

CONSTITUTION

Integrated disAbility Action Inc.

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CONSTITUTION OF disAbility NT Inc.**Regulation 2(1)****PART 1 - PRELIMINARY****1. Name:**

The name of the Incorporated Association shall be Integrated disAbility Action Incorporated.

2. Objects:

The Objects of the Association are:

- 2.1 To be the Northern Territory (NT) Peak Consumer Organisation for all Territorians with disabilities and actively represent their views and those of their family, carers and guardians, through individual, family and organisational memberships.
- 2.2 To ensure that Territorians with disabilities directly benefit from the rights set out in the Disability Services Act 1986, (Cth) Disability Discrimination Act 1992, (Cth) and Disability Services Act 93, (NT) all Standards relative to these Acts and including any amendments from time to time.
- 2.3 To obtain funds through government departments, donations and fundraising for the development and provision of special projects and programs for people with disabilities, their family, carers and guardians.
- 2.4 To lobby at all levels, governments and service providers for development, implementation, review and maintenance of policies and programs to assist people with disabilities, their families, carers and guardians (paid and unpaid,) and to support and advise governments and service providers in these areas.
- 2.5 To disseminate information, increase knowledge and promote awareness of issues throughout Northern Territory communities concerning people with disabilities, their family, carers and guardians.
- 2.6 To act as a consultant on all matters involving disability.
- 2.7 To consult on matters of policy in relation to disability and to share information with people with disabilities, their family, carers, guardians and their organisations.
- 2.8 To ensure that people with disabilities have valued and adequate representation on government and non-government bodies and other organisations, which make decisions that affect their lives and those of their family, carers and guardians.
- 2.9 To encourage education, training and research including prevention in relation to all aspects of disability.
- 2.10 To ensure Northern Territory membership and representation at National and International levels, to obtain recognition and awareness of the unique requirements of Territorians with disabilities.

- 2.11 To co-operate, liaise or affiliate with other National, International or local organisations and Associations having comparable objectives or calculated to benefit generally the members of the Association.

3. Minimum Number of Members:

The Association must have at least 20 members.

4. Definitions:

In this Constitution, unless the contrary intention appears –

"Act" means the *Associations Act* and regulations made under that Act;

"Committee" means the Management Committee of the Association;

"financial institution" means an authorised deposit-taking institution within the meaning of section 5 of the *Banking Act 1959* of the Commonwealth;

"general meeting" means a general meeting of members convened in accordance with clause 44;

"member" means a member of the Association;

"register of members" means the register of the Association's members established and maintained under section 34 of the Act;

"special resolution" means a resolution notice of which is given under clause 47 and passed in accordance with section 37 of the Act.

PART 2 – CONSTITUTION AND POWERS OF ASSOCIATION

5. Powers of Association

- 5.1 For achieving its objects and purposes, the Association has the powers conferred by sections 11 and 13 of the Act.
- 5.2 Subject to the Act, the Association may do all things necessary or convenient for carrying out its objects or purposes, and in particular, may –
- (a) acquire, hold and dispose of real or personal property;
 - (b) open and operate accounts with financial institutions;
 - (c) invest its money in any security in which trust monies may lawfully be invested;
 - (d) raise and borrow money on the terms and in the manner it considers appropriate;
 - (e) secure the repayment of money raised or borrowed, or the payment of a debt or liability;
 - (f) appoint agents to transact business on its behalf; and
 - (g) enter into any other contract it considers necessary or desirable.

6. Effect of Constitution

This Constitution binds every member and the Association to the same extent as if every member and the Association had signed and sealed this Constitution and agreed to be bound by it.

7. Inconsistency between Constitution and Act

If there is any inconsistency between this Constitution and the Act, the Act prevails.

8. Altering the Constitution

- 8.1 The Association may alter this Constitution by special resolution but not otherwise.
- 8.2 If the Constitution is altered, the public officer must ensure compliance with section 23 of the Act.

