



**Society of Professional Social Workers (Inc)**

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6892

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ABN 90 404 582 393

# **Society of Professional Social Workers(Inc)**

## **Constitution**

**Adopted at the Special General Meeting  
Thursday 29 November 2018**



## Schedule 1 Summary

- A. Rule 2** The name of the Association is: **The Society of Professional Social Workers Inc**
- B. Rule 3** The **Objects of the Association** are to:
- promote the practice of the profession of social work;
  - provide an organisation through which social workers can develop their professional practice;
  - establish, monitor and improve the practice standards of professional social workers,
  - contribute to the development of social work knowledge;
  - support activities that promote social justice; and
  - provide professional development, training and support opportunities for workers in the human service and/or social welfare service industry.
- C. Rule 57** Any 5 members personally present (being members entitled to vote under these rules at a general meeting) will constitute a quorum for the conduct of business at a general meeting.
- D. Rule 47** Any 5 Directors constitute a quorum for the conduct of the business of a Board meeting.
- E. Rule 4** The Society's financial year will be the period of 12 months commencing on 1<sup>st</sup> July and ending on 30<sup>th</sup> June of each year.

## PART 1 — PRELIMINARY

### 1. Terms used

In these rules, unless the contrary intention appears —

**Act** means the *Associations Incorporation Act 2015*;

**associate member** means a member with the rights referred to in rule 10(2);

**Board** means the Board of Directors of the Association;

**Board meeting** means a meeting of the Board;

**books**, of the Association, includes the following —

- (a) a register;
- (b) financial records, financial statements or financial reports, however compiled, recorded or stored;
- (c) a document;
- (d) any other record of information;

**by laws** means by-laws made by the Association under rule 66;



# Society of Professional Social Workers (Inc)

**Commissioner** means the person for the time being designated as the Commissioner under section 153 of the Act;

**Director** means a member of the Board;

**financial records** includes —

- (a) invoices, receipts, orders for the payment of money, bills of exchange, cheques, promissory notes and vouchers; and
- (b) documents of prime entry; and
- (c) working papers and other documents needed to explain —
  - (i) the methods by which financial statements are prepared; and
  - (ii) adjustments to be made in preparing financial statements;

**financial report**, of a tier 2 association or a tier 3 association, has the meaning given in section 63 of the Act;

**financial statements** means the financial statements in relation to the Society required under Part 5 Division 3 of the Act;

**financial year**, of the Society, has the meaning given in rule 4;

**general meeting**, of the Society, means a meeting of the Society that all members are entitled to receive notice of and to attend;

**member** means a person (including a body corporate) who is an ordinary member or an associate member of the Society;

**ordinary Director** means a member of the Board who is not an office holder of the Society under rule 29(3);

**ordinary member** means a member with the rights referred to in rule 10(5);

**President** means the member of the board holding office as the President of the Society;

**register of members** means the register of members referred to in section 53 of the Act;

**rules** means these rules of the Society, as in force for the time being;

**Secretary** means the Director holding office as the Secretary of the Society;

**Society** means the incorporated association to which these rules apply;

**special general meeting** means a general meeting of the Society other than the annual general meeting;

**special resolution** means a resolution passed by the members at a general meeting in accordance with section 51 of the Act;

**subcommittee** means a subcommittee appointed by the Board under rule 50(1)(a);

**tier 1 association** means an incorporated association to which section 64(1) of the Act applies;

**tier 2 association** means an incorporated association to which section 64(2) of the Act applies;

**tier 3 association** means an incorporated association to which section 64(3) of the Act applies;

**treasurer** means the Board member holding office as the treasurer of the Association.



## 2. Name of the Association

The name of the Association is: The Society of Professional Social Workers Inc

## 3. Objects of the Association

The Objects of the Association are to:

- promote the practice of the profession of social work;
- provide an organisation through which social workers can develop their professional practice;
- establish, monitor and improve the practice standards of professional social workers,
- contribute to the development of social work knowledge;
- support activities that promote social justice; and
- provide professional development, training and support opportunities for workers in the human service and/or social welfare service industry.

## 4. Financial year

- (1) The first financial year of the Society is to be the period notified to the Commissioner under section 7(4)(e) or, if relevant, section 29(5)(e) of the Act.
- (2) Each subsequent financial year of the Society is the period of 12 months commencing at the termination of the first financial year or the anniversary of that termination.

## PART 2 — ASSOCIATION TO BE NOT FOR PROFIT BODY

## 5. Not-for-profit body

- (1) The property and income of the Society must be applied solely towards the promotion of the objects or purposes of the Society and no part of that property or income may be paid or otherwise distributed, directly or indirectly, to any member, except in good faith in the promotion of those objects or purposes.
- (2) A payment may be made to a member out of the funds of the Society only if it is authorised under sub-rule (3).
- (3) A payment to a member out of the funds of the Society is authorised if it is —
  - (a) the payment in good faith to the member as reasonable remuneration for any services provided to the Society, or for goods supplied to the Society, in the ordinary course of business; or
  - (b) the payment of interest, on money borrowed by the Society from the member, at a rate not greater than the cash rate published from time to time by the Reserve Bank of Australia; or
  - (c) the payment of reasonable rent to the member for premises leased by the member to the Society; or
  - (d) the reimbursement of reasonable expenses properly incurred by the member on behalf of the Society.



## PART 3 — MEMBERS

### Division 1 — Membership

#### 6. Eligibility for membership

- (1) A person is eligible to become a member of the Society if:
  - (a) that person has successfully completed an educational programme approved by the Board from time to time as meeting the requirements for achieving an Australian qualification for the practice of social work; or
  - (b) that person has satisfied the Board that, if holding an early Australian social work qualification, that person has completed appropriate professional social work. experience; or
  - (c) that person is a member or is eligible for membership of a relevant social work organisation; or
  - (d) a person has satisfied the Board that they are eligible for membership; or
  - (e) enrolled in an accredited social work course
- (2) The number of members with which the Society proposes to admit is unlimited.
- (3) An individual who has not reached the age of 18 years is not eligible to apply for membership.

