

RULES OF THE GIBRALTAR NASUWT

1 NAME

The name of the Local Association shall be the Gibraltar NASUWT.

2 OBJECT

- (a) The object of the Local Association shall be to further the objects of the NASUWT as set out in Rule 3 of the National Rules in the area represented by the Local Association as specified in the resolution of the National Executive forming this Local Association.
- (b) In furtherance of this object the Local Association may communicate and negotiate with employers, other unions and organisations representing teaching and other educational staff, and Her Majesty's Government of Gibraltar within its boundaries but shall not communicate or negotiate with such bodies outside its boundaries or nationally or with any government department or body without the authority of the National Executive.

3 MEMBERSHIP

- (a) Those members of the NASUWT who hold membership in accordance with Rules 4(1) (a), (b) and (c) or 4(2) (b), and (d) of the National Rules shall qualify for membership of this Local Association.
- (b) The total membership of this Local Association shall be calculated annually based on the total Conference figure as recorded at the NASUWT Headquarters on 31 December of the previous calendar year as notified to the Local Association in accordance with Standing Order 13 of the Standing Orders of Conference.

4 OFFICERS OF THE LOCAL ASSOCIATION

- (a) The Officers of the Local Association shall be:

Secretary
Vice-Secretary
Treasurer
President
Vice-President

- (b) The Officers in 4(a) shall hold office for a period of one year commencing at the start of the academic year following the Annual General Meeting.

5 ELECTION OF OFFICERS IN 4(a) AND EXECUTIVE COMMITTEE MEMBERS REFERRED TO IN 7(a)

- (a) In accordance with National Rules 4(2)(c) and 8(c) only persons who are in Full Membership of the Union in accordance with National Rule 4(1)(a) shall be eligible for election as Secretary, Vice Secretary, President or Vice-President.

- (b) In accordance with National Rule 20(1)(a) no member shall be eligible to stand in an election for any elected office within the Union if s/he is a member of the principal governing body of, or an elected officer of, another trade union representing persons who are eligible for membership of the Union. On becoming a member of the principal governing body of, or an elected officer of, another trade union representing persons who are eligible for membership of the Union, a member of the Union shall immediately vacate any elected office within the Union.
- (c) Nominations for the posts of Officers and elected Executive Committee Members of the Local Association to which this Rule refers shall be proposed by one and seconded by another member of the Local Association and shall be submitted in writing to the Gibraltar Office Manager to be received by her/him no later than 28 days before the date of the Annual General Meeting.
- (d) In the event of more than one nomination being received for any office in 4(a) or more nominations than the total number of elected Executive Committee Members referred to in 7(a), there shall be a secret ballot of all full members of the Local Association held in accordance with such procedures as may be prescribed from time to time by the National Executive for the conduct of such ballots. These procedures must be sought on every occasion from the Union's National Headquarters.
- (e) In the event of an uncontested election, the candidate(s) concerned shall be declared elected unopposed at the Annual General Meeting.
- (f) In the event of it being declared at the Annual General Meeting that no nomination was received for one or more of the posts to which this Rule refers:
 - (i) Nominations shall be called for within five days of the Annual General Meeting and shall be subject to the procedure set out in (c), (d) and (e) above, save that any reference to the Annual General Meeting is substituted with the next General Meeting;
 - (ii) As an interim measure the Annual General Meeting may elect a temporary post holder who shall hold office until the next General Meeting.
- (g) Any casual vacancy for the posts to which this Rule refers shall be filled by secret ballot in accordance with (a), (b), (c), (d) and (e) above as though the next General Meeting was the Annual General Meeting.

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6 TREASURER

- (a) The Treasurer shall cause adequate financial records to be kept and shall be responsible for the proper administration of the Local Association's financial affairs.
- (b) The Treasurer shall conduct the financial affairs of the Local Association in accordance with such instructions as shall be given by the National Honorary Treasurer from time to time.

