

CONSTITUTION

South African Institute of Range Officers and Instructors

(as adopted at the S.A.I.R.O & I Board Meeting held at Pretoria on 29 March 2014)

1. NAME

- 1.1. The Institute is a non-profit sporting organisation and shall be known as the South African Institute of Range Officers and Instructors, hereinafter referred to as "S.A.I.R.O & I".
- 1.2. S.A.I.R.O. & I shall act as a specialised committee to the South African Practical Shooting Association, hereinafter referred to as "the Association", and as such shall be subject to, and not in contravention of, the Association's Constitution.

Legal Status

- 1.3. S.A.I.R.O & I, in its own name, shall be capable in law of suing and of being sued and of acquiring, holding and alienating property, movable and immovable.

2. DEFINITIONS AND INTERPRETATION

- 2.1. Words not defined in S.A.I.R.O & I's rules shall, unless the context indicates otherwise, bear the meanings assigned to them in this Constitution.
- 2.2. Unless inconsistent with the context, all words and expressions imparting the masculine gender shall include the feminine, words signifying the singular number shall include the plural and vice versa.
- 2.3. The following expressions shall have the following meanings assigned to them:
 - 2.3.1. **Administrative Officer**
An individual appointed in terms of Clause 7.1.2.4, who shall be responsible for all the administrative work of S.A.I.R.O & I, thereby enabling S.A.I.R.O & I to fulfil its function in accordance with this Constitution.
 - 2.3.2. **Annual Council Meeting**
The annual meeting of the Association as referred to in its Constitution.
 - 2.3.3. **Council**
The Council of the Association as referred to in its Constitution.
 - 2.3.4. **Disciplinary Body**
The person or persons referred to in Clause 9.1.
 - 2.3.5. **Due Notice**
Refers to Notification as referred to in Clause 2.3.15, the timing of which will be determined by the relevant section of this Constitution relating to the specific purpose of the notification.

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Definitions (cont)

- 2.3.6. **Electoral Officer**
The Chairperson, failing which, the Vice-Chairperson, failing which the Chairperson of the Association, failing which the meeting shall elect the Electoral Officer from among its members by majority vote.
- 2.3.7. **Executive Council**
The Executive Council of the Association as referred to in its Constitution.
- 2.3.8. **In Good Standing**
Refers to any Range Officer who is a fully paid up member of the Association and is not under suspension or disciplinary action by the Association.
Range Officers not in good standing will lose all benefits until their standing is re-instated.
- 2.3.9. **I.P.S.C.**
The International Practical Shooting Confederation.
- 2.3.10. **I.R.O.A**
The International Range Officers Association.
- 2.3.11. **Management Committee**
The Management Committee of S.A.I.R.O & I as referred to in Clause 7.1.2.
- 2.3.12. **Minute Book**
A record of resolutions adopted by the Board at any duly convened Board meeting, which record must be accessible to all members.
- 2.3.13. **Member**
Any individual of the Association as referred to in its Constitution.
- 2.3.14. **Member Organisation**
An Affiliated Club, Provincial Association, or Associated Body affiliated to the Association.
- 2.3.15. **Notification**
Any notification in writing, which is delivered by hand, post, fax or electronically.
- 2.3.16. **Policy Document**
A record of a principle as determined by the Board from time to time, in accordance with Clause 7.4.1.3.
- 2.3.17. **Provincial Association**
Any Provincial Association as referred to in the Constitution of the Association.
- 2.3.18. **Range Officer**
Any member of the Association registered with S.A.I.R.O & I as provided for in this Constitution.

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Definitions (cont)

2.3.19. **Residency**

Residency of a Range Officer is defined as the individual being ordinarily domiciled for a minimum of one hundred and eighty three (183) days of the twelve (12) months immediately preceding the month in which the Range Officer wishes to enjoy the specific rights and benefits of such membership, as contained in Annexure B of this Constitution.

The ordinarily domiciled condition is a physical presence test and does not relate to citizenship or to any address of convenience.

