

NATIONAL SOCIETY OF BLACK ENGINEERS

CONSTITUTION

1. PREAMBLE

The inception of democracy in 1994 marked political emancipation for blacks in South Africa. This emancipation opened up opportunities for blacks to pursue a wider variety of courses in institutions of higher learning from which they were previously excluded either through direct political interference or indirect socio-economic realities. The exclusion resulted in huge professional development backlogs being created especially in the engineering profession.

The reality of the need to reverse the backlog in the development of black engineering professionals in particular has become a huge challenge as the country has to deal with the brain drainage after the first democratic elections. It is apparent that since the inception of democracy there is still insufficient growth in the number of graduating black engineers. It is also noted that some of those who graduate as engineers are lured into other sectors and thus they leave the engineering profession, resulting in the numbers of the existing technical skills being further reduced. It is further noted that the country's economic competitiveness could be threatened if infrastructure development which to a large extent depends on technical skills is stalled.

We as the NSBE (SA), through this constitution, seek to organize black engineers and other engineering practitioners into a pool where engineering ideas and skills could be shared and cooperative networks established with all stakeholders to address the skills shortage in the country. We also seek to make strategic interventions at crucial areas in the skills pipeline through programmes that would ensure that the number of black engineering professionals is increased. We further seek to ensure the full participation of black engineers in the mainstream economy.

2. NAME:

The name of the Organisation is National Society of Black Engineers (SA) (hereinafter referred to as the NSBE (SA)).

3. BODY CORPORATE

The NSBE (SA) shall:

- Exist in its own right, separately from its members.
- Continue to exist even when its membership changes and there are different office bearers.
- Be able to own property and other possessions.
- Be able to sue and be sued in its own name.

4. VISION

To ensure full participation of black engineers in the mainstream economy, wealth creation and distribution.

5. MISSION

- 5.1 Promote public awareness of engineering and the opportunities for Blacks in that profession.
- 5.2 Strive to increase the number of Black students studying engineering at both undergraduate and graduate levels.
- 5.3 Function as a representative body on issues and developments that affect the careers of Black engineers.
- 5.4 Mobilize black engineers into an influential organization which will influence economic and policy making decisions.

6. PURPOSE

The Organisation is established to:

- (i) Promote the engineering profession amongst Black people of South Africa.
- (ii) Recruiting aspiring and prospective engineers into the profession, and retain them throughout their productive lifespan within the profession.

7. AIMS AND OBJECTIVES

- 7.1 Organize and develop an influential national / regional organisation of black engineers with significant technological and social contribution.
- 7.2 Cultivate a positive image of black engineers in the NSBE (SA).
- 7.3 Develop and maintain a financially viable NSBE (SA).
- 7.4 Grow and sustain membership of the NSBE (SA).
- 7.5 Influence strategic positioning, offer support, develop and promote professional advancement of black engineers in the corporate world.
- 7.6 Create a platform and climate conducive to full participation of black consulting engineers in decision making and wealth creation.
- 7.7 Organise, inspire and provide mentorship in tertiary institutions.
- 7.8 Create an awareness of the engineering profession amongst the black youth in order to increase the number of black students enrolled in engineering at tertiary institutions.
- 7.9 Identify and address barriers encountered by black engineers, technicians and artisans.
- 7.10 Actively advocate development and advancement of black engineers, technicians and artisans.
- 7.11 Empower, harness and promote the advancement of black women in engineering.

- 7.12 Establish solid international links with strategic partners / alliances and create an atmosphere for multi-national business partnership.
- 7.13 Conduct our affairs in a professional, non-discriminating manner which is consistent with the Constitution of the Republic of South Africa.

