



SIBEKO  **INCORPORATED**
ATTORNEYS, CONVEYANCERS & NOTARIES

PRACTICAL LEGAL SOLUTIONS

COMPANY PROFILE

**“ Practical legal
solutions. ”**



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Foreword

Sibeko Incorporated Attorneys is a boutique law firm established in 2014. Our mission is to provide our community with sound legal guidance in all aspects of contracts, commercial and corporate law; conveyancing, land reform, notarial and property law; case management, family law, general civil litigation and legal opinions and employment and labour law. We exist to attract and maintain clients by providing tailor made, practical, legal solutions.



Who are we

Sibeko Incorporated Attorneys is a 100% black-owned, boutique-law firm established in 2014. Our commitment is to provide our clients with sound legal guidance in all aspects of South African commercial, contract and corporate law; employment and labour law; general civil litigation; family law and property law.

Our team of legal professionals possess extensive experience and knowledge in their respective areas of speciality which enables them to properly assist clients with their legal problems. We exist to attract and maintain clients by providing tailor-made, practical, legal solutions.





Our Services



Case Management

Case Management, family law, general litigation, and providing legal opinions:

We have a division within our legal firm which specialises in general civil litigation both in the Magistrates and High Courts. We have the capacity and experience to provide legal opinions on a number of subjects and advise on litigation strategies. In this regard, the following areas of service are dealt with by ourselves:

- Case Management;
- Debt Collections;
- Family law;
- Litigation (High Court and Magistrate's court);
- Procurement Law and Forensic Investigations



Commercial, Contract and Corporate Law

We have vast experience in the vetting and management of commercial transactions which translates into negotiating, drafting and interpretation of agreements. We are also able to advise on commercial and corporate law transactions. In this regard, the following areas are dealt with by ourselves:

- Advising on company law;
- Advising on company law requirements and compliances;
- Advising on contracts;
- Advise on deal structuring;
- Alternate dispute resolution;
- Contract negotiations;
- Drafting of agreements;
- Drafting of legal opinions on commercial matters;
- Interpretation of agreements;
- Risk Management.



Employment and Labour Law

Our employment and labour law division employs an approach which seeks an environment that is less volatile between both the employer and employee. Dialogue is the key instrument which we utilise in resolving issues. This does not detract from a combative approach where it is necessitated by circumstances of ill-discipline and misconduct. Labour disputes are tackled within the prescripts of labour law and alternative dispute resolution processes. In this regard, the following services are provided by ourselves:

- Conciliation and arbitration assistance;
- Discipline management;
- Labour audits on compliance with labour law related legislation;
- Incapacity management;
- Policy, regulation and contract drafting;
- Policy and contract implementation;
- Retrenchments; and
- Strike attendances.



Conveyancing, Land Reform, Notarial and Property Law

Our firm strives itself as a leading service provider in the areas of property law and conveyancing. Services rendered in this regard are as follows:

- Advising on property law and property disputes;
- Advising on property management schemes;
- General conveyancing;
- Land claims;
- Opening sectional title and township registers;
- property development and township establishment;
- Property lease advice and contractual drafting; and
- Subdivision and consolidation of properties.



Forensic Investigations

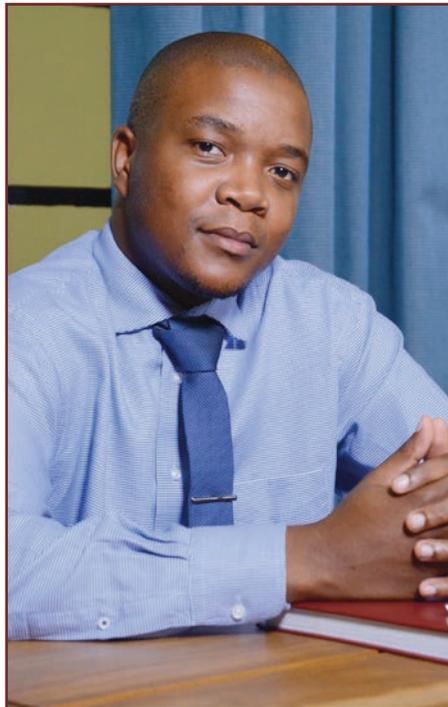
Our dedicated forensics team is highly skilled in complex, large-scale investigations into white collar crime. We have, over the years, acquired skills that enable us to properly analyse all information and data available to determine factual findings. Our highly dedicated forensic investigation team is also able to provide the following services:

- compliance support, including compliance advice;
- fact-finding investigations,
- due diligence screening,
- risk assessments, remediation,
- cyber investigations,
- money laundering, bribery, fraud and corruption investigations.



