

SOCIAL WORKERS ASSOCIATION OF GHANA CONSTITUTION (SWAG)



Motto: Social Workers, Human Dignity and Development



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PREAMBLE:

THE EXTENT TO WHICH EVERY INSTITUTION OR ASSOCIATION STANDS, STRATEGISES, BUILDS ITSELF AND FULFILS ITS VISION, MISSIONS, GOALS, OBJECTIVES, AND COMPETES FAVOURABLY IN THE WORLD MARKET PLACE IS CENTRAL TO ITS ABILITY TO IDENTIFY ITS CORE VALUES, PRINCIPLES, AND MEMBERS' READINESS TO IDENTIFY THEMSELVES WITH A SHARED ASPIRATIONS AND GOALS WHICH INVARIABLY FULFIL HUMAN NEEDS.

BY THIS UNDERSTANDING, SOCIAL WORKERS ASSOCIATION OF GHANA STRIVES TO ENSURE THAT THE SOCIAL WORK PROFESSION STANDS TALL AND SEEN AS ESSENTIAL PROFESIONAL BODY IN THE DEVELOPMENT OF GHANA AND BEYOND.

CHAPTER ONE

GENERAL PROVISIONS

1.1. Name

The name of the Association shall be known and called Social Workers Association of Ghana, with its Acronym (SWAG)

2.2. Association Headquarters

SWAG Headquarters shall be located in the Greater Accra Region of Ghana.

3.3. Logo

The SWAG logo shall consist of three human arm-like pillars making a shape of a triangle, which symbolizes strength, power, unity and development with a palm tree in the middle, to represent Significance and Uncommon value of Social Work Profession. The colors of SWAG shall consist of blue, white and green colors. The **white** stands for Justice, **blue** stands for Respect and Dignity whilst the **green** stands for Usefulness and Relevance.

1.4 Slogan

The slogan for SWAG is : **“Social Workers! Human Dignity and Development.”**

1.5 Structure of SWAG

The Association shall have the following organizational structures:

1.5.1 The National Congress and National Executive Committee (NEC)

The highest policy making organs of the Association shall be the National Congress followed by the National Executive Committee.

1.5.2 The National Executive Committee (NEC)

The National Executive Committee (NEC) shall execute all the policies of *SWAG* and shall be the second National Policy making body with a seven member Technical Advisors to advise the National Executive Committee as when it is necessary.

1.5.3 Regional Executive Committees (REC)

The Regional Executive Committee shall coordinate activities of *SWAG* in the respective Regions in each of the ten geopolitical regions of the country.

1.5.4 District/ Municipal/Metropolitant Executive Committee, (DEC/MEC/MEC)

The committee (DMMEC) shall carry out activities of *SWAG* in the respective Districts, Municipals or Municipals.

1.5.5 There shall be a three member, “disciplinary and ethics committee” within National, Regional, Metropolitan /Municipal/Districts to handle issues of misconduct and in disciplinary behavior of members.

CHAPTER TWO

2.0 Mission, Vision, Goal and Objectives

2.1. Vision

To strive to become one of the best professional bodies where social workers feel a sense of belongingness, dignity and pride whiles addressing socio-economic and psychological needs of our clients.

2.1a Mission

The primary mission of *SWAG* is to create an enabling environment for members to develop their potentials and become useful in the promotion of social welfare policies for national development.

2.11.0 Goals and Objectives

SWAG’S primary goal is;

2.11.1 To provide social justice and equity, dignity and development to its members in Ghana and beyond.

2.11.2 To ensure professionalism in the delivery of Social Welfare Services in Ghana and beyond.

2.11.3 Negotiates with Government and other agencies for better conditions of services

for its members.

2.12.4 *SWAG* would also collaborate with other organizations in the delivery of services to humanity.

2.13.5 To embark on researches that would address socio-economic and psycho-social needs of the people in Ghana and beyond.

2.14.6 To engage both print and the electronic media as often as possible in the delivery of services and programmes of *SWAG*.

2.15.7 STRATEGIES OF *SWAG*

The strategies of *SWAG* shall be as follows.