#### 7. Applying for membership

- (1) To apply for membership via *Approved Social Work Programmes*, a person must submit to the Secretary:
  - (a) an application in writing together with a copy of the applicant's social work qualification certified as a true and correct copy from the body who issued the qualifications; and in all cases, a declaration by the applicant that he or she will adhere to the Code of Ethics of the Society in force from time to time.
  - (b) A statement verifying that as far as he or she is aware the applicant is eligible for membership of the Society in accordance with the insurance indemnity requirements.
  - (c) a person has satisfied the Board that they are eligible for membership.
- (2) To apply for membership as *Overseas Qualified Applicants*:
  - (a) an application in writing together with a copy of the applicant's social work qualification certified as a true and correct copy from the overseas body who issued the qualifications; and/or provide evidence that they are eligible for membership of a relevant social work organisation;
  - (b) in all cases, a declaration by the applicant that he or she will adhere to the Code of Ethics of the Society in force from time to time.
  - (c) the Secretary and/or the President will examine the person's application to determine whether the education programmes and the relevant documentation meet the current eligibility requirements of the Society.

#### 8. Dealing with membership applications

- (1) The Secretary and/or President must consider each application for membership of the Society and decide whether to accept or reject the application.
- (2) Subject to sub-rule (3), the Secretary and/or the President must consider applications in the order in which they are received by the Society.
- (3) The Secretary and/or President may delay their consideration of an application if they consider that any matter relating to the application needs to be clarified by the applicant or that the applicant needs to provide further information in support of the application.



- (4) The Secretary and/or President must not accept an application unless the applicant —
  - (a) is eligible under rule 6; and
  - (b) has applied under rule 7.
- (5) The Secretary and/or President may reject an application even if the applicant —
  - (a) is eligible under rule 6; and
  - (b) has applied under rule 7.
- (6) The Secretary must notify the applicant of the decision to accept or reject the application as soon as practicable after making the decision.
- (7) If the Secretary and/or President rejects the application, they are not required to give the applicant their reasons for doing so.
- (8) Upon being admitted to membership of the Society, the Secretary will provide the new members with a copy of these rules.

## 9. Becoming a member

An applicant for membership of the Society becomes a member when —

- (a) the Board accepts the application; and
- (b) the applicant pays any membership fees payable to the Society under rule 14.

## 10. Classes of membership

- (1) The Society shall have the following classes of membership;
  - (a) Member
  - (b) Fellow
  - (c) Life Member
  - (d) Student Member
  - (e) Retired Member
  - (f) Associate Member
- (a) All Members, Fellows, Life Members and Retired Members have full voting rights and any other rights conferred on members by these rules or approved by resolution at a general meeting or determined by the Board.
- (2) A Student and/or Associate Member has no voting rights at Board and general meetings.
- (3) The number of members of any class is not limited unless otherwise approved by resolution at a general meeting.

## 11. When membership ceases

- (1) A person ceases to be a member when any of the following takes place —
  - (a) the person dies;
  - (b) the person resigns from the Society under rule 12;
  - (c) the person is expelled from the Society under rule 17;
  - (d) the person ceases to be a member under rule 14 (5).
- (2) The Secretary must keep a record, for at least one year after a person ceases to be a member, of —
  - (a) the date on which the person ceased to be a member; and
  - (b) the reason why the person ceased to be a member.

## 12. Resignation

- (1) A member may resign from membership of the Society by giving written notice of the resignation to the Secretary.



- (2) The resignation takes effect —
  - (a) when the Secretary receives the notice; or
  - (b) if a later time is stated in the notice, at that later time.
- (3) A person who has resigned from membership of the Society remains liable for any fees that are owed to the Society (the **owed amount**) at the time of resignation.
- (4) The owed amount may be recovered by the Society in a court of competent jurisdiction as a debt due to the Society.

## 13. Rights not transferable

The rights of a member are not transferable and end when membership ceases.

## Division 2 — Membership Fees

### 14. Membership fees

- (1) The Board shall from time to time determine the amount of the annual subscription to be paid for membership to the Society.
- (2) Each member shall pay to the Society, on or before the 1st July or such other date as the Board from time to time determines, the amount of the subscription determined under sub rule (1)
- (3) The fees determined under sub rule (1) may be different for different classes of membership.
- (4) A member must pay the annual membership fee to the Treasurer, or another person authorised by the Board to accept payments, by the date (the **due date**) determined by the Board in sub rule (2).
- (5) If a member has not paid the annual membership fee within the period of 3 months after the due date, the member ceases to be a member on the expiry of that period.
- (6) If a person who has ceased to be a member under sub rule (5) offers to pay the annual membership fee after the period referred to in that sub rule has expired —
  - (a) the Board may, at its discretion, accept that payment; and
  - (b) if the payment is accepted, the person's membership is reinstated from the date the payment is accepted.

## Division 3 — Register of Members

### 15. Register of members

- (1) The Secretary, or another person authorised by the Board, is responsible for the requirements imposed on the Society under section 53 of the Act to maintain the register of members and record in that register any change in the membership of the Society.
- (2) In addition to the matters referred to in section 53(2) of the Act, the register of members must include the class of membership (if applicable) to which each member belongs and the date on which each member becomes a member.



- (3) The register of members must be kept at the Secretary's place of residence, or at another place determined by the Board.
- (4) A member who wishes to inspect the register of members must contact the Secretary to make the necessary arrangements.
- (5) If —
  - (a) a member inspecting the register of members wishes to make a copy of, or take an extract from, the register under section 54(2) of the Act; or
  - (b) a member makes a written request under section 56(1) of the Act to be provided with a copy of the register of members,

the Board may require the member to provide a statutory declaration setting out the purpose for which the copy or extract is required and declaring that the purpose is connected with the affairs of the Society.

