



# employment & labour

Department:  
Employment and Labour  
**REPUBLIC OF SOUTH AFRICA**

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Reference: LR/2/6/6/164/1  
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Case No. 34/2024

The Secretary  
National Bargaining Council for the Private Security (NBCPSS)  
Suite 147  
Postnet X2  
**HELDERKRUIJN**  
1733

**E- Mail: [admin@nbcss.org.za](mailto:admin@nbcss.org.za):**

Dear Sir/Madam

## **LABOUR RELATIONS ACT, 1995: AMENDMENT OF CONSTITUTION**

With reference to the Council's application for amendment to the constitution received on 7 March 2024, please be advised that the above have been approved with effect from 04/04/2024

Attached herewith is a copy of the Certified Resolution and Constitution.

Yours faithfully

**REGISTRAR OF LABOUR RELATIONS**

DATE 04/04/2024



**NATIONAL BARGAINING  
COUNCIL**  
FOR THE PRIVATE SECURITY SECTOR

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Randjespark, Midrand

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**CERTIFICATE OF GENERAL SECRETARY IN TERMS OF SECTION 57(2) OF THE LABOUR  
RELATIONS ACT, 1995**

I, Christiaan Oelofse, general secretary of the Council, hereby refer to the resolution taken by Council members on 1 March 2024 whereby it resolved to amend the Council's Constitution ("Resolution") in accordance with clause 26 of the Council's Constitution.

In accordance with section 57(2) of the Labour Relations Act, 1995, I hereby confirm that the Resolution was taken in compliance with the Council's Constitution.

Kind regards

Christiaan Oelofse

I HEREBY CERTIFY IN TERMS OF SECTION 57 (3) (a) OF THE ACT THAT THE AMENDMENT TO / REPLACEMENT OF THE CONSTITUTION HAS BEEN REGISTERED ON:-
DATE: 04/04/2024
REGISTRAR OF LABOUR RELATIONS

## **CONSTITUTION OF THE NATIONAL BARGAINING COUNCIL FOR THE PRIVATE SECURITY SECTOR**

### **1. NAME, LEGAL STATUS, HEAD OFFICE AND SCOPE**

- 1.1 The name of this Bargaining Council is the National Bargaining Council for the Private Security Sector.
- 1.2 The Council shall be a body corporate and shall be in law capable of suing and being sued and of purchasing or otherwise acquiring, holding or alienating property movable or immovable, and of doing any other act which this Constitution requires or permits it to do.
- 1.3 Unless otherwise provided for in this Constitution, no employer's organisation or trade union shall by reason only of the fact that it is a party to the Council, be liable for any of the actions and obligations of the Council.
- 1.4 The registered scope of the Council will be as set out in its certificate of registration.

### **2. OBJECTS**

The objects of the Council shall be:

- 2.1 To negotiate, conclude and enforce collective substantive agreements on remuneration, benefits and other conditions of employment. By decision of Council, regional and sectoral differences shall be accommodated where conditions dictate;
- 2.2 To determine by collective agreement any matter which may not be an issue in dispute for the purposes of a strike or a lockout in the workplace;
- 2.3 To prevent and resolve labour disputes;
- 2.4 To perform dispute resolution functions in accordance with the Act;

- 2.5 To develop proposals on policy and legislation that may affect the Council's industry and area and submit those proposals to Nedlac or any other appropriate forum;
- 2.6 To promote and support training and education schemes;
- 2.7 To establish and administer a fund in accordance with the Labour Relations Act, to be used for resolving disputes;
- 2.8 To determine the rates of contribution and enforcement of the provisions of the Pension and Provident Funds where it relates to the Industry in terms of Council's Main Agreement;
- 2.9 To consider and deal with any other matter that affects the interests of the parties;
- 2.10 To strive to promote good relationships and endeavour to maintain industrial peace between employers and employees;
- 2.11 To administer agreements of the Council;
- 2.12 To ensure compliance by all employers (including non-parties) and employees of any agreement negotiated by the parties;
- 2.13 To consider and advise or make agreed and/or separate representations on any legislation affecting the industry;
- 2.14 To ensure the promotion of literacy and training programs and development for Industry employees through the relevant SETA;
- 2.15 To negotiate and / or consult with respect to industry matters of mutual concern;
- 2.16 To establish regional structures of the Council;
- 2.17 To secure the complete organisation of employees and employers;
- 2.18 To establish policies and guidelines that may be deemed necessary for the performance of the Council's discretionary functions;

- 2.19 To establish and administer pension, provident, medical aid, sick pay, holiday, unemployment and training scheme or funds or any similar schemes or funds for the benefit of one or more of the parties to the bargaining council or their members;
- 2.20 To confer on workplace forums additional matters for consultation;
- 2.21 To provide industrial support services within the sector;and
- 2.22 To extend the services and functions of the bargaining council to workers in the informal sector and home workers.

### **3. EXCLUSIONS**

The Council shall not regulate or conclude agreements on:

- 3.1. Work practices including non – substantive conditions on of work and operational procedures;
- 3.2. Bonus or incentive schemes that are directly linked to profit or productivity or both provided that these schemes are negotiated with employee representatives or representative trade unions and that these schemes will not detract from agreements reached in terms of Clause 2.1 above.

### **4. MANAGEMENT DECISION-MAKING**

The functioning of the Council shall not detract from the right of management of companies bound by the agreements of the Council to decide on:

- 4.1. the establishment and liquidation of enterprises;
- 4.2. the primary objectives, activities, resources and policy of the organization;
- 4.3. the products of the organisation as well as the operation method, markets and marketing strategy;
- 4.4. the budget and allocation of capital and all other resources;

- 4.5. the total organisation and job structure, the number of employees, as well as the appointment, placement and transfer of employees;and
- 4.6. the nature and allocation of work and the issuing of instructions; subject to consultation and / or negotiations where appropriate.

## **5. PARTIES**

- 5.1 The parties to the Council shall be the registered employers organisations and the registered trade unions who comply with the admission requirements of Clause 6 and whose members are engaged or employed within the Council's registered scope.
- 5.2 The names of the parties to the Council are listed in Schedule 1 as amended from time to time.