- A. Media engagement
- B. Continuous research and education
- C. Advocacy and lobbying
- D. Social media engagement
- E. Engagement of relevant stakeholders
- F. Sponsorships/ awards
- G. Networking

3. CHAPTER THREE : THE NATIONAL CONGRESS

3.0 National Congress/ Function/Membership.

The National Congress shall be the highest decision making body and shall have autonomous

powers and authority for *SWAG*. The voice of the National Congress shall be the final voice for

SWAG and its decisions shall be deemed to be the final decisions in issues relating to policies,

programmes, operations, and activities of *SWAG*. The Congress shall be a regulatory bo

dy as far

as *SWAG* and its operations are concern. It shall sit once in every two years to assess reports of

programs, activities and operations of *SWAG* and plan and strategize the way forward for

members. The National Executive per their functions shall brief the congress on the activities of National Executive Committee.

The Congress shall also exercise power of privileges and authority in its operations and decisions provided it serves the interest of *SWAG*. Such powers however would not be arbitrarily used

unless 2/3rd majority of the vote cast is in favor of the issues under discussion. Where there is a

split in the event of vote over a matter, the National Executive President per his position shall

have privilege power to decide on the matter. And such privilege powers and authority shall only be applied where issues have not been clearly spelt out in this constitution.

3.1 The Composition of the National congress.

The congress shall consist of all the National Executives, Regional Executives, the secretary to

all the Technical advisors. A Representative from each of District/Municipal and Metro Municipal Executives. The regional executives in consultation with the District/Municipal I would decide on who becomes a member to the national Congress with respect to District, Municipal

and the Metropolitan. The congress shall appoint three other members who are not necessary a

member of the Association to be part of the National Council. All the founding fathers shall be

members of the congress.

3.2 Meetings of the National Congress.

The Secretary in consultation with the President of SWAG shall call for National Congress in every two years to strategize for the Association. And shall call for National Executive Election in every four years. The congress shall consider reports of SWAG activities, plans for the subsequent year and any other matter that may be presented by national executive committee and any others deem fit

4. CHAPTER FOUR

THE NATIONAL EXECUTIVE COMMITTEE

4.0 The National Executive Committee

4.1 There shall be established a 7 member National Executive Committee as follows:

4.1.1 National President

4.1.2 National Coordinator/Organizer

4.1.3 Secretary General

4.1.4 Financial Secretary

4.1.5. Public Relations Officer/Media Relation

4.1.6. International Relations and Research Officer

4.1.7. Legal Advisor (lawyer)

4.2 Tenure of Office for National Executive Committee

The Executive Committee members who are elected into office shall serve for a period of four years.

4.3 Functions of the National Executive Committee

NATIONAL PRESIDENT

4.4 The National President shall be responsible for the smooth running of *SWAG* and shall chair all meetings of the National Executive Committee, in the absence of the president. His or

her position is that of elective. The National President shall be the principal signatory to the

National Accounts of the Association.

- Supervise and monitor all the activities of the National Executive Committee functions.
- Represent the Association in both international and local level meetings and conferences.
- He/She shall have privileges powers and Authorities and also certification of official documents programmes and activities of *SWAG*.
- He/she shall be responsible for initiating policies plans and programs of the Association in consultation with National Executive Committee,
- He/she shall chair all National meetings and programmes in the interest of the Association except where it is not being specified. In the event of his/her incapacitation or ill health warranting him/her unfit to exercise his or her functions, the National Coordinator shall assume his or her portfolio upon simple majority vote cast of the National Executive members, he or she shall be confirmed as acting President.. If after one year, he or she is still unfit the matter shall be referred to the National Congress upon advice by the Technical Advisors. The same principles shall be applied to the National Secretary in event of ill health or incapacitation of the National Organizer/Coordinator.

NATIONAL ORGANIZER/CO-ORDINATOR

4.5 The National organizer shall coordinate all the National *SWAG* activities His/her functions

are equivalent to that of co-ordinating functions.

- He/she shall see to it that programmes and activities of *swag* are fully implemented with consultation with National Executive Committee
- He or she shall chair all meetings in the absence of the National President
- He/she shall work with General Secretary in the interest of *swag* and ensure that acti

vities and programmes are well coordinated before implementation.

- He/she shall be Second signatory to the accounts of *SWAG*.
- His/her position is that of elective by members.
- He/she shall ensure planning and budgeting of swag programmes and activities are carried out in the manner that serves the interest of swag this function is shall be carried with General Secretary.
- He/she shall do any other duty that may be reasonably assigned to him/her by the National President.

THE GENERAL SECRETARY

4.6 The Secretary General shall write, record, and keep all Official documents of *SWAG*.
His/

her position is that of administrative and by appointment.