8. OBJECTS AND POWERS

(a) In furtherance of the said aims and objectives but not otherwise, the NSBE (SA) may:

- 8.1 Establish where necessary National, Regional and Institutional Structures.
- 8.2 Bring together in conference representatives of NSBE (SA) structures, Corporate affiliates, and other organisations that support the objectives of NSBE (SA).
- 8.3 Promote and carry out or assist in promoting and carrying out research, surveys and investigations to determine the impact of engineering in black communities and publish the useful results thereof.
- 8.4 Arrange and provide for or join in arranging and providing for the holding of exhibitions, meetings, lectures, classes, seminars and training courses aimed at promoting the engineering profession to black communities.
- 8.5 Collect and disseminate information on all matters affecting black engineers and legally exchange such information with other bodies having similar objects whether in this country or overseas.
- 8.6 Cause to be written and printed or otherwise reproduced and circulated, gratuitously or otherwise, such papers, books, periodicals, pamphlets or other documents or films or recorded tapes (whether audio or visual or both) as shall further the said objectives of the NSBE (SA).
- 8.7 Purchase, take on lease or in exchange, hire or otherwise acquire any property and any rights and privileges necessary for the promotion of the said objectives and construct, maintain and alter any buildings or erections necessary for the work of the NSBE (SA).
- 8.8 Make regulations for any property which may be so acquired.
- 8.9 Subject to such consents as may be required by law, sell, let, mortgage, dispose of or turn to account all or any of the property or assets of the NSBE (SA).
- 8.10 Subject to such consents as may be required by law, borrow or raise money for the said objects and accept gifts on such terms and on such security as shall be deemed to be necessary.
- 8.11 Raise funds and invite and receive contributions from any person or persons whatsoever by way of subscriptions and otherwise.
- 8.12 Invite sponsorships and donations from individuals and companies with an interest to support the objective of the Society.

- 8.13 Invest the moneys of the NSBE (SA) not immediately required for the said objects in or upon such investments, securities or property as may be thought fit, subject nevertheless to such conditions (if any) as may for the time being be imposed or required by law.
- 8.14 Do all such other lawful things as are necessary for the attainment of the said vision of the NSBE (SA).

9. MEMBERSHIP

9.1 *Types of membership*

Consideration being given to the need to maintain the balance between compliance with the legal regulatory framework applicable to the engineering profession on the one hand and the need for inclusivity in respect of other allied and/or potential and/or related disciplines, provision is herein made for accommodating participation by allied and/or potential and/or related disciplines including but not limited to students, artisans, technicians and apprentices to the extent not inconsistent with the letter and spirit of the framework applicable to the engineering profession.

Full membership of the NSBE (SA) shall be open to:

9.1.1 Students

A candidate for election as a student shall be following an approved course in engineering at a recognized tertiary educational institution having successfully completed one year (1) of study in engineering at that institution. Such persons should have agreed to be bound by the constitution of the Chapter and having being admitted to membership, agree to pay such annual subscriptions or other appropriate fees as shall be determined by the National Executive Committee.

Student members shall have the right to attend and speak at all general, annual and special meetings of the Regional structure but not vote.

9.1.2 Associate members

This grade of membership is designed for engineering allied practitioners with NQF level below five (5), who do not qualify for election to the grade of ordinary member, but who would benefit through membership and participation in the activities of the Society, and for those who are progressing through continuing education and experience towards the qualification for ordinary member. Such persons should have agreed to be bound by the constitution and code of conduct of the Society and having being admitted to membership, agree to pay such annual subscriptions or other appropriate fees as shall be determined by the National Executive Committee.

Ordinary members shall have a right to attend and speak at all General, Annual and Special meetings of the Society and will have the right to vote thereat.

9.1.3 Ordinary Member

For election or transfer to the grade of Ordinary member, the candidate shall be in possession of a recognized qualification in engineering from an accredited institution and be eligible for registration with professional bodies like ECSA. Such persons should have agreed to be bound by the constitution and code of conduct of the Society and having being admitted to membership, agree to pay such annual subscriptions or other appropriate fees as shall be determined by the National Executive Committee.

Ordinary members shall have a right to attend and speak at all General, Annual and Special meetings of the Society and will have the right to vote thereat.

9.1.4 Corporate Member

Corporate members shall be no more than entities, natural or juristic, that identify with and abide by the constitution, aims and objectives of NSBE, save that such corporate members shall not have any voting rights in relation to matters pertaining to the conduct of the affairs of NSBE.

