

adopted on the.....12.....day of .....June.....19.....96.....

**AMENDMENTS TO CONSTITUTION OF ASSOCIATION**

**Of**

**THE NATIONAL VOCATIONAL REHABILITATION ASSOCIATION**

The Charity's objects ( "the objects" ) are:

- i) For the public benefit to provide and assist in the provision of education and training for those working either professionally or voluntarily in the field of vocational rehabilitation and related areas of work with a view to maintaining and raising the standards of vocational rehabilitation.
- ii) For the advancement of the education of the public in the subject of vocational rehabilitation

Constitution

adopted on the...12...day of .....June... 1996,

1. Name

The name of the association is:  
NATIONAL VOCATIONAL REHABILITATION ASSOCIATION.  
(N.V.R.A) ("the charity")

2. Administration

Subject to the matters set out below the Charity and its property shall be administered and managed in accordance with this constitution by the members of the Executive Committee, constituted by clause 7 of this constitution ("the Executive Committee").

3. Objects

The Charity's objects ("the objects") are:

"To advance education for the public benefit in matters relating to vocational rehabilitation, in particular by, but not exclusively, the promotion and development of the professional skills, knowledge and resources of people working in the field of vocational rehabilitation through a national and regional structure for communication, liaison and training."

4. Powers

In furtherance of the objects but not otherwise the Executive Committee may exercise the following powers:

- (i) power to raise funds and to invite and receive contributions provided that in raising funds the Executive Committee shall not undertake any substantial permanent trading activities and shall conform to any relevant requirements of the law;
- (ii) power to buy, take on lease or in exchange any property necessary for the achievement of the objects and to maintain and equip it for use;
- (iii) power subject to any consents required by law to sell, lease or dispose of all or any part of the property of the Charity;
- (iv) power to employ such staff (who shall not be members the Executive Committee) as are necessary for the pursuit of the objects and to make all

reasonable and necessary provision for the payment of pensions and superannuation for the staff and their dependants;

- (v) power to co-operate with other charities, voluntary bodies and statutory authorities operating in furtherance of the objects or of similar charitable purposes and to exchange information and advice with them;
- (vi) power to establish or support any charitable trusts, associations or institutions formed for all or any of the objects;
- (vii) power to appoint and constitute such advisory committees as the Executive Committee may think fit;
- (viii) power to do all such other lawful things as are necessary for the achievement of the objects;
- (ix) power to establish a national organisation that will identify the professional knowledge, attitudes and skills of people practising in the field of vocational rehabilitation;
- (x) power to set national standards of vocational rehabilitation training and practice; to develop a code of good practice;
- (xi) power to create a mechanism for monitoring standards of training and practice;
- (xii) power to promote equal opportunities within the field of vocational rehabilitation;
- (xiii) power to function as a group to increase awareness and recognition of vocational rehabilitation, including the allocation of resources;
- (xiv) power to develop comprehensive directories of both practitioners and rehabilitation centres;
- (xv) power to provide a channel of communication for practitioners in vocational rehabilitation; to facilitate training, research and an exchange of ideas;
- (xvi) power to provide a national vacancies memorandum for post in vocational rehabilitation;
- (xvii) power to organise conferences seminars etc., to propagate good practice and new development in the field of vocational rehabilitation, both national and international;
- (xviii) power to establish an accessible, central resource of literature, technical information etc., for practitioners and students of vocational rehabilitation;

## 5. Membership

(1) Membership of the Charity shall be open to:

(i) individuals (over the age of 18 years) who are interested in furthering the work of the charity and who have paid any annual subscription laid down from time to time by the Executive Committee, and

(ii) anybody corporate or unincorporated association which is interested in furthering the charity's work and has paid any annual subscription (any such body being called in this constitution a "member organisation").

(2) Every member shall have one vote.

(3) Each member organisation shall appoint an individual to represent it and to vote on its behalf at meetings of the Charity; and may appoint an alternate to replace its appointed representative at any meeting of the Charity if the appointed representative is unable to attend.

(4) Each member organisation shall notify the name of the representative appointed by it and of any alternate to the secretary. If the representative or alternate resigns from or otherwise leaves the member organisation, he or she shall forthwith cease to be the representative of the member organisation.

(5) The Executive Committee may unanimously and for good reason terminate the membership of any individual or member organisation: Provided that the individual concerned or the appointed representative of the member organisation concerned (as the case maybe) shall have the right to be heard by the Executive Committee, accompanied by a friend, before a final decision is made.

## 6. Honorary Officers

At the annual general meeting of the Charity the members shall elect from amongst themselves a chairperson, a secretary and a treasurer, who shall hold office from the conclusion of that meeting.