The one hundred and eighty three (183) days need not be consecutive or the most recent of the twelve month period.

2.3.20. **Secretary**

The Secretary of S.A.I.R.O & I as referred to in Clause 7.1.2.3.

2.3.21. **Treasurer**

The Treasurer of the Association as referred to in its Constitution.

Interpretation

- 2.4. In the event of any doubt as to meaning of any of the provisions of this Constitution, the interpretation placed thereon by the Management Committee shall be final and binding upon all Range Officers, provided that this clause shall not apply should a matter be referred to mediation / arbitration in terms of the Association's Constitution or should the Board hold another view.

3. OBJECTIVES

- 3.1. The objectives of S.A.I.R.O. & I. in general are to promote, maintain, train, improve and advance Range Officers for competitions, and in particular, without restricting the generality of this clause to:
- 3.1.1. Provide considered opinion and recommendations to the Association for implementation.
 - 3.1.2. Subject to the approval of the Association
 - 3.1.2.1. Consider and advise on aspects relating to the safe conduct of competitions and on the I.P.S.C Rules of competition. However, the authority to recommend amendments remains with the Association.
 - 3.1.2.2. Provide assistance to member organisations in instituting their own Range Officers Institutes, when requested by the Chairperson of a member organisation.
 - 3.1.2.3. Define the criteria and requirements for Range Officers in the form of a policy document, in accordance with the guidelines laid down by I.R.O.A.

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Objectives (cont)

- 3.1.2.4. Have available training tools; i.e. course outlines, teaching aids, course material and exams, etc.
- 3.1.2.5. Define the criteria and requirements for course administrators.
- 3.1.2.6. Appoint Range Officers in accordance with current standards as referred to in Clauses 6.7, 6.9 and 6.10.
- 3.1.2.7. Register all members meeting the requirements provided for in this Constitution, as Range Officers of S.A.I.R.O. & I.
- 3.1.2.8. Establish an annual maintenance program, which will promote a sense of pride in being a Range Officer, and endorse a program of international recognition.
- 3.1.2.9. Assist the Executive Council with approval of national courses of fire. However, S.A.I.R.O. & I do not have the authority to approve courses of fire as such.
- 3.1.2.10. Maintain and update a manual for Range Officers, which would contain guidelines and policy for multi-stage match administration, arbitration proceedings, course and match design, etc., in accordance with I.R.O.A guidelines.

4. JURISDICTION

- 4.1. S.A.I.R.O & I will represent the interests of all its Range Officers, in the Republic of South Africa and beyond its borders, as appropriate.

5. THE RULES OF S.A.I.R.O & I

- 5.1. S.A.I.R.O & I shall subscribe to, support and endorse the Code of Conduct as detailed in Annexure A of this Constitution.
- 5.2. The current I.P.S.C rules governing the sport of practical shooting shall apply.
- 5.3. Amendments to the I.P.S.C rules may only be proposed to I.P.S.C by the Executive Council.
- 5.4. The Administrative Officer shall, on request, make available copies of the current I.P.S.C rules and/or Code of Conduct as relates to this Constitution, to Range Officers and member organisations, on payment of such fee as the Management Committee may from time to time determine.

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6. MEMBERSHIP OF S.A.I.R.O & I

- 6.1. All Range Officers of S.A.I.R.O. & I shall be:
 - 6.1.1. Members in good standing of the Association
 - 6.1.2. Meet the criteria and requirements as referred to in Clause 3.1.2.6.
- 6.2. S.A.I.R.O. & I shall be constituted as follows:
 - 6.2.1. Provincial and National Range Officers
 - 6.2.2. Provincial and National Stats Officers
 - 6.2.3. National Chief Range Officers and Stats Officers
 - 6.2.4. National Range Masters and Stats Directors
 - 6.2.5. Instructors.
- 6.3. No person shall be entitled to be called, known as or designated as a Range Officer of the Association, unless he has been duly appointed as such in terms of this Constitution.
- 6.4. The Board shall prescribe in writing, the standards and requirements, which shall be met by any member before he is appointed or promoted as a Range Officer.
- 6.5. These written standards and requirements shall be contained in relevant Policy Documents.
- 6.6. The Management Committee shall amend and add to the written standards and requirements referred to in Clause 3.1.2.6, as it may deem necessary, but subject to approval by the Board prior to implementation.

