



# GENERAL, DOMESTIC & PROFESSIONAL EMPLOYERS ORGANISATION

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## NEW POLICY AND RULES

### A EMPLOYEES OF MEMBERS, REPRESENTING AT CCMA AND BARGAINING COUNCILS AND NEW MEMBERS SEEKING REPRESENTING STATUS

The Executive have resolved that in future and with immediate effect any employee of any member may not represent unless:

- 1 The employee qualifies and becomes a member in their own right, and if wishing to represent then accreditation has to be obtained.
- 2 If 1 above is not possible then special application and accreditation by the Executive Committee must take place.
  - 2.1 Accreditation will have 2 phases:  
The person will need to sit an accreditation exam at the offices of the GDP (the reason for the above is to ensure that the person has sufficient knowledge and experience to conduct themselves in a responsible ethical and honest manner at dispute forums).

The results of the examination will determine 2 levels of accreditation:

- (a) To represent at Conciliations
- (b) To represent at Con/Arbs or Arbitrations

Prior to accreditation being finally granted the person will in an interview need to satisfy a panel of 2 Executive members that they have the necessary maturity and experience for the particular category of representation.

- 2.2 An accreditation administration/interview and assessment fee of R1000.00 will apply, in addition to the prescribed membership fee.

### B ANY NEW APPLICATIONS FOR MEMBERSHIP FROM ANY COMPANY/SOLE PROPRIETORSHIP FOR THE PURPOSE OF REPRESENTATION WILL ALSO HAVE TO QUALIFY AND BE ACCREDITED IN TERMS OF 1 AND 2 ABOVE.

**C     INDEMNIFYING THE GDP**

Note: Existing members and Organising Officials will be required to sign an agreement that they unconditionally indemnify the Organisation against any claims of what so ever nature may be instituted against them, arising out of claims for damages in cases where they have represented a member at the CCMA or Bargaining Councils.

The above is necessary even though the GDP will seek blanket indemnity if being cited as a 2nd or 3rd Respondent.

It will be each Member Representing or Organising Officials sole responsibility if they deem it necessary to take out their own Professional Indemnity Insurance (PII) at their own expense.

F H Sillands  
On behalf of the Executive Committee