## PART 4 — DISCIPLINARY ACTION, DISPUTES AND MEDIATION

### Division 1 — Term Used

#### 16. Term used: member

In this Part —

**member**, in relation to a member who is expelled from the Society, includes former member.

### Division 2 — Disciplinary Action

#### 17. Suspension or expulsion

- (1) The Board may decide to suspend a member's membership or to expel a member from the Society if —
  - (a) the member contravenes any of these rules; or
  - (b) the member acts detrimentally to the interests of the Society.
- (2) The Secretary must give the member written notice of the proposed suspension or expulsion at least 28 days before the Board meeting at which the proposal is to be considered by the Board.
- (3) The notice given to the member must state —
  - (a) when and where the Board meeting is to be held; and
  - (b) the grounds on which the proposed suspension or expulsion is based; and
  - (c) that the member, or the member's representative, may attend the meeting and will be given a reasonable opportunity to make written or oral (or both written and oral) submissions to the Board about the proposed suspension or expulsion;
- (4) At the Board meeting, the Board must —
  - (a) give the member, or the member's representative, a reasonable opportunity to make written or oral (or both written and oral) submissions to the Board about the proposed suspension or expulsion; and
  - (b) give due consideration to any submissions so made; and
  - (c) decide —
    - (i) whether or not to suspend the member's membership and, if the decision is to suspend the membership, the period of suspension; or



- (ii) whether or not to expel the member from the Society.
- (5) A decision of the Board to suspend the member's membership or to expel the member from the Society takes immediate effect.
- (6) The Board must give the member written notice of the Board's decision, and the reasons for the decision, within 7 days after the Board meeting at which the decision is made.
- (7) A member whose membership is suspended or who is expelled from the Society may, within 14 days after receiving notice of the Board's decision under sub-rule (6), give written notice to the Secretary requesting the appointment of a mediator under rule 25.
- (8) If notice is given under sub-rule (7), the member who gives the notice and the Board are the parties to the mediation.

## 18. Consequences of suspension

- (1) During the period a member's membership is suspended, the member —
- loses any rights (including voting rights) arising as a result of membership; and
  - is not entitled to a refund, rebate, relief or credit for membership fees paid, or payable, to the Society.
- (2) When a member's membership is suspended, the Secretary must record in the register of members—
- that the member's membership is suspended; and
  - the date on which the suspension takes effect; and
  - the period of the suspension.
- (3) When the period of the suspension ends, the Secretary must record in the register of members that the member's membership is no longer suspended.

## Division 3 — Resolving Disputes

### 19. Terms used

In this Division —

***grievance procedure*** means the procedures set out in this Division;

***party to a dispute*** includes a person —

- who is a party to the dispute; and
- who ceases to be a member within 6 months before the dispute has come to the attention of each party to the dispute.

### 20. Application of Division

The procedure set out in this Division (the grievance procedure) applies to disputes —

- between members including Directors; or
- between one or more members and the Society.

### 21. Parties to attempt to resolve dispute

The parties to a dispute must attempt to resolve the dispute between themselves within 14 days after the dispute has come to the attention of each party.



## 22. How grievance procedure is started

- (1) If the parties to a dispute are unable to resolve the dispute between themselves within the time required by rule 21, any party to the dispute may start the grievance procedure by giving written notice to the Secretary of —
  - (a) the parties to the dispute; and
  - (b) the matters that are the subject of the dispute.
- (2) Within 28 days after the Secretary is given the notice, a Board meeting must be convened to consider and determine the dispute.
- (3) The Secretary must give each party to the dispute written notice of the Board meeting at which the dispute is to be considered and determined at least 7 days before the meeting is held.
- (4) The notice given to each party to the dispute must state —
  - (a) when and where the Board meeting is to be held; and
  - (b) that the party, or the party's representative, may attend the meeting and will be given a reasonable opportunity to make written or oral (or both written and oral) submissions to the Board about the dispute.
- (5) If —
  - (a) the dispute is between one or more members and the Society; and
  - (b) any party to the dispute gives written notice to the Secretary stating that the party —
    - (i) does not agree to the dispute being determined by the Board; and
    - (ii) requests the appointment of a mediator under rule 25,

the Board must not determine the dispute.

## 23. Determination of dispute by Board

- (1) At the Board meeting at which a dispute is to be considered and determined, the Board must —
  - (a) give each party to the dispute, or the party's representative, a reasonable opportunity to make written or oral (or both written and oral) submissions to the Board about the dispute; and
  - (b) give due consideration to any submissions so made; and
  - (c) determine the dispute.
- (2) The Board must give each party to the dispute written notice of the Board's determination, and the reasons for the determination, within 7 days after the Board meeting at which the determination is made.
- (3) A party to the dispute may, within 14 days after receiving notice of the Board's determination under sub-rule (1)(c), give written notice to the Secretary requesting the appointment of a mediator under rule 25.
- (4) If notice is given under sub-rule (3), each party to the dispute is a party to the mediation.



### 24. Application of Division

- (1) This Division applies if written notice has been given to the Secretary requesting the appointment of a mediator —
  - (a) by a member under rule 17(7); or
  - (b) by a party to a dispute under rule 22(5)(b)(ii) or 23(3).
- (2) If this Division applies, a mediator must be chosen or appointed under rule 25.

### 25. Appointment of mediator

- (1) The mediator must be a person chosen —
  - (a) if the appointment of a mediator was requested by a member under rule 17(7) — by agreement between the Member and the Board; or
  - (b) if the appointment of a mediator was requested by a party to a dispute under rule 22(5)(b)(ii) or 23(3) — by agreement between the parties to the dispute.
- (2) If there is no agreement for the purposes of sub-rule (1)(a) or (b), then, subject to sub-rules (3) and (4), the Board must appoint the mediator.
- (3) The person appointed as mediator by the Board must be a person who acts as a mediator for another not-for-profit body, such as a community legal centre, if the appointment of a mediator was requested by —
  - (a) a member under rule 17(7); or
  - (b) a party to a dispute under rule 22(5)(b)(ii); or
  - (c) a party to a dispute under rule 23(3) and the dispute is between one or more members and the Society.
- (4) The person appointed as mediator by the Board may be a member or former member of the Society but must not —
  - (a) have a personal interest in the matter that is the subject of the mediation; or
  - (b) be biased in favour of or against any party to the mediation.

### 26. Mediation process

- (1) The parties to the mediation must attempt in good faith to settle the matter that is the subject of the mediation.
- (2) Each party to the mediation must give the mediator a written statement of the issues that need to be considered at the mediation at least 5 days before the mediation takes place.
- (3) In conducting the mediation, the mediator must —
  - (a) give each party to the mediation every opportunity to be heard; and
  - (b) allow each party to the mediation to give due consideration to any written statement given by another party; and
  - (c) ensure that natural justice is given to the parties to the mediation throughout the mediation process.
- (4) The mediator cannot determine the matter that is the subject of the mediation.
- (5) The mediation must be confidential, and any information given at the mediation cannot be used in any other proceedings that take place in relation to the matter that is the subject of the mediation.
- (6) The costs of the mediation are to be paid by the party or parties to the mediation that requested the appointment of the mediator.