PART 3 MEMBERS

Division 1 – Membership

9. Categories of membership

- Individual – with the right to one vote
- Family – more than one individual from the same family group – with the right to one vote per family
- Corporate – organisation/business – with the right to one vote per organisation/business
- Honorary – as decided by the Committee – with rights to vote at a Special General Meeting or Annual General Meeting but not to vote at a Management Committee Meeting.
- Life Membership - Life memberships are endorsed at the discretion of the Management Committee. To be nominated the member should meet the following criteria.
 - Been a member for at least 10 years
 - Have served a majority of that time on the Management Committee
 - Served the organisation in an exceptional way professional and with integrity.

10. Application for membership

To apply to become a member of the Association a person must –

- (a) submit a written application for membership to the Committee –
 - (i) in a form approved by the Committee; and

- (ii) signed by the person and both of the members referred to in paragraph and
- (b) be proposed by one member and seconded by another member.

11. Approval of Committee

- 11.1 The Committee must consider any application made under clause 9 at the next available committee meeting and must accept or reject the application at that meeting or the next.
- 11.2 If an application is rejected, the applicant may appeal against the decision by giving notice to the Secretary within 14 days after being advised of the rejection.
- 11.3 If an applicant gives notice of an appeal against the rejection of his or her application, the Committee must reconsider the application at the next committee meeting after receipt of the notice of appeal.
- 11.4 If after reconsidering an application the Committee reaffirms its decision to reject the application, the decision is final.

12. Joining fee

- 12.1 If an application for membership is approved by the Committee, the applicant becomes a member on payment of the joining fee.
- 12.2 The joining fee is either –
 - (a) a pro rata annual fee based on the remaining part of the financial year or
 - (b) the amount determined from time to time by resolution at an Annual general meeting.

13. Annual membership fees

The annual membership fee is the amount determined from time to time by resolution at the Annual General Meeting.

- 13.1 Each member must pay the annual membership fee to the Treasurer by the first day of each financial year or another date determined by the Committee from time to time.
- 13.2 A member whose subscription is not paid within 3 months after the due date ceases to be a member unless the Committee determines otherwise.

Division 2 – Rights of members

14. General

- 14.1 Subject to clause 14(2), a member may exercise the rights of membership when his or her name is entered in the register of members. This will not occur until 10 working days after membership has been accepted.
- 14.2 A right of membership of the Association –

- (a) is not capable of being transferred or transmitted to another person;
and
- (b) terminates on the cessation of membership whether by death, resignation or otherwise.

14.3 Rights of a Life Member

A life member is entitled to attend and vote at special general and annual general meetings but has no voting rights at Committee meetings
Will receive AGM Annual reports
Receive newsletters, e-bulletins and other notification of events and activities.

15. Voting

- 15.1 Subject to subclause (2) each member has one vote at special general meeting or annual general meeting of the Association.
- 15.2 A member is not eligible to vote until 10 working days after his or her application has been accepted.

16. Notice of meetings and special resolutions

The Secretary must give all members notice of special general and annual general meetings and special resolutions in the manner and time prescribed by this Constitution.

17. Access to information on Association

The following must be available for inspection by members:

- (a) a copy of this Constitution;
- (b) minutes of special general and annual general meetings;
- (c) annual general meeting reports and annual financial reports.

18. Raising grievances and complaints

- 18.1 A member may raise a grievance or complaint about a committee member, the Committee or another member of the Association.
- 18.2 The grievance or complaint must be dealt with by the procedures set out in Part 8.

Division 3 – Termination, death, suspension and expulsion

19. Termination of membership

Membership of the Association may be terminated by –

- (a) a notice of resignation addressed and posted to the Association or given personally to the Secretary or another committee member;
 - (i) non-payment of the annual membership fee within the time allowed under clause 13 (3); or

(ii) expulsion in accordance with this Division.

20. Death of member or whereabouts unknown

If a member dies or the whereabouts of a member are unknown, the Committee must cancel the member's membership.

