

RULES OF ASSOCIATION

1. Name of Association

The name of the Association is:-

Institute of Public Administration Australia, Western Australian Division Inc.

2. Definitions

In these rules, unless the contrary intention appears-

"annual general meeting" is the meeting convened under paragraph (b) of rule 16 (1);

"Council meeting" means a meeting referred to in rule 15;

"Council member" means person referred to in paragraph (a), (b), (c), (d) or (e) of rule 10 (1);

"convene" means to call together for a formal meeting;

"department" means the government department with responsibility for administering the *Associations Incorporation Act (1987)*;

"financial year" means each period commencing 1 July and ending on 30 June in the following year;

"general meeting" means a meeting to which all members are invited;

"member" means member of the Association;

"ordinary resolution" means resolution other than a special resolution;

"poll" means voting conducted in written form (as opposed to a show of hands);

"special general meeting" means a general meeting other than the annual general meeting;

"special resolution" has the meaning given by section 24 of the Act, that is-

A resolution is a special resolution if it is passed by a majority of not less than three-fourths of the members of the association who are entitled under the rules of the association to vote and vote in person or, where proxies or postal votes are allowed by the rules of the association by proxy or postal vote, at a general meeting of which notice specifying the intention to propose the resolution as a special resolution was given in accordance with those rules.

At a meeting at which a resolution proposed as a special resolution is submitted, a declaration by the person presiding that the resolution has been passed as a special resolution shall be evidence of the fact unless, during the meeting at which the resolution is submitted, a poll is demanded in accordance with the rules of the Association or, if the rules do not make provision as to the manner in which a poll may be demanded, by at least 3 members of the association present in person or, where proxies are allowed, by proxy.

If a poll is held, a declaration by the person presiding as to the result of a poll is evidence of the matter so declared.

"the Act" means the *Associations Incorporation Act 1987*;

"the Association" means the Association referred to in rule 1;

"the President" means-

(a) in relation to the proceedings at a Council meeting or general meeting, the person presiding at the Council meeting or general meeting in accordance with rule 11; or

(b) otherwise than in relation to the proceedings referred to in paragraph (a), the person referred to in paragraph (a) of rule 10 (1) or, if that person is unable to perform his or her functions, the Vice

President;

"the Commissioner" means the Commissioner for Fair Trading exercising powers under the Act;

"the Council" means the Committee of Management of the Association referred to in rule 10 (1);

"the Institute" means the Institute of Public Administration Australia, Western Australian Division Incorporated;

"the National Council" shall be the National Council of the Institute of Public Administration Australia;

"the Secretary" means the Secretary referred to in paragraph (c) of rule 10 (1);

"the Treasurer" means the Treasurer referred to in paragraph (d) of rule 10 (1);

"the Vice-President" means the Vice-President referred to in paragraph (b) of rule 10 (1).

3. Objects of Association

(1) The objects of the Association are- To advance the study and practice of public administration.

(2) The property and income of the Association shall be applied solely towards the promotion of the objects of the Association and no part of that property or income may be paid or otherwise distributed, directly or indirectly, to members, except in good faith in the promotion of those objects.

4. Powers of Association

The powers conferred on the Association are the same as those conferred by section 13 of the Act, so that subject to the Act and any additions, exclusions or modifications inserted below, the Association may do all things necessary or convenient for carrying out its objects and purposes, and in particular, may –

(a) acquire, hold, deal with, and dispose of any real or personal property;

(b) open and operate bank accounts;

(c) invest its money –

i. in any security in which trust monies may lawfully be invested; or

ii. in any other manner authorised by the rules of the Association;

(d) borrow money upon such terms and conditions as the Association thinks fit;

(e) give such security for the discharge of liabilities incurred by the Association as the Association thinks fit;

(f) appoint agents to transact any business of the Association on its behalf;

(g) enter into any other contract it considers necessary or desirable;

(h) may act as trustee and accept and hold real and personal property upon trust, but does not have power to do any act or thing as a trustee that, if done otherwise than as a trustee, would contravene this Act or the rules of the Association; and

(i) employ staff and undertake any associated activities.

5. Qualifications for Membership of Association

(1) Membership of the Association is open to-

(a) **Corporate Member:** The Council may admit as a Corporate Member any government department, public authority, local government or other corporation or body involved or interested in public administration.

(b) **Member:** The Council may admit as a Member any person who is or has been engaged or interested in the practice of public administration, or who is or has been engaged in or

interested in the teaching or study of public administration or related subjects.

