

CONSTITUTION OF THE ST. KITTS-NEVIS LABOUR PARTY (WORKERS' LEAGUE)

Amended May 15 and November 6, 2005
Amended May 19, 2019, Amended December 13, 2020
Amended May 16, 2021

Article I - NAME

1. The name of this political Party shall be the St. Kitts-Nevis Labour Party (Workers' League), herein referred to as the "Party".
2. The Party's Headquarters shall be at "Masses House", Church Street, Basseterre, St. Kitts, or at such other place as the National Executive shall decide.

Article II – AIMS AND OBJECTIVES

The aims and objectives of the Party shall include the following:

1. To achieve and maintain political independence for the people of the State.
2. To promote the political, social and economic welfare of all the people of the State.
3. To maintain a vigorous and conscious vanguard for removing all forms of oppression and for the maintenance of democratic government.
4. To work with and in the interest of the St. Kitts-Nevis Trades and Labour Union and other kindred organisations, in joint political or other actions, in harmony with the Constitution and Standing Orders of the Party.
5. To cooperate with other democratic organisations in the Caribbean and elsewhere with a view to promoting the welfare of our country and the Caribbean.
6. To secure and maintain the complete unity of the people of the State in their struggle for political, social and economic advancement

7. To promote and encourage strict adherence to the principles enshrined in the Code of Ethical Conduct, dated December 5, 2019, as amended from time to time.

Article III - MEMBERSHIP

1. There shall be two categories of membership:

- a) Individual
- b) Affiliated

2. Individual Membership

- a. Individual membership shall be open to every person, regardless of race, colour, religion, or national origin, who undertakes that he or she will accept and abide by the aims, objectives, policies and programmes of the Party, and who is not a member, candidate or supporter of any other political Party or organisation in the State with aims, objectives, policies and programmes which are incompatible with those of the Party.
- b. Any member who at anytime while being a member of the Party becomes a member and or, serves in the cabinet of another party or coalition administration of another political party or coalition of parties to the detriment of the SKNLP shall immediately and automatically cease to be a member of the Party.
- c. Should such member be desirous of being readmitted to the Party his/her application for readmission must first be vetted by the National Executive who may reject it, but if it does not reject it, the National Executive must submit the application to the National Conference to be considered, such application for readmission cannot be approved unless it receives three quarters of the vote of the members attending that Conference and who qualify to vote.

3. Affiliated Membership

- a) Affiliated membership shall be open to
 - (i) Trade Unions
 - (ii) Cooperative organisations
 - (iii) Youth organisations
 - (iv) Cultural organisations
 - (v) Women's organisations
 - (vi) Other organisations approved by the National Executive of the Party.
- b) All such organisations must undertake to accept and abide by the aims, objectives, policies and programme of the Party and must not be associated with any other political Party or organisation in the State with aims, objectives, policies and programmes which are incompatible with those of the Party.

- c) They must, in the opinion of the National Executive, be bona fide democratic organisations. 3
- d) An organisation wishing to affiliate shall forward a resolution to that effect duly passed by that organisation and signed by its President and Secretary or other authorised officers.

4. Membership Application

- a) Application for individual membership by a person who resides in an area where there is a Branch of the Party shall be made to the Branch Secretary of the area for the consideration of the Branch Committee. The Branch Committee shall forward the application with its recommendation to the National Secretary for the decision. The National Executive shall not normally approve an application unless such application has been supported by the Branch Committee.
- b) Application for individual membership by a person who resides in an area where there is no Branch of the Party shall be made to the National secretary for the decision of the National Executive.
- c) Application for affiliate membership shall be made to the National Secretary for the decision of the National Executive.

Article IV - FINANCE

1. The general funds of the Party shall be derived from:
 - a) Entrance fees and subscriptions as prescribed from time to time by the Annual National Conference.
 - b) Voluntary subscriptions
 - c) Appeals, donations, bequests
 - d) Sale of Party Literature
 - e) Special contributions from categories of members determined by the Party.
 - f) Other sources as may be approved by the National Executive.
2. Where a member falls into a category that the National Executive determines shall make special contributions and the amount of that contribution for the proper functioning of the Party, such members:

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- (a) shall be required to authorise the appropriate authorities to debit the said subscription fees from their salary payments and forward said subscription fees directly to the relevant account of the St. Kitts-Nevis Labour Party. 4
- 3. All funds shall be deposited in a bank and the accounts therein shall be regulated in accordance with financial rules approved by the National Executive.
- 4. The National Treasurer shall be responsible for the preparation of financial statements and accounts and for their presentation to the National Executive. He shall be responsible for the presentation of audited financial statements and accounts to the Annual National Conference.
- 5. All candidates for election to the National Assembly of the Federation of St. Kitts and Nevis endorsed by the St. Kitts-Nevis Labour Party
 - (i) shall report to the Political Leader or to the National Secretary of the St. Kitts-Nevis Labour Party
 - (a) the amount of any contribution of money in the aggregate amount of \$5000 or more from a single source and the name of the donor; and
 - (b) the gift of materials or equipment or any other non-monetary gift in kind with an aggregate fair market value of \$5000 or more and the name of the donor
 - (ii) The Political Leader shall report contributions as described in parts 5 (i) (a) and (b) to the National Secretary of the St. Kitts-Nevis Labour Party.