21. Suspension or expulsion of members

- 21.1 If the Committee considers that a member should be suspended or expelled because his or her conduct is detrimental to the interests of the Association, the Committee must give notice of the proposed suspension or expulsion to the member.
- 21.2 The notice must –
- (a) be in writing and include –
- (i) the time, date and place of the committee meeting at which the question of that suspension or expulsion will be decided; and
- (ii) the particulars of the conduct; and
- (b) be given to the member not less than 30 days before the date of the committee meeting referred to in paragraph (a)(i).
- 21.3 At the meeting, the Committee must afford the member a reasonable opportunity to be heard or to make representations in writing.
- 21.4 The Committee may suspend or expel or decline to suspend or expel the member from the Association and must give written notice of the decision and the reason for it to the member.
- 21.5 Subject to clause 22, the decision to suspend or expel a member takes effect 14 days after the day on which notice of the decision is given to the member.

22. Appeals against suspension or expulsion

- 22.1 A member who is suspended or expelled under clause 21 may appeal against that suspension or expulsion by giving notice to the Secretary within 14 days after receipt of the Committee's decision.
- 22.2 The appeal must be considered at a general meeting of the Association and the member must be afforded a reasonable opportunity to be heard at the meeting or to make representations in writing prior to the meeting for circulation at the meeting.
- 22.3 The members present at the general meeting must, by resolution, either confirm or set aside the decision of the Committee to suspend or expel the member.
- 22.4 The member is not suspended or does not cease to be a member until the decision of the Committee to suspend or expel him or her is confirmed by a resolution of the members.

PART 4 – MANAGEMENT COMMITTEE

Division 1 – General

23. Role and powers

- 23.1 The business of the Association must be managed by or under the direction of a Management Committee.
- 23.2 The Committee may exercise all the powers of the Association except those matters that the Act or this Constitution requires the Association to determine through a special general meeting of members.
- 23.3 The Committee will appoint the General Manager, the General Manager will appoint and remove staff .
- 23.4 The Committee may establish one or more subcommittees consisting of the members of the Association the Committee considers appropriate.

24. Composition of Committee:

- 24.1 The Management Committee consists of –
 - (a) Chairperson;
 - (b) Vice-Chairperson;
 - (c) Secretary;
 - (d) Treasurer; and
 - (e) Three other officers who shall be members of the Association.
- 24.2 Unless elected directly as a separate office holder, the Committee must appoint one committee member to be the Association's Public Officer.

25. Delegation

- 25.1 The Committee may delegate to a subcommittee or staff any of its powers and functions other than –
 - (a) this power of delegation; or
 - (b) a duty imposed on the Committee by the Act or any other law.
- 25.2 The delegation must be in writing and may be subject to the conditions and limitations the Committee considers appropriate.
- 25.3 The Committee may, in writing, revoke wholly or in part the delegation.

Division 2 – Tenure of office

26. Eligibility of management committee members

- 26.1 A committee member must be a member who is 18 years or over.
- 26.2 A committee member must also meet the criteria provided. (Division 3, Clause 34 (1) & (2).

- 26.3 Committee members must be elected to the Committee at an annual general meeting or appointed under clause 33..

27. Nominations for election to committee

- 27.1 A member is not eligible for election to the management committee unless the Secretary receives a written nomination for that member by another member not less than 7 days before the date of the next annual general meeting.
- 27.2 The nomination must be signed by –
- (a) the nominator and a seconder; and
 - (b) the nominee to signify his or her willingness to stand for election.
- 27.3 A person who is eligible for election or re-election under this clause may –
- (a) propose or second himself or herself for election or re-election; and
 - (b) vote for himself or herself.

