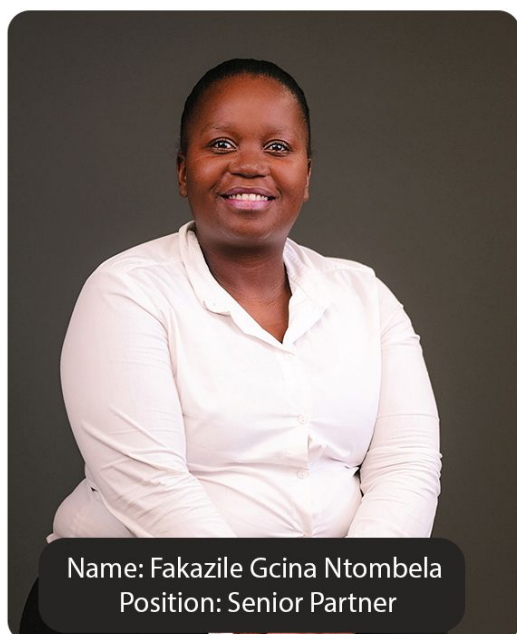
COMPANY SECRETARIAT / OTHER TYPE SECRETARIAT ASSIGNMENTS

The assignments undertaken hereunder relate to

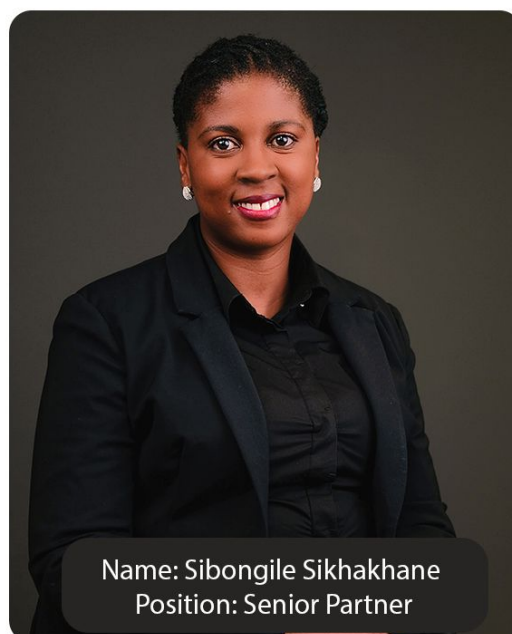
Sector	Institution	Action	Project Value	Period
	City of Johannesburg Municipality	- Independent Facilitators for the North East Quadrant of the City of Johannesburg (Phase 1C of the Rea Vaya Bus Rapid transit Project) - Set meeting Agenda for various Working groups, Technical Task Teams, meetings, Plenary and Process Committee - Record proceedings draft minutes, distribute to relevant stakeholders, ensure the implementation of resolutions, file adopted minutes	tba	2018-2021
Private Sector (SMMs)	1. Mafu Holdings 2. Leseko Architecture 3. Bongela Developments	- Prepare agendas; - Set Board induction programme - Train directors and offer refresher on their fiduciary duties as directors - Prepare for AGMs - Assist board observe principle of corporate governance - Ensure compliance with statutes		



Name : Cebolenkosi Garnet Ngubane
Position : CEO
Profession : Attorney of the High Court of South Africa