Article V - FUNDRAISING

St. Kitts and Nevis' political, economic, and social stability is dependent on the strength of our democratic system.

The St. Kitts Nevis Labour Party (SKNLP) seeks to ensure every Kittitian, Nevisian and resident is fairly represented in the democratic processes and systems; regardless of wealth, education, background, or status.

In striving to achieve this aim, the SKNLP believes in an independent, well-resourced, transparent, and fair electoral process that is protected from vested interests, both at home and abroad.

The SKNLP believes that our democracy is strengthened by the ability of the public, including St. Kitts and Nevis unions and businesses, to make moderate and transparent financial contributions to further democratic debate, or to support a particular candidate for election.

- a. The following code of conduct establishes the conditions that govern fundraising by the SKNLP at branch and national levels
- b. This code is binding on all SKNLP branches, other constituent units, Parliamentarians and candidates for public office.
- c. Funds are raised by the organisational wing of the SKNLP primarily to assist candidates for public office to gain and/or maintain office.
- d. Funds are needed for policy development, Party administration and, most importantly, campaigning. All these political tasks must be carried out nationally and in each branch.
- e. The National Treasurer and each Branch Treasurer of the SKNLP has a responsibility to raise funds to support these functions.

1. *Organisation of fundraising*

- a. The National Treasurer has ultimate responsibility for fundraising at the national level. Branch Treasurers have the primary responsibility for fundraising at the Branch level.
- b. The National Secretariat and each branch raise funds co-operatively but separately.
- c. Each branch organises its fundraising efforts independently and according to its own methods, subject to the conditions outlined in this code.
- d. The National Secretariat collects funds for national campaigning, administrative support of the Party and the support of various branches. These funds support the National Secretariat's role of national policy development, the National Campaign and maintenance of the Party's professional and voluntary organisation throughout St. Kitts and Nevis.
- e. National and branch offices shall operate systems of centralised bank accounts to ensure the efficient and secure expenditure of SKNLP finances and assist the party to meet its commitment to transparency.
- f. It is the legitimate responsibility of the relevant Branch or Branch Treasurer, finance committee members and/or collectors to accept money on behalf of the SKNLP.
- g. SKNLP staff, Parliamentarians and candidates for public office may act as fundraising agents for the SKNLP and in that capacity receive funds on behalf of the SKNLP.
- h. The National Secretary has the ultimate responsibility for the maintenance and enforcement of the provisions in this code.

2. Conditions of this Code

- a. The SKNLP and its constituent units observe the following fundraising code of conduct. This code is fundamental to the integrity of the SKNLP and its organisational and Parliamentary members.
- b. Parliamentarians and candidates, acknowledging the collective party effort to secure their election as representatives of the SKNLP, can and should voice the party's need for both support and funds. This may include appeal emails and correspondence, together with regular appearances at SKNLP fundraising events.
- c. All funds raised for, by, or in the name of the SKNLP, must comply with the relevant provisions this Code.
- d. Donations raised or accepted as part of any SKNLP fundraising effort must be held in a central banking account, which the National Secretariat or relevant branch has visibility of and control over. It must, in its name, indicate that it is an SKNLP account.
- e. Parliamentarians should never use resources of public office to assist in their own or the SKNLP's fundraising efforts.
- f. All SKNLP fundraising agents should seek reasonable assurance that funds raised have no connections to any illegal or prohibited sources.
- g. All fundraising agents of the SKNLP should give due consideration to the possible perception of any individual donation and whether it may reflect negatively on the party as a whole.
- h. The SKNLP does not accept funds that are subject to conditions of any kind, whether they be explicit or implied.
- i. Under no circumstances will the SKNLP accept funds which, even if only by inference, are intended to obtain the Party's support for specific actions, attitudes or public statements.
- j. Donors retain a right to put forward views to the Party or individual Parliamentarians, however this right does not exceed that of any other general member of the Party or St. Kitts and Nevis enrolled voter or citizen.
- k. The SKNLP and its constituent units shall never raise funds on behalf of any other party or organisation.

- l. Under no circumstances will the SKNLP, its Parliamentarians, or any of its endorsed candidates for public office accept donations from any other Party with aims and objectives that are contrary to those of the Party.
- m. Parliamentarians or candidates for public office who act outside these guidelines will be liable to sanctions by the National Executive and or the National Disciplinary Committee and or the National Conference.

Article VI - AUDITORS

1. Two or more members of the Party shall be elected by the Annual National Conference as the Auditors of the annual financial statements and accounts of the Party.
2. The Auditors shall prepare a report on the annual financial statements and accounts of the Party for presentation to the Annual National Conference.