Appointments

- 6.7. A Provincial Association may appoint Range Officers as referred to in Clause 6.2.1, in accordance with the current requirements and standards as contained in the applicable policy document.
- 6.8. The appointment of a Range Officer as referred to in Clause 6.7 shall be subject to ratification by the Management Committee.

Promotions

- 6.9. The Management Committee may appoint Range Officers as referred to in Clause 6.2.5, in accordance with the current requirements and standards as contained in the applicable policy document.
- 6.10. The Management Committee may promote Range Officers as referred to in Clauses 6.2.2 to 6.2.4, in accordance with the current requirements and standards as contained in the applicable policy documents, subject to ratification by the Association.

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MEMBERSHIP OF S.A.I.R.O & I (cont)

Rights and Benefits of Range Officers

6.11. The Management Committee shall issue insignia and a certificate of appointment or promotion to all Range Officers.

Refusal and Suspension of Range Officers

6.12. The Management Committee shall, where it considers it to be in the interest of S.A.I.R.O & I, be entitled to:

- 6.12.1. Refuse an appointment or promotion, provided that such appointment or promotion does not meet the requirements as laid down in this Constitution; or
- 6.12.2. Suspend the S.A.I.R.O & I membership of any Range Officer; or
- 6.12.3. Terminate the S.A.I.R.O & I membership of any Range Officer.

7. MANAGEMENT OF THE AFFAIRS OF S.A.I.R.O & I

7.1. Management Structure

7.1.1. Board

- 7.1.1.1. The members of the Management Committee as referred to in Clause 7.1.2
- 7.1.1.2. Board members nominated by the various Provincial Associations, and representing the Range Officers of that Provincial Association.

7.1.2. Management Committee

- 7.1.2.1. Chairperson
- 7.1.2.2. Vice-Chairperson
- 7.1.2.3. Secretary
- 7.1.2.4. Administrative Officer
- 7.1.2.5. Development Officer
- 7.1.2.6. The Chairperson of the Association or any other person so delegated by the Chairperson of the Association.

7.1.3. Members of the Management Committee as referred to in Clauses 7.1.2.1 to 7.1.2.4 shall:

- 7.1.3.1. Be Chief Range Officers or Range Masters; and
- 7.1.3.2. Have ready access to the internet and email.

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MANAGEMENT (cont)

7.2. Nominations and eligibility

7.2.1. Board

7.2.1.1. Each Provincial Association shall advise the Management Committee in writing, of the name of the representative who shall constitute the Board Member for that Provincial Association, at least thirty (30) days prior to the date of the Board meeting.

7.2.2. Management

7.2.2.1. Nominations for Management Committee members as referred to in Clauses 7.1.2.1 to 7.1.2.4, shall be submitted in writing by any member of the Board, at least thirty (30) days prior to the date of the Board meeting at which such members are to be elected.

7.2.3. All members of the Management Committee as referred to in Clauses 7.1.2.1 to 7.1.2.4, shall be eligible for re-election, provided that:

7.2.3.1. No member of the Management committee shall serve more than two (2) consecutive terms in a specific position.

7.2.3.2. Notwithstanding the provisions of Clause 7.2.4.1 above, all members of the Management Committee shall be eligible for re-election in a different position.

7.2.3.3. All members of the Management Committee shall be eligible for re-election in the same position after a further Term of Office has passed, following the conditions of Clause 7.2.4.1.

7.3. Terms of Office

7.3.1. Board

7.3.1.1. Members of the Board nominated in terms of Clause 7.1.1.2 shall hold office until, and shall retire on, the date of the Annual Board Meeting following their appointment.

