

(116)

CURRICULUM VITAE OF BHEKIZENZO TEMBE

POSTAL/PHYSICAL ADDRESS:

CONTACT CELLPHONE NUMBER:

E-MAIL ADDRESS:

ALTERNATIVE EMAIL ADDRESS:

ALTERNATIVE CONTACT PERSON:

Adv. Tshepo Cyril Phanyane: Member of the
South African (Johannesburg Bar)

ALTERNATIVE CONTACT PERSON CELL.

ALTERNATIVE EMAIL ADDRESS:

1. PERSONAL DETAILS

| | |
|------------------|-----------------------|
| SURNAME: | Tembe |
| FIRST NAME: | Bhekizenzo |
| DATE OF BIRTH: | |
| IDENTITY NUMBER: | |
| NATIONALITY: | South African |
| HOME LANGUAGE: | IsiZulu |
| OTHER LANGUAGES: | English and Afrikaans |
| GENDER: | Male |
| DISABILITY: | Visually impaired |
| MARITAL STATUS: | Married |
| DEPENDANTS: | 3 |

2. **FORMAL EDUCATION**

2.1 **SECONDARY EDUCATION**

HIGH SCHOOL ATTENDED : Arthur Blaxall School, PMB
HIGHEST STANDARD PASSED : Matric with merit (1998)

LEADERSHIP ROLES / AWARDS

1998 : Dux award, Florence Blaxall award for outstanding performance in external examinations and Arthur Blaxall Speech Contest Award.

1997-1998 : SRC Secretary and Head Prefect

Ensuring sound school governance
Good working relationship between learners and staff including support staff at the hostel
Ensuring general welfare for learners

2.2 **TERTIARY EDUCATION**

INSTITUTION : University of KwaZulu-Natal
QUALIFICATION : LLM Candidate, (Business Law)

INSTITUTION : University of Johannesburg
QUALIFICATION : Certificate in Legislative Drafting (2017)

INSTITUTION : University of KwaZulu-Natal, Westville
DEGREE : B.Com (Hons) in Industrial Relations (2009)

INSTITUTION : Law Society School for Legal Practice (Durban)
QUALIFICATION : Certificate in Legal Practice (2004)

INSTITUTION : University of Natal (Durban)
DEGREE : LLB (2003)

LEADERSHIP ROLES / AWARDS

2004: Award for outstanding performance in Constitutional Litigation (Law Society School for Legal Practice).

2004: Scarce Skills Scholarship from the National Research Foundation

2002: Award for perseverance and courage in overcoming obstacles.
(Howard College School of Law).

2000-2001: SRC (UND) Executive Member - Gender and Transformation Officer.

During my term in office:

- I advocated for the establishment of the Disability Unit, and this was achieved through the support of my colleagues in the SRC and the University management;
- The Disability Unit offered therapeutic services, occupational services, psychological services as well as academic support services to disabled students;
- Ensuring greater welfare, accessibility and transformation for disabled students on campus.

1999-2000: SASCO (UND Branch) Executive Member - Political Education Officer.

3. Membership with Professional Bodies

- Member of Black Lawyers Association
- Member of KZN Public Sector Lawyers Forum
- Member of KZN Law Society
- Admitted as an Attorney of the High Court of South Africa (03 March 2006)

4. Community Service

2009 – 2012

- Member of Arthur Blaxall School Governing Body
- Worked towards improving sound governance and financial accountability in accordance with the provisions of the Public Finance Management Act no 1 of 1999
- Participated in fund raising
- Served as in-house legal counsel in contractual matters

2012 – 2014

Board Member of the KZN Society for the Blind

- Responsible for ensuring sound corporate governance and financial accountability;
- Involved in fund raising;
- Ensuring sound and healthy working relationship between management and staff.