- He/she shall call all meetings of the National Executive Committee after due consultation with the National President
- He/she shall hold in trust Institutional Memory of *SWAG*.
- He or she shall work hand in hand with National Co-ordinator and shall receive directives from the National C-coordinator as directed by the President.
- Shall ensure that planning and budget of programmes and activities of *SWAG* are carried out with the National Organizer/Coordinator.
- He/she shall act in the absence of the National Organizer in the event of any incapacitation on part the part of National Organizer that warrant that he /she cannot Perform his/her duties.
- He/she shall play the role of administrator as far as his/her functions are concern.
- He/she shall ensure swag bulletin and messages are carried out in the manner that serves the interest of *SWAG*.
- He/she shall receive corresponding and requests in matters of financial transactions and forward it to the appropriate sections of officers for the next line of action.
- He/she shall also work closely with the public relation/media relation officer as far as *SWAG*'s programmes and activities are concern.

THE FINANCIAL SECRETARY

4.7 The financial Secretary shall team up with General Secretary and ensure funds of the Association are put into judicious use for the benefit of the Association. His /her position is that of election.

Association are put into judicious use for the benefit of the Association. His /her position is that of election.

- The financial Secretary shall also be signatory to the Association Account,
- The financial secretary shall present the state of the funds of the Association at the annual general council /congress.
- He or she shall avail himself or herself for auditing of the Accounts in every year and as when necessary.
- He or she shall work in consultation with General Secretary and his or her portfolio is that of Elective.
- He or she shall ensure that every member's financial commitment are well recorded and updated.
- He/she shall receive and advise National Executive or the President in any financial matters.
- H/she shall take such initiatives that will ensure that financial management of the *SWAG* is put in order.
- He/she shall ensure that dues from members are taken at source and recorded.
- He ensure that the Accounts of *SWAG* are well managed in the best interest of *SWAG*.
- In the event of incapacitation on his/her part, the general secretary shall stand in and play his/her role as spelt out in the constitution except that he /she cannot be a signatory to the Accounts.

4.8 INTERNATIONAL RELATION AND RESEARCH OFFICER

- He/she shall ensure that *SWAG* gets or receives its International Recognition and shall make such needed arrangement to carry out these functions
- He or she shall ensure that issues of social work as far as its practices are concerned are well done according to the tenants of Social work.
- He or she will from time to time embark on research on issues of socio-economic,

Psychological and social work importance for the good of the National development.

- He or she should inform management on issues of prime importance to *SWAG* as far as his or her portfolio is concerned.
- His or her portfolio shall be by Election of members.

4.9 THE PUBLIC RELATION OFFICER

- He/she shall cause the publication in the media of activities of *SWAG* and shall ensure that the maintenance image of *SWAG* are protected and promoted in the best interest of *SWAG*.
- He/she shall work closely with International Relation and research officer for effective implementation of *swag* programmes and activities.
- He/she shall ensure that *SWAG* engages the media as far as *SWAG* activities are concerned.
- He/she shall represent *SWAG* on issues of media relations with any of the executives per their functions and portfolio.
- In the event of incapacitation on the part of the International Relation, that warrant that he/she cannot exercise his/her functions, the Public Relation shall assume such duties of him/her upon approval of the President.
- He/she portfolio shall be that of appointment by the President upon consultation with National Executive Committee.

4.10 THE LEGAL ADVISOR/ LAWYER

- Per his/her background, he /she would advise, represent the Association in legal matters in the interest of the Association and members. And his or portfolio shall be that of appointive.

4.11 TECHNICAL ADVISORS

There shall be seven member technical advisors to advise the Association especially National Executive Committee on certain operations of the Association. Such advisors shall be men or women of high experience with vast knowledge in various disciplines, such as social work, governance, policy and others. Such advisors shall be members who has interest o

f SWAG at heart and are willing to help SWAG achieves its aims.

5.0 REMOVAL FROM THE NATIONAL EXECUTIVE COMMITTEE

5.1 Any action that tarnishes the image of *SWAG* or brings *SWAG* to disrepute shall constitute a gross misconduct.

5.2 Any member of the National Executive Committee or Regional Executive committee who commits an act of gross misconduct shall be sanctioned as follows:

5.3 Any member may inform the disciplinary and ethics committee of gross misconduct by any executive committee member in writing.

5.4 The Disciplinary and Ethics committee shall acknowledge the complaint in writing. It

shall then investigate the complaint and if there is sufficient circumstantial evidence for the

gross misconduct, the committee shall make a formal investigation which shall include summons to the individual alleged to have committed the gross misconduct, specifying the misconduct

and inviting him/her to defend him/herself.