## 27. If mediation results in decision to suspend or expel being revoked

If —

- (a) mediation takes place because a member whose membership is suspended or who is expelled from the Society gives notice under sub-rule 17(7); and
- (b) as the result of the mediation, the decision to suspend the member's membership or expel the member is revoked,

that revocation does not affect the validity of any decision made at a Board meeting or general meeting during the period of suspension or expulsion.

## PART 5 — BOARD

### Division 1 — Powers of The Board

#### 28. Board of directors

- (1) The Directors are the persons who, as the Board of the Society, have the power to manage the affairs of the Society.
- (2) Subject to the Act, these rules, the by-laws (if any) and any resolution passed at a general meeting, the Board has power to do all things necessary or convenient to be done for the proper management of the affairs of the Society.
- (3) The Board must take all reasonable steps to ensure that the Society complies with the Act, these rules and the by-laws (if any).

### Division 2 — Composition of Board and Duties of Members

#### 29. Members of the Board

- (1) The members of the Board consist of —
  - (a) the office holders of the Society; and
  - (b) not less than four ordinary Directors.
- (2) The Board must determine the maximum number of ordinary Directors.
- (3) The following are the office holders of the Society —
  - (a) the President;
  - (b) the Vice President;
  - (c) the Secretary;
  - (d) the Treasurer.
- (4) A person may be a Director if the person is —
  - (a) determined to be eligible for membership; and
  - (b) an ordinary member.
- (5) A person must not hold 2 or more of the offices mentioned in sub-rule (3) at the same time.



## 30. President

- (1) It is the duty of the President to consult with the Secretary regarding the business to be conducted at each Board meeting and general meeting.
- (2) The President has the powers and duties relating to convening and presiding at Board meetings and presiding at general meetings provided for in these rules.

## 31. Secretary

The Secretary has the following duties —

- (a) dealing with the Society's correspondence;
- (b) consulting with the President regarding the business to be conducted at each Board meeting and general meeting;
- (c) preparing the notices required for meetings and for the business to be conducted at meetings;
- (d) unless another member is authorised by the Board to do so, maintaining on behalf of the Society the register of members, and recording in the register any changes in the membership, as required under section 53(1) of the Act;
- (e) maintaining on behalf of the Society an up-to-date copy of these rules, as required under section 35(1) of the Act;
- (f) unless another member is authorised by the Board to do so, maintaining on behalf of the Society a record of Directors and other persons authorised to act on behalf of the Society, as required under section 58(2) of the Act;
- (g) ensuring the safe custody of the books of the Society, other than the financial records, financial statements and financial reports, as applicable to the Society;
- (h) maintaining full and accurate minutes of Board meetings and general meetings;
- (i) carrying out or delegating to an authorised person any other duty given to the Secretary under these rules or by the Board.

## 32. Treasurer

The Treasurer has the following duties —

- (a) ensuring that any amounts payable to the Society are collected and issuing receipts for those amounts in the Society's name;
- (b) ensuring that any amounts paid to the Society are credited to the appropriate account of the Society, as directed by the Board;
- (c) ensuring that any payments to be made by the Society that have been authorised by the Board or at a general meeting are made on time;
- (d) ensuring that the Society complies with the relevant requirements of Part 5 of the Act;
- (e) ensuring the safe custody of the Society's financial records, financial statements and financial reports, as applicable to the Society;
- (f) if the Society is a tier 1 association, coordinating the preparation of the Society's financial statements before their submission to the Society's annual general meeting;
- (g) if the Society is a tier 2 association or tier 3 association, coordinating the preparation of the Society's financial report before its submission to the Society's annual general meeting;
- (h) providing any assistance required by an auditor or reviewer conducting an audit or review of the Society's financial statements or financial report under Part 5 Division 5 of the Act;
- (i) carrying out any other duty given to the Treasurer under these rules or by the Board.



## Division 3 — Election of Directors and Tenure of Office

### 33. How members become Directors

A member becomes a Director if the member —

- (a) is elected to the Board at a general meeting; or
- (b) is appointed to the Board by the Board to fill a casual vacancy under rule 40.

### 34. Nomination of Directors

- (1) At least 42 days before an annual general meeting, the Secretary must send written notice to all the members —
  - (a) calling for nominations for election to the Board; and
  - (b) stating the date by which nominations must be received by the Secretary to comply with sub-rule (2).
- (2) A member who wishes to be considered for election to the Board at the annual general meeting must nominate for election by sending written notice of the nomination to the Secretary at least 28 days before the annual general meeting.
- (3) The written notice must include a statement by another member in support of the nomination.
- (4) A member may nominate for one specified position of office holder of the Society or to be an ordinary Director.
- (5) A member whose nomination does not comply with this rule is not eligible for election to the Board unless the member is nominated under sub-rules 35(2) or 36(2)(b).

### 35. Election of office holders

- (1) At the annual general meeting, a separate election must be held for each position of office holder of the Society.
- (2) If there is no nomination for a position, the chairperson of the meeting may call for nominations from the ordinary members at the meeting.
- (3) If only one member has nominated for a position, the chairperson of the meeting must declare the Member elected to the position.
- (4) If more than one member has nominated for a position, the ordinary members at the meeting must vote in accordance with procedures that have been determined by the Board to decide who is to be elected to the position.
- (5) Each ordinary member present at the meeting may vote for one member who has nominated for the position.
- (6) A member who has nominated for the position may vote for himself or herself.
- (7) On the member's election, the new President of the Society may take over as the chairperson of the meeting.



## 36. Election of ordinary Directors

- (1) At the annual general meeting, the Society must decide by resolution the number of ordinary Directors (if any) to hold office for the next year.
- (2) If the number of members nominating for the position of ordinary Director is not greater than the number to be elected, the chairperson of the meeting —
  - (a) must declare each of those members to be elected to the position; and
  - (b) may call for further nominations from the ordinary members at the meeting to fill any positions remaining unfilled after the elections under point (a).
- (3) If —
  - (a) the number of members nominating for the position of ordinary Director is greater than the number to be elected; or
  - (b) the number of members nominating under sub-rule (2)(b) is greater than the number of positions remaining unfilled,

the ordinary members at the meeting must vote in accordance with procedures that have been determined by the Board to decide the members who are to be elected to the position of ordinary Director.

- (4) A member who has nominated for the position of Director member may vote in accordance with that nomination.