Article VII - BRANCHES

1. There shall be a Branch of the Party in each constituency in the State and in such areas outside the State as the National Executive may decide.
2. A Branch shall consist of not less than 75 members of the Party.
3. Each Branch shall be governed by a Branch Committee consisting of a Chairperson, two Vice-Chairpersons, a Secretary, a Treasurer and at least four (4) other members elected every two years by the Branch, along with those persons appointed under sections 4 (i), (ii), (iii) and (iv) of this Article.
4. Within one (1) month of the election of a Branch Committee, the Branch Committee shall:
 - i) in consultation with the National Director of Voters List Management appoint a Branch Director of Voters List Management who shall sit on the Branch Committee.
 - ii) in consultation with the National Director of Training appoint a Branch Director of Training who shall sit on the Branch Committee.
 - iii) in consultation with the National Public Relations Officer appoint a Branch Public Relations Officer who shall sit on the Branch Committee.

- iv) in consultation with the National Party Organizer appoint a Branch Organizer who shall sit on the Branch Committee.

- v) in consultation with the National Chairperson assign responsibility for any one or number of areas being Political Affairs, Finance and Membership, Communication and Public Relations and Administration & Community Relations amongst the three (2) elected Branch Vice-Chairpersons.

- 5.. Each Branch Committee shall meet at least once a month. A general meeting of the members of each Branch shall take place at least once each quarter.
- 6.. Each Branch shall develop an election fund, which will be used locally for the financing and conduct of National Elections.

Article VIII – REGIONAL EXECUTIVE COUNCILS

1. There shall be three (3) Regional Executive Councils (R.E.C.), one for each of the following Regions:

Region North, comprising constituencies 5, 6 and 7.

Region Central, comprising constituencies 2, 3 and 4.

Region South, comprising constituencies 1 and 8.

2. The duties of each Regional Executive Council shall include the following:

- (a) to assist in the maintenance of stable branch organizations and to report to the National Executive on the state of these organizations;
- (b) to be responsible for coordinating training of officers and election day workers of the branches within the Region;
- (c) to ensure that the branches and the general public within each Region are constantly and properly kept informed on Party and government programmes, policies and initiatives;
- (d) to ensure that the branches and the general public are constantly engaged in discussions for the purpose of mass involvement of local, public and civic bodies in Government / Party policy formulation;
- (e) to assist branches with developing a schedule of fund-raising and non-fund-raising activities throughout the Region;
- (f) to settle disputes within each Region and, where necessary, make recommendations to the National Executive and the National Disciplinary Committee;

3. The membership of each Regional Executive Council shall consist of:
 - (a) Chairpersons of Branches within the Region;
 - (b) Secretaries of Branches within the Region;
 - (c) Treasurers of Branches within the Region;
 - (d) Directors of Voters List Management of Branches within the Region;
 - (e) Directors of Training of Branches within the Region;
 - (f) Branch Organizers of Branches within the Region;
 - (g) Public Relations Officers of Branches within the Region;
4. Each Regional Executive Council shall be chaired on a rotational basis by Chairpersons from the respective Branches within the Region commencing with the Chairperson of the Branch represented by the lowest number to the highest number.
5. In Regions North and Central the rotation shall occur every eight months, whereas in Region South the rotation shall occur every 12 months.
6. Regional Executive Councils shall be required to meet every two months to conduct its business.

Article IX – NATIONAL DISCIPLINARY COMMITTEE

1. There shall be a National Disciplinary Committee (“the NDC”) of The Party to be elected at The Annual National Conference in accordance with the procedural rules outlined in Clause 8 herein. The NDC shall consist of five (5) members of The Party to be nominated by the individual and Affiliated membership of the Party.
2. The NDC shall have the power to determine by hearing or otherwise such disciplinary matters and complaints in respect of a violation of the Code of Ethical Conduct, serious misconduct prohibited by the Laws of the Federation of St. Christopher and Nevis or misconduct resulting in severe injustice or irreparable harm to The Party, an Executive Member of The Party or any constituted body of The Party as are presented to it by the National Executive, Branch Committees, Individual Membership and/or Affiliated Membership.
3. A complaint to the NDC shall be made in writing and can be brought by any Executive Member, Branch Committee, Individual Member and/or affiliated Member of the Party. The written complaint shall be forwarded to the National Secretary and will be documented in a special Registry for that purpose. The National Secretary shall present the complaint to the Chairperson of the NDC within three (3) days of receipt of same.

4. After hearing of a complaint, the NDC shall have authority to either:
 - a) dismiss the complaint; or
 - b) uphold the complaint.
5. Should the NDC uphold the complaint, it shall have the power to impose any of the following sanctions:
 - a) issue a warning;
 - b) issue a reprimand;
 - c) require attendance at an appropriate training or other remedial exercise;
 - d) require the issuance of a written private or public apology;
 - e) recommend to the National Executive that The Party withdraws its support for any Member as a representative or spokesperson of The Party;
 - f) recommend that the National Executive suspend or revoke the authority of any Member to speak on behalf of or in association with The Party;
 - g) recommend to the National Executive that any Member be caused to cease or suspend any activities within The Party; and
 - h) recommend that the National Executive impose an interim suspension or termination of membership in The Party in accordance with the procedure stipulated in Article XV (2) (i).
6. The NDC shall determine any such complaints promptly and communicate its decision or recommendation to the National Executive and the relevant parties.
7. The NDC shall keep the complaint process confidential and, until a final decision is made, no person shall disclose any complaint, determination or review by the National Executive unless the National Executive otherwise orders.
8. (i) Nominations for a member of the NDC shall be allowed as follows:
 - a) a maximum of four (4) nominations may be made by the individual members through their respective Branch Committees;
 - b) a maximum of two (2) nominations may be made by Young Labour;
 - c) a maximum of two (2) nominations may be made by Labour Women;
 - d) One (1) nomination may be made by an organization that has been given Affiliate Membership in accordance with Article III 3 (a).