5.5 During the investigation the Disciplinary and Ethics committee may bring witness and

the defendant may also bring witnesses to defend him/her.

5.6 The Disciplinary and Ethics committee shall write a report to the relevant executive committee on the matter as soon as possible but in any case not later than 6 weeks after receiving the complaint.

5.7 The executive committee concerned shall then take action on the concerned individual,

who will not attend the meeting considering his/her case.

5.8 The concerned individual shall have power of appeal to appeal to the next highest power structure laid down in this constitution within one month after the case against him has been decided.

CHAPTER FIVE

6.0 THE REGIONAL EXECUTIVE COMMITTEE

6.1 Membership of the Regional Executive Committee

There shall be established a 5 member Executive Committee as follows:

6.1 Regional Chairman/Chairperson

6.2 Regional Organizer/Coordinator

6.3 Regional Secretary

6.4 Financial Secretary.

6.5 Public Relations Officer

7.0 Functions of Regional Executive Committee members

The Regional functions shall not be different from that of the National Executive functions per

their roles and functions, except where is mentioned differently. Power and authority relation

shall not be different from that of the National Executive Committee

7.1 REGIONAL EXECUTIVE COMMITTEE MEETINGS

The Regional Executive Committee shall meet once in a quarter, to deliberate on business of

SWAG, not later than five working days of the meeting. The Secretary shall send a report of the

meeting to the National Secretary. The Regional Executive shall also have Regional Bank

Accounts to see to the judicious use of funds of *SWAG*.

7.2 SWAG Regional General Meetings

The Regional Executive Committee shall call meetings of all its members to share experiences,

compare notes and for capacity building at least once every quarter.

7.3. Metro/Municipal/District Executive Committee.

There shall be a three member Executive Committee within District/Municipal/Metro in all the

Regions of Ghana, to see to the running of SWAG programmes and activities. They shall be Chairman/chairperson, organizer, and Secretary. The functions of the Committee shall not be so different from that of the Regional Executive committee except where it has not been specified in the constitution. Power and authority relationship shall also not be different from that of the Regional Executives as per their functions.

CHAPTER SIX

8.0 CORE VALUES AND PRINCIPLES OF SWAG.

The core values and principles of Social Work shall be adopted, and other values like:

- 1.1. Confidentiality
- 1.2. inherent worth
- 1.3. Self-awareness
- 1.4. Integrity
- 1.5. Self -determination
- 1.6. Non- judgmental
- 1.7. Non- discrimination
- 1.8. Excellence
- 1.9. Innovation

CHAPTER SEVEN

9.0 Membership

9.1 Any individual with social work background or related profession that has the zeal and interest in SWAG and share the vision, missions and goals can join SWAG by completing the following:

9.1.2 Complete the membership application form

9.1.2 Passes the verification process

9.1.3 Pays the monthly dues as determined by the National Congress.

MEMBERSHIP TYPES - TWO

PROFESSIONAL MEMEBRSHIP

Membership is based on the following and it shall be:

9. Ai. All Persons with Certificate, Diploma, 1st Degree, 2nd Degree, PHD in Social Work, or people with Social Administration background.

ASSOCIATE MEMBERSHIP

9. Bi. All persons who have gone through the University with discipline in Social Work related programs and working in any field of discipline such as related Social Sciences specifically, Sociology, Psychology, Social Policy, and Community Development discipline and working in other related Agencies, such as registered NGO's for the past three years. Such people shall only have to be assessed by NEC to join the professional membership.

10.2 RESPONSIBILITIES OF MEMBERS

10.2.1 Members shall actively participate in realizing the vision, mission goals/ objectives of

SWAG and actively attend all meetings of *SWAG*.

10.3.0 Removal from membership of *SWAG*

Any member may be removed from the register of membership if:

10.3.1 The member withdraws from *SWAG*

10.3.2 The member fails to attend at least two meetings without a written permission.

10.3.3 The member fails to pay their monthly dues for a full year.

10.3.4 Upon the death of a member.

11. CHAPTER EIGHT

ELECTIONS

11.0 General provisions for elections in any organ of *SWAG*

A. (Executive class Office holders)

11.0.1 Elections shall be by secret ballot/Simple Majority.

11.0.2 Elections shall be by a simple majority of delegates present at the general meeting called for that purpose.

11.0.3 Elected officers shall hold office for a period of 4 years for the Regional level, four years for District/Municipal level and four years for the National Executives. Each officer could hold office for two terms.