## 7. Executive Committee

(1) The Executive Committee shall consist of not less than 3 members nor more than 4 members being:

(a) the honorary officers specified in the preceding clause;

- (b) not less than 3 and not more than 9 members elected at the annual general meeting who shall hold office from the conclusion of that meeting.
- (2) The Executive Committee may in addition appoint not more than 4 co-opted members but so that no-one may be appointed as a co-opted member if, as a result, more than one third of the members of the Executive Committee would be co-opted members. Each appointment of a co-opted member shall be made at a special meeting of the Executive Committee under clause 10 and shall take effect from the end of that meeting unless the appointment is to fill a place which has not been vacated in which case the appointment shall run from the date when the post becomes vacant.
- (3) All the members of the Executive Committee shall retire from office together at the end of the annual general meeting next after the date on which they came into office but they may be re-elected or re-appointed.
- (4) The proceedings of the Executive Committee shall not be invalidated by any vacancy among their number or by any failure to appoint or any defect in the appointment or qualification of a member.
- (5) Nobody shall be appointed as a member of the Executive Committee who is aged under 18 or who would if appointed be disqualified under the provisions of the following clause.
- (6) No person shall be entitled to act as a member of the Executive Committee whether on a first or on any subsequent entry into office until after signing in the minute book of the Executive Committee a declaration of acceptance and willingness to act in the trusts of the Charity.
- 8. Determination of Membership of Executive Committee**
- A member of the Executive Committee shall cease to hold office if he or she:
- (1) is disqualified from acting as a member of the Executive Committee by virtue of section 45 of the Charities Act 1992 (or any statutory re-enactment or modification of that provision);
- (2) becomes incapable by reason of mental disorder, illness or injury of managing and administering his or her own affairs;
- (3) is absent without permission of the Executive Committee from their meetings held within a period of six months and the Executive Committee resolve that his or her office be vacated; or

(4) notifies to the executive committee a wish to resign (but only if at least three members of the Executive Committee will remain in office when the notice of resignation is to take effect).

9. Executive Committee Members not to be personally interested

(1) [Subject to the provisions of sub-clause (2) of this clause] no member of the Executive Committee shall acquire any interest in property belonging to the Charity (otherwise than as a trustee for the Charity) or receive remuneration or be interested (otherwise than as a member of the Executive Committee) in any contract entered into by the Executive Committee.

(2) Any member of the Executive Committee for the time being who is a solicitor, accountant or any other person engaged in a profession may charge and be paid all the usual professional charges for business done by him or her firm when instructed by the other members of the Executive Committee to act in a professional capacity on behalf of the Charity: Provided that at no time shall a majority of the members of the Executive Committee benefit under this provision and that a member of the Executive Committee withdraw from any meeting at which his or her own instruction or remuneration, or that of his or her firm, is under discussion.

10. Meetings and proceedings of the Executive Committee

(1) The Executive Committee shall hold at least two meetings each year. A special meeting may be called at any time by the chairperson or by any two members of the Executive Committee upon not less than 4 days' notice being given to the other members of the Executive Committee of the matters to be discussed but if the matters include an appointment of a co-opted member then not less than 21 days' notice must be given.

(2) The chairperson shall act as chairperson at meetings of the Executive Committee. If the chairperson is absent from any meeting, the members of the Executive Committee present shall choose one of their number to be chairperson of the meeting before any other business is transacted.

(3) There shall be a quorum when at least one third of the members of the Executive Committee for the time being or three members of the Executive Committee, whichever is greater, are present at the meeting.

- (4) Every matter shall be determined by a majority of votes of the members of the Executive Committee present and voting on the question but in the case of equality of votes the chairperson of the meeting shall have a second or casting vote.
- (5) The Executive Committee shall keep minutes, in books kept for the purpose, of the proceedings at the meetings of the Executive Committee and any sub-committee.
- (6) The Executive Committee may from time to time make and alter rules for the conduct of their business, the summoning and conduct of their meetings and the custody of documents. No rule may be made which is inconsistent with this constitution.
- (7) The Executive Committee may appoint one or more sub-committees consisting of three or more members of the Executive Committee for the purpose of making any inquiry or supervising or performing any function or duty which in the opinion of the Executive Committee would be more conveniently undertaken or carried out by a sub-committee: provided that all acts and proceedings of any such sub-committee shall be fully and promptly reported to the Executive Committee.

#### 11 Receipts and expenditure

- (1) The funds of the Charity, including all donations contributions and bequests, shall be paid into an account operated by the Executive Committee in the name of the Charity at such bank as the Executive Committee shall from time to time decide. All cheques drawn on the account must be signed by at least two members of the Executive Committee.
- (2) The funds belonging to the Charity shall be applied only in furthering the objects.

#### 12 Property

- (1) Subject to the provisions of the sub-clause (2) of this clause, the Executive Committee shall cause the title to:
  - (a) all land held by or in trust for the Charity which is not vested in the Official Custodian for Charities; and
  - (b) all investments held by or on behalf of the Charity;

to be vested either in a corporation entitled to act as custodian trustee or in not less than three individuals appointed by them as holding trustees. Holding trustees may be removed by the Executive Committee at their pleasure and shall act in accordance with the lawful

directions of the Executive Committee, the holding trustees shall not be liable for the acts and defaults of its members.