28. Term and Retirement of committee members

- 28.1 A Management committee member holds office until the annual general meeting which falls in the second year after his or her election, unless the member vacates the office under clause 31 or is removed under clause
- 28.2 Subject to subclause (3), at an annual general meeting the offices of half of the Management Committee members become vacant and elections for those offices on the Management Committee must be held.
- 28.3 If the term of office of the Chairperson is due to expire at a particular general meeting, the Chairperson shall preside at that annual general meeting until half the Committee positions are declared vacant, and thereafter one of the members of the Committee whose term does not expire at that meeting shall preside for the remainder of that meeting, notwithstanding that the new Chairperson may subsequently be chosen from amongst the newly elected members of the Committee.
- 28.4 Members may serve consecutive terms on the Committee unless otherwise provided.
- 28.5 After 3 consecutive terms, the Chairperson should stand aside for a period of 12 months.
- 28.6 The minutes of the Annual General Meeting shall record those who are elected and for what term.

28 Election by default

- 29.1 If the number of persons nominated for election to the Committee under clause 27 does not exceed the number of vacancies to be filled, the Chairperson must declare the persons to be duly elected as members of the Committee at the annual general meeting.
- 29.2 If vacancies remain on the Committee after the declaration under subclause (1), additional nominations of committee members may be accepted from the floor of the annual general meeting.
- 29.3 If the nominations from the floor do not exceed the number of remaining vacancies, the Chairperson must declare those persons to be duly elected as members of the Committee.
- 29.4 If the nominations from the floor are less than the number of remaining vacancies, the unfilled vacancies are taken to be casual vacancies and must be filled by the new Committee in accordance with clause 33.

30 Election by ballot

- 30.1 If the number of nominations exceeds the number of vacancies on the Committee, ballots for those positions must be conducted.
- 30.2 The ballot must be conducted in a manner determined from time to time by resolution at a general meeting.
- 30.3 The members chosen by ballot must be declared by the Chairperson to be duly elected as members of the Committee.

31 Vacating office

The office of a committee member becomes vacant if –

- 31.1.1 the member –
 - (i) is disqualified from being a committee member under section 30 or 40 of the Act;
 - (ii) resigns by giving written notice to the Committee;
 - (iii) dies or is rendered permanently incapable of performing the duties of office by mental or physical ill-health;
 - (iv) ceases to be a resident of the Territory; or
 - (v) ceases to be a member of the Association;
- 31.1.2 the member is absent from more than –
 - (i) 3 consecutive committee meetings; or
 - (ii) 3 committee meetings in the same financial year without tendering an apology to the Chairperson; of which meetings the member received notice and the Committee has resolved to declare the office vacant.

32 Removal of committee member

- 32.1 The Association, through a special general meeting of members, may remove any committee member before the member's term of office ends.
- 32.2 If a vacancy arises through removal under subclause (1), an election must be held to fill the vacancy.

33 Filling casual vacancy on Committee

- 33.1 If a vacancy remains on the Committee after the application of clause 29 or if the office of a committee member becomes vacant under clause 31, the Committee may appoint any member of the Association to fill that vacancy for the remaining period of time of that Committee member's term.
- 33.2 However, if the office of public officer becomes vacant, a person must be appointed under section 27(6) of the Act to fill the vacancy.

Division 3 – Duties of committee members**34 Collective responsibility of Committee**

- 34.1 As soon as practicable after being elected to the Committee, each committee member must become familiar with the Act and regulations made under the Act.
- 34.2 The Committee is collectively responsible for ensuring the Association complies with the Act and regulations made under the Act.

35 Chairperson and Vice-Chairperson

- 35.1 Subject to subclauses (2) and (3), the Chairperson must preside at all general meetings and committee meetings.
- 35.2 If the Chairperson is absent from a meeting, the Vice-Chairperson must preside at the meeting.
- 35.3 If the Chairperson and the Vice-Chairperson are both absent, the presiding member for that meeting must be –
- 35.3.1 a member elected by the other members present if it is a general meeting; or
- 35.3.2 a committee member elected by the other committee members present if it is a committee meeting.

