

REGULATIONS



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1. GENERAL

1.1 The Regulations

The Regulations as contained within this document are the requirements which govern the internal affairs of the Association including the administration and the management of the Association. The Regulations shall be available to all Members. The Regulations are supplementary to the Rules.

1.2 Procedures

All questions of procedures not covered in the Rules and Regulations shall be covered by Robert's Rules of Order Newly Revised.

1.3 Code of Ethics

The Code of Ethics of the New Zealand Occupational Therapy Registration Board July 1998 will be adhered to by NZAOT members. NZAOT as a member of the World Federation of Occupational Therapists recognises the WFOT Code of Ethics.

1.4 Process of Calling for Motions and Circulation of Motion

Motions for consideration at the AGM shall be called for and circulated according to the following process:

1.4.1 Council Call for Motions

The Council call for motions shall be circulated to members at least 120 days prior to the date of the Annual General Meeting.

1.4.2 Closing Date for Motions and Position Papers

Motions and Position Papers are to be in the hands of the Executive Director 90 days prior to the Annual General Meeting.

1.4.3 Circulation of Proposed Motions and Position Papers

Circulation of Proposed Motions and Position Papers and, where appropriate, voting papers will be sent to each Full and Honorary Life Member 30 days prior to the Annual General Meeting.

1.4.4 All Motions

All motions must be written in clear, positive language and signed by both proposer and seconder. All motions must be accompanied by position papers to clarify the reasons for motions.

2. CONDITIONS FOR MAINTAINING MEMBERSHIP

2.1 Full Membership (includes life, first year professional, proportional, and minor proportional subscription categories)

All applicants for membership or renewal of membership in the Association shall:

- 2.1.1 abide by the Code of Ethics of the New Zealand Occupational Therapy Board
- 2.1.2 abide by the Rules, Regulations, and the Objects of the Association
- 2.1.3 (for all categories of full member) maintain New Zealand Registration with the Registering body for Occupational Therapy
- 2.1.4 pay a subscription for the current financial year.

2.2 Honorary Life Membership

Honorary Life Members shall meet the criteria stated in the Rules (4.7). Outstanding contribution shall be seen as having made a significant contribution to Occupational Therapy in New Zealand. Honorary Life Membership shall continue for the life if the Member and Honorary Life Members shall abide by the same conditions as a Full Member. These Members are not required to pay annual subscriptions.

2.3 Honorary Membership

Honorary Membership shall normally continue for the life of the Member or in the case of a Patron for the tenure of the position. Honorary Members shall support the Objects of the Association. These Members are not required to pay annual subscriptions.

2.4 Associate Membership

Associate Members shall pay a subscription and shall support the Objects of the Association.

2.5 Student Membership

Student Members shall pay a subscription and shall support the Rules, Regulations, Code of Ethics and Objects of the Association.

2.6 Corporate Membership

Corporate Members shall pay a subscription and shall support the Objects of the Association.

3. SUBSCRIPTIONS

3.1 Full Member Subscription

Full Member Subscription will be formulated subject to the annual forward budget and shall be determined at each Annual General Meeting.

Subscriptions shall be as follows.

3.1.1 First professional year member subscription

First professional year member subscription shall be 60 percent of the full member subscription.

3.1.2 Proportional member subscription

Proportional member subscription shall be 60 percent of the full member subscription. This is available to occupational therapists employed for 25 hours per week or fewer.

3.1.3 Minor proportional member subscription

Minor proportional member subscription shall be 40 per cent of the full member subscription. This is available to occupational therapists employed for 10 hours per week or fewer.

3.2 Honorary Life Member Subscription

Honorary Life Members shall not be required to pay a subscription.

3.3 Honorary Member Subscription

Honorary Members shall not be required to pay a subscription.

3.4 Associate Member Subscription

Associate Member subscription shall be 40 percent of the full subscription. This includes occupational therapy support staff, as well as occupational therapists who are not practising within New Zealand who do not hold a current Annual Practising Certificate.

3.5 Student Member Subscription

A student enrolled fulltime in an undergraduate occupational therapy course, or a registered occupational therapist enrolled fulltime in post graduate study shall be eligible for Student Membership at five (5) percent of the Full Subscription.

3.6 Corporate Member Subscription

Corporate Member Subscription shall be equivalent to three (3) times x Full Member Subscription.

3.7 World Federation of Occupational Therapists (W.F.O.T.)

World Federation of Occupational Therapists individual Member subscription shall be determined from year to year by the W.F.O.T.

3.8 Method of Payment

A facility for automatic payment and credit card payment will be available.