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Terms of Office (cont)

7.3.2. Management Committee

7.3.2.1. Members of the Management Committee elected by majority vote at the Annual Board meeting, shall hold office for a period of two (2) years and shall retire on the date of the annual Board meeting two (2) years after their appointment, but subject to the provisions of Clause 7.3.2.2.

7.3.2.2. Each of the following members of Management Committee shall retire on the date of the annual Board meeting held in the following respective years:

Chairperson	- each odd numbered year
Vice-Chairperson	- each even numbered year
Secretary	- each even numbered year
Administrative Officer	- each odd numbered year
Development Officer	- each odd numbered year

7.3.2.3. In the event of a vacancy occurring in the ranks of the Management Committee (excluding that of the Chairperson), the remaining members of the Management Committee shall co-opt another Chief Range Officer/Range Master to fill his place.

7.3.2.4. The co-opted member shall (notwithstanding the provisions of Clause 7.3.2.2) only hold office until the next Annual Board meeting following his co-option.

7.3.2.5. In the event of the Chairperson of the Management Committee ceasing, for any reason, to hold office, the Vice-Chairperson of the Management Committee shall become the Chairperson of the Management Committee and shall hold office until the next Annual Board meeting, following his accession to office.

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7.4. Powers of the committee

7.4.1. Board

7.4.1.1. The management, control and administration of the affairs of S.A.I.R.O. & I shall vest in the Board.

7.4.1.2. The control and administration of all the assets of S.A.I.R.O. & I shall vest in the Board, but the ownership shall vest in the Association.

7.4.1.3. In particular, the Board will be responsible for the general policy making of S.A.I.R.O. & I, and the ratification of the acts and actions performed and taken by the Management Committee.

7.4.1.4. Notwithstanding the provisions of Clause 7.3.2.2, the Board shall be entitled at any Board Meeting to terminate any Management Committee member's appointment by a two thirds (2/3) majority vote, and to elect another in his place.

7.4.2. Management Committee

7.4.2.1. The Management Committee shall have full authority to act between Board meetings, on behalf of the Board but, notwithstanding any other provisions of this Constitution, the Management will be responsible to the Board and through it, to the Association for all actions taken by it.

7.4.2.2. The Management Committee shall be entitled to co-opt members from time to time.

7.5. Frequency of Meetings

7.5.1. Board Meeting

7.5.1.1. The Annual Board meeting shall be held every year, not later than two (2) months after the Annual Council Meeting.

7.5.2. Extraordinary Board Meeting

7.5.2.1. The Management Committee shall be entitled but not obliged to call such other Board Meetings, as it may deem necessary for the proper conduct of S.A.I.R.O & I's business.

7.5.2.2. The Executive Council shall be entitled to request an Extraordinary Board Meeting.

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Frequency of Meetings (cont)

7.5.2.3. On receipt of a written request addressed to the Secretary and signed by not less than twenty five (25) % of the current Range Officers, the Management Committee shall, within twenty one (21) days, convene an Extraordinary Board Meeting at a time, date and venue to be determined by the Management Committee.

7.5.2.4. In the event of the Secretary failing to call an Extraordinary Board meeting within twenty-one (21) days of receipt of the written notice referred to in Clause 7.5.2.3, those Range Officers shall have recourse through the Executive Council.

7.5.3. Management Committee

7.5.3.1. The Management Committee shall meet at least twice a year.

7.6. Notification of Meetings

7.6.1. The Management Committee shall give written notification of all meetings within the time periods as prescribed in this Constitution.

7.6.2. Such notification shall state the date, time and venue of the meeting, and shall incorporate an applicable agenda.

7.6.3. Annual Board Meeting

7.6.3.1. At least three (3) months written notice shall be given to the Board, Provincial Associations and the Association.

7.6.3.2. Such notification shall incorporate a provisional agenda.

7.6.3.3. All Board members shall notify the Secretary within thirty (30) days of receipt of the notice, of any matters which they wish to be included on the Agenda. Such matters must be fully described and motivated.