(c) **Student Member:** The Council may admit as a Student Member any person pursuing a full-time course of study relevant to public administration.

(d) **Member - Retired:** The Council may continue membership of a retired person as a Member - Retired.

(e) **Honorary Life Member:** The Council may admit as an Honorary Life Member any person who has rendered signal service to the Institute. Honorary Life Members shall be entitled to all the privileges of a Member.

(f) **Fellow:** The Council may recommend to the National Council of the Institute of Public Administration Australia the appointment of any member as a Fellow based on the outstanding contribution made to the achievement of the objectives of the Institute.

(2) Every application for admission as a member of the Institute shall be in writing and shall contain such information as the Council considers appropriate. The Council shall determine at a Council Meeting whether the application shall be accepted and to which category of membership the applicant should be admitted. Membership shall not be effective until the appropriate fees have been received. The Council may from time to time vary a person's membership. Any decisions of the Council under this section shall be final.

6. Register of Members of Association

(1) The Secretary, on behalf of the Association, must comply with section 27 of the Act by keeping and maintaining-

in an up to date condition a register of the members of the Association and their postal or residential addresses and, upon the request of a member of the Association, shall make the register available for the inspection of the member and the member may make a copy of or take an extract from the register but shall have no right to remove the register for that purpose.

(2) The register must be so kept at such a place as the members at a general meeting decide.

(3) The Secretary must cause the name of a person who dies or who ceases to be a member under rule 8 to be deleted from the register of members referred to in sub-rule (1).

7. Subscriptions of Members of Association

(1) The Council may from time to time at a Council meeting determine the amount of the subscription to be paid by each member.

(2) Each member must pay to the Treasurer, annually on or before 1 July or such other date as the Council from time to time determines, the amount of the subscription determined under sub-rule (1).

(3) Subject to sub-rule (4), a member whose subscription is not paid within one (1) month after the relevant date fixed by or under sub-rule (2) ceases on the expiry of that period to be a member, unless the Council decides otherwise.

(4) A person exercises all the rights and obligations of a member for the purposes of these rules if his or her subscription is paid on or before the relevant date fixed by or under sub-rule (2) or within one (1) months thereafter, or such other time as the Council allows.

8. Termination of Membership of the Association

Membership of the Association may be terminated upon-

- (a) receipt by the Secretary of a notice in writing from a member of his or her resignation from the Association. Such person remains liable to pay to the Association the amount of any subscription due and payable by that person to the Association but unpaid at the date of termination; or
- (b) non-payment by a member of his or her subscription within one month of the date fixed by the Council for subscriptions to be paid, unless the Council decides otherwise in accordance with rule 7 (3)
- (c) expulsion of a member in accordance with rule 9.

9. Suspension or Expulsion of Members of Association

(1) If the Council considers that a member should be suspended or expelled from membership of the Association because his or her conduct is detrimental to the interests of the Association, the Council must communicate, either orally or in writing, to the member-

- (a) notice of the proposed suspension or expulsion and of the time, date and place of the Council meeting at which the question of that suspension or expulsion will be decided; and
- (b) particulars of that conduct.

not less than 30 days before the date of the Council meeting referred to in paragraph (a).

(2) At the Council meeting referred to in a notice communicated under sub-rule (1), the Council may, having afforded the member concerned a reasonable opportunity to be heard by, or to make representations in writing to, the Council, suspend or expel or decline to suspend or expel that member from membership of the Association and must, forthwith after deciding whether or not to suspend or expel that member, communicate that decision in writing to that member.

(3) A member has his or her membership suspended or ceases to be a member 14 days after the day on which the decision to suspend or expel a member is communicated to him or her under sub-rule (2).

10. Committee of Management

(1) Subject to sub-rule (9), the affairs of the Association will be managed exclusively by a Council consisting of-

- (a) a President;
- (b) 2 Vice Presidents;
- (c) a Secretary;
- (d) a Treasurer; and
- (e) not less than 5 and not more than 10 other persons.

all of whom must be members of the Association.

(2) Council members must be elected to membership of the Council at an annual general meeting or appointed under sub-rule (8).

(3) Subject to sub-rule (8), a Council member's term will be from his or her election at an annual general meeting until the election referred to in sub-rule (2) at the second annual general meeting after his or her election, but he or she is eligible for re-election to membership of the Council.