## **6. ADMISSION OF MEMBERS**

- 6.1 Any registered trade union or registered employer organisation whose members are engaged or employed within the Council's registered scope may apply in writing to the General Secretary of the Council for admission as a party.
- 6.2 An application for admission as a party to the Council must be accompanied by:
  - 6.2.1 a certified copy of the applicant's registered Constitution;
  - 6.2.2 a certified copy of the applicant's certificate of registration;
  - 6.2.3 details of the applicant's membership within the registered scope of the Council, including:
    - 6.2.3.1 in the case of a trade union:
      - 6.2.3.1.1 proof of membership in good standing of at least five thousand (5000) members employed in

categories defined in the Council's Collective Agreements;

6.2.3.1.2 for purposes of meeting the threshold of membership set out in 6.2.3.1.1 above, two or more trade unions may act jointly if they have agreed to do so in writing;

6.2.3.2 in the case of an employer's organisation:

6.2.3.2.1 the number of employees that its members employ within the Council's registered scope; and

6.2.3.2.2 proof of membership in good standing by employers engaged in the industry who employ at least five thousand (5000) employees in categories defined in the Council's Collective Agreements.

6.2.4 a statement of reasons as to why the applicant ought to be admitted as a party to the Council;

6.2.5 any other relevant information which the applicant wishes to submit in support of its application; and

6.2.6 confirmation from the Registrar of Labour Relations that the applicant has complied with Sections 98, 99 and 100 of the Labour Relations Act, 1995.

6.3 Within ninety (90) days of receiving an application for admission, the Council must decide whether to grant or refuse the application and must advise the applicant within thirty (30) days of its decision in writing.

6.4 Union representation shall be proportional according to the following formula:

$$S = \frac{M}{T} \times \frac{12}{1}$$

where

S = Number of representatives (Quotient only)  
M = Number of members of the union in the Industry  
T = Total number of members of all party unions in the Sector

6.4.1 Each trade union will have representatives equal to S in the formula.

6.5 The representation of employer organisations shall be proportional according to the following formula:

Number of employees employed by members of the  
Employer organisation  
\_\_\_\_\_ X TOTAL NUMBER OF  
EMPLOYEE  
REPRESENTATIVES  
Total number of employees employed by  
members of party employers' organisation

6.6 The number of seats allocated to each of the employer and employee sides shall always be equal.

6.7 For the purpose of establishing the proportional representation of each party in terms of Clauses 6.4 and 6.5 above, the General Secretary shall, from the records submitted by the parties prepare a schedule of members in good standing for each trade union and each employer organisation every second year on 31 March; and such records submitted by the parties shall be schedules of members together with valid proof of payment of the members to the parties as of end April of that year.

6.8 In the event that a new party is admitted in accordance with clause 6 within the two year period the proportional representation for each trade union and each



employer organisation was established, such new party shall appoint a representative. Such representative appointed by the newly admitted party shall be allowed to attend the annual general meeting of the Council in the capacity of an observer with no voting rights until the following proportionate representation be determined by the Council.

- 6.9 Membership in good standing will not only include members for whom trade union subscriptions have been submitted to Council in accordance with clause 6.7, but also include employees who have been accepted for membership of a party union and in respect of whom the employer has confirmed to Council that a stop order for subscriptions shall be implemented for that employee by April of the same year. Such confirmation by the employer shall be submitted to Council in writing with proof of such subscription deduction by end April.
- 6.10 The General Secretary will within 14 days of compiling the membership statistics of each union party in terms of Clause 6.7, advise the union and the employer organisation in writing of the membership calculated and the proportionate seats allocated to each admitted registered trade union and each admitted employer organisation. Such seat allocation shall be awarded to each party that complied with clauses 6.2 and any other requirements as set out in the Constitution and be valid for a period of two (2) years calculated from the date of the amended Constitution and thereafter every second year on 31 March. Any party who wishes to object to the membership figure, shall lodge an objection with the General Secretary and state the basis for the objection.
- 6.11 The objection will be investigated by the General Secretary or a delegated official, who shall submit a written report to the Executive Committee for consideration and decision at a meeting of the committee of which the objecting union will be invited to attend and make any further submissions.
- 6.12 The decision of the Council will be final and binding.
- 6.13 In the event of the withdrawal of any party, the seat/s allocated to that Party will be re-allocated amongst the remaining unions or employer parties by utilising the formula contained in clause 6.4 or 6.5

- 6.14 In the event of a party's representivity falling below the required membership stipulated in Clause 6.2 above, and or any trade union or employers' organisation that fails to submit its membership for verification in terms of clause 6.7 such party shall be given sixty (60) days to achieve the required membership failing which, it will cease to be a party of Council. Should a party fall below the required threshold in accordance with clause 6.2.3 and did not meet the required membership within the sixty (60) days immediately after notice is given by the Council, such party shall cease to be a party and shall follow clause 6.1 to 6.3 above should it intend to be party to the Bargaining Council.
- 6.15 Where two or more registered trade unions or two or more registered employer organisations acting jointly comply with the provisions of Clauses 6.1 and 6.2 above, Council may admit such unions and employer organisations as Associate Parties to Council provided that:
- 6.15.1 The Associate Union Parties acting jointly, shall be entitled to not more than one seat in Council.
- 6.15.2 The Associate Employer Organisation Parties acting jointly, shall be entitled to not more than one seat in Council.
- 6.16 Associate Parties shall at all times comply with the provisions of this Constitution as well as directives, policies, procedures and agreements of Council.

## **7. WITHDRAWAL**

- 7.1 Any party may withdraw from the Council if:
- 7.1.1 Any other party to the Council breaches any provision of this Constitution, having continuously failed to rectify such breach for a period of at least three (3) months after having been informed of such breach in writing;
- 7.1.2 Any agreement submitted to the Minister for publication or extension is not published or extended by reason of the Minister having exercised his statutory powers, functions or discretion in terms of the Act. Provided that no party shall withdraw before representations have been made to the

Minister in order to reconsider his/her decision. No provision or natural or necessary consequence of the provisions of this clause shall detract from the powers, functions or discretion of the Minister in terms of the Act and;

7.1.3 On good cause shown to the Council and the Council fails to resolve an issue that gave rise to such intention to withdraw.

## **8. APPOINTMENT OF REPRESENTATIVES AND ALTERNATES TO COUNCIL AND COMMITTEES**

8.1 Subject to the provisions of Clauses 6.4 and 6.5 above, the Council shall consist of an agreed number of representatives for each of the employer organisation's and trade unions.