Our People

We have a team of highly qualified and experienced professionals in their respective fields.



Mr. Sakhile Sibeko (LLB Unisa)

Sakhile obtained his LLB degree from the University of South Africa (UNISA) and has also been educated in Alternative Dispute Resolution by The Arbitration Foundation of Southern Africa (AFSA). Initially attracted to the legal profession by a strong belief in justice for all and a desire to know the legal implications and remedies of any given situation, Mr. Sibeko commenced his service as a Candidate Attorney at Shapiro & Shapiro Incorporated and later moved to Bert Smith Incorporated.

After his admission as a legal practitioner, he stayed for a brief while at Bert Smith Inc and then went on to establish SM Sibeko Attorneys in 2014. Mr. Sibeko has established a solid foundation and experience and has assisted clients in the areas of Civil Litigation (Magistrates & High Court), Corporate and Commercial Law; Contract Law; Evictions; Family Law; and Property Law.

Sakhile has appeared on national television and radio, discussing property law and related matters. Mr Sibeko has also facilitated workshops for various institutions around Gauteng on issues pertaining to family and property law.



A close-up, artistic photograph of a pair of golden scales of justice. The scales are suspended by a chain and are slightly out of focus, with the background being a soft, blurred blue gradient. The lighting highlights the metallic texture and the intricate details of the chains and pans.

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ATTORNEYS, CONVEYANCERS & NOTARIES



Senior Associate:
Themba B Shabangu – B. IURIS (University of the North); LLB
(University of the North))

Themba Shabangu is an experienced legal practitioner in our litigation department boasting over 13 years of experience practicing as such. Mr Shabangu served his articles with SM Kader & Associates until his admission as a legal practitioner. After completing his articles with the said law firm, Themba practiced as a professional assistant in the firm's litigation and commercial law department before going on to practice for his own account.

Mr Shabangu has vast knowledge in providing legal services in the areas of Alternative Dispute Resolution, Civil Litigation (Magistrates & High Court); Commercial Litigation; Land Claims; Labour Law; Municipal Law.





Mr. Menzi Vilakazi Bachelor of Laws (University of the Witwatersrand); Bachelor of Arts (University of the Witwatersrand)

Mr Menzi Vilakazi has extensive experience on individual and collective Labour Law. Menzi's experience covers the drafting of employment contracts, policies and procedures, collective agreements, legal opinions, wage negotiations and advising clients on adherence procedures.

Mr Vilakazi has experience in labour litigation and facilitation of mediation as a means to settlement. Menzi has chaired meetings, disciplinary hearings, incapacity inquiries and has also conducted retrenchments and appeared at the CCMA, various Bargaining Councils, Labour Court and Labour Appeal Court conducting arbitrations, applications trials, review applications and urgent applications.

Menzi has conducted seminars on different labour legislations and topics. Other achievements include sitting in various committees which include Steel and Engineering Industries Federation of South Africa ("SEIFSA") where he sat in the Board of Directors in the capacity of Company Secretary. Mr Vilakazi has sat in the Audit, Risk, Remunerations Committee at EXCO whilst also being involved with regards to wage negotiations for the Steel industry which included the employer's federation and Trade Unions.

Menzi has further been a consultant at Bidvest, Rea Vaya, Cash build, Scaw Metals, Avenge and Pick 'n Pay to name a few.





Mummy Sempe - B.A Law (National University of Lesotho); LLB (National University of Lesotho)

A seasoned and organised legal practitioner with more than 11 years in practice, Mummy been educated in Advocacy; Alternative Dispute Resolution; Compliance – Financial Regulations; Commercial Law Practice; Corporate Governance; Criminal litigation and Forensic Evidence; Environmental Policy and Management in Mining and Minerals; Human Resources Management; Medical negligence; Multi-Stakeholder Negotiations; and Quantification of Personal injury claims.