- (c) The funds of the Local Association shall be kept in an account opened in the name of the Local Association at a Bank in accordance with such instructions as shall be given by the National Executive from time to time. Withdrawals from the account shall be under the signature of at least two of the named Local Association Officers in 4(a).
- (d) The Treasurer shall submit a statement of the current financial balances including details of income and expenditure to every General Meeting of the Local Association.
- (e) The Treasurer shall supply a statement of balances and an income and expenditure account to the National Honorary Treasurer at the end of the financial year. The financial year is the calendar year.
- (f) The Treasurer shall present the statement referred to in (e) above to the next Annual General Meeting.

7 EXECUTIVE COMMITTEE

- (a) The Executive Committee shall consist of the Officers named in 4(a) and four elected Executive Committee Members. The elected Executive Committee Members shall hold office for the period of one year commencing on the date of the Annual General Meeting until the Annual General Meeting of the following year.
- (b) Elections for the Executive Committee Members in (a) above shall be in accordance with the procedures specified in 5.
- (c) The Executive Committee may co-opt any number of members of the Local Association as additional members of the Executive Committee.
- (d) Subject to these Rules, the National Rules, and the decisions of any General Meetings of the Local Association, National Executive and National Conference, the Executive Committee shall have full power and authority to take such action as it deems necessary for the conduct of the Local Association's affairs and the realisation of the object set out in 2.
- (e) The Executive Committee shall have the power to create such subcommittees as it may deem necessary. Any such subcommittee may include as members of the subcommittee members of the Local Association who are not members of the Executive Committee.
- (f) The Executive Committee from amongst its members shall appoint post holders to co-ordinate the work of the Local Association in the following areas:
 - (i) Equal Opportunities;
 - (ii) Health and Safety;
 - (iii) Recruitment and Organising;
 - (iv) Benevolence Officer;
 - (v) Any other post holders as it sees fit.
- (g) The quorum for the Executive Committee shall be three of the elected Officers referred to in 4(a) plus 50% of the number of elected Executive Members referred to in 7(a).

- (h) Any Officer or elected Executive Committee Member who fails to attend three consecutive meetings of the Executive Committee without good cause accepted by the Executive Committee shall be deemed to have resigned their elected position. Any Officer or elected Executive Committee Member so deemed to have resigned shall be eligible to stand for re-election to the vacancy.

8 SPECIAL COMMITTEES

Special Committees may be constituted at any General Meeting of the Local Association with that General Meeting prescribing the terms of reference and membership of any such Special Committee.

9 ANNUAL GENERAL MEETING

- (a) The Annual General Meeting shall be held each year between the months of January and April inclusive and notified to members in accordance with 12(c) and (c) below.
- (b) The President shall send a reminder notice of and a provisional agenda for the Annual General Meeting to all full members of the Local Association and the National Officers not less than thirty-five days before the date of the Annual General Meeting.
- (c) The Executive Committee shall present a report of its work during the preceding year to the Annual General Meeting.
- (d) The quorum for the Annual General Meeting shall be 1% of the total membership as referred to in 3(b) or the number equal to the total number of the Executive Committee as referred to in 7(a) plus one, whichever is the greater.

10 GENERAL MEETINGS

- (a) A General Meeting shall be held not less than three times each academic year, spread evenly on the basis of the terms in that academic year.
- (b) The President shall send a reminder notice of and a provisional agenda for the General Meeting to all full members of the Local Association and the National Officers not less than fourteen days before the date of the General Meeting.
- (c) The quorum for the General Meeting shall be 1% of the total membership as referred to in 3(b) or the number equal to the total number of the Executive Committee as referred to in 7(a) plus one, whichever is the greater.

11 EMERGENCY GENERAL MEETING

- (a) An Emergency General Meeting may be called:
 - (i) by agreement of the Secretary and the President; or

- (ii) by members constituting 20% of the total membership of the Local Association submitting written notice to the President of their desire for such a meeting.
- (b) The President shall send notice of and the agenda for the Emergency General Meeting to all full members of the Local Association and the National Officers not less than seven days before the date of the Emergency General Meeting.
- (c) The quorum for an Emergency General Meeting shall be 1% of the total membership as referred to in 3(b) or the total number of the Executive Committee as referred to in 7(a) plus one, whichever is the greater.