8.1.1 The Council shall be composed of 12 representatives of the trade unions and 12 representatives of the employer organisations;

8.1.1.1 Eleven (11) representatives each of trade unions and employer organisations respectively will be calculated in terms of clause 6.4 6.5 above respectively; and

8.1.1.2 One (1) representative each of trade unions and employer organisation respectively will be determined in terms of clause 6.15 above.

8.1.1.3 In the event that no associate party exists Council shall compose of 12 representatives of the trade unions and 12 representatives of employer organisations.

8.2 If one or more employers' organisations party to the council represents small and medium enterprises, at least one of the employer representatives referred to in sub – clause 8.1.1.1 must be allocated to that organisation.

8.3 The representatives in clause 8.1.1.1 above shall be appointed by the employer and the trade union parties in a manner provided for in their respective constitutions, however, no person or persons who are service providers to the Sector may be appointed as representatives by the respective parties to sit on Council and or Exco committees. Such person or persons may be appointed as members of the Council's subcommittees, task teams or working groups. Appointments must be submitted

in writing to the General Secretary within 7 days before the Annual General Meeting.

- 8.4 The representatives in clause 8.1.1.2 above shall be selected by unions of the associated unions and the employer organization in the associated employers' organization respectively through a process of voting on the basis of proportional representativeness as determined in clause 6.4 and 6.5 above respectively. In the event of a tie, the party with largest proportional representativeness in the respective under-represented bloc will have a casting vote. Such person or persons may be appointed as member of the council's subcommittees, task team or working group appointments must be submitted in writing to the General Secretary within seven (7) days before the Annual General meeting.
- 8.5 Representatives shall hold office for two consecutive years until the next elective Annual General Meeting following their appointments or until they cease to be representatives of the parties they represent, whichever occurs first.
- 8.6 Each party shall appoint an equal number of party specific alternates, one (1) alternative for each representative. Any of the alternatives may attend in the absence of the party specific representative.
- 8.7 Each party may at any time withdraw a representative or alternate on the Council by giving at least seven (7) days' notice in writing to the General Secretary. The party shall within thirty (30) days following the withdrawal appoint a replacement as provided in 8.2 or 8.4.
- 8.8 A representative or an alternate may resign by giving at least seven (7) days' notice in writing to the General Secretary and to the party which appointed him or her. The affected party shall, within thirty (30) days following the resignation appoint a replacement as provided in 8.2 or 8.4.
- 8.9 If a seat on the Council becomes vacant through the withdrawal, resignation, death or disqualification of a representative or an alternate, the vacancy shall be filled by the affected party within thirty (30) days.

- 8.10 Any representative or alternate appointed to fill a vacancy as described in 8.7 shall hold office for the unexpired portion of his or her predecessor's period of office and subject to the same conditions as such predecessor.
- 8.11 A representative may be removed from office by Council for contravening the code of good conduct or incapacity.
- 8.12 The provisions of 8.1 to 8.9 will apply *mutatis mutandis* to the appointment of representatives and alternates to committees.

## **9. ELECTION OF CHAIRPERSON AND DEPUTY CHAIRPERSON**

- 9.1 The serving Chairperson of the Council at the time of the Annual General Meeting will be the Chairperson of the meeting and preside over the election of the next Chairperson.
- 9.2 The serving Chairperson shall call for nominations for the office of the Chairperson.
- 9.3 A person shall be deemed to be nominated if proposed by one and seconded by another representative in the Council.
- 9.4 The election of the Chairperson shall alternate between the employer and trade union parties on an annual basis.
- 9.4.1 If only one candidate is nominated and seconded, such a candidate will be deemed to have been elected the new Chairperson unopposed, and must be declared by the serving Chairperson at the meeting to have been so elected.
- 9.4.2 If two or more candidates are nominated and seconded, the serving Chairperson must conduct a vote by ballot in terms of Clause 11.8 and must declare the candidate in whose favour the majority of the votes have been cast, to have been elected the new Chairperson.

- 9.4.3 Upon having been declared elected, the new Chairperson shall preside over the meeting and shall call for nominations for the office of Deputy Chairperson.
- 9.4.4 If the new Chairperson is from an employer party, only a person from union party may be nominated for Deputy Chairperson and vice-versa.
- 9.4.5 The provisions of Clauses 9.2, 9.3 and 9.5, read with the changes required by the context, apply to the election of the Deputy Chairperson.
- 9.5 The Chairperson and the Deputy Chairperson shall hold office until the Annual General Meeting following their election or until the expiration of the period for which they are appointed as representatives, whichever is the shorter.
- 9.6 The Chairperson shall -
- 9.6.1 preside and enforce order at all meetings at which he is present;
- 9.6.2 sign minutes of meeting after confirmation;
- 9.6.3 in addition, perform all other duties normally or usually performed by a person in such position.
- 9.7 The Deputy-Chairperson shall in the Chairperson's absence exercise the powers and perform the duties of the Chairperson.
- 9.8 If both the Chairperson and the Deputy-Chairperson are unable to perform their duties, the Council shall, by show of hands following a seconded motion, elect an acting Chairperson from amongst those present. The acting Chairperson shall exercise the powers and perform the duties of the Chairperson.
- 9.9 The Chairperson and Deputy-Chairperson of the Council may be removed from office by the Council for neglect of duty, serious misconduct in relation to the affairs of the Council, incapacity, or operational reasons.

## **10. OFFICERS**

### **GENERAL SECRETARY**

10.1 The Council shall appoint a natural person as General Secretary, also to be known as the Chief Executive Officer (CEO) of the Council, who shall:

10.1.1 keep books of accounts as the Council shall direct;

10.1.2 conduct correspondence of the Council, keeping originals of letters received and copies of those dispatched and at each meeting of the Council give account of correspondence which has taken place since the last meeting;

10.1.3 attend all national meetings;

10.1.4 record and keep minutes of the proceedings;

10.1.5 bank all monies received on behalf of the Council during banking hours on the day of receipt;

10.1.6 sign the annual financial statements and arrange for counter-signing by the chairperson, and submit to an auditor for auditing and preparing a report to the council.

10.1.7 send certified copies of the audited financial statements and the auditor's report to the Registrar of Labour Relations within 30 days of receipt thereof;

10.1.8 prepare a budget each year for the Council for the next financial year, and submit such budget at the Annual General Meeting of the Council;

10.1.9 submit statements of the financial position of the Council not less than once every quarter;

10.1.10 countersign authorize electronic fund transfer (EFT) payments on the Council's banking account and perform such additional duties as the Council may direct;

10.1.11 perform all functions relating to the preparation of agreements for promulgation;

10.1.12 monitor the activities in regions and reporting on same to the National Council;

10.2 All appointments shall be subject to the delegation and limits of authority as agreed to by Council from time to time.