9.2. *General rules regarding membership*

- 9.2.1 Applications for ordinary membership of the NSBE (SA) shall be made in writing to NSBE (SA) offices.
- 9.2.2 Any application for membership or existing member of the NSBE (SA) shall, if called upon by the Management Committee, supply the Management Committee with such information as it may require for the purpose of determining his/her class of membership or any matter relating to his/her membership.
- 9.2.3 There shall be payable to NSBE (SA) by every member such subscriptions as the National Executive Committee may from time to time determine. Such subscription shall be payable in advance upon the person becoming a member of the NSBE (SA) on a pro-rata basis and shall thereafter be paid annually on the first day of each financial year. A person shall upon ceasing to be a member remain liable for and shall pay to the Society all subscriptions and other monies due by him up to the date when he/she shall cease to be a member.
- 9.2.4 The National Executive Committee shall from time to time make regulations to determine the form in which applications for admission as a member of NSBE (SA) shall be made. The admission of all members shall be by resolution of the Management Committee. The Management Committee shall submit an updated register to be kept in the National Office of NSBE (SA).
- 9.2.5 Upon receipt of subscriptions; members shall be entitled to annual membership benefits as determined by the National Executive Committee from time to time.

9.3. Register of members

- 9.3.1 Upon admission members shall be deemed to have agreed to be bound by the Constitution and Code of Conduct of NSBE (SA).
- 9.3.2 The Management Committee shall have the right to reject any application for membership and shall give reasons upon request.
- 9.3.3 The name and address of every member of NSBE (SA) shall be entered in a register of members to be kept at the registered office of NSBE (SA).
- 9.3.4 Every member shall notify the Management Committee and the National Office of NSBE (SA) of any change of address.
- 9.3.5 Any letter or notice sent by NSBE (SA) to any member at the address shown in the register shall be deemed to be proper notice to such member in terms of these particulars.

9.4. Termination of membership

- 9.4.1 A member shall cease to be a member of NSBE (SA) in any of the following events:
 - 9.4.1.1 if he/she dies;
 - 9.4.1.2 if and when in the opinion of the Management Committee, he/she ceases to qualify in accordance with the provisions of the constitution;
 - 9.4.1.3. if, by not less than one month's notice in writing to NSBE (SA), he/she resigns as a member;
 - 9.4.1.4 if he/she defaults in the payment of his/her membership fees or fails to remedy such default within 14 days of having been called upon to do so;
 - 9.4.1.5 if he/she becomes of unsound mind;
 - 9.4.1.6 if he/she be found guilty by any court of law of any criminal charge deemed by the National Executive Committee to be of such a nature as to warrant termination of membership.

9.5. Transfer of membership

- 9.5.1 Where a fully paid up member relocates in such a way that the member's Region cannot efficiently service his/her interests and needs or vice versa, membership will be transferred to the nearest Branch of the member's choice.
- 9.5.2 The rights of members shall be personal and non-transferable, provided, that a successor in interest by merger, operation of law, assignment, purchase or otherwise of the entire business of a corporate member, shall acquire all the rights of such member.

9.6. Resignation from membership

A member may resign from the Society by sending his resignation in writing to the Regional Secretary of the Society for submission to the National Executive Committee. Any moneys due by him/her shall be paid forthwith and any insignia of membership issued to him/her by the Society shall be returned on acknowledgement of his resignation by the Executive Committee.

10. ORGANIZATIONAL STRUCTURE

10.1.1. NATIONAL EXECUTIVE COMMITTEE

Subject as hereinafter mentioned, the policy and general management of the affairs of NSBE (SA) shall be directed by the National Executive Committee made up of fifteen (15) members which shall be elected for a term of two (2) years, in terms of the Constitution.

The National Executive Committee (NEC) of NSBE (SA) shall be;

- a) The President
- b) The Deputy President
- c) The General Secretary (Managing Director)
- d) Twelve (12) NEC members