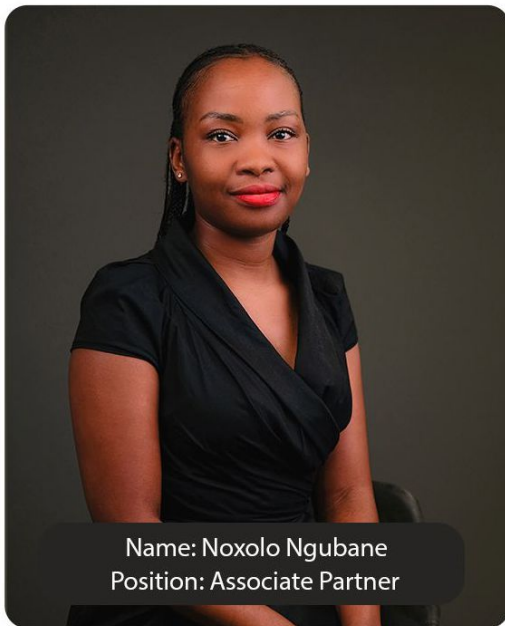


Name: Fakazile Gcina Ntombela
Position: Senior Partner

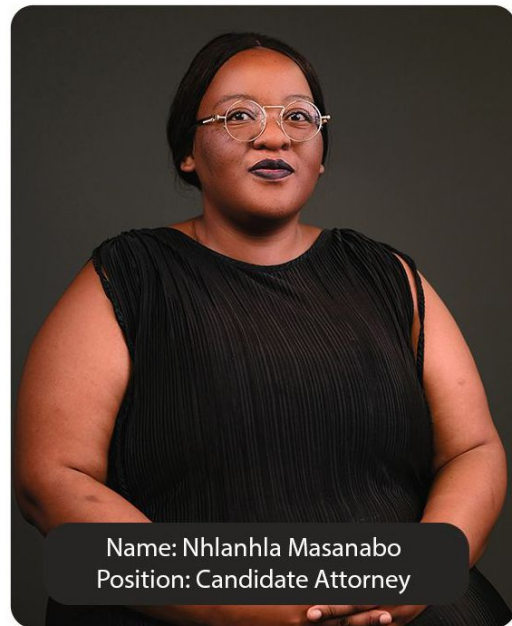


Name: Sibongile Sikhakhane
Position: Senior Partner

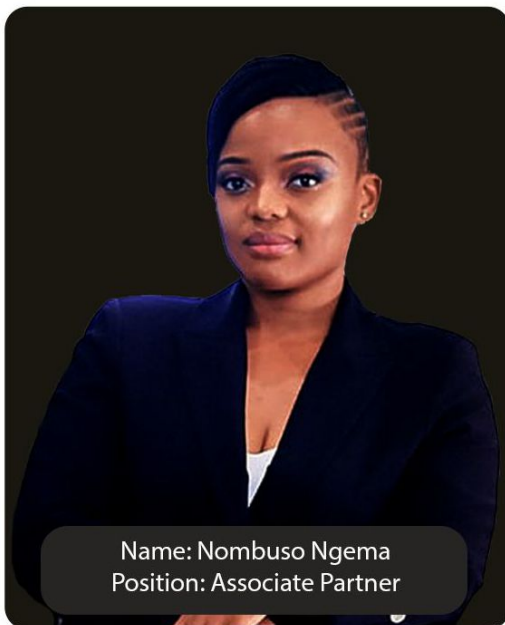




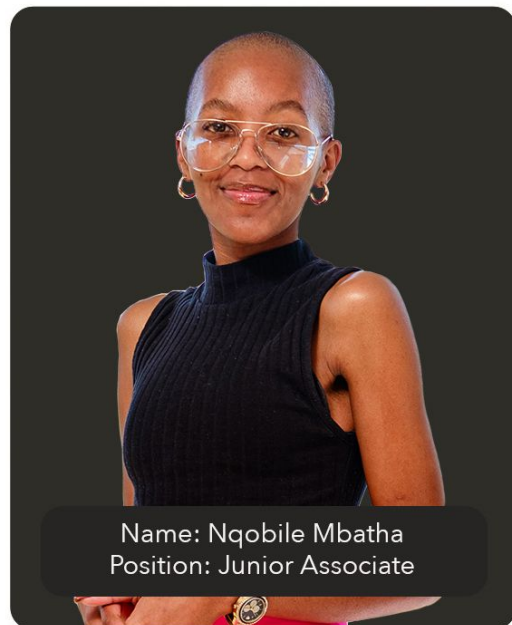
Name: Noxolo Ngubane
Position: Associate Partner



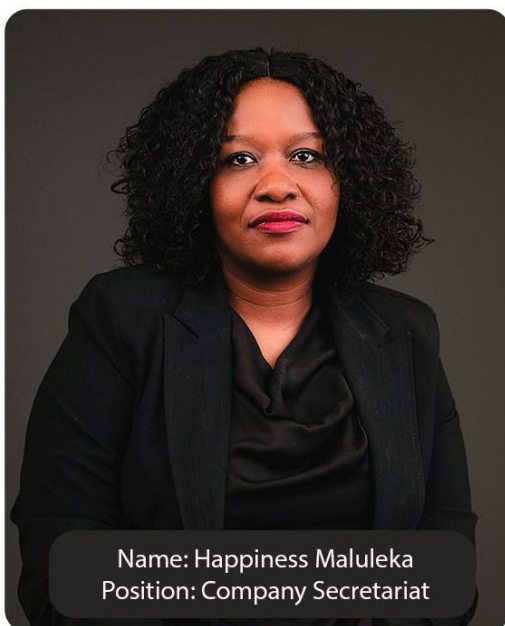
Name: Nhlanhla Masanabo
Position: Candidate Attorney