(ii) Provided that the nominations in 8 (i) (a), (b), (c) and (d) shall be taken in the order that they are received by the National Executive.
9. (a) The votes cast for each nominee shall be recorded and published following each conference.
 - (b) Members of the NDC shall be elected for a period of four years.
 - (c) Any vacancy which occurs among members of the NDC during a period of office shall be filled by election at the next Annual National Conference after the vacancy arises. The period of office of any person elected to fill such vacancy shall run to the end of

the original term of the member who gave rise to the vacancy and the new member shall be subject to re-election at that Party Conference. Such elections shall be held in accordance with the provisions of Clause 8 above. 11

10. The NDC shall elect its Chairperson every four (4) years from among its members at its first meeting to be held as soon after elections as practicable.
11. The quorum for full meetings of the NDC or hearings in front of the full NDC shall be not less than three (3) members who shall be present for the entirety of a hearing involving any individual.

Article X - CONVENING OF A NATIONAL CONFERENCE

1. Annual National Conference

- a) The Annual National Conference of the Party shall be convened on the third Sunday in May of each year **or such other date, and** at such a place and time as may be fixed by the National Executive.
- b) The National Secretary shall give at least 60 days' notice of the place and time of the Annual National Conference to each Branch and affiliated organisation, and to Young Labour and Labour Women.
- c) Resolutions for submission to the Annual National Conference and nominations for office at an Annual National Conference at which elections are to be held and for membership of the National Executive must be received at least 40 days prior to the date of the Annual National Conference and may be submitted by the National Executive, by any Branch or affiliated member, or by Young Labour or Labour Women.
- d) The National Secretary shall give at least 20 days notice of the resolutions and nominations to be considered by the Annual National Conference to each Branch and affiliated member, and to Young Labour and Labour Women.
- e) The National Executive may, with the consent of the Annual National Conference, present emergency Resolutions to the Annual National Conference.

2. Special National Conference

- a) A Special National Conference may be convened by the National Executive whenever the National Executive considers it necessary.

- b) The National Executive shall give at least 7 days notice of date, place and time of such Special National Conference, and for the business it is being convened to transact, to each Branch and affiliated member, and to Young Labour and Labour Women.
- c) The National Executive shall convene a Special National Conference if requested to do so by at least two-thirds of the constituency Branches. Such request may be in the form of a written requisition signed by the authorised officers of the constituency Branches and must state the special business which the Special National Conference is to be convened to transact.
- d) The National Executive shall convene a Special National Conference requisitioned under the preceding paragraph within 30 days of receipt of the requisition of the Conference.
- e) The National Executive shall give at least 14 days notice of the date, place and time of such Special National Conference, and the special business it is being convened to transact, to each Branch and affiliated member, and to Young Labour and Labour Women.

3. Constitutional National Conference

- a) A Constitutional National Conference may be convened by the National Executive whenever the National Executive considers it necessary, except that a Constitutional National Conference shall not be held at a date earlier than two years since the convening of the prior Constitutional Conference.
- b) The National Secretary shall give at least 60 days' notice of the place and time of a Constitutional National Conference to each Branch and affiliated organization, and to Young Labour and Labour Women.
- c) Resolutions to amend, rescind, alter or add to any part of the existing Constitution of the Party or to adopt a new Constitution must be received by the National Secretary at least 40 days prior to the date of the Constitutional National Conference and may be submitted by the National Executive, by any Branch or Affiliated member or by Young Labour or Labour Women.
- d) The National Secretary shall give at least 20 days' notice of the resolutions to be considered by a Constitutional National Conference to each Branch and Affiliated member and to Young Labour and Labour Women.

Article XI – ATTENDANCE AND VOTING AT NATIONAL CONFERENCE

1. The following shall be entitled to attend the National Conference:
 - a) All members of the National Executive.
 - b) Each Branch of the Party shall be represented by a maximum of 50 delegates, each of which shall be in good financial standing.
 - c) Each affiliated organisation on the basis of one delegate for each 100 members or major fraction thereof, with a minimum of one delegate.
 - d) Young Labour on the following basis:
 - (i) The members of the National Executive and
 - (ii) One delegate from each Branch.
 - e. Labour Women on the following basis:
 - (i) The National Executive and
 - (ii) One delegate from each Branch.
2. Each delegate to the National Conference shall have only one vote. Except where otherwise specifically provided, decisions of the National Conference shall be made by simple majority of those delegates present and voting.
3. At each National Conference, one third of the registered delegates shall constitute a quorum.
4. Every delegate to a National Conference shall be an individual member of the Party in good standing who has undertaken in writing that he will accept and abide by the aims, objectives, policies and programme of the Party, and that he is not a member or supporter of any other political Party or organisation in the State which has aims, objectives, policies and programme which are incompatible with those of the Party.
5. Voting for Elections of all positions in the Party shall be done by secret ballot.