- 10.1.1.1 The National Executive Committee shall have the power to carry out the aims and objectives in accordance with the constitution of NSBE (SA).
- 10.1.1.2 The National Executive Committee members shall be elected in the Biennial General Meeting from among the members of the NSBE (SA). A member shall be eligible for nomination, as President or Vice-President, if he/she has previously been a member of the National Executive Committee for a period of no less than two (2) years.
- 10.1.1.3 The National Executive Committee shall appoint and fix the remuneration of a General Secretary and of all such other staff (not being members of the Committee) as may in their opinion be necessary.
- 10.1.1.4 The election of National Executive Committee members shall be conducted by secret ballot. The ballot will be supervised by an independent person or group appointed by the outgoing National Executive Committee.
- 10.1.1.5 The President and Vice-President shall hold office for a period of two (2) years and shall serve a maximum of two consecutive terms. Thereafter, the two incumbents shall be eligible for re-election after having been out of office for at least one (1) term.
- 10.1.1.6 All members of the National Executive Committee shall be eligible for re-election except the President and the Vice-President who shall not serve more than two (2) consecutive terms.
- 10.1.1.7 A minimum of 25% of the outgoing National Executive Committee members shall be returned to office after elections.
- 10.1.1.8 All National Executive Committee members shall hold office until such time as any one of them ceases holding office or be removed from office by NSBE (SA), whichever comes first.

- 10.1.1.9 All National Executive Committee members shall give a written notice, if they intend to cease holding office, and they shall serve two (2) calendar month notice unless stated otherwise, in writing, by the Executive Committee.
- 10.1.1.10 The National Executive Committee shall have the power, at any time, to co-opt any member of the NSBE (SA) as a member of the Executive Committee provided that the number of co-opted members shall not exceed one-third of the total membership of the Committee at the time of co-option and such co-opted members shall not hold office for a period longer than the term of office of the co-opting Executive Committee. Co-opted members shall be entitled to vote at meetings of the Committee.
- 10.1.1.11 The National Executive Committee shall meet no less than once every three months and a quorum of any meeting shall be 60% of the members of the Executive Committee.
- Special meetings of the National Executive Committee may be summoned by the President and may be convened if 30% of the Executive Committee members request such a meeting. A three (3) day notice shall be deemed reasonable for such a meeting to convene.
- 10.1.1.12 The National Executive Committee may appoint such special or standing committees as may be deemed necessary by the Committee and shall determine their terms of reference, powers, duration and composition. All acts and proceedings of such special or standing committees shall be reported back to the Committee as soon as possible.

10.1.2. *Removal of the National Executive Committee members*

The performance of the Executive Committee shall be evaluated annually by a National General Council (NGC) meeting which shall have the power, at any time in between the sitting of the General Meeting of the Society, to remove any member of the executive who has failed to carry out responsibilities as delegated by the Executive Committee or who acts in contravention of the aims and objectives of NSBE (SA).

Likewise, if co-opted Executive Committee members fail to meet the requirements of the Executive Committee or misses two consecutive meetings without a reason acceptable to the Executive Committee, his/her membership may be terminated by the Executive Committee.

10.2. *REGIONAL EXECUTIVE COMMITTEE:*

Subject as hereinafter mentioned the policy and general management of the affairs of NSBE (SA) at Regional level shall be directed by the Regional Executive Committee (REC) which shall be elected for a term of One year, in terms of the Constitution.

The Regional Executive Committee of NSBE (SA) shall be;

- a) The Chairperson
- b) The Deputy Chairperson
- c) The Secretary (Office Administrator)
- d) The Treasurer
- e) One Student Representative

- 10.2.1 The Regional Executive Committee (REC) shall have the power to establish Local Branches and Student Chapters for the furtherance of the said aims and objectives of NSBE (SA).
- 10.2.2 The Regional Executive Committee shall act in pursuance of the said aims and objectives and of the policy of NSBE (SA) and shall be subject to such conditions as may from time to time be laid down by the National Executive Committee.
- 10.2.3 The Regional Executive Committee will be deemed to have adopted the model rules for Regions as prescribed from time to time by the National Executive Committee unless they have, with the prior approval of the National Executive Committee, adopted other rules.
- 10.2.4 The Regional Executive Committee may publish literature solely in the name of the Region for local purposes but such literature shall not contain any statement contrary to the said objects or to the policy of NSBE (SA).
- 10.2.5 Representations of whatever kind to other bodies and/or individuals may only be made by the Region through or with the prior approval of the National Executive Committee.
- 10.2.6 All legacies bequeathed to NSBE (SA) at regional level shall be received by the Treasurer or other appropriate officer of the Association but, subject to any special trusts by which such legacies may be affected, the National Executive Committee shall have the power to direct that any legacy or the income therefrom shall be paid to a particular Region
- 10.2.7 The Regional Executive Committee may be empowered by the National Executive Committee to receive donations and any money received or raised by it may be expanded by the Region in its area solely for the furtherance of the said objects. The Regional Executive Committee shall make returns to NSBE (SA) in such form as may from time to time be determined by the National Executive Committee.
- 10.2.8 Subject to these regulations, the Region may generally manage its own affairs and shall be solely responsible for its own debts and liabilities and shall not pledge the credit of NSBE (SA) or that of the National Executive Committee or of any individual member of the National Executive Committee.