Mummy served her articles at Kekana Hlatshwayo Radebe Incorporated Attorneys and also grew to be a director at the firm before leaving to join the Johannesburg Society of Advocates. In her years as her legal practitioner, Mummy has also worked at Bowmans and Scorpion Legal Protection.

Ms Sempe's areas of speciality include but are not limited to Civil Litigation (Magistrates & High Court), Drafting Legal Opinions; Family Law; Claims; Municipal Law and Personal Injury Claims.





Senior Associate:
Patience Chavalala - LLB (University of the North)

Ms Chavalala is a graduate of the University of Limpopo. Patience started her career as a candidate attorney at Baloyi Rikhotso Attorneys. As a legal practitioner, Patience has worked for Phungula Incorporated Attorneys and also practised for her own account. Further to that, Patience has also acted as a magistrate at the Mokopane Magistrates Court.

Ms Chavalala is highly experienced in the following: Civil Litigation (Magistrates & High Court) and Employment and Labour Law.





Associate:
Karabo Bamphitile - LLB (University of North West)

Karabo Bamphitile is an attorney in the Litigation and Dispute Resolution Department. His interests lie in litigation and dispute resolution, commercial and labour disputes, as well as general litigation. Karabo attended the North West-University where he obtained his LL.B degree and completed his articles at VDT Attorneys Inc in 2018, where after he was appointed as an associate until 2019 when he joined Sibeko Inc Attorneys.

Karabo is a firm believer in the power of diligence, perseverance, resilience and having a diehard spirit. His friendly and easy-going manner helps put his clients at ease. He backs this up with strong administrative skills to ensure that work outputs are delivered on time and to his exacting standards with the necessary attention to detail which the nature of his work requires.





Associate:
Noma-Gcina Mtshontshi

- **Certificate in Compliance Management – UJ (2016) (Cum laude)**
- **Bachelor of Laws (LLB) UNISA (2009)**
- **Certified Fraud Examiner (ACFE) (2006)**
- **B Comm (Honours) (Informatics) Pretoria (2000)**
- **B Econ (Economics, Information Systems) Rhodes (1996)**

An experienced and accredited Forensic Practitioner and Attorney, Noma-Gcina has had an illustrious career which includes but is not limited to working for:

1. Deloitte & Touche as a Senior Manager at Deloitte's Risk Advisory in the Forensic unit;
2. Momentum as head in the implementation section of Business Intelligence and MIS in the Sales division at Momentum;
3. Standard Bank as MIS manager where she designed and delivered business solutions to respective business;
4. Deloitte as a Manager in the Pretoria office of Deloitte, focussing on forensic data analysis and using technology to assist investigations;
5. Deloitte - Dallas, Texas, USA where she was charged with the implementation of Deloitte data analysis product in the US from South Africa;
6. South African Reserve Bank as an information technologist and;
7. First Nation Bank as a system owner analyst.



Company Structure

DIRECTOR - ADMITTED ATTORNEY

Sakhile Sibeko

SENIOR ASSOCIATES: ADMITTED

Thembi Shabangu
Neo Mamela
Patience Chavalala
Menzi Vilakazi

MARKETING CONSULTANT

Thuli Hlophe

ASSOCIATES: ADMITTED

Shaimal Dullabh
Noma-Gcina Mtshontshi

LITIGATION CONSULTANT

Mummy Sempe

IT TECHNICIAN

Thapelo Moatshe

MESSENGER/DRIVER

Mandla Khoza

CONVEYANCING SECRETARY

Dorcas Mootane

GENERAL/LITIGATION SECRETARY

Annah Ramano



Some of our Clients

Institution name : Tirhani Auctioneers



Institution name : Steve Tshwete Local Municipality



Institution name : Msukaligwa Local Municipality



Institution name : Lekwa-Teemane Local Municipality



Institution name : Ndwedwe Local Municipality



Institution name : Sedibeng district municipality



Institution name : Independent Development Trust



Institution name : ATNS – Air Traffic Navigation Services



Institution name : Sanral



Institution name : Dept of Rural Development & Land reform



Institution name : Gauteng Growth & Development Agency



Institution name : Thabo Mofutsanyana District Municipality





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labour
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Labour
REPUBLIC OF SOUTH AFRICA