5. Work Experience

05 November 2007- Current

I am employed by the **KZN Department of Education as Deputy Director** in the Legal Services Component responsible for:

- The strategic management of litigation by and against the Department by identifying trends in litigation and devising strategies thereon
- Drafting and vetting service level agreements entered into by the Department
- Responsible for providing legal support to the Department by drafting legal opinions relating to constitutional law, administrative law, Public Finance Management Act as well as Treasury Regulations
- Responsible for legislative drafting, *inter alia*, the drafting of notices being published in the Government Gazette
- Responsible for legislative compliance by the KZN Department of Education, legislative audits as well as legislative review
- Rendering of legal support to the MEC
- Providing legal opinions and advice to various line functions/directorates on legal administrative matters including school principals as well as district managers
- Holding workshops in districts on legal matters and especially new legislation, amendments, and bills requiring comments
- Advising the MEC and Head of Department on legal interpretation and legal compliance in relation to their exercise of executive and administrative powers respectively
- Interpreting, drafting and editing a variety of legal documents including service level agreements and ensuring that they comply with legal principles in order to protect the interests of the Department
- Advising on compliance e.g. PAJA, PAIA and policies
- Liaising with and drafting briefs to the State Attorney in respect of litigation and labour matters
- Presiding over internal disciplinary hearings as a member of various Disciplinary Committees within the KZN Department of Education
- Advising on policies, providing advice on tenders and infrastructure projects
- Advising and dealing with general public service issues involving personnel and financial matters
- Assist in the development of policies and procedures manual
- Assist in the development of annual budget and strategic plans on service delivery by the Department
- Assisted in doing legal research pertaining to the drafting of the procedure manual on disciplinary matters for the Department
- Doing online legal research by making use of the internet and *Lexus Nexus*
- Supervising legal personnel including legal admin staff and legal interns

02 October 2006 - 31 October 2007

During the course of 2006 and 2007, I was employed as a **Legal Advisor by the EThekweni Municipal Council's Legal Services Unit**

- Responsible for defending legal proceedings brought against the municipal council
- Responsible for debt collection on behalf of the municipal council
- Appeared in the magistrate's court in respect of motion proceedings as well as trial proceedings on behalf of the municipal council

03 January 2005 – 30 September 2006

Candidate Attorney with Livingston Leandy Incorporated.

During my articles of clerkship, I was properly and fully instructed in the practice, ethics, business management and administration, functions and duties of an attorney.

Further, I gained competence in independent and personal management of matters. Under the supervision of my principal, I gained experience in the following areas of legal practice:

- The preparation of legal opinions;
- The preparation of briefs for Counsel;
- Interviews with clients and witnesses and drafting of witnesses statements;
- Giving advice concerning commercial, civil, constitutional and criminal matters;
- Drafting Pleadings, Notices, Affidavits and preparation of documents for trial;
- Participating in settlement negotiations and drafting settlement agreements;
- Attendance at pre-trial conferences and consulting with counsel;
- Routine office administration, including the proper handling of files and documents;
- The preparation of statements of account for clients and drafting bills of costs in both the High and Magistrate's Courts, and attending to the taxation thereof; and
- The drafting of various commercial agreements

6. Interests

Reading and writing, public speaking, music and sport.

7. References

Ms. M.L. Thusi
Chief Director – Administrative Services (KZN Department of Education)

Ms Fikile Masiko MP

Adv. Max Du Plessis SC

Mr. Dennis J Sibuyi,
Executive Director: DMS attorneys

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GEREGISTREERDE WOKOM- EN POSADRES

1. Bewaar die bewys van u GEREGISTREERDE WOKOM- EN POSADRES in hierdie sakkie.

2. Indien u van adres verander het, of indien besonderhede van u huidige adres, bv. straatnaam en/of nommer, ens. verander het, moet die vorm KENNISGEWING VAN ADRESVERANDERING, wat in die sakkie agter in die identiteitsdokumente is, gebruik word om die verandering aan te meld en moet dit ingedien word by of gegee word aan die naaste streek- of streekkantoor van die DEPARTEMENT VAN BINNELANDSE SAKE.

REGISTERED RESIDENTIAL AND POSTAL ADDRESS

1. Keep the proof of your REGISTERED RESIDENTIAL AND POSTAL ADDRESS in this pocket.

2. If you have changed your address, or if particulars of your present address, e.g. name of street and/or street number, etc., have been changed, the NOTICE OF CHANGE OF ADDRESS form in the pocket at the back of the Identity document must be used to report the change, and it must be handed in at or posted to the nearest regional/district office of the DEPARTMENT OF HOME AFFAIRS.