12 CONDUCT OF BUSINESS

- (a) Conduct of business at meetings shall be in accordance with such requirements as may be issued by the National Executive from time to time.
- (b) The National Officers and General Secretary/ nominee shall have the right to attend and speak at all meetings of the Local Association but shall have no right to vote at such meetings unless they are a member of the Local Association.
- (c) Within four weeks of the beginning of each academic year the Executive Committee shall schedule and distribute to all full members of the Local Association and the National Officers for the Local Association's area, dates for:
 - (i) the Annual General Meeting referred to in 9(a);
 - (ii) General Meetings referred to in 10(a);
 - (iii) the submission of nominations for the elections referred to in 5(c);
 - (iv) the submission of proposed amendments to the Local Association Rules in accordance with 15(a).
- (d) Any General Meeting other than those notified to members under (c)(ii) above or 10(b) shall require a minimum of twenty-one days' notice to be sent with a provisional agenda to all full members of the Local Association and the National Officers.

13 NATIONAL CONFERENCE REPRESENTATIVES

- (a) In accordance with Standing Order 13 of Conference, all Local Associations will be notified by the second Monday in January of the number of representatives they can elect to Conference; this is the maximum number of representatives the Local Association can elect. The number of representatives to be elected shall be notified in writing in the calling notice for nominations.
- (b) Representatives to the NASUWT National Conference and to any Special Conferences shall be members of this Local Association. Nominations for election to represent the Local Association at any NASUWT National Conference shall be proposed by one and seconded by another member of the Local Association and shall be submitted in writing to the Gibraltar Office Manager to be received by her/him no later than 28 days before the date of the General Meeting at which the outcome of the election will be notified.

- (c) In the event of more nominations than places being received as detailed in 13(a), there shall be a secret ballot of all full members of the Local Association held in accordance with such procedures as may be prescribed from time to time by the National Executive for the conduct of such ballots. These procedures must be sought on every occasion from the Union's National Headquarters.
- (d) In the event of an uncontested election, the candidate(s) concerned shall be declared elected unopposed at the specified General Meeting.
- (e) In the event of it being declared at the specified General Meeting that there are vacant places remaining; nominations shall be called for within five days of that General Meeting and shall be subject to the procedure set out in (b), (c) and (d) above. If the timescales do not allow for a further General Meeting to be held in advance of the deadline for the notification of elected representatives to Conference, the quorate General Meeting may elect any remaining places.
- (f) In the case that a National Special Conference is called with timescales that would not permit the application of this rule, a procedure will be prescribed at that time by the National Executive.

14 CONFERENCE BUSINESS

- (a) The Local Association shall be represented at the NASUWT National Conference and at any NASUWT National Special Conferences as prescribed by National Rule 6.
- (b) Any Motion for an NASUWT National Conference or NASUWT National Special Conference submitted in the name of the Local Association shall first be approved by a General Meeting of the Local Association.
- (c) Any Amendment to a Motion on the provisional Agenda for an NASUWT National Conference or NASUWT National Special Conference submitted in the name of the Local Association shall first be approved by any General Meeting of the Local Association.
- (d) Any Amendment to a Report or Motion not appearing on the provisional Agenda for an NASUWT National Conference or NASUWT National Special Conference submitted in the name of the Local Association shall first be approved by the Local Association's representatives to that Conference.

15 AMENDMENTS TO THESE RULES

- (a) Any amendment proposed to these Rules shall be submitted to the Local Association President in writing not less than forty days prior to the date of the Annual General Meeting.
- (b) Amendments may be proposed by:
 - (i) The Executive Committee; or
 - (ii) Members constituting not less than 20% of the total membership of the Local Association.

- (c) An amendment to these Rules shall require:
 - (i) a two-thirds majority of those present and voting at the Annual General Meeting; and
 - (ii) the consent of the National Executive.

16 CONFLICT

In the event of conflict between these Rules and the National Rules of the NASUWT, the National Rules shall have precedence.