10.3 The appointment of a General Secretary shall be by consensus or by decision of the majority of representatives from both parties at a Council meeting at which the appointment is made.

10.4 The General Secretary, or any other official delegated by the Council, may appoint agents and other officers as may be necessary subject to the delegation and limits of authority to;

10.4.1 Assist in giving effect to the terms of any agreement which may be arrived at by the parties

10.4.2 inspect records of wages paid, time worked and payment made for overtime and any other records as may be specified in any agreement arrived at by the parties, to ascertain whether the terms of the Agreement are being observed.

10.5 Conditions of Service and benefits affecting all paid officials and staff shall be fixed and reviewed in terms of the delegation and limits of authority.

10.6 The General Secretary of the Council may be removed from office by the Council for neglect of duty, misconduct in relation to the affairs of the Council, incapacity, or operational reasons, in accordance with a fair procedure as stipulated in the Labour Relations Act.

## **11. MEETINGS OF THE COUNCIL**

11.1 The Council shall meet at least three (3) times per annum at a place, date and time determined by the Chairperson; and



11.2 hold an Annual General Meeting within six (6) months of the close of the financial year of Council.

11.3 Meetings of the Council shall be held either by physical attendance at a designated venue communicated by the Council, by virtual means or telephonically dialling in.

11.4 A special meeting of Council, to dispose of urgent business, may be called in accordance with the following procedures:

11.4.1 Resolution of Council:

11.4.2 Written request of any party to Council;

11.4.2.1 Stating the purpose of this special meeting;

11.4.2.2 Supported by not less than 25% of all representatives to Council.

11.4.3 At the request of the Chairperson, if the Chairperson considers a special meeting to be:

11.4.3.1.1 necessary in the best interests of the Council;

11.4.3.1.2 the business is considered too urgent to wait for the next ordinary meeting of Council or the appropriate committee.

11.4.3.1.3 must be convened by the General Secretary within seven (7) days of receiving a written instruction from the Chairperson for such meeting, stating the purpose of the special meeting.

## 11.5 NOTICES

Notice of meetings of the Council, which must show the business to be transacted, shall be given to representatives by the General Secretary in writing at least seven (7) days before the date of the meeting. When special meetings are called, the

Chairperson may authorise the giving of shorter notice of not less than twenty-four (24) hours. Notice shall be deemed as properly served if provided by:

11.5.1 Personal service of the notice on a representative or handing a representative the notice;

11.5.2 the electronic mailing of a letter containing the notice to a representative.

#### 11.6 QUORUM

The quorum for meetings of the Council and committees shall be 50% + 1 of the representatives of the employer parties and 50% + 1 of the representatives of the employee parties; for the purposes of determining whether a quorum is present, alternates of representatives who are absent shall be regarded as representatives. If within thirty (30) minutes of the time fixed for a meeting a quorum is not present, the meeting shall adjourn to the same day in the week following, or if that day is not a business day, to the next business day, at the same time and place. At the adjourned meeting the representatives or alternates present shall form a quorum.

#### 11.7 ALTERNATES

Alternates shall not be entitled to attend meetings of the Council unless their principals are absent. Alternates shall be included in the distribution list of all correspondence and minutes of the Council.

#### 11.8 POSTAL VOTES

If between meetings of the Council, any question arises which in the opinion of the Chairperson and Deputy Chairperson is of extreme urgency and can be decided by a plain "yes" or "no" or by making a mark indicating a choice of one of a number of courses a vote of the representative on the Council may be taken by post or email. The procedure relating to a postal vote shall be as follows:

11.8.1 The General Secretary shall prepare a statement of the issue or issues upon which the vote is desired, and each representative shall be circularised with

such statement, with a request that he or she shall record his or her vote on the subject matter;

11.8.2 A representative shall submit his or her vote to the General Secretary within such period as may be deemed sufficient and reasonable by the Chairperson and Deputy Chairperson and that period shall be specified in the notice to the representative.

11.8.3 After the lapse of the period stated in the aforesaid notice, the General Secretary shall consider and count the number of votes of representatives in favour of and against the proposal submitted and shall notify the Chairperson and Deputy Chairperson of the particulars of the voting so received.

11.8.4 Should not less than the majority of the votes received from the employers' representatives, and not less than the majority of the votes received from employees' representatives be in favour of the resolutions or proposal, the same shall be deemed to be carried, and unless such majority is in favour of the proposal the same shall be deemed to be negative. No postal vote shall be valid unless 50% + 1 or more votes are recorded from the employers and employees respectively.

## 11.9 VOTES

11.9.1 A resolution shall only be passed at a meeting by consensus or, in the absence of consensus, if both a majority of the employer representatives and a majority of the employee representatives, which two majorities shall be tallied separately are in favour of the resolution.

11.9.2 If either the employer or the employee representatives do not pass a resolution by a majority, the resolution will fail. A simple majority of the representatives present at a meeting is not sufficient to carry the vote.

11.9.3 Voting shall be by show of hands unless a secret ballot is requested by any of the parties.

#### 11.10 VOTING

If any representative is absent from any meeting and an alternate is not present, such representative may give proxy rights in writing to another representative from the same party or side. Processes should be submitted in writing and should clearly indicate the will of the party concerned.

#### 11.11 VOTING RIGHTS

No party on the Council which has refused to become a party to any agreement of the Council shall be entitled to vote or to speak on any matter in any way connected with or arising from such agreement.

#### 11.12 MINUTES

At any meeting of the Council the minutes of the preceding meeting shall, unless they have previously been circulated, be read by the General Secretary and, after confirmation, signed by the presiding Chairperson.

#### 11.13 MOTIONS

If any party requests any motion it shall be submitted in writing and shall be read by the presiding Chairperson. No motion shall be considered unless seconded.

#### 11.14 MATTERS NOT PROVIDED FOR

Points of procedure on which this Constitution is silent shall be decided in terms of the voting procedure contained in 11.8 above.