7.6.3.4. The Secretary shall forward the final agenda to all Board members at least thirty (30) days prior to the meeting.

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Notification of Meetings (cont)

7.6.4. Extraordinary Board Meeting

7.6.4.1. In the event that an extraordinary Board meeting is called in terms of Clauses 7.5.2.1 or 7.5.2.2, at least one (1) months notification shall be given to the Board, Provincial Associations and the Association.

7.6.4.2. Such notification shall state the reason for the extraordinary Board meeting.

7.6.5. Management Committee

7.6.5.1. Meetings of the Management Committee shall be called by either the Chairperson or the Secretary.

7.6.5.2. At least ten (10) days notification shall be given to members of the Management Committee.

7.6.5.3. Should the giving of such notice not be practicable in the circumstances, the Management Committee may meet on shorter notice, provided that at least fifty (50) % of the members of the Management Committee are in agreement.

7.6.6. Provincial Associations shall immediately upon receipt of notification of a Board meeting, Annual or Extraordinary, advise all Range Officers who are members of that Provincial Association, of the notice calling the Board Meeting.

7.6.7. At the time the final agenda is forwarded in terms of Clause 7.6.3.4, the Secretary shall also notify the Provincial Association of the number of votes the representative is entitled to in terms of Clause 7.9.1.2.

7.7. Attendance at Meetings

7.7.1. Board Meeting

7.7.1.1. Members of the Management Committee.

7.7.1.2. One (1) Board member as nominated by each Provincial Association.

7.7.1.3. Any other Range Officer with voice but no vote.

7.7.2. Management Committee

7.7.2.1. Members of the Management Committee.

7.7.2.2. Any other Range Officer or member co-opted in terms of Clause 7.4.3.2, as decided upon by the Management Committee.

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7.8. Quorum and Conduct for Meetings

7.8.1. Board

7.8.1.1. If less than half ($\frac{1}{2}$) of the voting power of the meeting is present, the meeting will be adjourned for ten (10) minutes, after the lapse of which the meeting will proceed with those members present constituting a quorum.

7.8.2. Management Committee

7.8.2.1. The quorum for a meeting shall be four (4) members, of which two (2) of the following members must be present:

- a. The Chairperson; or
- b. The Vice-Chairperson; or
- c. The Chairperson of the Association.

7.8.3. The person chairing any meeting of S.A.I.R.O & I shall be the Chairperson, failing which, the Vice-Chairperson, failing which, the Chairperson of the Association, failing which the meeting shall elect the Chairperson from among its members by majority vote.

7.8.4. If the person chairing the meeting is eligible for election at that meeting to a position on the Management Committee, the Electoral Officer as defined in Clause 2.3.6 shall chair the meeting for the duration of that election.

7.8.5. The Secretary, or some other appointed person, will prepare comprehensive Minutes of the proceedings of all meetings, and the Minutes shall be placed before the next relevant meeting for confirmation.

7.8.6. The Secretary, or some other appointed person, will record all the Board decisions in a Minute Book, as defined in Clause 2.3.12.

7.8.7. Copies of the Minutes of all meetings shall be distributed to all Board members and the Association, within a period of one (1) month after the meeting.

7.8.8. Once the minutes of any meeting are accepted by the relevant Committee as correct, the signature of the presiding Chairperson and the Secretary shall confirm the correctness thereof.

7.8.9. At Board meetings, decisions may only be taken on those items detailed on the agenda as Special Business. Any other motions are for discussion under non-binding business, in order to establish the feeling of the meeting for possible inclusion on the agenda of the following meeting.

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Quorum and Conduct for Meetings (cont)

7.8.10. The business of a Meeting shall be proceeded with in the following order:

7.8.10.1. Annual Board Meeting

- a. Welcome
- b. Reading of the notice convening the Annual Board Meeting
- c. Confirmation of Board Members' credentials, apologies and voting
- d. Reading and confirmation of the minutes of the preceding annual Board Meeting and any other Extraordinary Board meetings as the case may be
- e. Matters arising from these minutes
- f. Ratification or otherwise of actions of the Management Committee
- g. Chairperson's Report
- h. Special business of which due notice shall have been given in terms of Clause 7.6.3.4
- i. Election of Office Bearers
- j. Any other non-binding business for Board discussion and direction.