Article XII - FUNCTIONS AND POWERS OF THE NATIONAL CONFERENCE

1. The National Conference shall be the supreme governing body of the Party and shall have final authority in all matters of national policy and programme.

2. The Annual National Conference shall have the power:

- a) To lay down the broad policies and programme of the Party for the ensuing year.
- b) To consider the annual reports and audited accounts presented by the National Officers on behalf of the National Executive.
- c) Every two years to elect the National Officers and other members of the National Executive that are required to be elected.
- d) To elect the Auditors.
- e) To amend, rescind, alter, or add to any part of the existing Constitution of the Party, or to adopt a new Constitution.

3. A Special National Conference shall have the power to deal with the special business stated in the notice convening that Conference, which special business shall not include the matters provided for in paragraphs c) and e) of the preceding sections of this Article.

Article XIII - NATIONAL OFFICERS

1. The Annual National Conference shall elect the following National Officers every two years:

- a. A National Leader
- b. Two (2) Deputy National Leaders
- c. A National Chairperson
- d. Three (3) National Vice-Chairpersons
- e. A National Assistant Secretary

2. A candidate for election to the offices of National Leader and Deputy National Leader, National Chairperson, National Vice-Chairperson, National Assistant Secretary shall be restricted to members of the Party in good financial standing with the Party for the preceding 12 months to the date of his/her nomination.

3. Every candidate for the election to the offices of National Leader and National Chairperson shall be nominated by at least two branches or a branch and either Young Labour or Labour Women or Young Labour and Labour Women together.

4. Each branch, Young Labour and Labour Women shall have the power to nominate:-

- i. no more than one candidate for the election to each of the offices of National Leader and National Chairperson;
- ii. no more than two candidates to the office of Deputy National Leader; and
- iii. no more than three candidates to the office of National Vice-Chairperson.

5. A nomination for the election to the office of National Leader shall be an automatic nomination for the position of Deputy Leader if at an Annual National Conference or a Special National Conference (convened for the purpose of elections to the offices of National Leader and Deputy National Leader) a candidate nominated for the position of National Leader is not successful in being elected to the office of National Leader and he or she is interested in contesting for the position of Deputy National Leader .

6. A nomination for the election to the office of National Chairperson shall be an automatic nomination for the position of National Vice-Chairperson if at an Annual National Conference or a Special National Conference (convened for the purpose of elections to the offices of National Chairperson and National Vice-Chairperson) a candidate nominated for the position of National Vice-Chairperson is not successful in being elected to the office of National Chairperson and he or she is interested in contesting for the position of National Vice-Chairperson.

7. A member of the Party who is a Minister of Government, declared candidate for a constituency, or Parliamentary Representative shall not qualify to be elected to any of the offices listed in section 1 of this article other than the offices of National Leader and Deputy National Leader or to be appointed to any office on the National Executive.

8. The National Executive shall be required to give notice to any nominated candidate and his/her nominators whether his nomination has been successful.

9. Where a nomination is unsuccessful the National Executive shall be required to indicate the basis on which such nomination has been refused and to give an audience to the nominee if required and an opportunity to correct any issues before nomination closes.

10. The Office of a National Officer shall be vacated in the following circumstances:

- a) When all offices are declared vacant by the authorised person just before the conduct of the election of officers at the Annual National Conference at which elections of officers are to be held.
- b) On the receipt by the National Secretary of a letter of resignation signed by the officer.

- c) If he ceases to be a member of the Party.
 - d) During any period when his membership in the Party is suspended by the National Executive.
 - e) If he absents himself from three consecutive meetings of the National Executive without the approval of the National Executive.
 - f) Where the Officer is an elected Officer, on a motion that such officer shall be dismissed from Office duly passed by a 2/3rds majority at an Annual National Conference or a Special Conference convened for the particular purpose as a result of a recommendation by a resolution duly passed by a 2/3rds majority of the National Executive.
 - g) Where the Officer is an appointed Officer, on a motion that the particular Officer be dismissed duly passed by a 2/3rds majority of the National Executive.
11. If the Office of the National Leader becomes vacant due to the resignation, retirement, removal by conference in accordance with section 10 (g) of this Article, incapacitation, or death of the office holder, the Deputy Leader who is Senior on rotation shall act as National Leader for a period of no more than **90 days** to allow for a Special National Conference to be held solely for the election of National Leader or until the next Annual National Conference, whichever comes first.
12. If any office other than the Office of National Leader is vacated between Annual National Conferences, The National Executive shall fill the vacancy from among its members until an election can be held at an Annual National Conference.
13. If at anytime more than four offices listed in section one of this article are vacant at the same time a Special National Conference shall be held within 90 days of such occurrence to hold elections to fill the vacancies that exist so long as an Annual National Conference is not due within the next 180 days.

Article XIV - NATIONAL EXECUTIVE COMPOSITION

1. The National Executive shall consist of:
 - a) The National Officers.
 - b) Members of the Party in the National Assembly.
 - c) members of the Party who are not members of the National Assembly but who are the caretaker representatives of constituencies.
 - d) An Officer of Young Labour designated by that body for the purpose.

