Every successful business starts with an idea. Not AT Mpungose and Dlamini Inc. ("the firm"). The firm started with the collaboration of two extraordinary minds. Agrippa Mpungose brought with him 14 years of experience as an admitted attorney of the high court. Noluthando Dlamini brought with her a passion for Labour Law – especially where individual clients are being taken advantage of by large corporations. The firm is a successor in title of Tomlinson Mnguni James Inc.'s public law department which was established by Aprippa in 2009. Aprippa and Noluthando both practiced at Tomlinson Mnguni James under this department. Together they opened the doors to AT Mpungose and Dlamini Inc. in 2020 after having bought the public law department from Tomlinson Mnguni James Inc. and have grown from strength to strength ever since. Their hard work, a passion for making a difference and deep commitment to every client that walks through their doors has formed the foundation to their success.

Today, AT Mpungose and Dlamini Inc. is a fully-fledged boutique law firm that does only what it is good at. The firm takes an entrepreneurial approach to law in ways that provide outstanding results and exceptional value. The firm's team members take great pride in making it their business to first understand their clients' business and secondly, the environment within which they operate. This results in a personalised service, as well as a service that is tailor made to perfectly align with the goals of each client. There's no one-size-fits-all offering at AT Mpungose and Dlamini Inc.

The firm has grown to a team of four highly motivated and experienced legal professionals who not only have the qualifications, they also have a wealth of experience to draw on in any situation. This experience extends far beyond the public sector. From starting with providing organs of state with legal services, the firm has steadily evolved into a highly specialised law firm that also advises private companies and individuals on organs of state related legal issues, and is trusted by all those who we have assisted through the years.

We make it our priority to understand our client's needs. We know our product better than the most in the field of our practice, we know our clients and have a burning desire to succeed. As Dave Thomas said, this is all we needed to build a successful business. And that's exactly what we did.
Our Vision Statement

“The best way to succeed is to have a specific Intent, a clear Vision, a plan of Action, and the ability to maintain Clarity. Those are the Four Pillars of Success. It never fails!”

Steve Maraboli

AT Mpungose and Dlamini Inc’s vision statement showcases the four pillars of success as articulated by Steve Maraboli. It is this vision that has maintained clarity through our growth and development as a company. It is this vision that has formed a solid foundation on which we have, and will continue to build our success on:

- To be a leading industry-focussed firm (a boutique law firm) in the province of KwaZulu-Natal with emphasis on law governing the relationship between organs of state and private persons and between organs of state themselves, with particular focus on advisory services, legislative & commercial drafting and related litigation & dispute resolution.

- To be a leading firm that attracts good talent and trains them to become experts in the field of our practice.

Our Mission Statement

“On any high-performing team I’ve been a part of, putting mission first, and team before self, was always key to collective success.”

— Chris Fussell

Our mission statement is the blueprint to our ongoing success as a company. Our team of professionals always puts our mission first and before self for the collective good.

We have split our mission statement into three separate elements which work together to make sure every member of the team is fully aware of our core purpose, our business and our values:

**CORE PURPOSE**

To use our knowledge and understanding of South African law to assist and support organs of state, and any company or individual where they have been treated unfairly or unjustly.

**BUSINESS**

Our legal team delivers highly skilled, innovative, customised and cost-effective legal solutions to all clients on time.

**VALUES**

We aim to create and maintain an environment that nurtures and promotes dignity for both clients and employees. A healthy environment fosters positive growth, innovation and success.
The core values of a company make up the basic principles that influence the way business is conducted. AT Mpungose and Dlamini Inc. realised right from inception that these core values can't be taught. As a result, each team member of our firm has been cherry-picked because of the core values they already display. And these core values are critical to the success of any business.

AT Mpungose and Dlamini Inc. holds the following values at the heart of everything it does:

- **Competency:** Each team member has a job to do and needs to do it well. We only employ people who are experts in their field. In the legal fraternity, competence is key. There simply is no room for error.

- **Reliability:** We believe that without reliability, competence is useless. All our employees are highly reliable and self-motivated individuals who are unquestionably passionate about what they do.

- **Trustworthiness:** All our cases are dealt with in the strictest confidentiality. We understand that the leaking of information could be detrimental to any case and therefore take client confidentiality to another level.

- **Efficiency:** As a highly competent and reliable team of professionals, it goes without saying that efficiency is a trait that keeps our clients coming back. An efficient service is the foundation of long-lasting professional relationships. This includes relationships with our clients, our service providers, our stakeholders and even our employees.

- **Caring:** We have a passion for people. We have a heart for justice. Together these values establish a warmth that not many law firms offer. A humanness that is critical but almost non-existent in the industry.