TEMBE

VOORNAME/FORENAMES
BHEKIZENZO

GEBORTEDISTRIK OF LAND/
DISTRICT OR COUNTRY OF BIRTH

SOUTH AFRICA

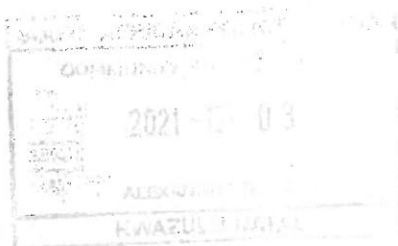
GEBORTEDATUM/
DATE OF BIRTH



DATUM UITGEREIK
DATE ISSUED

REPUBLIC OF
SOUTH AFRICA

ISSUED BY AUTHORITY OF THE
DIRECTOR-GENERAL
HOME AFFAIRS



... (CERTIFIEERDE KOPIE) ...
 I certify that this document is a true reproduction (COPY) of the original document which was handed to me for authentication. I further certify that, from my observations an amendment or a change was not made to the original document.

19... v

.....
 HANDTEKENING / SIGNATURE
 RANG / RANK

MAGSNOMMER / FORCE NUMBER 19... v
 NAAM IN DRUKSKRIEF / NAME IN PRINT: M... G...

South African



Certification Council

SENIOR CERTIFICATE

Awarded to
BHEKIZENZO TEMBE

Identity number

Subjects passed

English : First Language
Afrikaans : Second Language
Physiology
Mercantile Law
History
Business Economics
Aggregate

| | | |
|----|---|-----------|
| HG | C | 60%-69% |
| HG | D | 50%-59% |
| HG | B | 70%-79% |
| SG | A | 80%-100% |
| HG | A | 80%-100% |
| HG | B | 70%-79% |
| | M | 1440-1679 |

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19/11/98

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MAAGNOMMER / FORCE NUMBER: 19114924 RANG / RANK: SA

NAAM IN DRUKSKRIF / NAME IN PRINT: *[Signature]*

ENDORSEMENT
This candidate has complied with the minimum statutory matriculation requirements for admission to bachelor's degree study at a university in the Republic of South Africa



With effect from December 1998

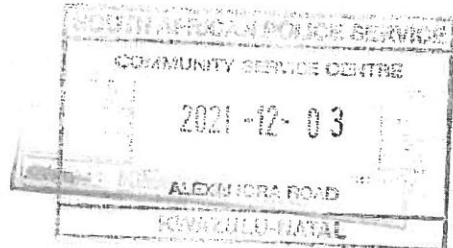
Executive Officer *J. Balitz*

This certificate is issued without alteration or erasure of



Ek sertifiseer dat hierdie dokument 'n ware kopie is van die oorspronklike dokument wat voorgelê is. Ek sertifiseer verder dat daar nie 'n verandering of wysigings aan die oorspronklike dokument aangebring is nie.

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NAAM IN DRUKSKRIF M. D. 2003
NAME IN PRINT

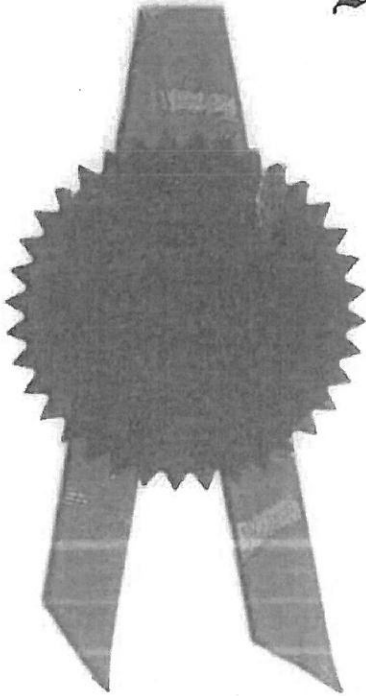
University of Natal

We, the Vice-Chancellor, the Registrar,
and the Dean of the Faculty,
hereby certify
that

Bhekizenzo Tembe

has this day been admitted to
the degree of

Bachelor of Laws



M W Makgoba
Vice-Chancellor

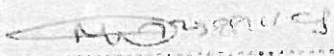
G J Trotter
Acting Registrar

M G Cowling
Dean

16 December 2003
UV PROTECTED - TAMPER EVIDENT UV

is verklaar dat hierdie dokument 'n ware reproduksie (kopie) van die oorspronklike dokument is. Hierdie verklaring is slegs geldig indien dit in die oorspronklike dokument verskyn het. Indien daar 'n wysigings of 'n veranderinge in die oorspronklike dokument gemaak is, sal hierdie verklaring nie geldig wees nie.