11.0.4. Associates membership class, will have voting rights and qualify for every appointive portfolio Offices but not elective Portfolio Offices.

B. APPOINTIVE PORTFOLIO OFFICERS

11.0.5 All appointive portfolio officers shall not run the term of office with that of elective portfolio officers. This is to preserve for Institutional memory of *SWAG*.

11.0.6 All appointive officers shall ensure the Association works towards its goals and mission to achieve *SWAG'S VISION*.

11.0.7 No appointive officer shall be removed from office unnecessarily unless there is a strong case levelled against the officer, upon a committee report submitted against the officer to a special Committee.

11.0.8 Upon the recommendation of the committee, he or she shall have the right to appeal within two months after he or she has been found guilty of the offence levelled against him or her.

12. CHAPTER NINE, BANKING

12.0 The funds of the Association shall be deposited at any of the Commercial Banks with respect to National and the Regions. District, Municipal, or Metro, however could decide on any

convenient upon approval from the National Executive. The President/Chairman/Chairpersons,

the National Organizer/Regional Co-ordinators, and the Financial Secretaries shall operate the

accounts and be signatories to the bank account of the Association. The President/Chairman/

Chairperson and any of the two executive Officers to the signatories to the accounts could

withdraw money from the accounts in the absence of other person as defined in their functions.

The president/chairperson/chairman shall be the principal signatory to the Association's Bank accounts

13. CHAPTER TEN, AUDITING

A three internal member auditing committee would be formed to audit the accounts of the

Association and present a report to the general assembly in every congress, both within National and the Regions.

14. CHAPTER ELEVEN, QUORUM OF MEETINGS

Two thirds (2/3) or simple majority of members, shall be needed at both executive meetings and

the general meeting to commence any business of *SWAG*. In the event of National congress or

meeting, simple majority will be based on the number of Regions present.

15. CHAPTER TWELVE CONSTITUTIONAL AMENDMENT

Two thirds or simple majority of members shall be needed to amend the constitution at the

General Assembly/National Congress, should it become necessary to do so. Any members desire to raise a motion for constitutional amendment should inform the National Ex

executives

two months before the General Assembly Meeting

16. CHAPTER THIRTEEN, WELFARE BENEFITS.

1 A member shall serve a probation period of **(12)** months to qualify for any benefit.

2. Donation in times of death or otherwise will be decided at the general meeting by the district/municipal/metro, regional, and the national committees and voluntary contributions made when the need arises. Where a member dies the executive at where the member is would see to the arrangement of the funeral of the member. In all cases of death both region and national shall be duly informed. For the purpose of this constitution, benefits or compensation to members of SWAG shall be calculated by, "Penalty Units Formula" (1:12).

3. A death of a member: 25 penalty units. (25*12)

4. A death of a spouse: 25 penalty units. (25*12)

5. A death of son /daughter: 12.5 penalty units (12.5*12)

6 a death of a parent: 16.6 penalty units (16.6*12)

7. Letter of Accreditation for members in times of needs.

8. Create endowment fund for members

9. Intervene on a member behalf in times of injustice meted out against the member.

17. CHAPTER FOURTEEN DISSOLUTION

Two third (2/3) majority of members shall be needed to dissolve the constitution at the general

meeting. In the event of the dissolution of the association all debt and liabilities lawfully incurred

on behalf of the Association shall be fully disbursed and the remaining amount given to charity

as may be directed by members

18. CHAPTER FIFTEEN FUNDING

- ❖ Monthly dues from members is GH¢10.00, but subject to review.
- ❖ loans from the banks
- ❖ From donors
- ❖ From our developmental partners
- ❖ Through organizational programmes
- ❖ Proceeds from investment
- ❖ special levy when necessary
- ❖ grants

19. CHAPTER SIXTEEN

19.0 SPECIAL CLAUSE

Funds of SWAG shall be kept at Banks and percentage distribution or allocation to national, regional or district /Municipal executives would also be sent through banks except where there

is a special dispensation directives from National or Regional.

19.1 The National Executive committee will determine percentage of the amount to be allocated to the District, Metro, Municipal and Regional, after expenses have been taken off.

19.2 Such amount shall be determined by the monthly dues by the various regions for the

programme and activities of the District. Amount would also be allocated to the District or Municipal. Same also determined by total monthly dues of the District /Municipal.

19.3 All executives would be given monthly allowances such allowances would not exceed ten percentage of the amount accrued in their banks.