(4) Except for nominees under sub-rule (8), a person is not eligible for election to membership of the Council unless a member has nominated him or her for election by delivering notice in writing of that nomination, signed by-

(a) the nominator; and

(b) the nominee to signify his or her willingness to stand for election.

to the Secretary, or the Western Australian Electoral Commission Returning Officer if sub-rule 7 (f) applies, not less than 60 days before the day on which the annual general meeting concerned is to be held.

(5) A person who is eligible for election or re-election under this rule may -

(a) propose or second himself or herself for election or re-election; and

(b) vote for himself or herself.

(6) If the number of persons nominated in accordance with sub-rule (4) for election to membership of the Council does not exceed the number of vacancies in that membership to be filled-

(a) the Secretary, or the Western Australian Electoral Commission Returning Officer if sub-rule 7 (f) applies, must report accordingly to; and

(b) the President must declare those persons to be duly elected as members of the Council at the annual general meeting concerned.

(7) If the number of persons nominated in accordance with sub-rule (4) for election to membership of the Council exceeds the number of vacancies in that membership to be filled -

(a) the Secretary must conduct a postal ballot unless sub-rule 7(f) applies ;

(b) the ballot papers are to include details of the candidates, provided by the candidates and not exceeding 200 words;

(c) the ballot papers and supporting papers are to be mailed to all members no less than 4 weeks prior to the annual general meeting and close no later than one week before the annual general meeting;

(d) the ballot papers are to be counted by the Secretary and two other members of Council who are not standing for election; and

(e) the President must declare these persons to be duly elected as members of the Council at the annual general meeting concerned;

(f) or by Council resolution, the ballot may be conducted by the Western Australian Electoral Commission in accordance with their current Standard Election Rules for Non Parliamentary Postal Elections, in which case sub-rules 6 (a) and 7 (a) to

(d) inclusive become void.

(8) If a vacancy remains on the Council after the application of sub-rule (6), or when a casual vacancy within the meaning of rule 14 occurs in the membership of the Council-

(a) the Council may appoint a member to fill that vacancy; and

- (b) a member appointed under this sub-rule will -
 - (i) hold office until the election referred to in sub-rule (2); and
 - (ii) be eligible for election to membership of the Council, at the next following annual general meeting.

(9) The Council may delegate, in writing, to one to more Committees (consisting of such member or members of the association as the Council thinks fit) the exercise of such functions of the Council as are specified in the delegation other than-

- (a) the power of delegation; and
- (b) a function which is a duty imposed on the Council by the Act or any other law.

(10) Any delegation under sub-rule (8) may be subject to such conditions and limitations as to the exercise of that function or as to time and circumstances as are specified in the written delegation and the Council may continue to exercise any function delegated.

(11) The Council may, in writing, revoke wholly or in part any delegation under sub-rule (8).

11. President and Vice-President

(1) Subject to this rule, the President must preside at all general meetings and Council meetings.

(2) In the event of the absence from a general meeting of-

- (a) the President, a Vice-President; or
- (c) both the President and the Vice-Presidents, a member elected by the other members present at the general meeting must preside at the general meeting.

(3) In the event of the absence from a Council meeting of-

- (a) the President, the Vice-Presidents; or
- (b) both the President and the Vice-Presidents, a Council member elected by the other Council members present at the Council meeting, must preside at the Council meeting.

12. Secretary

The Secretary must-

(1) co-ordinate the correspondence of the Association;

(2) ensure full and correct minutes of the proceedings of the Council and of the Association are kept;

(3) comply on behalf of the Association with-

- (a) section 27 of the Act with respect to the register of members of the Association, as referred to in rule 6;
- (b) section 28 of the Act by keeping and maintaining in an up to date condition the rules of the Association and, upon the request of a member of the Association, must make available those rules for the inspection of the member and the member may make a copy of or take an extract from the rules but will have no right to remove the rules for that purpose; and
- (c) section 29 of the Act by maintaining a record of -
 - (i) the names and residential or postal addresses of the persons who hold the offices of the Association provided for by these rules, including all offices held by the persons

who constitute the Council and persons who are authorised to use the common seal of the Association under rule 22; and

(ii) the names and residential or postal addresses of any persons who are appointed or act as trustees on behalf of the Association,

and the Secretary must, upon the request of a member of the Association, make available the record for the inspection of the member and the member may make a copy of or take an extract from the record but will have no right to remove the record for that purpose;

(d) unless the members resolve otherwise at a general meeting, have custody of all books, documents, records and registers of the Association, including those referred to in paragraph (c) but other than those required by rule 13 to be kept and maintained by, or in the custody of, the Treasurer; and

(e) perform such other duties as are imposed by these rules on the Secretary.