11. CODE OF CONDUCT

11.1. Code of Ethics

The National Executive Committee shall lay down a Code of Conduct to which all members (including members of the Executive Committee) shall adhere, which Code of Conduct shall be capable of amendment from time to time by the National Executive Committee, at such times and in such respects as the National Executive Committee may, in its sole discretion, deem fit, provided the Code of Conduct (with or without any amendment thereto) shall always ensure that members at all times, and in whatever capacity,

- A. maintain the honor and dignity of NSBE (SA)
- B. Treat others with courtesy and fairness.
- C. Refrain from using, directly or indirectly, NSBE (SA) or anybody appointed by NSBE (SA) to advance their own political ideologies, religious beliefs, social or economical needs at the expense of NSBE (SA).

- D. Refrain from committing any act that may be in conflict with the aims of NSBE (SA) or prejudice the interest and good name of NSBE (SA) or other members of NSBE (SA).
- E. Diligently and with due care carry out obligations such members may have towards NSBE (SA).
- F. Actively promote the engineering profession and dignified conduct between the members.
- G. Act as role models and display leadership qualities with regard to the black communities.
- H. Recognize the importance of the continued personal development and education and keep abreast of the latest professional skills, resources and technology.
- I. Undertake projects and accept full responsibility only if qualified by training or experience, or after full disclosure of pertinent qualifications to their employer or client.

11.2 Discipline

11.2.1 The President and/or the Executive Committee of NSBE (SA) will elect a Disciplinary Committee.

11.2.2 The Disciplinary committee shall be responsible for ensuring that all members abide by the Code of Conduct, referred to in 10.1 above. The Disciplinary Committee which shall be appointed for a particular case only shall comprise three (3) senior members of NSBE (SA) appointed by the National Executive Committee. The Disciplinary Committee shall have, apart from any other powers the National Executive Committee may determine, the following powers:-

- I. To investigate any alleged or suspected breach by any member of the Code of Conduct, or any other conduct warranting the appointment of a Disciplinary Committee.
- II. To call upon any member who is suspected of having breached the Code of Conduct and for witnesses where applicable, to furnish the Disciplinary Committee with such information as it may deem necessary to properly consider the alleged breach.
- III. To hand down a verdict as to whether the breach of the said Code of Conduct was committed by the member concerned or not.
- IV. To order the suspension (for such period as it may in its sole discretion deem fit), or expulsion of any member who, in its opinion, has breached the Code of Conduct or whose conduct warrants suspension or expulsion.
- V. All proceedings of the Disciplinary Committee shall be conducted in a summary manner, namely, on the basis that it shall not be necessary to observe or carry out the strict rules of evidence and the procedure to be followed shall be laid down by the Disciplinary Committee provided that such procedure shall be based on accepted principles of fairness and equity.
- VI. The Disciplinary Committee shall be entitled to consult such persons as it may deem necessary to reach a just and equitable conclusion and the member concerned shall have no right to be present during such consultations or to be made aware thereof provided that the member shall be given an opportunity to rebut any evidence against him/her compiled in such consultations.
- VII. The Disciplinary Committee shall not be bound to follow strict principles of law, but may decide the matter submitted to it according to what it considers just and equitable in the circumstances.

- VIII. Save for the provisions of 10.3 (III) below. The Disciplinary Committee's decision on matters dealt with in this clause shall be final and binding upon the members concerned.
- IX. The Disciplinary Committee shall from the date of its appointment endeavor to complete its investigations and to deliver its verdict within a period of three (3) months or soon thereafter, as is reasonably practicable.
- X. The Disciplinary Committee shall in writing inform the member whose conduct was investigated of its verdict and its reason therefore.