- e) An officer of Labour Women designated by that body for the purpose.
 - f) An officer of each Constituency Branch of the Party designated by the Branch for that purpose.
 - g) Three other members elected at the Annual National Conference.
 - h) An Officer as selected by the National Executive to hold the position of National Organizer.
 - i) An Officer as selected by the National Executive to hold the position of National Public Relations Officer.
 - j) A National Treasurer who shall be appointed by the National Executive
 - k) An Assistant National Treasurer who shall be appointed by the National Executive
 - l) A National Director of Voters List Management who shall be appointed by the National Executive
 - m) A National Director of Training who shall be appointed by the National Executive
 - n) A National Secretary who shall be appointed by the National Leader in consultation with the National Executive
2. Seven members shall constitute a quorum for meetings of the National Executive.
3. The following National Officers shall be responsible for the administrative functioning of the Party –
- a) The National Chairperson
 - b) The three (3) National Vice-Chairpersons
 - c) The National Secretary
 - d) The Assistant National Secretary
 - e) The National Treasurer
 - f) The Deputy National treasurer
 - g) The National Party Organizer
 - h) The National Public Relations Officer.
 - i) The National Director of Voters List Management
 - j) The National Director of Training

Article XV - DUTIES OF THE NATIONAL EXECUTIVE

1. The National Executive shall be the governing body of the Party between National Conferences.
2. The power of the National Executive shall include the following:

- a) To enforce the Constitution and Standing Orders of the Party and to take action to promote the aims and objectives of the Party.
- b) To carry out the policies and programme of the Party as laid down by the National Conference.
- c) To establish and supervise Constituency Branches and other Branches of the Party.
- d) To fill any vacancies among the National Officers occurring between Annual National Conferences.
- e) In consultation with the respective Constituency Branches, to select candidates for election to the National Assembly.
- f) To receive recommendations from the NDC in relation to disciplinary matters, provided that the NDC is operationalized in accordance with Article IX.
- g) Based on the recommendation of the NDC, if accepted, to suspend or terminate the membership in the Party of any affiliated member on the grounds that such member is not abiding by the aims, objectives, policies and programme of the Party.
- h) Based on the recommendation of the NDC, if accepted, to suspend or terminate the membership in the Party of any individual member who is not a National Officer or a Member of the National Assembly on the grounds that such member is not abiding by the aims, objectives, policies and programmes of the Party.
- i) Based on the recommendation of the NDC, if accepted, to suspend or terminate the membership in the Party of any National Officer or Member of the National Assembly on the grounds that such a person is not abiding by the aims, objectives, policies and programmes of the Party, provided that in the case of any such suspension or termination, the National Executive shall convene a Special National Conference to consider and to make a final decision on the matter.
- j) To employ a person on a full-time basis to be the Executive Officer of the Party on such terms and for such a period as the Executive shall decide who shall be responsible for the overall management and administration of the Party Secretariat.
- k) To employ a person on a full-time basis who shall be known as the Secretary/Receptionist of the Party Secretariat on such terms and for such a period as the Executive shall decide who shall be responsible for assisting the Executive Officer in the performance of his functions.

- l) In consultation with the respective Constituency Branches and the sitting Constituency Representative of the Party for the respective Constituencies, to select persons to act as Constituency Assistants to the respective Representatives. Such selection shall be subject to ratification and confirmation by the National Executive, after receiving representations from the Candidate Selection Advisory Committee.
 - m) To appoint a special Finance Committee to raise and manage funds to facilitate the financing of National Elections.
 - n) To appoint a National Treasurer and a Deputy National Treasurer.
 - o) To appoint a National Director of Voters List Management
 - p) To appoint a National Director of Training
3. The National Executive shall regulate its own proceedings.
4. The National Executive shall appoint a Candidate Selection Advisory Committee which shall be responsible for the for the establishment of the selection process of candidates, and subject to the approval of the national Executive shall set its own procedure
5. The National Executive shall have the power to make regulations to give effect to the provisions of this Constitution.

Article XVI - FUNCTIONS OF MEMBERS OF THE NATIONAL EXECUTIVE

1. The National Leader shall be responsible for:-
- i) maintaining and developing the policies and ideology of the Party;
 - ii) acting as the chief spokesman for the Party on all Political matters;
 - iii) ensuring the flow of information concerning Government policies, programs and action to the National Executive and generally to Party members;
 - iv) ensuring that the general views of the members of the SKNLP are considered by Cabinet and Government and or the Opposition which ever position the Party holds;
 - v) initiating election preparation through establishment of a National Campaign Committee and other related committees;
 - vi) initiating policy development or issues-based retreats, workshops and strategy sessions;

- vii) representing the SKNLP and its programs and policies to fraternal and other parties around the globe;
- viii) being an ex-officio member of all National Labour Party committees;
- ix) appointing, in consultation with the National Executive a National Secretary;
- ix) *co-opting members on to the National Executive. Such members shall not have the right to vote as part of the National Executive decision-making process.*