7.8.10.2. Extraordinary Board Meeting

- a. Welcome
- b. Reading of the notice convening the Annual Board Meeting
- c. Confirmation of Board Members' credentials, apologies and voting
- d. Special business of which due notice shall have been given in terms of Clause 7.6.4.2
Only such matters as specified in the agenda will be dealt with.

7.8.10.3. Management Committee

- a. Welcome
- b. Attendance, apologies and voting
- c. Reading and confirmation of the Minutes of the previous Management Committee meeting
- d. Matters arising from the these minutes
- e. Feedback on funds as may have been allocated by the Association
- f. Correspondence
- g. General business.

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7.9. Voting at Meetings

7.9.1. Board

- 7.9.1.1. The members of the Management Committee, as defined in Clause 7.1.1.1, shall have one (1) vote each.
- 7.9.1.2. Board members nominated in terms of Clause 7.1.1.2 shall be entitled to one (1) vote per ten (10) Range Officers or part thereof, in good standing in that Provincial Association, up to a maximum of five (5) votes.
- 7.9.1.3. The number of votes to which Board members appointed in terms of Clause 7.1.1.2 are entitled, will be determined on the Range Officer strength of the relevant Provincial Association thirty (30) days preceding the date of the meeting.

7.9.2. Management Committee

- 7.9.2.1. The members of the Management Committee shall have one (1) vote each.

7.9.3. Matters requiring decision shall be decided by a majority vote.

7.9.4. In the event of an equality of votes, the person chairing the meeting shall have a casting vote in addition to his deliberative vote.

8. FINANCIAL ARRANGEMENTS AND ACCOUNTS

- 8.1. The Association shall annually, and in consultation with S.A.I.R.O. & I, allocate funds to S.A.I.R.O. & I, for the purposes of enabling S.A.I.R.O. & I to fulfill its function in accordance with this Constitution.
- 8.2. At the end of the Association's Financial Year, S.A.I.R.O. & I shall submit an estimated Income and Expenditure Account, detailing its monthly and annual budget requirements to the Treasurer, as referred to in Clause 2.3.21.
- 8.3. In addition to the funds referred to in Clause 8.1, the Executive Council may at its discretion, allocate to the Management Committee further additional amounts as the Executive Council believes is required by S.A.I.R.O. & I in order to fulfill its functions in accordance with this Constitution.
- 8.4. The Management Committee shall, subject to ratification by the Board, be entitled to require all Range Officers to pay such membership fee as it may from time to time require.
- 8.5. Any membership fee payable in accordance with the provisions of this Clause shall be payable directly to the Association.

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FINANCIAL ARRANGEMENTS AND ACCOUNTS (cont)

- 8.6. Receipts in respect of such payment shall be issued as determined by the Association.
- 8.7. The Management Committee, in collaboration with the Treasurer of the Association, shall administer all funds allocated to it and shall cause to be kept such asset registers and records as are necessary to ensure appropriate control and records of all assets.
- 8.8. The financial affairs of S.A.I.R.O. & I shall be reflected separately as a note in the books of accounts of the Association, and also consolidated therein.