## **11.15 ANNUAL GENERAL MEETING**

At the Annual General Meeting the Council must –

- 11.15.1 elect the Chairperson and the Deputy Chairperson of the Council.
- 11.15.2 elect the additional members and their alternates of the executive committee;
- 11.15.3 appoint the members of the panel of conciliators and arbitrators for the purpose of conciliating and arbitrating disputes, subject to the provisions of Section 127(4)(c) of the Act;
- 11.15.4 appoint the members of the Exemptions Body to consider applications for exemption from the provisions of any collective agreement that may be concluded in the Council;
- 11.15.5 appoint the members of the Independent Exemptions Appeal Body to consider and dispose of appeals against decisions of the Exemption Body.
- 11.15.6 consider the Annual financial statements of the Council and the auditor's report on those statements;
- 11.15.7 appoint an auditor to perform the audit of Council and its Funds, for the next year; and
- 11.15.8 appoint members of Council's sub-committees.

## **12. EXPENSES OF THE COUNCIL**

- 12.1 The expenses of the Council shall be met from a fund which shall be raised by levies on the parties, and any other income derived from administrative costs and/or grants received;

12.2 All monies received shall be deposited to the credit of the Council at its bank. Surplus funds which are for the time being not required for the purposes referred to in 12.3 may be invested in:

12.2.1 internal registered stock within the meaning of The Public Finance Management Act 1 of 1999;

12.2.2 savings accounts, permanent shares or fixed deposits in any registered bank or financial institution;

12.2.3 a registered unit trust; or

12.2.4 any other investment approved by the Registrar.

12.3 The funds shall be applied to the payment of expenses arising from the administration of the affairs of the Council who shall have the power to purchase or otherwise acquire, hold, sell or alienate immovable property on its own behalf or that of any other scheme or fund which Council may establish in the future.

12.4 All payments from the funds of the Council shall be approved by the General Secretary or a person delegated by the General Secretary, provided that:

12.4.1 all electronic fund transfers (EFT's) are countersigned by any two officials of Council who are approved by Council to perform such function; or

12.4.2 the EXCO may, subject to the provisions of this Constitution, as well as Council's policies and the delegation and limits of authority, approve any transaction required to give effect to Council's business.

12.5 Funds required for a petty cash account, shall be provided by the means as provided for in the relevant policy.

12.6 Quarterly statements showing the income and expenditure and the financial position of the Council and its Funds shall be submitted to the Committee tasked with controlling the financial affairs of Council, by the General Secretary.

- 12.7 The General Secretary shall, within six (6) months after the end of each financial year at the Annual General Meeting, present audited financial statements to the Council, showing monies received and expended in the course of Council's business;
- 12.8 These statements shall be countersigned by the Chairperson and General Secretary after acceptance by the Committee.
- 12.9 Following the Annual General Meeting of Council, copies of audited statements and of the auditor's report thereon shall be available for inspection at the office of the Council to members or representatives of the parties who shall be entitled to make copies thereof or to take extracts therefrom.
- 12.10 Certified copies of both statements and of the auditor's report shall be transmitted to the Registrar of Labour Relations within four (4) months after the close of the period covered by the statements.

### **13. REGIONAL OFFICERS**

- 13.1 The General Secretary may appoint a Regional Secretary/Manager.
- 13.2 The Regional Manager will be responsible for all matters delegated to the regions by the General Secretary or in terms of the delegation and limits of authority.

### **14. EXECUTIVE COMMITTEE (EXCO)**

- 14.1 The Council will appoint an Executive Committee that consists of the Chairperson and the Deputy Chairperson of the Council, who are members by virtue of their respective offices; four (4) members of employer parties and four (4) members of trade union parties and the General Secretary of the Council or his/her nominee.
- 14.2 The four (4) seats allocated for the trade union representatives at Exco shall be nominated by the twelve trade union Council members and the four (4) seats representing employer organisations at Exco shall be nominated by the twelve employer organisation Council members. All nominations require acceptance by

the nominee. Once the nominee accepted the nomination an Exco member shall be appointed by the respective trade union and employer organisation majority vote

14.3. Subject to the directions and control of the Council, the Executive Committee may exercise and perform the powers, functions and duties of the Council relating to the supervision and control of the everyday management and administration of the Council. In addition, the Executive Committee may –

14.3.1. investigate and report to the Council on any matter connected with the industry in respect of which the Council is registered;

14.3.2. do anything necessary to give effect to decisions of the Council;

14.3.3. monitor and enforce collective agreements concluded in the Council;

14.3.4. exercise and perform any power, function and duty that is conferred or imposed on the Executive Committee by or in terms of this constitution or that is delegated by the Council to the Executive Committee. However, the Council may not delegate to the Executive Committee the powers, functions and duties contemplated in clauses 23 and 24 and the power of the Council to delegate; and

14.3.5. appoint an ad-hoc committee to perform functions delegated by the Executive Committee.

14.4. The additional members and their alternates elected at the Annual General Meeting must be representatives on the Council, and half of the additional members, as well as their alternates, must be appointed by the employer representatives in the Council, whilst the other half of the additional members, as well as their alternates, must be appointed by the employee representatives in the Council.

14.5. An additional member of the Executive Committee will hold office until the next Annual General Meeting following their appointment and will be eligible for re-election at the end of that term.



- 14.6. An additional member of the Executive Committee whose term of office has expired and who is not re-elected, may nevertheless continue to act as a member of the executive committee until that member's successor assumes office.
- 14.7. An additional member of the Executive Committee –
- 14.7.1. may resign from the committee at any time after having given at least twenty-one (21) days' notice in writing to the General Secretary;
- 14.7.2. must vacate office immediately –
- 14.7.2.1. in the case of resignation, when the resignation takes effect; or
- 14.7.2.2. upon ceasing to be a representative of the Council.
- 14.8. If the seat of an additional member of the Executive Committee becomes vacant, the Council must fill the vacancy from the number of candidates nominated for that purpose by –
- 14.8.1. the employer representatives in the Council, if that seat had been held by an additional member representing the employers; or
- 14.8.2. the employee representatives in the Council, if that seat had been held by an additional member representing the employees.
- 14.9. A member appointed to fill a vacant seat holds that seat for the unexpired portion of the predecessor's term of office.
- 14.10. The Executive Committee must hold an ordinary meeting at least four (4) times per annum.
- 14.11. A special meeting of the Executive Committee –

14.11.1. may be called at any time by the Chairperson with a view to disposing of urgent business; and

14.11.2. must be called by the Chairperson within fourteen (14) days of receiving a request for that purpose, stating the purpose of the special meeting and signed by not less than two (2) members of the Executive Committee.