All these values work together to create the brand that is AT Mpungose and Dlamini Inc.
“Profit is not the legitimate purpose of business. The legitimate purpose of business is to provide a product or service that people need and do it so well that it’s profitable.”
James Rouse

AT Mpungose and Dlamini Inc. provides specialised legal services to organs of the state and private companies doing business with government. Today, under our new trading name, we continue to offer a wide range of highly skilled, professional services to national and provincial departments, municipalities, state-owned entities, private entities and individuals. Our areas of expertise include:

- Government commercial transactions: this includes public procurement, drafting and vetting of commercial agreements.
- Administrative law: this is a branch of public law. It regulates the relationship between ordinary citizens and government.
- Legislative drafting: this involves the drafting of original legislation, regulations, by-laws and policies.
- Construction law: this is a highly specialised field of law. Our team can assist with any legal issue that arises during a construction project, including employment as well as workplace safety.
- Labour law: labour law regulates the relationship between the employer and the employee, and includes all subjects in connection with this relationship.
- Regulatory compliance: this is an organisation’s adherence to laws, regulations, guidelines and specifications relevant to its business processes.
- Dispute resolution and litigation: the court method of resolving a dispute is called ‘litigation’. This is where a judge decides the case. Dispute resolution can take the form of arbitration and mediation. Our team is highly skilled at assisting clients with arbitration and mediation processes.
- Public private partnership: otherwise known as PPPs. If managed correctly up front, these partnerships can be highly beneficial to all stakeholders.

Our Niche Practises Include:

**Infrastructure**
- Engineering and construction (waterworks, roads, bridges, waste water management and urban)
- Procurement (Public Private Partnership – PPP)
- Dispute resolution and litigation

**Commercial and Corporate**
- Procurement, contract drafting and vetting and contract management
- Corporate governance in the public sector
- Public finance
- Dispute resolution and litigation

**Constitutional and administrative law**
- Legal opinions
- Reviews of administrative decisions
- Constitutional litigation

**Constitutional and administrative law**
- Procurement
- PAJA
- Contract management
- Corporate governance
Our team of experienced legal professionals is well versed at working together with a common vision. Each team member brings with their own in-depth knowledge and understanding of the legal prescripts that regulate the commercial relationship between organs of the state and private persons and those that provide for and regulate their powers, processes, compliance and governance. It’s these individual accomplishments that direct our organisational values, with extraordinary results.

Agrippa T Mpungose
DIRECTOR
Mpungose is one of the founders of ATMD with 15 years of experience as an admitted attorney of the high court. He conducts advisory, litigation and training services in administrative and public procurement law, and commercial litigation and recoveries, drafting and vetting of commercial agreements, and construction law related dispute resolution. Key features of his practice include, among others, advice on the interpretation of legislation and compliance with the regulatory framework within which the public sector bodies and participants in the regulated industries operate. He advises on construction contracts, namely JBCC, GCC, NEC3 and 4, and FIDIC family of contracts. Mpungose also advises public bodies and private entities on legislation relating to public procurement and conducts litigation arising out of tender processes and administrative actions.

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Noluthando Dlamini
DIRECTOR
Dlamini is one of the founders of ATMD. She graduated from the University of KwaZulu-Natal – Howard College with her LLB degree in 2014. In 2015 she joined TMJ Attorneys in Pietermaritzburg to serve her articles. In September 2017, Dlamini was admitted as an attorney of the high court and practiced as an associate and a senior associate in the TMJ’s public law department. Dlamini specialises in labour or employment law, as well as litigation in both high and magistrate court. She further provides legal advice to municipalities, government departments and other public entities.

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Sesethu Magaba
ASSOCIATE
Magaba completed his LLB at the University of KwaZulu Natal, Pietermaritzburg in 2017. He joined TMJ Attorneys as a candidate attorney in 2018 in the public law department. During his articles he gained extensive experience in public law, administrative law, commercial litigation and recoveries, high court and magistrates court litigation, as well as constitutional litigation. Some of the matters he has dealt with have been of such public interest that they have made their way into local newspapers. He was admitted as an attorney of the high court in February of 2020 and has since joined ATMD as an associate.

Sikhumbuzo Hlophe
CONSULTANT
Hlophe is a consultant attorney in our firm. He has more than 10 years of experience in Public Private Partnerships (PPP). In 2018, after completing training with TMJ Attorneys, under the mentorship and supervision of Mrs Mpungose, he joined the Fort Hare University as a contract specialist under the SCM unit. Hlophe spent over six years at KwaZulu-Natal Provincial Treasury working in the PPP Unit as project coordinator. In this position, he has been exposed to administrative, contract and company law, preparation of PPP feasibility studies including due diligences, contract management, conventional procurement methods and alternative procurement methods such as PPPs and hybrids. He has a wealth of experience in report writing and holds a Bachelor of Commerce and Bachelor of Law from Universities of KwaZulu-Natal and South Africa respectively.

“Teamwork is the ability to work together toward a common vision, the ability to direct individual accomplishments toward organisational objectives. It is the fuel that allows common people to attain uncommon results.”
Andrew Carnegie
Black Economic Empowerment remains an important contributor to the transformation of South Africa's economy. The objective of B-BBEE is to promote growth and economic empowerment to all.

AT Mpungose and Dlamini Inc, a level 1 contributor, is proud of the progress in transformation within South Africa over the past few years. As part of its dedication to this transformation, the company continues to not only support B-BBEE but to make it an integral part of everyday business.

The company is committed to the broad-based B-BBEE transformation plan and believes in and promotes diversity within the workforce.

“Every human being, of whatever origin, of whatever station, deserves respect. We must each respect others even as we respect ourselves.”
Ralph Waldo Emerson
BUSINESS AND CONTACT DETAILS

Name of Business: AT Mpungose and Dlamini Inc.
Type of Business: Professional legal and training services
Directors: Mr Agrippa T. Mpungose
Ms Noluthando Dlamini

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