## 37. Term of office

- (1) The term of office of a Director begins when the member —
  - (a) is elected at an annual general meeting or under sub-rule 38(3)(b); and or
  - (b) is appointed to fill a casual vacancy under rule 40.
- (2) Subject to rule 39, a Director holds office until the positions on the Board are declared vacant at the next annual general meeting.
- (3) Subject to rule 39, a Director may be re-elected and only half of the Directors will retire annually rather than the entire Board over a two year period.

## 38. Resignation and removal from office

- (1) A Director may resign from the Board by written notice given to the Secretary or, if the resigning member is the Secretary, given to the President.
- (2) The resignation takes effect —
  - (a) when the notice is received by the Secretary or President; or
  - (b) if a later time is stated in the notice, at the later time.
- (3) At a general meeting, the Society may by resolution —
  - (a) remove a Director from office; and
  - (b) elect a member who is eligible under rule 29(4) to fill the vacant position.
- (4) A Director who is the subject of a proposed resolution under sub-rule (3)(a) may make written representations (of a reasonable length) to the Secretary or President and may ask that the representations be provided to the members.
- (5) The Secretary or President may give a copy of the representations to each member or, if they are not so given, the Director may require them to be read out at the general meeting at which the resolution is to be considered.



## 39. When membership of the Board ceases

A person ceases to be a Director if the person —

- (a) dies or otherwise ceases to be a member; or
- (b) resigns from the Board or is removed from office under rule 38; or
- (c) becomes ineligible to accept an appointment or act as a Director under section 39 of the Act;
- (d) becomes permanently unable to act as a Director because of a mental or physical disability; or
- (e) fails to attend 3 consecutive Board meetings, of which the person has been given notice, without having notified the Board that the person will be unable to attend.

## 40. Filling casual vacancies

- (1) The Board may appoint a member who is eligible under rule 29(4) to fill a position on the Board that—
  - (a) has become vacant under rule 39; or
  - (b) was not filled by election at the most recent annual general meeting or under rule 38(3)(b).
- (2) If the position of Secretary becomes vacant, the Board must appoint a member who is eligible under rule 29(4) to fill the position within 14 days after the vacancy arises.
- (3) Subject to the requirement for a quorum under rule 47, the Board may continue to act despite any vacancy in its membership.
- (4) If there are fewer Directors than required for a quorum under rule 47, the Board may act only for the purpose of —
  - (a) appointing Directors under this rule; or
  - (b) convening a general meeting.

## 41. Validity of acts

The acts of a Board or subcommittee, or of a Board member or member of a subcommittee, are valid despite any defect that may afterwards be discovered in the election, appointment or qualification of a Board member or member of a subcommittee.

## 42. Payments to Directors

- (1) In this rule —
  - Director** includes a member of a subcommittee;
  - Board meeting** includes a meeting of a subcommittee.
- (2) A Director is entitled to be paid out of the funds of the Society for any out-of-pocket expenses for travel and accommodation properly incurred —
  - (a) in attending a Board meeting or
  - (b) in attending a general meeting; or
  - (c) otherwise in connection with the Society's business.



## Division 4 — Board Meetings

### 43. Board meetings

- (1) The Board must meet at least 3 times in each year on the dates and at the times and places determined by the Board.
- (2) The date, time and place of the first Board meeting must be determined by the Directors as soon as practicable after the annual general meeting at which the Directors are elected.
- (3) Special Board meetings may be convened by the President or any 2 Directors.

### 44. Notice of Board meetings

- (1) Notice of each Board meeting must be given to each Director at least 48 hours before the time of the meeting.
- (2) The notice must state the date, time and place of the meeting and must describe the general nature of the business to be conducted at the meeting.
- (3) Unless sub-rule (4) applies, the only business that may be conducted at the meeting is the business described in the notice.
- (4) Urgent business that has not been described in the notice may be conducted at the meeting if the Directors at the meeting unanimously agree to treat that business as urgent.

### 45. Procedure and order of business

- (1) The President or, in the President's absence, the Vice President must preside as chairperson of each Board meeting.
- (2) If the President and Vice President are absent or are unwilling to act as chairperson of a meeting, the Directors at the meeting must choose one of them to act as chairperson of the meeting.
- (3) The procedure to be followed at a Board meeting must be determined from time to time by the Board.
- (4) The order of business at a Board meeting may be determined by the Directors at the meeting.
- (5) A member or other person who is not a Director may attend a Board meeting if invited to do so by the Board.
- (6) A person invited under sub-rule (5) to attend a Board meeting —
  - (a) has no right to any agenda, minutes or other document circulated at the meeting; and
  - (b) must not comment about any matter discussed at the meeting unless invited by the Board to do so; and
  - (c) cannot vote on any matter that is to be decided at the meeting.

### 46. Use of technology to be present at Board meetings

- (1) The presence of a Director at a Board meeting need not be by attendance in person but may be by that Director and each other Director at the meeting being simultaneously in contact by telephone or other means of instantaneous communication.



- (2) A member who participates in a Board meeting as allowed under sub-rule (1) is taken to be present at the meeting and, if the member votes at the meeting, the member is taken to have voted in person.

## 47. Quorum for Board meetings

- (1) Any 5 Directors constitute a quorum for the conduct of the business of a Board meeting
- (2) Subject to rule 40(4), no business is to be conducted at a Board meeting unless a quorum is present.
- (3) If a quorum is not present within 30 minutes after the notified commencement time of a Board meeting —
  - (a) in the case of a special meeting — the meeting lapses; or
  - (b) otherwise, the meeting is adjourned to the same time, day and place in the following week.
- (4) If —
  - (a) a quorum is not present within 30 minutes after the commencement time of a Board meeting held under sub-rule (3)(b); and
  - (b) at least 2 Board members are present at the meeting, those members present are taken to constitute a quorum.

## 48. Voting at Board meetings

- (1) Each Director present at a Board meeting has one vote on any question arising at the meeting.
- (2) A motion is carried if a majority of the Directors present at the Board meeting vote in favour of the motion.
- (3) If the votes are divided equally on a question, the chairperson of the meeting has a second or casting vote.
- (4) A vote may take place by the Directors present indicating their agreement or disagreement by a show of hands, unless the Board decides that a secret ballot is needed to determine a particular question.
- (5) If a secret ballot is needed, the chairperson of the meeting must decide how the ballot is to be conducted.