14.12. The General Secretary must prepare a written notice of every Executive Committee meeting showing the date, time and venue of the meeting and the business to be transacted, and must send the notice to each member of the committee in the manner specified in sub-clause 11.5 , at least seven (7) days before the date of the meeting. However, the Chairperson may authorise shorter notice for a special meeting.

14.13. At least half of the members of the Executive Committee representing employers' and half of the members of that committee representing employees form a quorum and must be present before a meeting may begin or continue.

14.14. Each member of the Executive Committee has one vote on any matter before the committee for its decision.

14.15. In any committee, all matters forming the subject of motions shall be decided by consensus, failing which by the votes of a majority of employer representatives and majority of employee representatives present in a quorate meeting and who are entitled to vote and voting shall be by show of hands.

## **15. ESTABLISHMENT OF OTHER COMMITTEES**

15.1. The Council may appoint committees consisting of an equal number of representatives of employers and employees to perform any function, including investigating and reporting on any matter referred to them by Council. Insofar as investigations relate to issues affecting the interests of employers and employees, such committees shall carry out its duties in full consultation with the affected

parties. Employers and union parties shall each be entitled to jointly appoint six (6) representatives on every committee, unless otherwise determined by Council and provided that:

15.1.1. the respective individual employer and union parties will be entitled to appoint at least one representative per party and the remainder of the required delegates shall be appointed in proportion to the number of seats that the respective parties are entitled to on Council.

15.2. Where a trade union or employers' organization is represented on a committee by one or more representatives, such representative/s shall collectively only be entitled to votes equal to the number of seats held by the trade union or employer's organization on Council. Committee members may be –

15.2.1. employers and employees in the Industry; or

15.2.2. office bearers or officials of the parties to the Council; and

15.2.3. persons with expert or special knowledge, who may participate in the business of the committee but have no vote.

15.3. The Provisions of the Constitution relating to the calling and conduct of meetings of the Council shall *mutatis mutandis* apply to the calling and conduct of meetings of committees.

15.4. The decision of all regional committees and special committees shall be subject to ratification by the national Council. The Council will have the right to delegate such ratification powers to particular national committees and/or to the Chairperson and Deputy Chairperson of Council where appropriate.

## **16. INDEMNIFICATION**

The representatives or their alternates of the parties to the Council, any committee of the Council, the General Secretary and / or agent and / or officer and /or employee shall not be held responsible for any act which may result in any loss to the Council or any benefit scheme, or any other fund established by the Council or any benefit scheme or any other

fund and are hereby indemnified against all Losses and expenses incurred by them in / or about the bona fide discharge of the duties.

**17. FIDELITY GUARANTEE**

The Council shall endeavour to adequately insure itself against all losses resulting from theft, fraud, corruption or dishonesty in any form by the council's staff, including representatives or their alternates of the parties to the Council and members of any committee, having the custody of, access to or whilst being in charge of monies or assets belonging to the Council

**18. DISPUTES REGARDING THE INTERPRETATION AND APPLICATION OF THE COUNCIL'S CONSTITUTION**

Any dispute arising between the parties to the Council about interpretation or application of the Council Constitution shall be subject to arbitration and shall be dealt with as follows:

18.1. The party or parties who claim that a dispute exists must refer the dispute in writing to the General Secretary of the Council with thirty (30) calendar days from the date the dispute arose.

18.2. The written referral must reflect the following information:

18.2.1. The details of the party or parties referring the dispute;

18.2.2. The details of the party or parties with whom the referring party is dispute;

18.2.3. The nature of the dispute;

18.2.4. The date the dispute arose;

18.2.5. The outcome the referring party requires.

18.3. The referral must reach the General Secretary of the Council together with proof from the party or parties who refer the dispute, satisfying the General Secretary that a copy of the referral has been served on all other parties to the disputes.

- 18.4. The General Secretary shall appoint an independent arbitrator within fourteen (14) calendar days of receiving the written referral and proof that a copy of the referral has been served on all other parties to the dispute.
- 18.5. The arbitrator may conciliate and /or arbitrate the dispute in terms of the Labour Relations Act as if it was one of those disputes referred to in the Labour Relations Act and must hand down either a settlement in the case of conciliation or a ruling in the case of an arbitration, within seven (7) calendar days of the conciliation or arbitration been finalised.
- 18.6. The settlement or ruling as described in clause 18.5 above shall be final and binding on the parties to the dispute.
- 18.7. The total cost to the above – mentioned process shall be paid by the Council General Fund.
- 18.8. The process as described in this clause may only be deviated from if a future collective agreement determines a different process.

## **19. DISPUTES BETWEEN PARTIES TO THE COUNCIL**

Any dispute arising between the parties to the council other than disputes referred to in clause 18 and 20 shall be subjected to arbitration and shall be dealt with as follows;

- 19.1. The party or parties who claim that a dispute exists must refer the dispute in writing to the General Secretary of the council within thirty (30) calendar days from the date the dispute arose.
- 19.2. The written referral must reflect the following information:
- 19.2.1. The details of the party or parties referring the dispute;
- 19.2.2. The details of the party or parties with whom the referring party is dispute;

19.2.3. The nature of the dispute;

19.2.4. The date the dispute arose;

19.2.5. The outcome the referring party requires.

19.3. The referral must reach the General Secretary of the Council together with proof from the party or parties who refer the dispute, satisfying the General Secretary that a copy of the referral has been served on all other parties to the disputes.

19.4. The General Secretary shall appoint an independent arbitrator within fourteen (14) calendar days of receiving the written referral and proof that a copy of the referral has been served on all other parties to the dispute.

19.5. The arbitrator may conciliate and /or arbitrate the dispute in terms of the Labour Relations Act as if it was one of those disputes referred to in the Labour Relations Act and must hand down either a settlement in the case of conciliation or a ruling in the case of an arbitration, within seven (7) calendar days of the conciliation or arbitration been finalised.

19.6. The settlement or ruling as described in clause 19.5 above shall be final and binding on the parties to the dispute.

19.7. The total cost to the above – mentioned process shall be paid by the Council General Fund.

19.8. The process as described in this clause may only be deviated from if a future collective agreement determines a different process.

## **20. ALL OTHER DISPUTES**

20.1. All other disputes excluding the disputes as contemplated in clauses 18 and 19 above, must be referred to the council and shall be subjected to conciliation and arbitration and shall be dealt with in terms of the Labour Relations Act and the

prevailing rules of the CCMA, on condition that such disputes fall within the scope of this council and shall be dealt with as follows:

20.1.1. The party or parties who claim that a dispute exist must refer the dispute in writing to the Council in accordance with the provisions of the Labour Relations Act and the rules of the CCMA.