13. Treasurer

The Treasurer must-

- (1) be responsible for the receipt of all moneys paid to or received by, or by him or her on behalf of, the Association and must issue receipts for those moneys in the name of the Association;
- (2) pay all moneys referred to in paragraph (a) into such account or accounts of the Association as the Council may from time to time direct;
- (3) make payments from the funds of the Association with the authority of a general meeting or of the Council and in so doing ensure that all cheques are signed by himself or herself and at least one other authorised Council member, or by any two others including the General Manager as are authorised by the Council;
- (4) comply on behalf of the Association with sections 25 and 26 of the Act with respect to the accounting records of the Association by-
 - (a) keeping such accounting records as correctly record and explain the financial transactions and financial position of the Association;
 - (b) keeping its accounting records in such manner as will enable true and fair accounts of the Association to be prepared from time to time;
 - (c) keeping its accounting records in such manner as will enable true and fair accounts of the Association to be conveniently and properly audited; and
 - (d) submitting to members at each annual general meeting of the Association accounts of the Association showing the financial position of the Association at the end of the immediately preceding financial year.
- (5) whenever directed to do so by the President submit to the Council a report, balance sheet or financial statement in accordance with that direction;
- (6) unless the members resolve otherwise at a general meeting, have custody of all securities, books and documents of a financial nature and accounting records of the Association, including those referred to in paragraphs (d) and (e); and
 - (a) perform such other duties as are imposed by these rules on the Treasurer.

14. Casual Vacancies in Membership of Council

A casual vacancy occurs in the office of a Council member and that office becomes vacant if the Council member-

- (1) dies;
- (2) resigns by notice in writing delivered to the President or, if the Council member is the President, to a Vice-President and that resignation is accepted by resolution of the Council;
- (3) is convicted of an offence under the Act;
- (4) is permanently incapacitated by mental or physical ill-health;
- (5) is absent from more than-
 - (a) 3 consecutive Council meetings; or
 - (b) 3 Council meetings in the same financial year without tendering an apology to the person presiding at each of those Council meetings; of which meetings the member received notice, and the Council has resolved to declare the office vacant;
- (6) ceases to be a member of the Association; or
- (7) is the subject of a resolution passed by a general meeting of members terminating his or her appointment as a Council member.

15. Proceedings of Council

- (1) The Council must meet together for the dispatch of business not less than 6 times in each year and the President, or at least half the members of the Council, may at any time convene a meeting of the Council.
- (2) Each Council member has a deliberative vote.
- (3) A question arising at a Council meeting must be decided by a majority of votes, but, if there no majority, the person presiding at the Council meeting will have a casting vote in addition to his or her deliberative vote.
- (4) At a Council meeting 50% of current Council Members plus one constitutes a quorum.
- (5) Subject to these rules, the procedure and order of business to be followed at a Council meeting must be determined by the Council members present at the Council meeting.
- (6) As required under sections 21 and 22 of the Act, a Council member having any direct or indirect pecuniary interest in a contract, or proposed contract, made by, or in the contemplation of, the Council (except if that pecuniary interest exists only by virtue of the fact that the member of the Council is a member of a class of persons for whose benefit the Association is established), must-
 - (a) as soon as he or she becomes aware of that interest, disclose the nature and extent of his or her interest to the Council; and
 - (b) not take part in any deliberations or decision of the Council with respect to that contract.

(7) Sub-rule (6) (a) does not apply with respect to a pecuniary interest that exists only by virtue of the fact that the member of the Council is an employee of the Association.

(8) The Secretary must cause every disclosure made under sub-rule (6) (a) by a member of the Council to be recorded in the minutes of the meeting of the Council at which it is made.

16. General Meetings

(1) The Council -

- (a) may at any time convene a special general meeting;
- (b) must convene annual general meetings within the time limits provided for the holding of such meetings by section 23 of the Act, that is, in every calendar year within 4 months after the end of the Association's financial year or such longer period as may in a particular case be allowed by the Commissioner; and
- (c) must, within 30 days of-
 - (i) receiving a request in writing to do so from not less than 50 members, convene a special general meeting for the purpose specified in that request.

(2) The members making a request referred to in sub-rule (1) (c) (i) must-

- (a) state in that request the purpose for which the special general meeting concerned is required; and
- (b) sign that request.

