



marvin &
melvin 

COMPANY PROFILE



61 Sea Glen Drive
Seaview
Durban
4094

email: sabelo@esnyawo.co.za

Tel: +27 81 547 7647

CSD: MAAA0638497
TAX NO: 906 214 5256
REG: 2018/102717/07





WHO WE ARE?

Marvin and Melvin PTY LTD
Labour Lawyer
His Resume speaks volume

Marvin and Melvin PTY LTD is a leading consulting firm providing expert services in labour relations, employment law, corporate services and human resource. Founded in 2018 by renowned labour attorney and corporate executive Sabelo Nyawo, Marvin Melvin leverages the decades of experience of our principals to deliver unparalleled value to organizations seeking to optimize their workforce and navigate South Africa's complex labour landscape.

SERVICES WE OFFER

1. Presiding over Disciplinary Enquiries and Capacity Development (TRAINING).
2. Prosecutions on behalf of the employer and Capacity Development (TRAINING).
3. Forensic Investigations.
4. Establishment of Training/ Skills and Development Committee and Workshopping of Committee Members.
5. Establishment of Employment Equity Committee and Capacity Development and Workshopping the Committee Members.
6. Establishment of PPE Committee and Capacity Development and Workshopping the Committee Members..
7. Establishment of Occupational Health and Safety Committee and Capacity Development and Workshopping the Committee Members..

OUR TARGETS AND POTENTIAL CLIENT

includes Government Departments and Local Government (Municipalities) Private Sector, SOCs and SMMES, NPOs and NGOs



OUR VISION

To be Africa's premier consulting firm for optimizing organizational performance through expert labour relations services, cutting-edge human resource strategies, and empowered workplace cultures.

OUR MISSION

At Marvin Melvin, our mission is to partner with organizations to build resilient, compliant and high-performing workforces by providing unparalleled expertise, innovative solutions and compassionate guidance in navigating complex labour and employment matters. Peace of Mind for our Clients is our guarantee.

OUR VALUES

- Batho Pele
- Integrity
- Excellence
- Empowerment
- Partnership
- Transformation



OUR SERVICES AND EXPERTISE

PROSECUTION/LEADING EVIDENCE AND PRESIDING OVER ENQUIRIES:

- Drafting of Charges
- Leading of Evidence in Chief
- Cross Examination tactics
- Admissibility of Evidence
- What is a Case Law
- Audi Alteram Partem Principle (Rules of Natural Justice)
- Inspection in Loco
- Viva Voce Evidence
- Opening Statement
- Closing Statement
- Plea
- What is a Leading Question
- When do you Object
- Part Held?
- De Novo?
- Sub Judice?
- What is a Prayer?
- Substantial Fairness
- Procedural Fairness
- Devil's Advocate
- Mitigating Factors
- Aggravating Factors
- Balance of Probabilities vs Beyond Reasonable Doubt
- Re Examination

FORENSIC INVESTIGATIONS:

- Drafting of Charges

ESTABLISHMENT OF EMPLOYMENT EQUITY COMMITTEE:

- Government agencies and departments
- Educational institutions (universities, colleges, schools)
- Non-profit organizations
- Workshopping the Committee Members

OUR SERVICES AND EXPERTISE

**ESTABLISHMENT OF EMPLOYMENT EQUITY
COMMITTEE AND WORKSHOPPING THE
COMMITTEE MEMBERS**

**ESTABLISHMENT OF SKILLS AND DEVELOPMENT
COMMITTEE AND WORKSHOPPING THE
COMMITTEE MEMBERS**

**ESTABLISHMENT OF HUMAN RESOURCES
DEVELOPMENT COMMITTEE AND
WORKSHOPPING THE COMMITTEE MEMBERS**

**ESTABLISHMENT OF PPE COMMITTEE AND
WORKSHOPPING THE COMMITTEE MEMBERS**

CRAFTING OF JOB DESCRIPTIONS

CONTRACT OF EMPLOYMENT

OUR SERVICES AND EXPERTISE

**ESTABLISHMENT OF OCCUPATIONAL
HEALTH AND SAFETY COMMITTEE AND
WORKSHOPPING THE COMMITTEE
MEMBERS**

**CAPACITY DEVELOPMENT ON ALL OF THE
ABOVE AND WORKSHOPPING THE COMMITTEE
MEMBERS**

**ENSURING COMPLIANCE ON WORKPLACE
SKILLS PLAN (WSP) AND WORKSHOPPING
THE COMMITTEE MEMBERS**

INCAPACITY:

- Poor Performance vs Incompatibility
- CRAFTING OF JOB DESCRIPTIONS
- CONTRACT OF EMPLOYMENT

ABUSE OF SICK LEAVE:

- Scrutinising Doctors' Notes
- Affidavit accompanying Dr's Note (Latest Case Law)
- Absenteeism Pattern Analysis (Month Ends)
- Substance Abuse

ABOUT OUR FACILITATORS

Our Facilitators consist of: Labour and ER Experts, Well Educated and Experienced, Admitted Attorneys, Part CCMA Commissioners and Admitted Attorneys.



Mr Elcome Sabelo Nyawo

- B Juris (Bachelor of Law) Obtained
- LLB (Old One) undergraduated
- MBA (Undergraduated)
- Project Management DUT, Obtained
- Forensics Investigation and Criminal Justice UJ Obtained
- Board Member in 5 Institutions
- Head of Employment Relations: Ezemvelo KZN WILD LIFE
- DEPUTY DIRECTOR ER: NATIONAL PROSECUTING AUTHORITY (NPA HQ)
- LEGAL ADVISOR: Msunduzi Municipality (Labour Law Disvision)
- ER Superintendent: Richards Bay Minerals (RBM/ Rio Tinto)
- REGIONAL MANAGER ER: TRANSNET (TPT for Durban and Richardsbay)
- GEBERAL MANAGER CORPORATE SERVICES: UMDONI MUNICIPALITY

The References of Work Performed

- INKOSI LANGALIBALELE MUNICIPALITY : MR Luyanda Mabaso
Contact Person: Luyanda Mabaso: +27 78 339 6020
- BROWN SUGAR PTY LTD : THOBILE NZAMA
Contact Person: THOBILE NZAMA: +27 79 920 3121
- MCFAIR HOLDINGS (IDUBE TRADEPORT)
Contact Person: Mr. KNOX NXUMALO: +27 82 375 7005
- KWA DUKUZA MUNICIPALITY
Contact Person: Mr. P. Ngcobo: +27 76 594 2946
- KZN Society FOR THE BLIND
Contact Person: Mr. Bheki Jele: +27 78 878 1922

GET IN TOUCH

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To learn more about how Marvin Melvin can assist your organization, please contact us at

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