20.1.2. The party referring the dispute must complete the prescribe referral form of the Council.

20.2. The referral must reach the Council together with proof from the party or parties who refer the dispute, satisfying the Council that a copy of the referral has been served on all other parties to the dispute

20.3. The General Secretary refer the dispute to a member of the Council's panel of the conciliators and / or arbitrator after receiving the written referral and proof that a copy of the referral and proof that a copy of the referral has been served on all other parties to the dispute.

20.4. The arbitrator may conciliate and / or arbitrate the dispute in terms of the Act and the rules of the CCMA and must hand down either a settlement in the case of conciliation or a ruling in the case of an arbitration.

20.5. A fund shall be established by the Council to meet the expenses incurred during this dispute resolution process.

20.6. The fund referred to above in clause 20.5 shall be funded by:

20.6.1. Applying for a subsidy to the governing body of the CCMA as prescribed;

20.6.2. Charging a fee for performing any of these functions for which it is accredited and for which functions it is allowed to perform in terms of the Act;

20.6.3. Instituting a dispute resolution levy which will be payable by the employers and employees in the industry.

20.7. All expenses incurred through the dispute resolution process shall be paid by the fund referred to in clause 20.5.

20.8. The provision of clause 12 of this constitution regarding financial control of the funds shall also apply to this fund.

## **21. NEGOTIATIONS**

21.1. Any party may introduce proposals for the conclusion of a Collective Agreement before Council provided that: -

21.1.1. Proposals by Trade Unions will be submitted as a combined proposal by and on behalf of all the Trade Unions that are party to the Council

21.1.2. Proposals by Employers Organisation will be submitted as a combined proposal by and on behalf of all the Employers Organisation that are party to the Council

21.1.3. The proposals relate to terms and conditions of employment that are the subject matter of the negotiations within the Private Security Sector.

21.1.4. Proposals must be submitted to the General Secretary in writing and the General Secretary must serve copies of the proposals on the other parties to the Council

21.2. The procedure to be followed by parties when entering into collective bargaining as envisaged in the clause shall be in accordance with the Negotiation Protocol Agreement to be concluded by the parties and that may be subject to change from time to time.

21.3. If no negotiation process is agreed upon:

21.3.1. The General Secretary must appoint a mediator to facilitate negotiations;



- 21.3.2. The General Secretary must schedule a meeting of the council for the for the purpose of such negotiations;
- 21.3.3. The Council must meet at least twice to negotiate on the proposals, unless a collective agreement has been concluded;
- 21.3.4. The mediator must facilitate the negotiations at those meeting and facilitate the negotiations for the conclusion of the collective agreement
- 21.4. Subject only to clause 24, the parties to any round of negotiations will be bound by any Collective Agreement entered into between them pursuant to such negotiations which is signed for or on behalf of those parties by: -
- 21.4.1. At least 50% plus one of the votes accorded to the Employers' Organisation;  
and
- 21.4.2. At least 50% plus one of the votes accorded to the Trade Unions.
- 21.5. Unless otherwise agreed, no party or member of the party to this agreement shall raise for negotiation with any other party or member of such party to this agreement any issue that has been tabled, traded off or negotiated in the course of any round of negotiations until the commencement of the next round of negotiations in terms of this agreement.

## **22. COMMUNICATIONS**

- 22.1. After each negotiation or negotiation dispute meeting of the Council the General Secretary may, at the request of the Council, issue a statement to the industry setting out:
- 22.1.1. the latest positions adopted by the parties;
- 22.1.2. the date of the next negotiation session;
- 22.1.3. an attendance register.

22.2. Within seven (7) days after each negotiation meeting or dispute meeting relating to a deadlock at the Bargaining Council substantive negotiations, employers will grant time off for report back purposes if provided for and in accordance with the provisions of any collective agreement. Where no collective agreement exists employees will be afforded paid time at a time and venue as mutually agreed between the employer and employees.

22.3. The parties agree to honour and apply the letter and spirit of this Constitution and reaffirm their belief in and commitment to dialogue, discussion and negotiation in conducting industrial relationships.

### **23. STRIKES AND LOCKOUTS**

23.1. No strike or lock-out shall take place until the matter giving occasion therefore has been dealt with in accordance with the provisions of this Constitution and the Labour Relations Act,

23.2. No Strike or Lock - out shall take place during the currency of an agreement arrived by the parties which deals with the matter giving occasion for the strike or lock-out.

### **24. COLLECTIVE AGREEMENTS REACHED AT THE COUNCIL**

24.1. In the event of negotiations resulting in a Collective Agreement between the parties as envisaged in clause 21 above, such Agreement shall have the application and effect set out in this clause.

24.2. The Collective Agreement concluded pursuant to clause 21 shall become binding on the parties only upon the extension to non-parties by the Minister as envisaged in Section 32 of the Labour Relations Act.

24.3. In the intervening time period between the signing of the Agreement and the extension to non-parties as envisaged in this clause, the parties shall continue to adhere to the provisions of any existing Collective Agreement regulating the same issue.

24.4. Unless otherwise agreed, no party or member of the party to this agreement shall raise for negotiation with any other party or member of such party to this agreement any issue that has been tabled, traded off or negotiated in the course of any round of negotiations until the commencement of the next round of negotiations in terms of this Constitution.

## **25. DISSOLUTION AND WINDING UP**

25.1. The Council may be dissolved at any time by resolution in terms of this Constitution to that effect or as a result of resignations (as provided for in clause 7 of this constitution) from Council by any party having the effect of there being either no remaining employer or employee party as the case may be and the following provisions shall apply to such winding up:

25.1.1. In the event of dissolution by resolution, the General Secretary of the Council must apply immediately to the Labour Court for an order giving effect to the resolution.

25.1.2. In the event of the Council being unable to function as a result of withdrawal of a party having the effect of there being no remaining employer or employee Party as the case may be, the provisions of section 59(1)(b) of the Labour Relations Act shall apply.

25.1.3. The liquidator so appointed by the Labour Court shall immediately call upon the last appointed General Secretary of the Council to deliver to him or her the Council's books of account showing the Council's assets and liabilities and also to hand over to him or her any unexpended funds of the Council.