3.9 Transference of Membership

In accordance with Rule 4.3 membership is not transferable to a non-member, except where all the following circumstances apply:

- the membership subscription has been paid for by the member's employer;
- the member ceases to be employed by that employer in the course of a membership year; and
- the member has consented to the transference taking place.

This consent must be given willingly and be supported by the evidence of the following waiver, which must be signed at the time the member joins or renews and a copy sent to the Executive Director.

In the event that I should cease to be employed by [insert name of employer] I authorise the New Zealand Association of Occupational Therapists to refund any unexpired portion of my subscription for membership in the Association to [name of employer] for the purpose of being transferred to another employee.

3.10 Payment of Subscriptions

3.10.1 The membership year shall be April 1 to March 31 of each year.

Subscriptions shall be due each year on April 1st and must be paid by May 31st. If payment at the correct rate is not received by that date, the individual's right of membership shall cease.

3.10.2 Council has the authority to offer a reduced rate of subscription for those who join prior to 30 April.

3.10.3 Council has the authority to charge a joining fee for those who join for the first time or who renew their membership after June 30th or a break in their membership of a year or more.

3.10.4 New members joining for the first time shall only be required to pay the remaining part of the annual subscription if joining after 30 June. Members rejoining the Association may also be required to pay only the appropriate part year subscription if joining after 30 June, in the following circumstance:

- rejoining after a break in membership of two years or more
- rejoining after a break in membership of less than two years where the break was for reasons of overseas travel, parental leave, working outside of the profession or similar reason as approved by Council.

Council retains the right to apply the provisions of this subsection as it sees fit.

3.10.5 That no refunds shall be paid in the event of a member withdrawing from the Association in the course of a year.

4. RIGHTS OF MEMBERSHIP

4.1 Meetings of Members

Full, Proportional, Minor Proportional, First Professional Year, Honorary Life, Honorary, Associate, Student and Representatives of Corporate Members may attend meetings of Members.

4.2 Office Holders

Full or Honorary Life Members may hold office in the Association upon meeting the qualifications set out in the Regulations (6.2).

4.3 Committees

Full, Proportional, Minor proportional, First Professional Year, Honorary Life, Associate or Student Members are eligible to serve on committees of the Association, except where otherwise stated in the regulations.

4.4 Publications

All Members except Minor Proportional, Associate and Student Members shall receive the Journal of the Association. All Members shall receive *OT Insight* and other appropriate mailings of the Association.

4.5 Voting

Full, First Professional Year Proportional, Minor Proportional, and Honorary Life Members have the right to vote at any Meeting of Members in accordance with Rule 7.6.

5. CESSATION OF MEMBERSHIP

5.1 Termination of Membership

Council may terminate membership for just cause, e.g. Full Member: Termination of New Zealand Registration and/or failure to support the conditions for maintaining membership.

5.2 Working Party Appointment

Should the need for a termination of membership arise, the Operations Committee shall appoint a working party of three Full Members, who shall not have current Executive Officer responsibilities, to determine cessation of membership.

5.3 Application for Reinstatement

Following a termination of membership the individual, or corporate body, may apply for reinstatement of membership by writing to the Council. Any reinstatement of membership must be ratified at the next meeting of Council.

6. EXECUTIVE OFFICERS

6.1 Positions

Executive Officers shall be President, Secretary and Treasurer.

6.2 Qualifications of the President

The President of the Association shall meet the following criteria:

- * Hold Full, or Honorary Life Membership; and
- * Have practised occupational therapy in New Zealand for a minimum of three (3) years; and
- * Preferably held office in the Association previously in another position

6.3 Duties and Powers

The Executive Officers shall be members of Council and, along with the Executive Director, comprise the Operations Committee of the Association, fulfilling the functions of that Committee

6.3.1 President

The President is the professional and political leader of the Association.

The President shall:

- * assume office normally on completion of his/her term as President-Elect;
- * be ultimately responsible for the effectiveness of the Association and ensure that all orders and resolutions of the Council are carried out;
- * shall normally chair all meetings of the Executive, Council, Operations Committee and Annual General Meeting or Special Meeting of Members, and be a member ex-officio of all groups, Standing Committees and Working Parties;
- * perform such duties as determined by the job description or as may be assigned from time to time by the President, the Executive or the Council.;
- * be responsible for thorough briefing of the President-Elect.

6.3.2 Secretary

The Secretary shall:

- * oversee the important documentation of the Association, ensuring that it is correct, orderly, and preserved in an accessible form for future years.
- * perform such duties as determined by the job description or as may be assigned from time to time by the President, the Executive or the Council.