11.3. Appeal procedure

- I. A member may appeal to the Regional Executive Committee in the first instance in regard to his/her expulsion, suspension and / or any matter concerning his/her membership as a result of a disciplinary action taken against him/her. Such an appeal shall be lodged in writing with the Chairperson or Deputy Chairperson, by not later than 14 days after the member has been informed in writing by the Regional Executive Committee of the Disciplinary Committee's decision.
- II. If the Regional Executive Committee upholds the decision of the Disciplinary Committee, then the member may appeal in writing, stating the reasons for his/her appeal to the National Executive Committee not later than 14 days after the member was informed of the Regional Committee's decision.
- III. The decision of the National Executive Committee shall be in writing, stating the reasons thereof and shall be final and binding.

11.4. Grievance procedure

Any member of NSBE (SA) who feels aggrieved by any act of NSBE (SA) and or/ officials of NSBE (SA) and/or any other member shall be entitled to make his/her grievance known by lodging details thereof in writing ("the grievance notice") with the Executive Committee.

Should the Executive committee be of the view that the grievance is of serious nature and merits investigation, it shall within 14 days of receiving the grievance notice appoint a Grievance Committee which shall comprise of three (3) senior NSBE (SA) members to investigate the said grievance. In carrying out its investigation the Grievance Committee shall have the rights and powers as specified in clause 10.2. Should the decision reached by the Grievance Committee not be satisfactory to the aggrieved member, he/she shall have the right of appeal as provided for in clause 10.2 and the provisions thereof shall mutatis mutandis apply.

12. MEETINGS OF THE ASSOCIATION:

- 12.1 The First Annual General Meeting of NSBE shall be held not later than the 28 September 2007, and annually thereafter the General Meeting of NSBE (SA) shall be held at such time and place as the National Executive Committee shall determine. At least 21 clear days' notice shall be given in writing by the General Secretary to each member.

At such General Meetings the business shall include: the consideration of the report of the work done by or under the auspices of the National Executive Committee and of the audited accounts; and the transaction of such other matters as may from time to time be necessary.

- 12.2. The NSBE in the biennial meeting shall in addition to the business mentioned in 11.1 above include the election of full members to serve on the National Executive Committee; the appointment of an auditor or auditors, and also the business that should be dealt with as referred in 11.1 above.
- 12.3 The First Regional General Meetings of NSBE shall be held not later than the 30 June 2008, and once every year thereafter the Annual Regional General Meeting of NSBE (SA) shall be held at such time and place as the Regional Executive Committee shall determine. At least 21 clear days' notice shall be given in writing by the Regional Secretary to each member. At such Annual Regional General Meetings the business shall include: the election of full members to serve on the Regional Executive Committee; the tabling of the financial report ; the consideration of the report of the work done by or under the auspices of the Regional Executive Committee; and the transaction of such other matters as may from time to time be necessary.
- 12.4 The President of the National Executive Committee may at any time at his/her discretion and the General Secretary shall within 21 days of receiving a written request so to do, signed by not less than 66% full members whether individual or representative, and giving reasons for the request, call a Special General Meeting of NSBE (SA).

13. NOMINATIONS OF OFFICE BEARERS

Only full members of NSBE (SA) whether individual or representative shall be eligible to serve as Office Bearers. Nominations for Office Bearers must be made by full members of NSBE (SA) in writing and must be in the hands of the General Secretary at least 28 days before the Annual General Meeting. Should nominations exceed vacancies, election shall be by ballot PROVIDED THAT the first members of the National Executive Committee shall be elected by personal vote at the first General Meeting of NSBE (SA).

14. RULES OF PROCEDURE AT ALL MEETINGS:

Quorum: The quorum at a meeting of NSBE (SA) or of the Executive Committee or any committee appointed under Clause 5.1.12 hereof shall be one-third of the total actual membership of NSBE (SA) for the time being, the Executive Committee or committee (as the case may be) or such other number as NSBE (SA) may in General Meeting from time to time determine.