## 49. Minutes of Board meetings

- (1) The Board must ensure that minutes are taken and kept of each Board meeting.
- (2) The minutes must record the following —
  - (a) the names of the Directors present at the meeting;
  - (b) the name of any person attending the meeting under rule 45(5);
  - (c) the business considered at the meeting;
  - (d) any motion on which a vote is taken at the meeting and the result of the vote.
- (3) The minutes of a Board meeting must be entered in the Society's minute book within 30 days after the meeting is held.
- (4) The President must ensure that the minutes of a Board meeting are reviewed and signed as correct by —
  - (a) the chairperson of the meeting; or
  - (b) the chairperson of the next Board meeting.
- (5) When the minutes of a Board meeting have been signed as correct they are, until the contrary is proved, evidence that —
  - (a) the meeting to which the minutes relate was duly convened and held; and
  - (b) the matters recorded as having taken place at the meeting took place as recorded; and



- (c) any appointment purportedly made at the meeting was validly made.

## Division 5 — Subcommittees and Subsidiary Offices

### 50. Subcommittees and subsidiary offices

- (1) To help the Board in the conduct of the Society's business, the Board may, in writing, do either or both of the following —
  - (a) appoint one or more subcommittees;
  - (b) create one or more subsidiary offices and appoint people to those offices.
- (2) A subcommittee may consist of the number of people, whether or not members, that the Board considers appropriate.
- (3) A person may be appointed to a subsidiary office whether or not the person is a member.
- (4) Subject to any directions given by the Board —
  - (a) a subcommittee may meet and conduct business as it considers appropriate; and
  - (b) the holder of a subsidiary office may carry out the functions given to the holder as the holder considers appropriate.

### 51. Delegation to subcommittees and holders of subsidiary offices

- (1) In this rule —

***non-delegable duty*** means a duty imposed on the Board by the Act or another written law.
- (2) The Board may, in writing, delegate to a subcommittee or the holder of a subsidiary office the exercise of any power or the performance of any duty of the Board other than —
  - (a) the power to delegate; and
  - (b) a non-delegable duty.
- (3) A power or duty, the exercise or performance of which has been delegated to a subcommittee or the holder of a subsidiary office under this rule, may be exercised or performed by the subcommittee or holder in accordance with the terms of the delegation.
- (4) The delegation may be made subject to any conditions, qualifications, limitations or exceptions that the Board specifies in the document by which the delegation is made.
- (5) The delegation does not prevent the Board from exercising or performing at any time the power or duty delegated.
- (6) Any act or thing done by a subcommittee or by the holder of a subsidiary office, under the delegation has the same force and effect as if it had been done by the Board.
- (7) The Board may, in writing, amend or revoke the delegation.

## PART 6 — GENERAL MEETINGS OF THE ASSOCIATION

### 52. Annual general meeting

- (1) The Board must determine the date, time and place of the annual general meeting.



- (2) If it is proposed to hold the annual general meeting more than 6 months after the end of the Society's financial year, the Secretary must apply to the Commissioner for permission under section 50(3)(b) of the Act within 4 months after the end of the financial year.
- (3) The ordinary business of the annual general meeting is as follows —
  - (a) to confirm the minutes of the previous annual general meeting and of any special general meeting held since then if the minutes of that meeting have not yet been confirmed;
  - (b) to receive and consider —
    - (i) the Board's annual report on the Society's activities during the preceding financial year; and
    - (ii) if the Society is a tier 1 association, the financial statements of the Society for the preceding financial year presented under Part 5 of the Act; and
    - (iii) if the Society is a tier 2 association or a tier 3 association, the financial report of the Society for the preceding financial year presented under Part 5 of the Act;
    - (iv) if required to be presented for consideration under Part 5 of the Act, a copy of the report of the review or auditor's report on the financial statements or financial report;
  - (c) to elect the office holders of the Society and at least four ordinary Directors;
  - (d) if applicable, to appoint or remove a reviewer or auditor of the Society in accordance with the Act;
  - (e) to confirm or vary the membership fees, subscriptions and other amounts (if any) to be paid by members.
- (4) Any other business of which notice has been given in accordance with these rules may be conducted at the annual general meeting.

## 53. Special general meetings

- (1) The Board may convene a special general meeting.
- (2) The Board must convene a special general meeting if at least 20% of the members require a special general meeting to be convened.
- (3) The members requiring a special general meeting to be convened must —
  - (a) make the requirement by written notice given to the Secretary; and
  - (b) state in the notice the business to be considered at the meeting; and
  - (c) each sign the notice.
- (4) The special general meeting must be convened within 28 days after notice is given under sub-rule (3)(a).
- (5) If the Board does not convene a special general meeting within that 28 day period, the members making the requirement (or any of them) may convene the special general meeting.
- (6) A special general meeting convened by members under sub-rule (5) —
  - (a) must be held within 3 months after the date the original requirement was made; and
  - (b) may only consider the business stated in the notice by which the requirement was made.
- (7) The Society must reimburse any reasonable expenses incurred by the members convening a special general meeting under sub-rule (5).

## 54. Notice of general meetings

- (1) The Secretary or, in the case of a special general meeting convened under rule 53(5), the members convening the meeting, must give to each member —
  - (a) at least 21 days' notice of a general meeting if a special resolution is to be proposed at the meeting; or



(b) at least 14 days' notice of a general meeting in any other case.

- (2) The notice must —
- (a) specify the date, time and place of the meeting; and
  - (b) indicate the general nature of each item of business to be considered at the meeting; and
  - (c) if the meeting is the annual general meeting, include the names of the members who have nominated for election to the Board under rule 34(2); and
  - (d) if a special resolution is proposed —
    - (i) set out the wording of the proposed resolution as required by section 51(4) of the Act; and
    - (ii) state that the resolution is intended to be proposed as a special resolution; and
    - (iii) comply with rule 55.

## 55. Proxies

- (1) Subject to sub-rule (2), an ordinary member may appoint an individual who is an ordinary member as his or her proxy to vote and speak on his or her behalf at a general meeting.
- (2) An ordinary member may be appointed the proxy for not more than 5 other members.
- (3) The appointment of a proxy must be in writing and signed by the member making the appointment.
- (4) The member appointing the proxy may give specific directions as to how the proxy is to vote on his or her behalf.
- (5) If no instructions are given to the proxy, the proxy may vote on behalf of the member in any matter as the proxy sees fit.
- (6) If the Board has approved a form for the appointment of a proxy, the member may use that form or any other form —
  - (a) that clearly identifies the person appointed as the member's proxy; and
  - (b) that has been signed by the member.
- (7) Notice of a general meeting given to an ordinary member under rule 54 must —
  - (a) state that the member may appoint an individual who is an ordinary member as a proxy for the meeting; and
  - (b) include a copy of any form that the Board has approved for the appointment of a proxy.
- (8) A form appointing a proxy must be given to the Secretary before the commencement of the general meeting for which the proxy is appointed.
- (9) A form appointing a proxy sent by post or electronically is of no effect unless it is received by the Society not later than 24 hours before the commencement of the meeting.

