

INVITATION TO SUBMIT APPLICATIONS FOR APPOINTMENT TO SERVE ON THE INDEPENDENT EXEMPTIONS AND INDEPENDENT EXEMPTIONS APPEAL BODIES OF THE NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS INDUSTRY (“NBCRFLI”)

A: INDEPENDENT EXEMPTIONS BODY

External applications are invited from suitably qualified and experienced persons who are interested to serve on the Independent Exemptions Body. The successful candidate/s should be able to consider all applications for exemption from the provisions of the Main Collective Agreement of the NBCRFLI. Important to note is that:

1. All exemption applications must be dealt with within 30 days from the date of receipt thereof;
2. Decisions/Rulings to be rendered within 14 days from the date of the meeting;
3. The successful candidate/s is expected to apply the prescribed Rules in terms of the Exemptions and Dispute Resolutions Agreement;
4. The successful candidate/s will be responsible to provide services in accordance with professional and general accepted standards; and
5. The successful candidate/s shall provide services on a non-exclusive basis to the NBCRFLI.

The duration of the agreed contract shall be for a period of 5 years subject to annual review by the NBCRFLI and confirmation at the Annual General Meeting.

The successful candidate/s must have obtained at least one of the following qualifications:

- B Admin
- LLB / LLM
- Financial Degree (Chartered Accountant)
- HR / Labour Relations Degree

B: INDEPENDENT EXEMPTIONS APPEAL BODY

External applications are invited from suitably qualified and experienced persons who are interested to serve on the Independent Exemption Appeal Body. The successful candidate/s should be able to hear and determine appeals from the Independent Exemptions Body as well as the appeals from the NBCRFLI and any other interested party. Important to note that:

1. All exemption appeal applications must be dealt with within 30 days from the date of receipt thereof;
2. Decisions/Rulings to be rendered within 14 days from the date of the meeting;
3. Successful candidate/s is/are expected to apply the prescribed Rules in terms of the Exemptions and Dispute Resolution Agreement;
4. The successful candidate/s will be responsible to provide services in accordance with professional and general accepted standards; and
5. The successful candidate/s shall provide services on a non-exclusive basis to the NBCRFLI.

The duration of the agreed contract shall be for a period of 5 years subject to annual review by the NBCRFLI and confirmation at the Annual General Meeting.

The successful candidate/s must have obtained at least one of the following qualifications:

- Degree in Labour Law, Constitutional Law and/or Administrative Law.

C: PLEASE NOTE:

The successful candidate/s should consider that:

1. At all material times they are independent contractors, and not employees or agents of the NBCRFLI. Accordingly, the candidates are not entitled to any of the benefits available to the employees of the NBCRFLI including, *inter alia*, medical aid, leave pay and pension fund benefits.
2. He/she undertakes not to hold himself/herself out as the NBCRFLI's employee or agent and shall take all reasonable steps to indicate to third parties that he/she has no authority to act on behalf of the NBCRFLI, and hereby agrees to indemnify the NBCRFLI against any liability arising out of the breach of this undertaking.

Remuneration based on an hourly rate will be determined between the NBCRFLI and the successful candidate/s.

All queries regarding this invitation and applications along with a comprehensive CV must be submitted to Tracy.Khumalo@nbcffi.co.za

The closing date for the submission of all queries and applications shall be **17 May 2024 at 12h00** noon.