

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE NATIONAL PRESIDENTS OF  
NTESU AND NUTESA**

***Recognising the need for the creation of a single voice for the representation of workers in the tertiary education sector, and, resulting from the deliberative considerations of the two unions, namely NUTESA and NTESU, the National Presidents of NTESU and NUTESA (the Unions) have agreed to the following understandings:***

1 The Unions agree, noting that our respective constituencies operate in directly related areas of higher and further education, that a single synchronised representative union will best serve the interests of broad representation of workers in higher and further education at national, local, teaching and general staff levels.

2. The achievement of a single unionised voice for higher education should be through the merging of the nationally oriented and registered entities.

3. The Unions have respectively been mandated by Congress resolution to pursue the issues and synergies related to the merging of, at least, NUTESA and NTESU.

4. To this end, and in order to serve the above mandate, the following is agreed :

A, The Unions, having established task teams, respectively, will bring these task teams into a joint task team.

B. The timeline for this engagement will conclude on or about 15<sup>th</sup> November 2008.

C. Initial engagement will be between the Unions, however, once a Memorandum of Agreement (MoA) is agreed the Unions recognise the need to receive, and consider, voluntary requests from other interested parties in the sector.

D. Presentation of any MoA will be made to the Unions

i) at a joint NEC – CoC meeting;

ii) at respective Conference, Congress or BEC collective meeting;

iii) to Congress and Conference as governing bodies;

and,

iv) these to happen between 16<sup>th</sup> and 30<sup>th</sup> November, or as agreed otherwise as necessary.

5. The National Presidents of the Unions commit themselves to the above process, and

- acknowledge the synergies found between ourselves and our memberships;
- render our respective resources to facilitation of this process;
- assure and affirm the primacy of the members and members' interests and workers in higher and further education in general;
- assure and commit our leadership within this process and towards a single undivided voice for the sector our unions currently and separately represent.

**18<sup>th</sup> September 2008**

**Sylvia Nkanyuza**

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**Norman Kemp**

National Union of Tertiary Employees of South Africa.