## 56. Use of technology to be present at general meetings

- (1) The presence of a member at a general meeting need not be by attendance in person but may be by that member and each other member at the meeting being simultaneously in contact by telephone or other means of instantaneous communication.
- (2) A member who participates in a general meeting as allowed under sub rule (1) is taken to be present at the meeting and, if the member votes at the meeting, the member is taken to have voted in person.

## 57. Quorum for general meetings and presiding member

- (1) Any 5 members personally present (being members entitled to vote under these rules at a general meeting) will constitute a quorum for the conduct of business at a general meeting



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- (2) The President or, in the President's absence, the Vice President must preside as chairperson of each general meeting.
- (3) If the President and Vice President are absent or are unwilling to act as chairperson of a general meeting, the Directors at the meeting must choose one of them to act as chairperson of the meeting.
- (4) No business is to be conducted at a general meeting unless a quorum is present.
- (5) If a quorum is not present within 30 minutes after the notified commencement time of a general meeting—
  - (a) in the case of a special general meeting — the meeting lapses; or
  - (b) in the case of the annual general meeting — the meeting is adjourned to —
    - (i) the same time and day in the following week; and
    - (ii) the same place, unless the chairperson specifies another place at the time of the adjournment or written notice of another place is given to the members before the day to which the meeting is adjourned.
- (6) If —
  - (a) a quorum is not present within 30 minutes after the commencement time of an annual general meeting held under sub-rule (5)(b); and
  - (b) at least 2 ordinary members are present at the meeting, those members present are taken to constitute a quorum.

### 58. Adjournment of general meeting

- (1) The chairperson of a general meeting at which a quorum is present may, with the consent of a majority of the ordinary members present at the meeting, adjourn the meeting to another time at the same place or at another place.
- (2) Without limiting sub rule (1), a meeting may be adjourned —
  - (a) if there is insufficient time to deal with the business at hand; or
  - (b) to give the members more time to consider an item of business.
- (3) No business may be conducted on the resumption of an adjourned meeting other than the business that remained unfinished when the meeting was adjourned.
- (4) Notice of the adjournment of a meeting under this rule is not required unless the meeting is adjourned for 14 days or more, in which case notice of the meeting must be given in accordance with rule 54.

### 59. Voting at general meetings

- (1) On any question arising at a general meeting —
  - (a) subject to sub rule (6), each ordinary member has one vote: and
  - (b) ordinary members may vote personally or by proxy.
- (2) Except in the case of a special resolution, a motion is carried if a majority of the ordinary members present at a general meeting vote in favour of the motion.
- (3) If votes are divided equally on a question, the chairperson of the meeting has a second or casting vote.
- (4) If the question is whether or not to confirm the minutes of a previous general meeting, only members who were present at that meeting may vote.
- (5) For a person to be eligible to vote at a general meeting as an ordinary member, or on behalf of an ordinary member that is a body corporate under sub rule (2), the ordinary member —
  - (a) must have been an ordinary member at the time notice of the meeting was given under rule 54; and
  - (b) must have paid any fee or other money payable to the Society by the member.



## 60. When special resolutions are required

- (1) A special resolution is required if it is proposed at a general meeting —
  - (a) to affiliate the Society with another body; or
  - (b) to request the Commissioner to apply to the State Administrative Tribunal under section 109 of the Act for the appointment of a statutory manager.
- (2) Sub-rule (1) does not limit the matters in relation to which a special resolution may be proposed.

## 61. Determining whether a resolution is carried

- (1) In this rule —

**poll** means the process of voting in relation to a matter that is conducted in writing.

- (2) Subject to sub-rule (4), the chairperson of a general meeting may, on the basis of general agreement or disagreement or by a show of hands, declare that a resolution has been —
  - (a) carried; or
  - (b) carried unanimously; or
  - (c) carried by a particular majority; or
  - (d) lost.
- (3) If the resolution is a special resolution, the declaration under sub rule (2) must identify the resolution as a special resolution.
- (4) If a poll is demanded on any question by the chairperson of the meeting or by at least 3 other ordinary members present in person or by proxy —
  - (a) the poll must be taken at the meeting in the manner determined by the chairperson;
  - (b) the chairperson must declare the determination of the resolution on the basis of the poll.
- (5) If a poll is demanded on the election of the chairperson or on a question of an adjournment, the poll must be taken immediately.
- (6) If a poll is demanded on any other question, the poll must be taken before the close of the meeting at a time determined by the chairperson.
- (7) A declaration under sub rule (2) or (4) must be entered in the minutes of the meeting, and the entry is, without proof of the voting in relation to the resolution, evidence of how the resolution was determined.

## 62. Minutes of general meetings

- (1) The Secretary, or a person authorised by the Board from time to time, must take and keep minutes of each general meeting.
- (2) The minutes must record the business considered at the meeting, any resolution on which a vote is taken and the result of the vote.
- (3) In addition, the minutes of each annual general meeting must record —
  - (a) the names of the ordinary members attending the meeting; and
  - (b) any proxy forms given to the chairperson of the meeting under rule 55(8); and
  - (c) the financial statements or financial report presented at the meeting, as referred to in rules 52(3)(b)(ii) or (iii); and
  - (d) any report of the review or auditor's report on the financial statements or financial report presented at the meeting, as referred to in sub-rule 52(3)(b)(iv).
- (4) The minutes of a general meeting must be entered in the Society's minute book within 30 days after the meeting is held.



- (5) The President must ensure that the minutes of a general meeting are reviewed and signed as correct by —
  - (a) the chairperson of the meeting; or
  - (b) the chairperson of the next general meeting.
- (6) When the minutes of a general meeting have been signed as correct they are, in the absence of evidence to the contrary, taken to be proof that —
  - (a) the meeting to which the minutes relate was duly convened and held; and
  - (b) the matters recorded as having taken place at the meeting took place as recorded; and
  - (c) any election or appointment purportedly made at the meeting was validly made.