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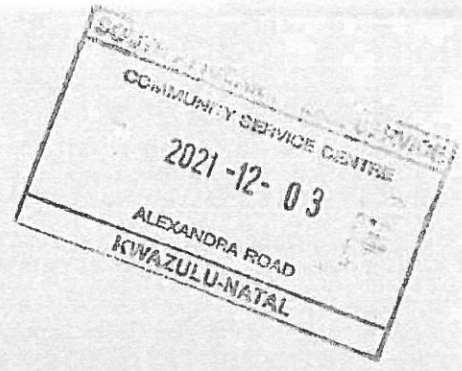
MAGSNOUMER / FORCE NUMBER

RANG / RANK

NAAM IN DRUKSKRIF / NAME IN PRINT



UNIVERSITY OF NATAL




SCHOOL OF LAW, DURBAN

COURAGE & DETERMINATION

This award honours

Bhekizenzo Tembe

for perseverance and courage in overcoming obstacles


Prof RONALD LOUW
Head of School

31 October 2002

I certify that this document is a true reproduction (kopie) of the original document and that I am not responsible for any amendments or changes made to the original document.

[Handwritten signature]

WAGSOMMER
FORCE NUMBER
NAME IN DRUKSKRIF
NAME IN PRINT



UNIVERSITY OF
KWAZULU-NATAL

2021-12-03

STUDENT SERVICE

This is to certify that

Bhekizenzo Tembe

successfully completed the full-time programme in

Legal Practice

from 23 June 2004 *to* 03 December 2004

at the

School for Legal Practice

[Handwritten signature]

Director
School for Legal Practice

[Handwritten signature]

Dean
Faculty of Law

Achiever Certificate

...document is a true representation of the original document which was submitted to me for certification. I have checked the document and have observed that the copy is a true and correct copy of the original and that no change was made to the original document.

 FURTHER SIGNATURE / SIGNATURE

MEMBER NUMBER 2299901 RANG EST
 MEMBER NUMBER RANG
 MEMBER NUMBER RANG



LEAD
 Legal Education and Development

**School for Legal Practice
 Durban: 2004(2)**

**OUTSTANDING CONSTITUTIONAL LITIGATION
 FIRM AWARD**

It is hereby certified that

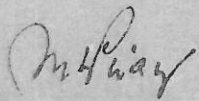
COMPASS INCORPORATED

is the Outstanding Constitutional Litigation Firm and that

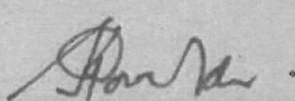
Bhekizenzo Tembe

is a partner of this firm.

Signed at Durban on the 3rd day of December 2004



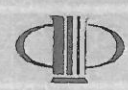
DIRECTOR



PROF. K. GOVENDER

School for Legal Practice, Durban
 The LSSA is accredited by the POSLEC Seta as a
 training provider

HUMAN RIGHTS COMMISSIONER



REPORT

LEAD

Legal Education & Development

(for the purpose of the Attorneys Act, 53 of 1979 as amended)

It is hereby certified that candidate attorney

R TEMBE

satisfactorily attended

ed training course of the

from 23/06/2004 to 03/12/2004

This course was approved by each of the provincial Law Societies of South Africa for the purpose of Section 7(5) of the Attorneys Act 53 of 1979, as amended and Section 11 of the Attorneys Amendment Act, 87 of 1989

Details of attendance with regard to the subjects prescribed by the law societies:

| <u>Subject:</u> | <u>No. of days attended:</u> | <u>Centre:</u> | <u>Year:</u> |
|-------------------------------|------------------------------|----------------|--------------|
| Commercial Litigation | 2 out of 2 | SFLP:DBN | 2004 |
| Aspects of Gender Law | 1 out of 1 | SFLP:DBN | 2004 |
| Attorneys Bookkeeping | 13 out of 13.5 | SFLP:DBN | 2004 |
| Business Management | 3.5 out of 3.5 | SFLP:DBN | 2004 |
| Commercial Contracts | 6 out of 6 | SFLP:DBN | 2004 |
| Constitutional Practice | 3 out of 3 | SFLP:DBN | 2004 |
| Criminal Court Practice | 14 out of 14 | SFLP:DBN | 2004 |
| Forms of Business Enterprise | 3 out of 3 | SFLP:DBN | 2004 |
| High Court Practice | 12 out of 12 | SFLP:DBN | 2004 |
| Insolvency Practice | 2 out of 2 | SFLP:DBN | 2004 |
| Labour Dispute Resolution | 5 out of 5 | SFLP:DBN | 2004 |
| Legal Costs | 2 out of 2 | SFLP:DBN | 2004 |
| Magistrates Court Practice | 11 out of 11 | SFLP:DBN | 2004 |
| Matrimonial & Divorce Matters | 3 out of 3 | SFLP:DBN | 2004 |
| Personal Injury Claims | 4 out of 4 | SFLP:DBN | 2004 |
| Professional Conduct | 2 out of 2 | SFLP:DBN | 2004 |
| Wills & Estates | 5 out of 5 | SFLP:DBN | 2004 |