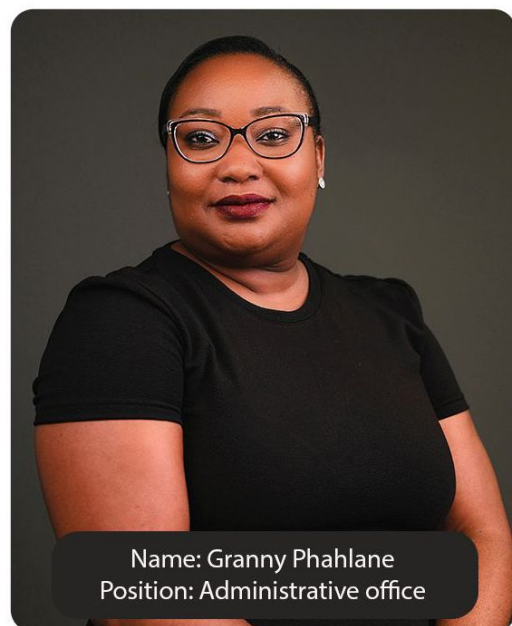
Name: Nombuso Ngema
Position: Associate Partner



Name: Nqobile Mbatha
Position: Junior Associate

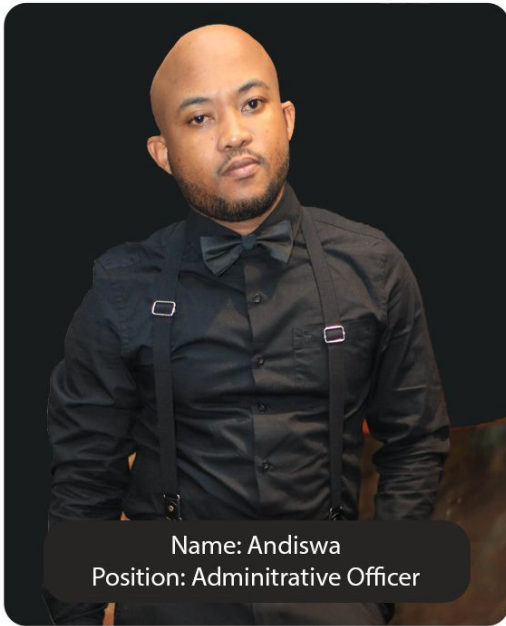


Name: Happiness Maluleka
Position: Company Secretariat

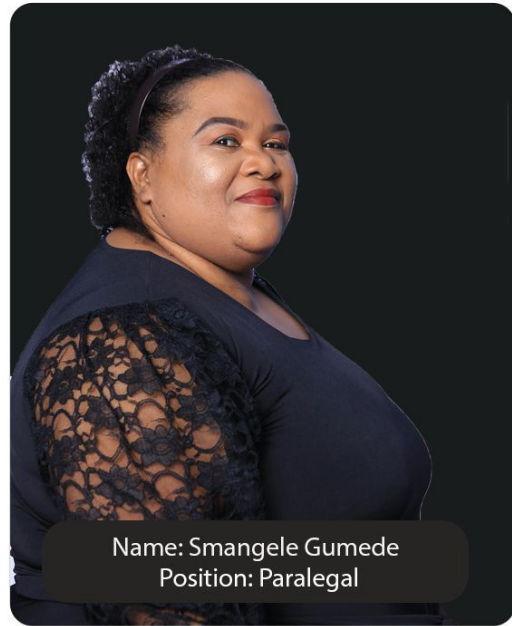


Name: Granny Phahlane
Position: Administrative office





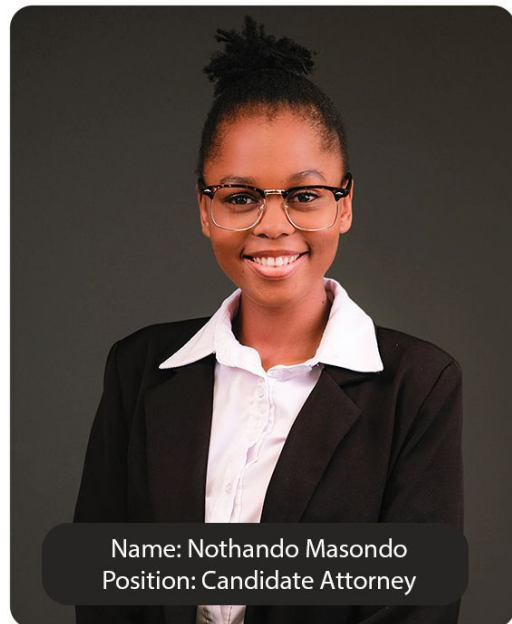
Name: Andiswa
Position: Administrative Officer