36 Secretary

- 36.1 The Secretary must –
- 36.1.1 ensure minutes of all proceedings of special general meetings, annual general meetings and of committee meetings are kept in accordance with section 38 of the Act;

- 36.1.2 maintain the register of members in accordance with section 34 of the Act;
- 36.1.3 unless the members resolve otherwise at a general meeting – have custody of all books, documents, records and registers of the Association, other than those required by clause 37(5) to be in the custody of the Treasurer; and
- 36.1.4 perform any other duties imposed by this Constitution on the Secretary.

37 Treasurer

37.1 The Treasurer must –

- (a) make any payments authorised by the Committee or by a special general meeting of the Association from the Association's funds; and
- (b) ensure cheques or electronic transfers are signed by two authorised signatories with at least one being a Committee member or as authorised by the Committee.

37.2 The Treasurer must ensure the accounting records of the Association are kept in accordance with section 41 of the Act.

37.3 The Treasurer must coordinate in conjunction with the General Manager the preparation of the Association's annual statement of accounts.

37.4 If directed to do so by the Chairperson, the Treasurer must submit to the Committee a report, balance sheet or financial statement in accordance with that direction.

37.5 The Treasurer and the General Manager have custody of all securities, books and documents of a financial nature and accounting records of the Association unless the members resolve otherwise at a general meeting.

37.6 The Treasurer must perform any other duties imposed by this Constitution on the Treasurer.

38 Public officer

38.1 The Public Officer must ensure that documents are filed with the Commissioner of Consumer Affairs in accordance with sections 23, 28 and 45 of the Act.

38.2 The Public Officer must keep a current copy of the Constitution of the Association.

PART 5 – MEETINGS OF MANAGEMENT COMMITTEE

39 Frequency and calling of meetings

39.1 The Committee must meet for the conduct of business not less than six times in each financial year.

39.2 The Chairperson, or at least half the committee members, may at any time convene a special meeting of the Committee

39.3 A special meeting may be convened to deal with an appeal under clause 22.

40 Voting and decision making

40.1 Each committee member present at the meeting has a deliberative vote.

40.2 A question arising at a committee meeting must be decided by a majority of votes.

40.3 If there is no majority, the person presiding at the meeting has a casting vote in addition to a deliberative vote.

41 Quorum

For a committee meeting, four members of the committee members constitutes a quorum.

42 Disclosure of interest

42.1 A committee member who has a direct or indirect pecuniary interest in a contract, or proposed contract, with the Association must disclose the nature and extent of the interest to the Committee in accordance with section 31 of the Act.

42.2 The Secretary must record the disclosure in the minutes of the meeting

42.3 The Chairperson must ensure a committee member who has a direct or indirect pecuniary interest in a contract, or proposed contract, complies with section 32 of the Act.

PART 6 – GENERAL MEETINGS**43 Convening annual general meetings**

43.1 The Association must hold its first annual general meeting within 18 months after its incorporation.

43.2 The Association must hold all subsequent annual general meetings within 5 months after the end of the Association's financial year.

43.3 The Committee –

(a) may at any time convene a special general meeting;

(b) must, within 30 days after the Secretary receives a notice under clause 22(1), convene a special general meeting to deal with the appeal to which the notice relates; and

- (c) must, within 30 days after it receives a request under clause 45(1), convene a special general meeting for the purpose specified in that request.

44 Special general meetings

- 44.1 Five members may make a written request to the Committee for a special general meeting.
- 44.2 The request must –
 - (a) state the purpose of the special general meeting; and
 - (b) be signed by the members making the request.
- 44.3 If the Committee fails to convene a special general meeting within the time allowed –
 - (a) for clause 44(3)(b) – the appeal against the decision of the Committee is upheld; and
 - (b) for clause 44(3)(c) – the members who made the request may convene a special general meeting as if they were the Committee.
- 44.4 If a special general meeting is convened under subclause (3)(b), the Association must meet any reasonable expenses of convening and holding the special general meeting.
- 44.5 The Secretary must give to all members not less than 21 days notice of a special general meeting.
- 44.6 The notice must specify –
 - (a) when and where the meeting is to be held; and
 - (b) the particulars of and the order in which business is to be transacted.