DIRECTOR
Legal Education and Development

12/01/2005

DATE:
(Our ref: D. Angelopulo)

NOTE: This original certificate must be retained for application for admission as an attorney. The LSSA reserves the right to charge administration fees should a duplicate be required.

A performance report is available from the director of the school

The LSSA is accredited by the POSLEC Seta as a training provider



ATTENDANCE

Handwritten notes and signatures on the certificate, including a signature of the Director and a date stamp from the Law Society of South Africa dated 12/01/2005.

IN THE HIGH COURT OF SOUTH AFRICA
(Natal Provincial Division)

PIETERMARITZBURG, THIS 3RD day of MARCH 2006

Before the Honourable Mr Justice VAN DER REYDEN; and
Before the Honourable Mr Justice VAN ZYL, Acting

I certify that this document is a true reproduction (COPY) of the original document which was handed to me for authentication. I have verified this from my observations and an amendment or a change was not made to the original document.

IT APPEARING THAT

[Handwritten Signature]
HANDWRITING / SIGNATURE
MAGSNOMMER 02199361 RANG 1ST
FORCE NUMBER
NAAM IN DRUKSKRIEF BHEKIZENZO TEMBE
NAME IN PRINT



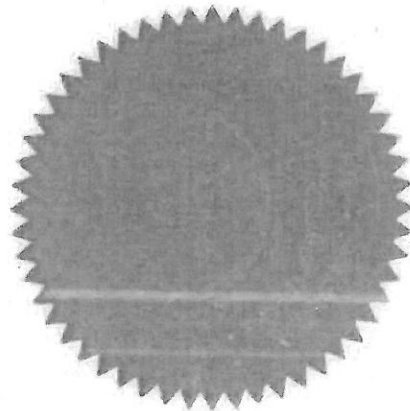
is duly qualified to practice and to be admitted as an
ATTORNEY of this Court, it is hereby ordered that
his name be enrolled as such by the proper officer.

BY ORDER OF THE COURT

R J JOOSTE
REGISTRAR

Enrolled same day.

R J JOOSTE
REGISTRAR



is van ...
 voorgelegde ...
 daar die ...
 dokument ...

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M. D. Dube
 HANDTEKENING / SIGNATURE

UNIVERSITY OF JOHANNESBURG

MAGSNUMMER
 FORCE NUMBER 79551
 NAAM IN DRUKSKRIF
 NAME IN PRINT M. DUBE

RANG
 RANK CPT



The Council and the Senate of the
UNIVERSITY OF JOHANNESBURG
 hereby certify that the

Short Learning Programme

with field of study

Legislative Drafting
 (NQF level: 6) (Duration: six months)

with all its associated rights and privileges
 in accordance with the Statute of the University
 has been awarded to

BHEKIZENZO TEMBE

Bheki Tembe

Executive Dean: Law

Prunger

Registrar

25 FEBRUARY 2017



UNIVERSITY OF KWAZULU-NATAL



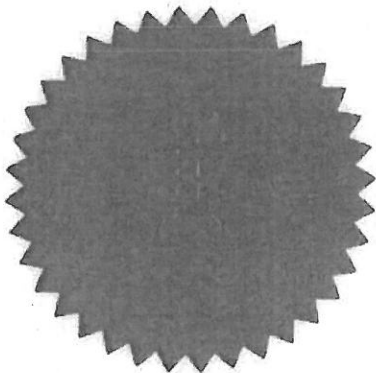
This is to certify that

Bhekizenzo Tembe

was admitted this day
at a congregation of the University
to the degree of

**Bachelor of Commerce Honours
(Industrial Relations)**

having satisfied the conditions prescribed for the degree.



M W Makgoba
Vice-Chancellor

J J Meyerowitz
Registrar

L J Stainbank
Dean

23 April 2009