Voting: Save as otherwise herein provided, all questions arising at any meeting shall be decided by a simple majority of those present and entitled to vote thereat. Arrangements for proxy voting may from time to time be made by the Committee PROVIDED ALWAYS THAT no such arrangements shall be made with regard to clauses 10 and 11 hereof. No person shall exercise more than one vote notwithstanding that he or she may have been appointed to represent two or more interests, but in case of an equality of votes the chairman of the meeting shall have a second or casting vote.

Minutes: Minute books shall be kept by the National Executive Committee and all other committees, and the appropriate secretary shall enter therein a record of all proceedings and resolutions.

Standing Orders and Rules: The Committee shall have power to adopt and issue Standing Orders and/or Rules for NSBE (SA). Such Standing Orders and/or Rules shall come into operation immediately PROVIDED ALWAYS that they shall be subject to review by NSBE (SA) in General Meeting and shall not be inconsistent with the provisions of this Constitution.

15. FINANCE:

- 15.1.1 All moneys raised by or on behalf of NSBE (SA) shall be applied to further the objects of the Society and for no other purpose PROVIDED THAT nothing herein contained shall prevent the payment in good faith of reasonable and proper remuneration to any employee of NSBE (SA) or the repayment to members of the Committee or of any committee appointed under Clause 5.1.12 hereof of reasonable out-of-pocket expenses.
- 15.1.2 The appointed Finance Officer shall keep proper accounts of the finances of NSBE (SA).
- 15.1.3 The accounts shall be audited at least once a year by the auditor or auditors appointed at the General Meeting.
- 15.1.4 An audited statement of the accounts for every financial year shall be submitted by the National Executive Committee to the General Meeting as aforesaid.
- 15.1.5 A bank account shall be opened in the name of NSBE (SA) with any financial institution as the National Executive Committee will from time to time decide. The Executive Committee shall authorise in writing the President and the General Secretary of NSBE (SA) to sign cheques on behalf of the Organization. All cheques must be signed by not less than two of the authorised signatories.
- 15.1.6 The financial year of the organization ends on the **28th of February** of every year.

15. TRUST PROPERTY:

The title to all real or personal property which may be acquired by or on behalf of NSBE (SA) shall be vested in a corporation lawfully entitled to act as Custodian Trustee.

17. ALTERATIONS TO THE CONSTITUTION:

Any alteration of this Constitution shall receive the assent of not less than two-thirds of the full membership of NSBE (SA) for the time being whether individual or representative present and voting at a meeting specially called for the purpose PROVIDED THAT notice of any such alteration shall have been received by the General Secretary in writing not less than 21 clear days before the meeting at which the alteration is to be proposed. At least 14 clear days' notice in writing of such a meeting, setting forth the terms of the alteration, shall be sent by the General Secretary to each member of the Association provided that no alteration shall be made which would have the effect of causing the Society to cease to be a voluntary organisation at law.

18. DISSOLUTION:

If the National Executive Committee by a simple majority decides at any time that on the ground of expense or otherwise it is necessary or advisable to dissolve NSBE (SA), it shall call a meeting of all members of NSBE (SA) who have the power to vote, of which meeting not less than 21 days' notice (stating the terms of the Resolution to be proposed thereat) shall be given. If such decision shall be confirmed by a simple (two-thirds) majority of those present and voting at such meeting the Executive Committee shall have power to dispose of any assets held by or on behalf of NSBE (SA). Any assets remaining after the satisfaction of any proper debts and liabilities shall be given or transferred as the Committee may determine.

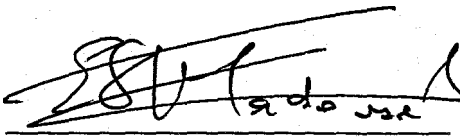
19. NOTICES:

Any notice may be served by the General Secretary on any member either personally or on its own appointed representative as the case may be, or by sending it through the post in a prepaid envelope addressed to such member at his, her or its last known address in the Republic of South Africa, and any letter so sent shall be deemed to have been received within ten days of posting.

This constitution was approved and accepted by members of

The National Society of Black Engineers of South Africa (NSBE-SA)

At a National Conference held on 26 - 28 September 2007
Day/Month/Year



President



General Secretary