6.3.3 Treasurer

The Treasurer shall:

- * present an Annual Balance;
- * be responsible for the financial affairs of the Association subject to the provisions of the Rules;
- * perform such duties as determined by the job description or as may be assigned from time to time by the President, the Executive or the Council.

7. COUNCIL

7.1 Composition of the Council

The Council shall be composed of five Council members at large and the three executive officers.

7.2 In Attendance at Council Meetings Shall Be:

- The Executive Director
- The Past President or President-Elect

7.2.1 In Attendance at Council Meetings May Be:

- A student representative of each undergraduate educational programme
- By invitation from the President: Elected Representatives, Delegates and Convenors of Standing Committees and Working Parties

The Council may at its discretion provide funding to assist attendees with expenses associated with meetings.

7.3 Chair of the Council

The President of the Association shall normally chair the Council.

7.4 Past President

The Past President shall:

- * Automatically assume the office of Past President for one year when a new President assumes office.

7.5 President-Elect

The President-Elect shall:

- * The President Elect shall Automatically assume the office of President Elect for one year immediately after election.
- * Learn the workings of the Association in preparation for the position of President.

7.6 Qualifications of Council Members (Other than the President)

To be eligible for appointment as a Council Member the individual must:

- * Be a Full or Honorary Life Member of the Association; and
- * Have practised occupational therapy for a minimum of two (2) years in New Zealand;

A waiver of the above criteria may be granted by the Council in circumstances considered to be extraordinary.

7.7 Duties and Powers of Council Members at Large

Council members at large shall be allocated one of the following portfolios following their election

- Professional Standards
- Professional Representation
- Marketing and Public Relations
- Research and Development
- Māori Perspective

There shall be a role description for each of these portfolios.

7.8 Qualifications of Student Representatives

Student Representative/s must:

- * Hold Student Membership of the Association;
- * Be currently enrolled in an undergraduate occupational therapy educational programme in New Zealand.
- * Be elected by a majority vote of the current student members of the same occupational therapy educational programme.

7.9 Terms Of Office for Council members

All the Members of Council, shall serve a term of two (2) years up to a maximum of 3 terms (6 years)..

Members are able to stand again for Council after a one term (two year) stand-down period.

The student representatives shall serve a term as determined by the current student members of the same occupational therapy educational programme.

7.10 Election (refer Rule 8.2)

7.10.1

Council members shall be elected to office except under the circumstances described in Regulation 7.16.1 and Rule 8.3

7.10.2

Nominations for Council members and the President-Elect shall be called for at least one hundred and twenty days (120) prior to the date of the AGM. Nominations shall close at least thirty days (30) prior to the date of the AGM. Members shall be notified of the names of nominees at least ten days (10) prior to the date of the AGM.

7.10.3

Only written nominations which include a proposer and a seconder will be accepted. The proposer and seconder shall be full members of the Association. Nominations shall be submitted to the Executive Director.

7.10.4

Where the number of nominations received is equal to, or less than the number of vacant positions those nominated shall be considered elected

7.10.5

If fewer nominations than required are received for the position of Council member or no nominations are received for the position of President-Elect by the closing date for nominations then the matter shall be referred to the Annual General Meeting. At that meeting, or any other general meeting called for the purpose, nominations may be called for from the floor.

7.10.6

Voting for any contested positions shall take place at the AGM in accordance with Rule 7.6. Members not present at the AGM, and who are entitled to vote, may vote by proxy.

7.11 Duties and Powers

The Council shall establish and review policy as required and ensure that procedures are established to implement policies.

7.12 Meetings of the Council

The Council shall meet as required to make policy, provide direction, and to oversee day to day operations of the Association, either in person or by conference call.

At least one meeting per annum shall be in person.

Upon request any Member of the Association may attend meetings of the Council as observer (at his or her expense). At the discretion of the Council, any matter may be discussed in committee.

7.13 Minutes of the Council

Proceedings of the Council shall be minuted, stored safely and distributed as appropriate so that all the Members will have access.

7.14 Voting

All Council members shall have voting rights:

Such other persons as may be in attendance at meetings of the Council shall not be permitted to vote.

Any Council Member who has voting rights, and who is present at a meeting of Council is deemed to have consented to any resolution passed or action taken there unless:

- * there is a request to dissent which is entered in the minutes of the meeting;
- * a written dissent is given to the Secretary before the meeting is adjourned.

Any Council Member who votes for, or consents to, a resolution of a meeting of the Council is not entitled to dissent with respect to that resolution.

7.15 Quorum

A quorum shall be fifty percent (50%) of the Council Members, at least two (2) of whom shall be Executive Officers.

