



Criteria for Nominations of the Accounting Authority of the Energy and Water Sector Education and Training Authority (EWSETA)

Nominees representing Organised Employers, Organised Labour, Government, Professional Bodies, Bargaining Councils with jurisdiction in the sector and Sector-Specific Community Organisations are hereby notified of the commencement of the nomination process for appointment of Accounting Authority members of the EWSETA.

The current EWSETA Accounting Authority's tenure effectively ends on the 31st March 2020. A new Accounting Authority will be in place from the 1st April 2020.

All SETA's have been advised by the Minister of Higher Education, Science and Technology's Office to call for nominations for representatives to serve on SETA Accounting Authorities. These nominations must be submitted for consideration and approval by the Minister. In addition, the Minister will appoint an independent Chairperson. The Accounting Authority shall comprise of no more than 15 members.

Accounting Authority Composition:

The Accounting Authority will comprise fifteen (15) members as follows:

- One (1) Independent Chairperson
- Six (6) representing Organised Employers
- Six (6) representing Organised Labour
- Two (2) representing Government/ Professional Bodies/ Bargaining Council / Sector-Specific Community Organisations

Eligibility Criteria for Accounting Authority Members:

The eligibility criterion for Accounting Authority members is as follows:

- Members must be able to participate in decision making processes, understand the consequences of decisions and share in the accountability as members of the Accounting Authority.
- Members nominated to the Accounting Authority should comply with the following minimum requirements:
 - They must be drawn from the **rank of senior officials** in the organisation concerned



- When considered as a whole, they should be sufficiently **representative of Designated Groups** and
- They should have an appropriate blend of **knowledge, skills and experience**, as well as the personal attributes of **objectivity, integrity and commitment**

Selection Criteria for Accounting Authority Members:

Constituencies should use the following criteria as guidelines when nominating their representatives to ensure that the representatives have the competence to make constructive contributions to the Accounting Authority. Representatives should be a senior official and have experience, **knowledge, skills and expertise** in the following areas:

- Application of corporate governance and ethics
- Skills development legislation and the NSDS III
- The SETA's responsibility in respect to service delivery
- The Public Finance Management Act (PFMA) and financial management
- The Sector and/or the Constituency represented by the Member
- The strategic leadership role of the Accounting Authority
- Education, training, skills development and human resource development
- Quality assurance of learning provision
- Previous Board Committee experience would be advantageous

Disqualifying Criteria:

A person is disqualified from serving as a member of the Accounting Authority if that person:

- Is not a citizen and is not permanently resident in the Republic
- Is under a legal disability
- Is a rehabilitated insolvent
- Has been removed from an office of trust on account of misconduct
- Has at any time been convicted in the Republic or elsewhere, of any offence for which such person is sentenced imprisonment without the option of a fine
- Has at any time been convicted in the Republic or elsewhere of theft, fraud, corruption, forgery, perjury or any other act involving dishonesty



- Has a certified mental disorder/illness
- Is an employee of the EWSETA
- **Is a member of the Board of another SETA.**

Determination of Representation:

Organised Labour, Organised Employers, Government Departments, Professional Bodies, Bargaining Councils and Community Organisations whose main business activities and interests fall within the standard industrial classification categories as outlined in the EWSETA Scope of Coverage below, may nominate a member.

SETA Code	Chamber (SIC Code)	Main Activity Description
08	41111	Generation of Energy
08	41112	Distribution of purchased electric energy only
08	41114	Generation of Renewable Energy
08	41115	Transmission of Energy
08	41116	Project Management, maintenance and operation of electrical generation, transmission and distribution, plants, networks and systems
08	41118	Marketing of electricity
08	41200	Manufacture of gas; distribution of gaseous fuels through mains.
08	41300	Steam and hot water supply
08	42000	Collection, purification and distribution of water
08	42001	Public water enterprises: Collection, purification and distribution of water, including potable water supply, domestic waste and sewage systems, refuse and sanitation services
08	42002	Private water companies: Collection, purification and distribution of water, including potable water supply, domestic waste and sewage systems, refuse and sanitation services
08	42003	Irrigation Boards: Collection, purification and distribution of water, including potable water supply, domestic waste and sewage systems, refuse and sanitation services
08	50222	Construction of pylons for electric transmission lines
08	87141	Industrial research for electrical energy.
08	94003	Water and sanitation services (portable water supply, domestic waste water and sewage systems)



Some of the relevant Trade Unions in our sector include but are not limited to:

- National Union of Metal Workers of South Africa
- National Union of Mineworkers
- Independent Municipal and Allied Trade Union
- South African Municipal Workers Union
- Solidarity Trade Union

Some of the relevant organised employer and government departments include but are not limited to:

- ESKOM
- SAAWU
- SALGA
- NERSA
- CEF
- The Mvula Trust
- WISA
- Water Boards
- NIASA
- NECSA
- Department of Water and Sanitation
- Department of Energy
- Department of Human Settlements
- Department of Public Enterprise

Formula for the proportional allocation of members:

If organisations within a particular constituency cannot reach agreement on the allocation of seats per organisation, then the principle of proportionality must be applied on the basis of the following formula.

$$\text{The formula is } \frac{A}{B} \times \frac{C}{1} = D$$

- (1) **A** represents either –
 - (a) the number of employees employed by the members of a sector-relevant employers’ organisation; or
 - (b) the number of members of a sector-relevant trade union
- (2) **B** represents either –
 - (a) the total number of employees employed by all the employers who are members of all sector-relevant employers organisations; or
 - (b) the total membership of all the sector-relevant trade unions
- (3) **C** represents 10.
- (4) **D** represents either –
 - (a) the number of Members whom an employer organisation may nominate for the Accounting Authority; or
 - (b) the number of Members that a trade union may nominate for the Accounting Authority.
- (5) For example: If there are only two trade unions, one with 600 members and the other with 1 000 members, they would be proportionally represented on the Accounting Authority as follows –

600	10		1,000	10
—	x	—	=	3.75
1,600		1		
			x	—
			=	6.25
		1,600		1

- (a) The trade union with 600 members would nominate forty percent (40%) of the five (5) Members representing Organised Labour.
- (b) The trade union with 1 000 members would nominate sixty percent (60%) of the five (5) Members representing Organised Labour.



Nomination Process:

The EWSETA will be responsible for the process of recommending names of organisation representatives to the Accounting Authority to the Minister of Higher Education and Training. This will be done through:

- EWSETA advertising the nomination process in the media (*advertisement placed in the Sunday Times 26 January 2020*) and on the EWSETA website.
- EWSETA receiving all applications and reviewing these applications
- Compiling a submission to the Minister of the recommended candidates representing the organisations within our sector who should serve on the Accounting Authority.

The Nomination and Acceptance of Nomination form is available on the EWSETA website for download www.ewseta.org.za.

Submission of nomination forms

Closing Date and Time: 31 January 2020 at 15:00p.m.

Nominations must be submitted electronically to aanominations@ewseta.org.za AND physical documents must be hand delivered to the EWSETA Johannesburg Head Office and addressed as follows:

Office of the Acting CEO

Ms Mpho Mookapele

EWSETA Accounting Authority Membership Nomination

32 Princess of Wales Terrace, Building B

Sunnyside Office Park, Parktown

Johannesburg

2193

NOMINATIONS MUST BE SUBMITTED BOTH ELECTRONICALLY AND HARD COPY DELIVERED TO EWSETA.



Nominations received after the closing date and time will not be considered and correspondence will be limited to candidates whose appointment is approved by the Minister only.

Should you have a query please contact us at aanominations@ewseta.org.za