## PART 7 — FINANCIAL MATTERS

### 63. Source of funds

The funds of the Society may be derived from registration fees, annual subscriptions, donations, fund-raising activities, grants, interest and any other sources approved by the Board.

### 64. Control of funds

- (1) The Society must open an account in the name of the Society with a financial institution from which all expenditure of the Society is made and into which all funds received by the Society are deposited.
- (2) Subject to any restrictions imposed at a general meeting, the Board may approve expenditure on behalf of the Society.
- (3) The Board may authorise the Treasurer to expend funds on behalf of the Society up to a specified limit without requiring approval from the Board for each item on which the funds are expended.
- (4) All cheques, drafts, bills of exchange, promissory notes and other negotiable instruments of the Society must be signed by —
  - (a) 2 Directors; or
  - (b) one Director and a person authorised by the Board.
- (5) All funds of the Society must be deposited into the Society's account within 5 working days after their receipt.

### 65. Financial statements and financial reports

- (1) For each financial year, the Board must ensure that the requirements imposed on the Society under Part 5 of the Act relating to the financial statements or financial report of the Society are met.
- (2) Without limiting sub rule (1), those requirements include —
  - (a) if the Society is a tier 1 association, the preparation of the financial statements; and
  - (b) if the Society is a tier 2 association or tier 3 association, the preparation of the financial report; and
  - (c) if required, the review or auditing of the financial statements or financial report, as applicable; and
  - (d) the presentation to the annual general meeting of the financial statements or financial report, as applicable; and
  - (e) if required, the presentation to the annual general meeting of the copy of the report of the review or auditor's report, as applicable, on the financial statements or financial report.



## PART 8 — GENERAL MATTERS

### 66. By-laws

- (1) The Society may, by resolution at a general meeting, make, amend or revoke by-laws.
- (2) By-laws may —
  - (a) provide for the rights and obligations that apply to any classes of associate membership approved under rule 10(2); and
  - (b) impose restrictions on the Board's powers, including the power to dispose of the Society's assets; and
  - (c) impose requirements relating to the financial reporting and financial accountability of the Society and the auditing of the Society's accounts; and
  - (d) provide for any other matter the Society considers necessary or convenient to be dealt with in the by-laws.
- (3) A by-law is of no effect to the extent that it is inconsistent with the Act, the regulations or these rules.
- (4) Without limiting sub-rule (3), a by-law made for the purposes of sub-rule (2)(c) may only impose requirements on the Society that are additional to, and do not restrict, a requirement imposed on the Society under Part 5 of the Act.
- (5) At the request of a member, the Society must make a copy of the by-laws available for inspection by the member.

### 67. Executing documents and common seal

- (1) The Society may execute a document without using a common seal if the document is signed by —
  - (a) 2 Directors; or
  - (b) one Director and a person authorised by the Board.
- (2) If the Society has a common seal —
  - (a) the name of the Society must appear in legible characters on the common seal; and
  - (b) a document may only be sealed with the common seal by the authority of the Board and in the presence of —
    - (i) 2 Directors; or
    - (ii) one Director and a person authorised by the Board,and each of them is to sign the document to attest that the document was sealed in their presence.
- (3) The Secretary must make a written record of each use of the common seal.
- (4) The common seal must be kept in the custody of the Secretary or another Board member authorised by the Board.

### 68. Giving notices to members

- (1) In this rule —

**recorded** means recorded in the register of members.
- (2) A notice or other document that is to be given to a member under these rules is taken not to have been given to the member unless it is in writing and —
  - (a) delivered by hand to the recorded address of the member; or
  - (b) sent by prepaid post to the recorded postal address of the member; or
  - (c) sent by facsimile or electronic transmission to an appropriate recorded number or recorded electronic address of the member.



## 69. Custody of books and securities

- (1) Subject to sub-rule (2), the books and any securities of the Society must be kept in the Secretary's custody or under the Secretary's control.
- (2) The financial records and, as applicable, the financial statements or financial reports of the Society must be kept in the Treasurer's custody or under the Treasurer's control.
- (3) Sub-rules (1) and (2) have effect except as otherwise decided by the Board.
- (4) The books of the Society must be retained for at least 7 years.

## 70. Record of office holders

The record of Directors and other persons authorised to act on behalf of the Association that is required to be maintained under section 58(2) of the Act must be kept in the Secretary's custody or under the Secretary's control.

## 71. Inspection of records and documents

- (1) Sub-rule (2) applies to a member who wants to inspect —
  - (a) the register of members under section 54(1) of the Act; or
  - (b) the record of the names and addresses of Directors, and other persons authorised to act on behalf of the Society, under section 58(3) of the Act; or
  - (c) any other record or document of the Society.
- (2) The member must contact the Secretary to make the necessary arrangements for the inspection.
- (3) The inspection must be free of charge.
- (4) If the member wants to inspect a document that records the minutes of a Board meeting, the right to inspect that document is subject to any decision the Board has made about minutes of Board meetings generally, or the minutes of a specific Board meeting, being available for inspection by members.
- (5) The member may make a copy of or take an extract from a record or document referred to in sub-rule (1)(c) but does not have a right to remove the record or document for that purpose.
- (6) The member must not use or disclose information in a record or document referred to in sub-rule (1)(c) except for a purpose —
  - (a) that is directly connected with the affairs of the Society; or
  - (b) that is related to complying with a requirement of the Act.

## 72. Publication by Directors of statements about Association business prohibited

A Board member must not publish, or cause to be published, any statement about the business conducted by the Society at a general meeting or Board meeting unless —

- (a) the Director has been authorised to do so at a Board meeting; and
- (b) the authority given to the Director has been recorded in the minutes of the Board meeting at which it was given.



## 73. Distribution of surplus property on cancellation of incorporation or winding up

(1) In this rule —

**surplus property**, in relation to the Society, means property remaining after satisfaction of —

- (a) the debts and liabilities of the Society; and
- (b) the costs, charges and expenses of winding up or cancelling the incorporation of the Society,

but does not include books relating to the management of the Society.

(2) On the cancellation of the incorporation or the winding up of the Society, its surplus property must be distributed as determined by special resolution by reference to the persons mentioned in section 24(1) of the Act.

## 74. Alteration of rules

If the Society wants to alter or rescind any of these rules, or to make additional rules, the Society may do so only by special resolution and by otherwise complying with Part 3 Division 2 of the Act.