45 Annual general meeting

- 45.1 The Secretary must give to all members not less than 30 days notice of an annual general meeting.
- 45.2 The notice must specify –
 - 45.2.1 when and where the meeting is to be held; and
 - the particulars of and the order in which business is to be transacted.
- 45.3 The order of business for each annual general meeting is as follows:
 - 45.3.1 first – the consideration of the accounts and reports of the Committee;
 - 45.3.2 second – the election of new committee members;

45.3.3 third – any other business requiring consideration by the Association at the meeting.

46 Special resolutions

- 46.1 A special resolution may be moved at any special general meeting of the Association.
- 46.2 The Secretary must give all members not less than 21 days notice of the meeting at which a special resolution is to be proposed.
- 46.3 The notice must include the resolution to be proposed and the intention to propose the resolution as a special resolution.

47 Notice of meetings

- 47.1 The Secretary must give a notice under this Part by –
- (a) serving it on a member personally;
 - (b) distributing the notice by email or other electronic means
 - (c) Advertising the date, time and special resolution in the local paper or
 - (d) sending it by post to a member at the address of the member appearing in the register of members.
- 47.2 If a notice is sent by post under subclause (1)(b), sending of the notice is taken to have been properly effected if the notice is addressed and posted to the member by ordinary prepaid mail.

48 Quorum at special general meeting or Annual General Meeting

At a general meeting 10 members present in person constitutes a quorum either through them being present in person or by any electronic means.

49 Lack of quorum

- 49.1 If within 30 minutes after the time specified in the notice for the holding of a general meeting a quorum is not present –
- (a) for an annual general meeting or special general meeting convened under clause 44(3)(a) – the meeting stands adjourned to the same time on the same day in the following week and to the same place;
 - (b) for a meeting convened under clause 44(3)(b) – the members who are present in person or by proxy may proceed with hearing the appeal for which the meeting is convened; or
 - (c) for a meeting convened under clause 44(3)(c) – the meeting lapses.
- 49.2 If within 30 minutes after the time appointed by subclause (1)(a) for the resumption of an adjourned the meeting a quorum is not present, the

members who are present in person or by proxy may proceed with the business of that meeting as if a quorum were present.

- 49.3 The Chairperson may, with the consent of the meeting at which a quorum is present, and must, if directed by the members at the meeting, adjourn that general meeting from time to time and from place to place.
- 49.4 There must not be transacted at an adjourned meeting any business other than business left unfinished or on the agenda at the time when the general meeting was adjourned.
- 49.5 If the meeting is adjourned for a period of 30 days or more, the Secretary must give notice of the adjourned meeting as if that the meeting were a fresh meeting.

50 Voting

- 50.1 Subject to clauses 14(2) and 18, each member present in person or by proxy at the Annual General or special general meeting is entitled to a deliberative vote.
- 50.2 At the Annual General or Special General meeting –
 - (a) an ordinary resolution put to the vote is decided by a majority of votes made in person or by proxy; and
 - (b) a special resolution put to the vote is passed if three-quarters of the members who are present in person or by proxy vote in favour of the resolution.
- 50.3 A poll may be demanded by the Chairperson or by 3 or more members present in person or by proxy.
- 50.4 If demanded, a poll must be taken immediately and in the manner the Chairperson directs.

51 Proxies

A member may appoint in writing another member to be the proxy of the appointing member to attend and vote on behalf of the appointing member at any general meeting. A person attending must not carry more than two proxy votes.

PART 7 – FINANCIAL MANAGEMENT

52 Financial year

The financial year of the Association is the period of 12 months ending on 31 January.

53 Funds and accounts

- 53.1 The Association must open an account with a financial institution from which all expenditure of the Association is made and into which all of the Association's revenue is deposited.