2. The Two (2) Deputy National Leaders shall be responsible for:-

- i) carrying out the duties of the National Leader in his/her absence based on a rotational basis which gives seniority to each Deputy National Leader for half the term from one Annual National Conference at which election of officers takes place to another;
- ii) undertaking any other political role within the Party as assigned by the Political Leader, or as the urgency of the case may be, by the National Executive through the National Leader or with the approval of the National Leader;
- iii) Any Special Political Project assigned to him/her by the Party Leader and or National Executive;
- iv) Political Matters in any number of branches assigned to him/her by the Political Leader;
- v) Reporting to the Party Leader on any matter relating to any Special Political Project and or from any branch so assigned to him/her by the Political Leader and or the National Executive;
- vi) When the Party is in Government to be a Party Whip and to Chair any Parliamentary Select Committee and or Cabinet Select Committee so assigned to him/her by the Prime Minister;
- vii) When the Party is in Opposition to be a Party Whip and to Shadow on any Ministry so assigned to him/her by the Leader of the Opposition;
- viii) Chairing any Election/Campaign related committee so assigned to him/her by the National Political Leader.

3. The National Chairperson shall be responsible for:-

- i) chairing all meetings of the National Officers, National Executive and the National Conference;
- ii) assigning, in consultation with the National Executive responsibility for any one or number of areas being Political Affairs, Finance and Membership, Communication and Public Relations and Administration & Branch Relations amongst the three (3) elected Vice Chairpersons within one (1) month of their election.
- iii) defending and enforcing the Labour Party Constitution and managing matters concerning Party discipline;
- iv) provide oversight to ensure that the Budget and Year Plan is being followed;
- v) consulting with Branch executives frequently;

- vi) speaking officially on behalf of the Labour Party (in consultation with National Officers);
- vii) ensuring committees and bodies of the Party meet regularly;
- viii) ensuring the appointment of administrative positions;
- ix) being an ex-officio member of every national event, fundraising, organizational, membership and election committee.

4. The three (3) National Vice Chairpersons shall be responsible for:-

- i) fulfilling the duties and responsibilities of the National Chairman in his absence, or upon delegation by the National Chairman or National Officers;
- ii) taking an active part in the work of the National Executive and National Officers.
- iii) any one or number of areas being Political Affairs, Finance and Membership, Communication and Public Relations and Administration & Branch Relations assigned to him/her by the National Chairperson.

5. The National Secretary shall be responsible for:-

- i) carrying out the functions of chief executive officer of the Party and its administrative headquarters;
- ii) being the official receiver of all reports, notifications, correspondence, etc., as stipulated by the Constitution;
- iii) recording and maintaining the minutes of meetings of the National Officers, the National Executive and the National Conference;
- iv) signing official notifications, correspondence and other official papers on behalf of the Party;
- v) defending and upholding the Constitution of the Party at all times in the execution of the responsibilities of the office;
- vi) managing and securing the National Secretariat and all assets and facilities of the Party with the use of modern and efficient technologies and applications
- vii) maintaining, securing and keeping track of all Party correspondence, equipment and property;
- viii) being a face of and a spokesperson for the Party in all non-political matters and in political matters where so agreed;
- xi) managing and coordinating the public relations efforts of the Party and all persons contracted or appointed by the Party for that purpose;
- xii) facilitating the development, coordination, and maintenance of a strong, multi-faceted social media presence for the Party;
- xiii) establishing and maintaining relevant technological platforms to facilitate the Party's everyday functioning;

- xiv) developing and maintaining a system of managing finances and a procedure for handling money in conjunction and collaboration with the Finance Committee as appointed under Article XV (2) (m);
- xv) developing and/or maintaining a voter's database and, in collaboration with the branch organisations and the National Party Organiser, update the same monthly to ensure its currency;
- xvi) developing and executing a strategy for raising funds to assist in the financing of the activities of the Party and the Secretariat;
- xvii) leading in the implementation, to the extent possible, all decisions of the Party including events to be held by the Party and writing of correspondence on behalf of the Party;
- xviii) leading in the organisation of Branches under the general guidance of the Party and its relevant officers so that branches fulfill their political objectives and constitutional responsibilities;
- xix) improving and strengthening SKNLP's overall financial standing and resources;
- xx) improving SKNLP's relations with constituents and key stakeholder groups (corporate sector, civil society, the media, etc);
- xxi) reporting routinely and as reasonably required to the Political Leader, Chairman and the National Executive on all matters related to the responsibility of the office;

6. The Assistant National Secretary shall be responsible for:-

- i) standing in for the National Secretary as assigned by the National Secretary;
- ii) undertaking any other role within the Party as assigned by the National Secretary, or in some cases, the National Executive.

7. The National Treasurer shall be responsible for:-

- i) preparing and presenting the annual Budget to the National Executive for approval;
- ii) meeting frequently with the National Secretary concerning financial and budgetary matters;
- iii) approving and authorizing expenditure, according to established procedures;
- iv) managing and defending the Budget and assessing Budget performance;
- v) providing written financial reports at every National Executive meeting;
- vi) reporting annually to National Conference on the financial accounts of the Party;
- vii) ensuring that the auditor's report is undertaken before the National Conference;
- viii) being an ex-officio member of the national fundraising and budget committees,
- ix) including special project or event committees;
- x) ensuring the appointment of the Finance and Investment Committee;
- xi) ensuring timely collection of dues, contributions and sums owing to the Party;
- xii) ensuring timely payment of lawful bills.