(3) Subject to sub-rule (5), the Secretary must give to all members not less than 14 days notice of a special general meeting and that notice must specify-

- (a) when and where the general meeting concerned is to be held; and
- (b) particulars of the business to be transacted at the general meeting concerned and of the order in which that business is to be transacted.

(4) Subject to sub-rule (5), the Secretary must give to all members not less than 21 days notice of an annual general meeting and that notice must specify-

- (a) when and where the annual general meeting is to be held;
- (b) the particulars and order in which business is to be transacted, as follows-
 - (i) first, the consideration of the accounts and reports of the Council;
 - (ii) second, the election of Council members to replace outgoing Council members; and
 - (iii) third, any other business requiring consideration by the Association at the general meeting.

(5) A special resolution may be moved either at a special general meeting or at an annual general meeting, however the Secretary must give to all members not less than 21 days notice of the meeting at which a special resolution is to be proposed. In addition to those matters specified in sub-rule (3) or (4), as relevant, the notice must also include the resolution to be proposed and the intention to propose the resolution as a special resolution.

(6) The Secretary must give a notice under sub-rule (3), (4) or (5) by-

- (a) serving it on a member personally; or
- (b) sending it by post or email to a member at the address of the member appearing

in the register of members kept and maintained under rule 6.

(7) When a notice is sent by post or email under sub-rule (6) (b), sending of the notice will be deemed to be properly effected if the notice is sufficiently addressed and posted or emailed to the member concerned.

17. Quorum and Proceedings at General Meetings

(1) At a general meeting 30 members present in person and/or by proxy constitute a quorum.

(2) If within 30 minutes after the time specified for the holding of a general meeting in a notice given under rule 16 (4) or (5)-

(a) as a result of a request or notice referred to in rule 16 (1) (c) or as a result of action taken under rule 16 (3) a quorum is not present, the general meeting lapses; or

(b) otherwise than as a result of a request, notice or action referred to in paragraph (a), the general meeting stands adjourned to the same time on the same day in the following week and to the same venue.

(3) If within 30 minutes of the time appointed by sub-rule (2) (b) for the resumption of an adjourned general meeting a quorum is not present, the members who are present in person or by proxy may nevertheless proceed with the business of that general meeting as if a quorum were present.

(4) The President may, with the consent of a general meeting at which a quorum is present, and must, if so directed by such a general meeting, adjourn that general meeting from time to time and from place to place.

(5) There must not be transacted at an adjourned general meeting any business other than business left unfinished or on the agenda at the time when the general meeting was adjourned.

(6) When a general meeting is adjourned for a period of 30 days or more, the Secretary must give notice under rule 16 of the adjourned general meeting as if that general meeting were a fresh general meeting.

(7) At a general meeting-

(a) an ordinary resolution put to the vote will be decided by a majority of votes cast on a show of hands, subject to sub-rule (9); and

(b) a special resolution put to the vote will be decided in accordance with section 24 of the Act as defined in rule 2, and, if a poll is demanded, in accordance with sub-rules (9) and (11).

(8) A declaration by the President of a general meeting that a resolution has been passed as an ordinary resolution at the meeting will be evidence of that fact unless, during the general meeting at which the resolution is submitted, a poll is demanded in accordance with sub-rule (9).

(9) At a general meeting, a poll may be demanded by the President or by three or more members present in person or by proxy and, if so demanded, must be taken in such manner as the President directs.

(10) If a poll is demanded and taken under sub-rule (9) in respect of an ordinary resolution, a

declaration by the President of the result of the poll is evidence of the matter so declared.

(11) A poll demanded under sub-rule (9) must be taken immediately on that demand being made.

18. Minutes of Meetings of Association

(1) The Secretary must cause proper minutes of all proceedings of all general meetings and Council meetings to be taken and then to be entered within 30 days after the holding of each general meeting or Council meeting, as the case requires, in a minute book kept for that purpose.

(2) The President must ensure that the minutes taken of a general meeting or Council meeting under sub-rule (1) are checked and signed as correct by the Chairperson of the general meeting or Council meeting to which those minutes relate or by the Chairperson of the next succeeding general meeting or Council meeting, as the case requires.

(3) When minutes have been entered and signed as correct under this rule, they are, until the contrary is proved, evidence that-

- (a) the general meeting or Council meeting to which they relate (in this sub-rule called "the meeting") was duly convened and held;
- (b) all proceedings recorded as having taken place at the meeting did in fact take place at the meeting; and
- (c) all appointments or elections purporting to have been made at the meeting have been validly made.