- 53.2 Subject to any restrictions imposed by the Association at a special general meeting, the Committee may approve expenditure on behalf of the Association within the limits of the budget.
- 53.3 All cheques, electronic transfers, drafts, bills of exchange, promissory notes and other negotiable instruments must be signed by 2 nominated signatories.
- 53.4 All funds of the Association must be deposited into the financial account of the Association no later than 5 working days after receipt or as soon as practicable after that day.
- 53.5 With the approval of the Committee, the General Manager may maintain a cash float provided that all money paid from or paid into the float is accurately recorded at the time of the transaction.

54 Accounts and audits

The responsibility of the Committee under clause 34(2) for ensuring compliance with the Act includes meeting the requirements of Part 5 of the Act and regulations made for that Part relating to –

- a. the keeping of accounting records
- b. the preparation and presentation of the Association's annual statement of accounts; and
- c. the auditing of the Association's accounts.

55. Revocation of deductible gift recipient status

- (a) *'If the Association is wound up or its endorsement as a deductible gift recipient is revoked (whichever occurs first), any surplus of the following assets shall be transferred to another organisation with similar objects, and which is charitable at law, to which income tax deductible gifts can be made:*
- (b) *a. gifts of money or property for the principal purpose of the Association*
 - (c) *b. contributions made in relation to an eligible fundraising event held for the principal purpose of the Association*
 - (d) *c. money received by the Association because of such gifts and contributions.'*

PART 8 – GRIEVANCE AND DISPUTES

56 Grievance and disputes procedures

- 56.1 This clause applies to disputes between –
- (a) a member and another member; or
 - (b) a member and the Committee.

- 56.2 Within 14 days after the dispute comes to the attention of the parties to the dispute, they must meet and discuss the matter in dispute, and, if possible, resolve the dispute.
- 56.3 If the parties are unable to resolve the dispute at the meeting, or if a party fails to attend that meeting, then the parties must, within 10 days after the meeting, hold another meeting in the presence of a mediator.
- 56.4 The mediator must be –
- (a) a person chosen by agreement between the parties; or
 - (b) in the absence of agreement –
 - (i) for a dispute between a member and another member – a person appointed by the Committee; or
 - (ii) for a dispute between a member and the Committee – a person who is a mediator appointed or employed by the department administering the Act.
- 56.5 A member of the Association can be a mediator.
- 56.6 The mediator cannot be a party to the dispute.
- 56.7 The parties to the dispute must, in good faith, attempt to settle the dispute by mediation.
- 56.8 The mediator, in conducting the mediation, must –
- (a) give the parties to the mediation process every opportunity to be heard;
 - (b) allow due consideration by all parties of any written statement submitted by any party; and
 - (c) ensure natural justice is accorded to the parties to the dispute throughout the mediation process.
- 56.9 The mediator must not determine the dispute.
- 56.10 If the mediation process does not result in the dispute being resolved, the parties may seek to resolve the dispute in accordance with the Act or otherwise at law.

PART 9 – MISCELLANEOUS

57 Common seal

- 57.1 The common seal of the Association must not be used without the express authority of the Committee and every use of the common seal must be recorded by the Secretary.
- 57.2 The affixing of the common seal of the Association must be witnessed by any 2 of the following:
- (a) the Chairperson;
 - (b) the Secretary;
 - (c) the Treasurer

- 57.3 The common seal of the Association must be kept in the custody of the Secretary or another person the Committee from time to time decides.

58 Distribution of surplus assets on winding up

If on the winding up or dissolution of the Association, and after satisfaction of all its debts and liabilities, there remains any assets, the assets must not be distributed to the members or former members.

- 58.1 The surplus assets must be given or transferred to another association incorporated under the Act that –
- (a) has similar objects or purposes;
 - (b) is not carried on for profit or gain to its individual members; and
 - (c) is determined by resolution of the members.

59 By-laws

- 59.1 The Committee shall have the power to make, amend or rescind such by-laws as are in its opinion necessary and desirable for the proper administration and management of the Association's affairs, provided that such by-laws are consistent with this Constitution and all applicable laws.
- 59.2 The members by resolution in a general meeting can also make amend or rescind the by-laws.