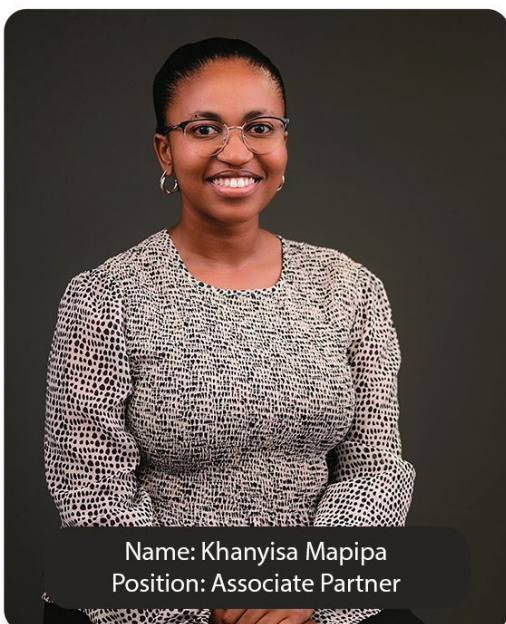
Name: Smangele Gumede
Position: Paralegal



Name: Celokuhle Ngubane
Position: Associate Partner



Name: Nothando Masondo
Position: Candidate Attorney



Name: Khanyisa Mapipa
Position: Associate Partner



Name: Kwanele Tenza
Position: Candidate Attorney

AFFILIATIONS

The Firm is registered with the following Legal Practice Council

- KwaZulu-Natal
- Gauteng

The Practitioners are registered with the following statutory Bodies:

- Institute of Directors for Southern Africa (IoDSA)
- Institute for Local Government Managers (ILGM)
- Media, Advertising, Publishing, Printing, Packaging (MAPPP) SETA
- Private Security Industry Regulatory Authority (PSIRA)
- Institute for Commercial Forensic Practitioners (ICFP)
- Association of Certified Fraud Examiners (ACFE)

STRATEGIC PARTNERSHIPS

The Firm works in Association with:

- Kunene Maila Attorneys (Gauteng)
- BMM Attorneys (KwaZulu-Natal)
- L Motha Attorneys

OUR VALUED CLIENTS



OUR TRANSFORMATION APPROACH

We share and subscribe to the sentiments espoused in the Legal Services charter as adopted by the South African Government and various Stakeholders.

Chief amongst the objectives of the Charter is giving effect to the Constitution, the Promotion of Equality and Prevention of Unfair Discrimination Act and the Broad-based Black Economic Empowerment Act through the facilitation of the transformation of the legal services sector, and the promotion and empowerment of historically disadvantaged individuals (HDIs).

From the onset, we believed that one of the mechanisms of transforming the legal services sector is, amongst others, creating and nurturing a law practice that is prepared and capacitated to advance historically disadvantaged individuals (HDIs) in the broader legal sector. To that end, the firm's approach therefore is largely seeking to present itself as capable service provider that has skills, knowledge and capacity to deliver required legal services to the Private Sector and Government; hence we seek to secure work from both the private and the public sector sources.

Lastly the firm also believes that private sector clients are also well positioned to create an enabling environment for firms of status and capabilities of Ngubane & Associates. We shall seek partnership with them as well.

SOCIAL RESPONSIBILITY INITIATIVES

The Firm has over the years been actively involved on Social Responsibility initiatives. Formations such as Early Childhood Development, Public Schools as well as Charity organisations have benefited from our initiatives.

The above mentioned initiatives has been rolled out in KwaZulu-Natal (Umlazi) and Gauteng (Soweto).

Some of the organisations we have impacted on include-

1. Bubbles Day Care Centre, eThekweni CBD;
2. Zamokuhle ECD, Umlazi
3. Sesese Day Care Centre, Ladysmith;
4. Meals on Wheels, Soweto
5. Sibonokuhle ECD, Msinga Top;
6. Tshedimoso Mehlaeng Primary School, Mofolo Soweto



CORPORATE INFORMATION

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Fax 2 Email: 086 478 5330

Email: Legal@garnetinc.co.za | Website: www.garnetinc.co.za

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