19. Voting Rights of Members of Association

(1) Subject to these rules, each member present in person or by proxy at a general meeting is entitled to a deliberative vote.

(2) A member which is a body corporate may appoint in writing a natural person, whether or not he or she is a member, to represent it at a particular general meeting or at all general meetings.

(3) A person appointed under sub-rule (2) to represent a member which is a body corporate is deemed for all purposes to be a member until that appointment is revoked by the body corporate or, in the case of an appointment in respect of a particular general meeting, which appointment is not so revoked, the conclusion of that general meeting.

20. Proxies of Members of Association

A member (in this rule called "the appointing member") may appoint in writing another member who is a natural person to be the proxy of the appointing member and to attend, and vote on behalf of the appointing member at, any general meeting.

21. Rules of Association

(1) The Association may alter or rescind these rules, or make rules additional to these rules, in accordance with the procedure set out in sections 17, 18 and 19 of the Act, which is as follows-

- (a) Subject to sub-rule (1) (d) and (1) (e), the Association may alter its rules by special resolution but not otherwise;
- (b) Within one month of the passing of a special resolution altering its rules, or such further time as the Commissioner may in a particular case allow (on written application by the

Association), the Association must lodge with the Commissioner notice of the special resolution setting out particulars of the alteration together with a certificate given by a member of the Council certifying that the resolution was duly passed as a special resolution and that the rules of the Association as so altered conform to the requirements of this Act;

(c) An alteration of the rules of the Association does not take effect until sub-rule (1) (b) is complied with;

(d) An alteration of the rules of the Association having effect to change the name of the association does not take effect until sub-rules (1) (a) to (1) (c) are complied with and the approval of the Commissioner is given to the change of name;

(e) An alteration of the rules of the Association having effect to alter the objects or purposes of the association does not take effect until sub-rules (1) (a) to (1) (c) are complied with and the approval of the Commissioner is given to the alteration of the objects or purposes.

(2) These rules bind every member and the Association to the same extent as if every member and the Association had signed and sealed these rules and agreed to be bound by all their provisions.

22. Common Seal of Association

(1) The Association must have a common seal on which its corporate name appears in legible characters.

(2) The common seal of the Association must not be used without the express authority of the Council and every use of that common seal must be recorded in the minute book referred to in rule 18.

(3) The affixing of the common seal of the Association must be witnessed by any two of the Office Bearers.

(4) The common seal of the Association must be kept in the custody of the Chief Executive Officer.

23. Inspection of Records, etc. of Association

A member may at any reasonable time inspect without charge the books, documents, records and securities of the Association.

24. Disputes and Mediation

(1) The grievance procedure set out in this rule applies to disputes under these rules between-

- (a) a member and another member; or
- (b) a member and the Association; or
- (c) if the Association provides services to non-members, those non-members who receive services from the Association, and the Association.

(2) The parties to the dispute must meet and discuss the matter in dispute, and, if possible, resolve the dispute within 14 days after the dispute comes to the attention of all of the parties.

(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, hold a meeting in the presence of a mediator.

(4) The mediator must be-

- (a) a person chosen by agreement between the parties; or
 - (b) in the absence of agreement-
 - (i) in the case of a dispute between a member and another member, a person appointed by the Council of the Association;
 - (ii) in the case of a dispute between a member or relevant non-member (as defined by sub-rule (1) (c)) and the Association, a person who is a mediator appointed to, or employed with, a not for profit organisation.
- (5) A member of the Association can be a mediator.
- (6) The mediator cannot be a member who is a party to the dispute.
- (7) The parties to the dispute must, in good faith, attempt to settle the dispute by mediation.
- (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 that natural justice is accorded to the parties to the dispute throughout the mediation process.
- (9) The mediator must not determine the dispute.
- (10) The mediation must be confidential and without prejudice.
- (11) 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.

25. Distribution of Surplus Property on Winding up of Association

If upon the winding up or dissolution of the Association there remains after satisfaction of all its debts and liabilities any property whatsoever, the same must not be paid to or distributed among the members, or former members. The surplus property must be given or transferred to another association incorporated under the Act which has similar objects and which is not carried out for the purposes of profit or gain to its individual members, and which association shall be determined by resolution of the members.

26. Indemnification of Council Members

Members of Council and members and staff authorised by Council to act on behalf of the Institute are indemnified by the Institute against personal liability for actions taken for or on behalf of the Institute in accordance with the proper discharge of their duties.