8. The National Party Organizer shall be responsible for:-

- i) arranging training of and liaising with the Branch Executive personnel with regards to local Labour Party organization;
- ii) being an ex-officio member of every national event, fundraising, organizational, membership and election committee;
- iii) organizing and preparing the Labour Party for election campaigns;
- iv) keeping up to date with election campaign science as practiced throughout the democratic world and working closely with political advisors;
- v) ensuring the appointment of an understudy or deputy national organizer whom he will cause to be trained in detail in the arts of political campaigning and organization.

9. The National Public Relations Officer shall be responsible for:-

- i) planning and recommending to the National Executive a program of media information and communications that will inform the general public about the St. Kitts Nevis Labour Party, its policies, opinions and activities;
- ii) planning and recommending media strategies for promoting the Labour Party's political messages and campaigns;
- iii) preparing press releases and notices as necessary or as directed by the National Executive, or on its behalf, to the print and broadcasting media in a timely manner;
- iv) checking and verifying facts contained in press releases and notices prior to release;
- v) working closely with the Editor of The Labour Spokesman, and where appropriate, with the Chief Press Secretary and SKNIS, to assist in preparing and disseminating news about the Labour Government, its programs and policies.

10. The National Director of Voters List Management shall be responsible for:

- i. ensuring the National Executive is conversant with the status of national electoral lists at all times;
- ii. monitoring all activities at the National Electoral Office and reports on such to the National Executive and the National Leader;
- iii. ensuring that all Constituency List management is up to date and perpetually prepared for the calling of a by-election or a general election;
- iv. ensuring that all Branches, have in place at all times, a properly structured and functioning List Management Committee;
- v. ensuring that the Party's VMS is effectively managed, updated and secured at all times;
- vi. reporting to the National Leader on his request;
- vii. reporting to the National Executive on a monthly basis on voter list issues;
- viii. ensuring that all systems are in place to capture all pertinent information/data on Election Day.

11. The National Director of Training shall be responsible for:-

- i. carrying out an assessment of the training needs of the Party on an annual basis;
- ii. developing and continuously refining a curriculum of training courses to satisfy the training needs of members and officers of the Party;
- iii. developing robust training courses designed to meet the training needs of members and officers of the Party;
- iv. developing a cadre of national, regional and branch level training officers;
- v. organising and facilitating a calendar of training courses at the national, regional and branch levels to meet the training needs of members and officers of the Party;
- vi. identifying overseas courses with educational institutions, regional and international organisations and sister parties and organisations around the world in which members and officers of the Party can participate to improve the skills and knowledge of such members and or officers;
- vii. identifying members and officers of the Party who can benefit from local, regional and international training courses that will further benefit the Party.

12. Where there is a conflict or the overlapping of function (s) between any of the officers as to the performance of the functions assigned to them under this Constitution, the National Executive shall decide which officer shall perform the function(s) and for the period for which that officer will do so.

Article XVII - YOUNG LABOUR

1. There shall be a Youth Section of the Party, to be known as “Young Labour”, whose membership shall be open to members of the Party below a designated age.
2. Young Labour shall have the power to draw up its own Constitution and programme of activities, which shall not be in conflict with the aims, object, policies and programme of the Party.

Article XVIII - LABOUR WOMEN

1. There shall be a Women’s Section of the Party, to be known as “Labour Women”, whose membership shall be open to members of the Party below a designated age.

2. Labour Women shall have the power to draw up its own Constitution and programme of activities, which shall not be in conflict with the aims, object, policies and programme of the Party.

Article XIX – LEGACY COUNCIL

1. There shall be a Legacy Council of the Party to be appointed by the National Executive who shall be available to the Party to provide mentorship, mediation, guidance, and advice on key strategic decisions of the Party.
2. The Right Excellent Sir Robert Llewellyn Bradshaw shall be the Honourary Chairman of the Legacy Council.
3. The Right Honourable Dr Denzil Llewellyn Douglas upon his retirement from active politics shall be the Chairman for Life of the Legacy Council.
4. Members of the Legacy Council shall be appointed from amongst past Governors General appointed by the Party while in Government, past Senators appointed by the Party, past Candidates, Parliamentary Representatives and individuals who have been members of the Party for 25 consecutive years.
5. Any person who is appointed to the Legal Council must at the time of his appointment and while his appointment last continues to be a member of the Party in good standing.
6. The Legacy Council shall manage its own proceedings.

Article XX - AMENDMENTS

1. This Constitution may be amended by a two-thirds majority of all delegates present and voting at an Annual National Conference or a Constitutional National Conference.
2. Proposals for amendment of the Constitution to be submitted to the Annual National Conference or a Constitutional National Conference must be received by the National Secretary at least 40 days prior to the date of the Annual National Conference and may be submitted by the National Executive, by any Branch or Affiliated member or by Young Labour or Labour Women.

3. The National Executive shall give at least 20 days' notice of the proposals for amendment to be considered at the Annual National Conference or a Constitutional National Conference to each Branch and Affiliated member and to Young Labour and Labour Women.