9. DISCIPLINE

- 9.1. In exercising its discretion in terms of Clause 6.12, the Board or Management Committee may appoint a Disciplinary Committee from within the ranks of the current Range Officers, to act on its behalf.
- 9.2. Notwithstanding the conditions of Clause 9.1, if the infraction leading to the decision to take disciplinary action, took place at a national championship, the Range Master for that Championship shall be consulted prior to the decision being taken.
- 9.3. Before any disciplinary action is taken against any Range Officer, such individual shall be given the opportunity to state his case, and to explain or defend himself either in writing or verbally to the relevant disciplinary body as he may elect.
- 9.4. Any written submission in terms of Clause 9.3, must reach the Secretary prior to the Disciplinary Committee being convened.
- 9.5. The disciplinary process with commence expeditiously, but no later than three (3) months after the alleged offense, failing which the alleged offense will lapse and be of no further effect.
- 9.6. Any Range Officer whose membership has been terminated or suspended has no claim against S.A.I.R.O & I or the Association for reimbursement of any moneys paid.
- 9.7. Any Range Officer against whom disciplinary action is taken by the Management Committee or any Disciplinary Body to whom disciplinary powers have been delegated in terms of this Constitution, shall have a right of appeal to the Association, in accordance with the Association's Dispute Resolution.

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DISCIPLINE (cont)

- 9.8. Any Disciplinary Body appointed in terms of Clause 9.1, shall be obliged to report to the Management Committee in writing, on all matters attended to, and to furnish the Management Committee, with such explanation and/or information as the Management Committee may request.

10. AMENDMENT OF THIS CONSTITUTION

- 10.1. This Constitution may only be amended by a two-thirds (2/3) majority of the votes of the Board members present at an Annual Board Meeting or at an Extraordinary Board Meeting called for that purpose, of which due notice has been given.
- 10.2. The Association must immediately be notified of all changes to the Constitution as accepted by the Board at such Annual Board Meeting or Extraordinary Board Meeting.

11. DISSOLUTION OF S.A.I.R.O & I

- 11.1. S.A.I.R.O & I shall only be dissolved other than by operation of law, upon resolution by a two-thirds (2/3) majority of the votes of the members of the Board at a duly constituted Board Meeting.
- 11.2. Once a resolution of dissolution has been passed, the assets after debts and/or claims if any, have been satisfied will be lodged with the Association.

12. INDEMNIFICATION

- 12.1. All Range Officers and appointees of S.A.I.R.O & I are hereby indemnified by S.A.I.R.O & I against all losses, charges, costs, damages and other expenses and liabilities they may incur or be put to concerning or in connection with the execution of their respective duties as officers of S.A.I.R.O & I and none of them shall be held liable for any act or default of the one or other of them or for deficiency or insufficiency of any title or security, nor shall they be liable for any loss occasioned or accident or damage which may happen or occur in the execution of their respective offices, or as a result thereof: provided, however, that any such loss, misfortune or damage was not occasioned by the male fide acts of such officer or through his wilful default or gross negligence.

CONSTITUTION

South African Institute of Range Officers and Instructors

(as adopted at the S.A.I.R.O & I Board Meeting held at Pretoria on 29 March 2014)

Signed on this _____ day of _____ at _____

Secretary

Chairperson

CONSTITUTION

South African Institute of Range Officers and Instructors

(as adopted at the S.A.I.R.O & I Board Meeting held at Pretoria on 29 March 2014)

Annexure A – Code of Conduct

By ensuring that S.A.I.R.O & I and its members follow the goals of the Code of Conduct, S.A.I.R.O & I will ensure that S.A.I.R.O & I members are the best trained, the best qualified and the best prepared, to a consistent standard.

The Code of Conduct shall be contained in a Policy Document.

PROHIBITED SUBSTANCES

The use of drugs and/or any other prohibited substances by any Range Officer, as prescribed from time to time by the relevant authority, is prohibited.

All Range Officers shall be subject to such tests for drugs and/or any other prohibited substances, as may be from time to time laid down by the relevant authority.

CONSTITUTION

South African Institute of Range Officers and Instructors

(as adopted at the S.A.I.R.O & I Board Meeting held at Pretoria on 29 March 2014)

Annexure B – Rights and benefits of membership subject to the residency requirements of this Constitution

The following rights and benefits of membership are subject to the residency requirements as contained in Clause 2.3.17 of this Constitution.

- a. Registration as a member of S.A.I.R.O & I
- b. Eligibility for any re-imbusement for S.A.I.R.O. & I members as may be determined from time to time.