25.1.4. The liquidator shall take the necessary steps to liquidate the debts of the Council from its unexpended funds and any other monies realised from any assets of the Council and if the said funds and monies are insufficient to pay all creditors after the liquidator's fees and expenses of winding up have been met, the order in which creditors shall be paid shall, subject to the provisions of sub section 23.1.5, be the same as that prescribed in any law for the time being in force relating to the distribution of the assets of an Insolvent estate, and the liquidator's fees and expenses of winding up shall

rank in order of preference as though he were the liquidator of an insolvent estate and as though expenses were the costs of sequestration of an insolvent estate.

25.1.5. Once all the liabilities of the Council have been discharged, the Council must transfer any remaining assets to:

25.1.5.1. Council with a registered scope covering the Private Security Sector;

25.1.5.2. the Commission for Conciliation, Mediation and Arbitration if there is no Council.

25.1.6. For the purposes of this section the liabilities of the Parties to the Council shall be limited to their unpaid liabilities, (if any) to the Council as at the date on which the resolution for winding up was passed or the date as from which the Council was unable to continue to function.

## **26. AMENDMENTS**

26.1. This Constitution may be amended or added to by resolution of a majority of two thirds of the representatives of the parties on each side, but no amendment shall be considered unless at least a calendar month's notice has been given to the General Secretary and circulated to representatives at least two (2) weeks before the date of the meeting at which it is to be considered, provided that the Council may, by unanimous vote amend the Constitution without notice.

26.2. All amendments to legislation specifically referred to in this Constitution shall automatically be regarded as amendments to the constitution, if they specifically override provisions of this constitution.

26.3. An amendment to this Constitution becomes effective after it has been certified by the registrar of Labour Relations, as provided in Section 57(3) of the Act.

## 27. EXEMPTIONS

- 27.1. The Council shall establish an exemptions body and an independent appeal body which may consist of one (1) or more persons. The persons appointed to the exemptions body may be officials of the Council.
- 27.2. All applications for exemption from the provisions of the prevailing collective agreement shall be considered by the exemptions body who shall make a ruling on such application or may refer same to the Council for a ruling.
- 27.3. The independent appeal body shall hear and decide, and no later than 30 days after the appeal is lodged clauses 27.4 and 27.7 any appeal against:
- 27.3.1. the Council's refusal of a party's or non-party's application for exemption from the provisions of a collective agreement;
  - 27.3.2. the withdrawal of an exemption referred to in clause 27.5 by the Council.
- 27.4. Administration
- 27.4.1. Any person bound by a collective agreement may apply for exemption from any of the provisions of such agreement.
  - 27.4.2. An application for exemption shall be in writing on the Council's prescribed application form, fully motivated, and sent to the General Secretary of the Council.
  - 27.4.3. Whenever an employer applies for an exemption he or she must consult with the affected workforce through their trade union representatives or, where there are no trade union representatives, with the affected workforce itself as to the need for the exemption and its effect on the affected employees and must include in the application written proof of such consultation and written proof of the views expressed by the affected workforce during the consultation in this regard.
  - 27.4.4. The Council must issue to every person to whom exemption has been granted either by the Council or the independent appeal body, a notice of exemption, setting out the following:

- 27.4.4.1. the full name of the person(s) or establishment concerned;
- 27.4.4.2. the exact provision(s) of the collective agreement from which the exemption has been granted
- 27.4.4.3. the conditions subject to which the exemption was granted;
- 27.4.4.4. the duration of the exemption; and
- 27.4.4.5. the date from which the exemption shall operate.

27.4.5. The Council must ensure that;

- 27.4.5.1. all notices for exemptions are issued to the applicants;
- 27.4.5.2. a copy of each notice is retained by the Council.

27.5. The Council may, on good cause shown, give the holder of an exemption thirty (30) days' written notice of its intention to withdraw an exemption setting out the reasons for the intended withdrawal.

27.6. The following processes and criteria shall be considered in regard to an application for exemption from the provisions of a collective agreement concluded in the Council:

27.6.1. in considering an application for exemption or an appeal against a refusal for an exemption, the Council or the independent appeal body must consider all recommendations submitted to it, the views expressed by the Council, employer(s) and the affected workforce, as well as any other representations received in relation to that application and the possible effect of the exemption on competitors, employees and others;


27.6.2. the exemption may not contain terms and conditions that would have an unreasonably detrimental effect on the fair, equitable and uniform application in the industry of any collective agreement concluded in the Council.

27.6.3. no exemption may be granted for an indefinite period.


27.6.4. further criteria stipulated in any collective agreement of the Council. The Council shall establish an exemptions body and an independent appeal body which may consist of one (1) or more persons.

This Constitution having been adopted by the initial parties to the Council at a meeting held at


Midland on the 1 day of March 24

<b>Chairperson of the NBCPSS</b>	Signature	Name
		Rodney

who, by his signature hereto duly acknowledges that he is authorized and mandated to sign such agreement.

<b>Deputy Chairperson of the NBCPSS</b>	Signature	Name
		Moyo Kumbukani

who, by his signature hereto duly acknowledges that he is authorized and mandated to sign such agreement.

<b>CEO of the NBCPSS</b>	Signature	Name
		Chukhuan Oelife

who, by his signature hereto duly acknowledges that he is authorized and mandated to sign such agreement.

## **SCHEDULE 1**

### **PARTIES TO THE BARGAINING COUNCIL**

#### **TRADE UNIONS:**

ABANQOBI WORKERS UNION (AWU)

DEMOCRATISED TRANSPORT LOGISTICS AND ALLIED WORKERS UNION (DETAWU)

KUNGWINI AMALGAMATED WORKERS UNION (KAWU)

NATIONAL SECURITY AND UNQUALIFIED WORKERS UNION (NASUWU)

PROFESSIONAL TRANSPORT AND ALLIED WORKERS UNION (PTAWU)

SOUTH AFRICAN AMALGAMATED AND INTEGRATED WORKERS UNION (SAAIWU)

SOUTH AFRICAN NATIONAL SECURITY AND ALLIED WORKERS FORUM (SANSAWF)

SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS UNION (SATAWU)

#### **EMPLOYERS' ORGANISATIONS:**

CONSOLIDATED EMPLOYERS' ORGANIZATION (CEO)

SOUTH AFRICAN NATIONAL SECURITY EMPLOYERS' ASSOCIATION (SANSEA)

SECURITY ASSOCIATION OF SOUTH AFRICA (SASA)