- (2) If a corporation entitled to act as custodian trustee has been appointed to hold the property of the charity, the Executive Committee may permit any investments held by or in trust for the charity to be held in the name of the clearing bank, trust corporation or any stockbroking company which is a member of the International Stock Exchange (or any subsidiary of any such stockbroking company) as a nominee for the Executive Committee, and may pay such a nominee reasonable and proper remuneration for acting as such.

### 13 Accounts

The Executive Committee shall comply with their obligations under the Charities Act 1992 (or any statutory re-enactment or modification of that Act) with regard to:

- (1) the keeping of accounting records for the Charity;
- (2) the preparation of annual statements of account for the Charity;
- (3) the auditing or independent examination of the statements of the account of the Charity; and
- (4) the transmission of the statements of the account of the Charity to the Commissioners.

### 14 Annual Report

The Executive Committee shall comply with their obligations under the Charities Act 1992 (or any statutory re-enactment or modification of that act) with regard to the preparation of an annual report and its transmission to the commissioners.

### 15 Annual Return

The Executive Committee shall comply with their obligations under the Charities Act 1992 (or any statutory re-enactment or modification of that act) with regard to the preparation of an annual return and its transmission to the commissioners.

### 16 Annual General Meeting

- (1) there shall be an annual general meeting of the Charity which shall be held in the month of MAY in each year or as soon as practicable thereafter.



- (2) Every annual general meeting shall be called by the Executive Committee. The secretary shall give at 21 days' notice of the annual general meeting to all the members of the Charity. All members of the Charity shall be entitled to attend and vote at the meeting.
- (3) Before any other business is transacted at the first annual general meeting the persons present shall appoint a chairperson of the meeting. The chairperson shall be chairperson of subsequent annual general meetings, but if he or she is not present, before any other business is transacted, the persons present shall appoint a chairperson of the meeting.
- (4) The Executive Committee shall present to each annual general meeting the report and accounts of the Charity for the preceding year.
- (5) Nominations for election to the Executive Committee must be made by members of the Charity in writing and must be in the hands of the secretary of the Executive Committee at least 14 days' before the annual general meeting. Should nominations exceed vacancies, election shall be held by ballot.

#### 17 Special General Meetings

The Executive Committee may call a special general meeting of the Charity at any time. If at least ten members request such a meeting in writing stating the business to be considered the secretary shall call such a meeting. At least 21 days' notice must be given. The notice must state the business to be discussed.

#### 18 Procedure at General Meetings

- (1) The secretary or other person specially appointed by the Executive Committee shall keep a full record of proceedings at every general meeting of the Charity.
- (2) There shall be a quorum when at least one tenth of the number of members of the Charity for the time being or ten members of the Charity, whichever is the greater, are present at any general meeting.

#### 19 Notices

Any notice required to served on any member of the Charity shall be in writing and shall be served by the secretary or the Executive Committee on any member either personally or by sending it through the post in a prepaid letter addressed to such member at his or her known address in the United Kingdom, and any letter shall be deemed to have been received within 10 days of posting.

## **20 Alterations to the Constitutions**

- (1) Subject to the following provisions of this clause the constitution may be altered by a resolution passed by not less than two thirds of the members present and voting at a general meeting. The notice of the general meeting must include notice of the resolution, setting out the terms of the alteration proposed.
- (2) No amendment may be made to clause 1 (the name of charity clause), clause 3 (the objects clause), clause 9 (Executive Committee members not to be personally interested clause), clause 21 (the dissolution clause) or this clause without the prior consent in writing of the commissioners.
- (3) No amendment may be made which would have the effect of making the Charity cease to be a charity at law.
- (4) The Executive Committee should promptly send to the commissioners a copy of any amendment made under this clause.

## **21 Dissolution**

If the Executive Committee decides that it is necessary or advisable to dissolve the Charity it shall call a meeting of all the members of the Charity, of which not less than 21 days' notice (stating the terms of the resolution to be proposed) shall be given. If the proposal is confirmed by two-thirds majority of those present and voting the Executive Committee shall have power to realise any assets held by or on behalf of the Charity. any assets remaining after the satisfaction of any proper debts and liabilities shall be given or transferred to such other charitable institution or institutions having objects similar to the objects of the Charity as the members of the Charity may determine or failing that shall be applied for some other charitable purpose. A copy of the statement of accounts, or account and statement, for the final accounting period of the Charity must be sent to the Commissioners.

## **22 Arrangements until first Annual General Meeting**

Until the first annual general meeting takes place this constitution shall take effect as if references in it to the Executive Committee were references to the persons whose signatures appear at the bottom of this document.

This constitution was adopted on the date mentioned above by the persons whose signatures appear at the bottom of this document.

Signed J Reading - Kitea

J.M. Puce

Sonathan Lead

Bruce Smith

E. J. Davis

Diana Atthegron