19.4 All Regions, Municipal/District shall submit their programs and activities of the year to the National for approval and a percentage of 10 of the total budget of the programme shall be

bonded by the National for their implementations. Such year programs and activities shall be

submitted before third week of November in each year.

19.5 In all Business/Official/ transactions, the line of communication shall be both vertical and horizontal. And procedures of communication would be that of respect, and honor. All documents reaching National should not be without recourse to the structures laid down by this constitution. Same to Regions, and Metro/Municipal / District.

19.6 There shall be National Congress every two (2) years and Regional conferences in every year. Dates plans of each National Congress shall be determined by the National Executives upon consultation with the respective Regions.

19.7 There shall be National awards for best Regions and best Social worker /Officer in every two (2) years determined by Board of Trustees.

19.8 There shall be sponsorship programs for officers/members outside Ghana which would be tailored to the needs of social workers for enhancement and development of SWAG, if the need arises.

19.9 The founding fathers shall exercise privilege powers to incorporate the association on behalf of its members to get a legal existence. Such incorporators shall not be more than seven (7) and not less than four (4).

19.10 That SWAG shall be Independent Body.

11.11 Until such a time that the constitution becomes operationalized, there shall be an interim executive committee members to see to the affairs of SWAG at National, Regional, District/ Municipal levels at least for the period of two years.

11.12. Any member of SWAG shall serve a probation period of two years to enable him context for any executive position in SWAG. And he or she shall fulfil all the requirements

of his or her membership as a member of *SWAG*, especially his financial commitment.

11.13 That the National Executive president shall be the leader for *SWAG*, and shall receive

benefits and rewards which shall be determined by the National congress.

11.14 That authority and power relationship within *SWAG* systems of administration shall be

strictly adhered to.

11.15 That *SWAG* Executives shall have the right to enter into viable investment activities on

behalf of its members to promote the best interest of the Association.

11.16 That where a member of an executive dies the National Executive in consultation with the respective region shall see to it that the member receives a final befitting burial.

The regional

executives plus one member from the National Executive shall attend the funeral of the member.

11.17 That the executives shall have the right to write proposal on behalf of its members to

champion the aspirations of the Association.

11.18. That there shall be one annual general meeting in each region every year to bring members together under special programme called **Social Workers in focus**. Such Regional /

Annual General meeting (RAGM) would look at other issues affecting *SWAG* activities in

the Region and the way forward.

11.19. That founding fathers, of *SWAG*, shall automatically be incorporated into the National

Council of *SWAG*, in the event of retirements, or without executive position, per their positions,

they stand to help streamline the affairs of *SWAG*.

11.19 The National Executive Committee shall organize its General Meeting(s) from time

e to time and shall call for emergency when necessary both National, and Regional. Such meetings shall have notice of 14 days to all members deemed to represent such meetings, either by email, text mail, or telephone call or on the platform.

11.20. The National Executive Committee shall draw up programs and activities of SWAG. The National President, Coordinator and Financial Secretary shall be a signatory to the Accounts of the Association

11.21 The National Executive Committee shall draw up national plan of action (a budget) for SWAG.

11.22 The National Executive committee shall maintain an updated register of partner organizations and memberships.

11.22. The National Executive committee shall brief and reports to the National Congress on its programs and activities in the every two years.

11.23 The National Executive shall have discretionary powers and authority, such powers and authority would only be exercised in the best interest of the Association, in the event of where issues are not clearly spelt out in the constitution. Such discretionary powers and authority would not be used unless two thirds (2/3) majority of National Executives are in favour of the vote cast. Where there is split in the vote cast, the National President shall be allowed to exercise privilege powers per virtue of his position to decide on the matter. Same would be applied to the Regions but only when the matter or the issues have been referred to the National Executives and have been directed by the National Executive for the Region to decide on the matter in a manner that serves the best interest of the Region.

11.24. All money paid out of SWAG funds shall be by voucher prepared by the Financial Secretary and shall bear the signature of the President/Chairman and Coordinator/Organizer

nizer, and a copy kept in the financial records.

11.25 Power and authority relationship shall be strictly adhered to and shall be observed as per

their functions specified in each of the executive member portfolio

11:20.PLATFORM MEETINGS: Platform meetings will also be an acceptable forms of meetings

17. CHAPTER SEVENTEEN PROMULGATION

The constitution shall be deemed to have come into effected on...2017.

Name of the President.....SIGNATURE:

Name of the National Coordinator..... SIGNATURE:

Name of the General Secretary.....SIGNATURE: