

# Corporate Profile



**Makhathini**  
consultants



**Company Details**

|                      |                                                                                                                                                                                                                    |
|----------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Company Name         | Xulu-Makhathini Consultants                                                                                                                                                                                        |
| Registration Number  | 2008/220321/23                                                                                                                                                                                                     |
| Tax Reference number | 9073894181                                                                                                                                                                                                         |
| VAT Number           | 4630297945                                                                                                                                                                                                         |
| Office Address       | 49 WEST STREET<br>MIDDELBURG<br>1050                                                                                                                                                                               |
| BEE Status Level     | LEVEL 3                                                                                                                                                                                                            |
| Contact Details      | Office: 013 591 0056<br>Cell: 072 178 7785                                                                                                                                                                         |
| Email Address        | <a href="mailto:admin@xulumakhathini.co.za">admin@xulumakhathini.co.za</a><br><a href="mailto:info@xulumakhathini.co.za">info@xulumakhathini.co.za</a><br><a href="mailto:joexulu@gmail.com">joexulu@gmail.com</a> |



## **Vision**

- To be a preferred and idolized services provider providing: Labour law, legal affairs and human resources, training and development, recruitment processes, health and safety consulting.
- To put business notions of the previously disadvantaged people into economically rewarding notions.
- To walk the talk of the constitution, and to provide a legal nest for clients.

## Mission



To provide a legal nest for our clients and empower them through needs based representative and training in the following:

- Labour Law matters
- Criminal Matters
- Civil Matters
- Entrepreneurial Matters
- Health and Safety
- Skills Development

To promote a culture of **“We are them”** as opposed to **“We against them”** in relations to employers and employees.

### Who are we

- Xulu-Makhathini Consultants is 100% Black owned company specializing in all Legal Matters.
- We are accredited with SASSETA as a Training provider. We offer valuable and consistent Skills development training, Legal and Labour Law protection services, Health and Safety. We value our learner base and it is of high significance to empower our customers. XMC is a 100% black owned organization and we are geared to collaborate with both medium and large corporate firms.

### Our legal services include:

- Office consultations to once-off clients and retainer clients.
- Policies and procedures (manual).
- Disciplinary policies and procedures.
- Conducting disciplinary hearing.
- CCMA representations (Conciliation and Arbitration).
- Bargaining council representations.
- Labour court representation.
- Condonation application.
- CCMA Referral application.
- Labour Court Review application.



- Correspondence letters.
- Labour hire.
- Industrial relations and human resource.
- Payroll implementation and management.
- Induction.
- Debt collection.
- Negotiations with Unions.
- Legal compliance audit.
- Termination: misconduct, incompetence and incapacity.

***Skills Development Training consist of the following***

- Labour Relations Act.
- Paralegal Practice National Certificate NQF Level 5.
- Basic Conditions of Employment Act.
- Employment Equity Act.
- Skills Development Act.
- Contract of services.
- Prevention and management of Protests/Lockouts/Pickets.
- Training on disciplinary handling skills.
- Training on how to lead and present evidence.
- Training on how to present documentary evidence.
- Training on CCMA rules.
- Health and Safety training.
- Supervisor Development Programme (NQF 4).

## Targeted clients

- Corporate organisations – handle/manage the whole legal departmental issues
- SMMEs
- Individual clients
- Mining Industry
- Contract Cleaning
- NPO - Rural Communities
- SGB - Municipalities
  - SOE
  - Societies
- Public Sector



## **RETAINER FEE ARRANGEMENTS**

### **1. LEVEL A**

HR/IR FUNCTIONS: Between R3 500 for small **companies** to R60. 000 for big companies.  
This is also dependent on the number of employees.

### **2. TRAINING**

### **3. HEALTH AND SAFETY**

### **4. PAYROLL MANAGEMENT**

### **5. LEGAL**

Our company can offer you all above services free for a negotiable **monthly retainer** fee of R55 000 only

## THE ADVANTAGES OF PARTNERING WITH XMC

1. In terms of section 200 of the Labour Relations Act.  
An employer can only be represented at the CCMA and Labour Court by "**A Registered Employers' Organization**"
  2. In terms of Rule 25 of the CCMA Rules and Regulations.  
An employer or company can only be represented by a Registered Employer Organization provided the following is submitted as proof:
    - 2.1. The Employers' Organization must prove that it is duly and properly registered
    - 2.2. Both the Employer and Employers Organization must prove that the Company or Employer to be represented is a paying member of the said Employers' Organization by producing a membership certificate.
    - 2.3. The person purporting to act on behalf of the Employers' Organization must prove that he has authority from the Employers' Organization authorizing him/her to represent the said company.
- NB** This therefore means that a company can no longer take any person claiming to be a Labour Consultant to represent it at the CCMA or Bargaining Council.
- It means that the Commissioner is legally not allowed to allow a company to be represented by a person who doesn't belong to a registered Employers' Organization.

- The Unions also have the **right to object** to such representation. Which means the Company **might end up** having to face a strong Union without any representation at the CCMA or **Bargaining Council**.
- Lawyers are also not automatically **allowed to represent**, unless they make a formal application which can be turned down by **the Commissioner**.
- Therefore, the safest and more convenient **manner that** companies have to take is to belong to Registered Employers' Organizations like **ours**.

### **THE TEAM**

Xulu – Makhathini Consultants has a team of qualified professionals that **are always** available, willing to attend and resolve any challenge within their scope of **work**.

This means we will be available 24/7 for our clients.



**Contact details:**  
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**Website:** [www.xulumakhathini.co.za](http://www.xulumakhathini.co.za)

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