7.16 Vacancy

7.16.1 Council Members

In the event of a vacancy on the Council, the Council shall appoint another suitable person for the remainder of the term of office in accordance with Rule 8.3.

Appointments made pursuant to this Regulation shall be valid until the next following election at which time the position shall be open for re-election.

An interim appointment made under this Regulation shall not be counted for the purposes of Regulation 7.9.

7.16.3 Student Representative/s

The students of the undergraduate education programme from which the vacancy in representation arises, shall appoint a new Representative.

7.17 Procedure for The Removal Of Council Members

The Full or Honorary Life Members who are represented by the Members at large on Council may, by a majority of votes cast at a meeting called for the purpose, remove a Member before the expiry of their term of office.

Notice of the proposed removal of a Member, Representative or Delegate must be given to this person not less than thirty (30) days before any meeting at which this person's removal is to be considered.

This person shall have ten (10) days' option to provide a written statement to the membership opposing his/her proposed removal. This statement or a summary of such may be, if this person requests, circulated to the Members concerned prior to the meeting.

Notwithstanding that there may be less than one year of the term of office remaining, the Full and Honorary Life Members represented by this person may by a majority of votes cast at the same meeting empower the Council to solicit nominations and conduct an election in accordance with the Regulations for the purpose of electing a new representative.

7.18 Remuneration

Council members may receive an honorarium, payable on an annual basis, in recognition of their contribution to the Association.

Payment of the honoraria may be granted by the Full Members, and Honorary Life Members at a Meeting of Members.

Honoraria shall be set by the following formula:

Full member subscription times one.

The Full Member Subscription shall be that which was existing during the term of office.

In the event of an "acting" Council member being appointed, an honorarium shall be awarded only when the term of office exceeds six (6) months.

8. OPERATIONS COMMITTEE

8.1 Composition of the Operations Committee

Operations committee shall be comprised of the three Executive Officers and the Executive Director.

8.2 Duties and Powers

The Operations Committee shall:

- * operate as the delegate of Council, meeting in the months (except January) when Council does not meet
- * have all minutes of Operations Committee meetings ratified by the earliest following meeting of Council
- * ensure that the policies of the Association as determined by the Council are carried out and shall alert the Council to changes or initiatives needed in policy;
- * act in the best interests of the Association conducting such affairs in which specific direction has not been given by the Council;
- * oversee, review and co-ordinate the work of the Standing Committees, Subcommittees and Working Parties of the Association for presentation to the Council;
- * advise the Council as to the appointment or removal of paid employees of the Association;
- * take such other measures as it deems necessary to fulfil its responsibilities to the Council.

8.3 Meetings of the Operations Committee

The Operations Committee shall meet on a regular basis. Members of the Operations Committee may meet in person or by conference call.

All Members of the Operations Committee shall be voting members of the Operations Committee. The President retains the right of a casting vote when the vote is equal.

The President may invite guests to attend meetings of the Operations Committee who shall not have voting rights at the Operations Committee meeting.

A quorum at any meeting of the Operations Committee shall be seventy five percent (75%) of the voting members of the Operations Committee, present in person or in attendance by conference call.

8.4 Minutes of the Operations Committee

All meetings shall be minuted and those minutes kept.

9. STANDING COMMITTEES, SUBCOMMITTEES AND WORKING PARTIES

9.1 Establishment and Appointment

The Council may establish Standing Committees Subcommittees and Working Parties for set purposes and with such powers and duties, as it deems necessary to fulfil the Objects of the Association for the benefit of Members.

The need for these may also be initiated by interested groups and Members.

9.2 Convenors of Standing Committees Subcommittees and Working Parties

The Council can appoint a Standing Committee, Subcommittee or Working Party Convenor who shall serve for a term of two (2) years and shall be eligible for re-appointment for up to six consecutive years.

Standing Committee, Subcommittee and Working Party Convenors shall be Full or Honorary Life Members of the Association.

The Convenor of a Standing Committee, Subcommittee or Working Party shall, by invitation of the President be in attendance at Council meetings.

9.3 Vacancy

In the event of a vacancy in the position of Convenor of a Standing Committee, Subcommittee or Working Party the Council shall appoint a duly qualified Member for the remainder of the term. Such appointments are subject to the approval of the Council at its next meeting. Regardless of the Council's decision, the appointment and all actions taken by the appointee shall be valid in the interim.

9.4 Removal

The Convenor of a Standing Committee, Subcommittee or Working Party may be removed from position by a majority of votes at a Council meeting before the expiry of their term of office.

Notice of the proposed removal of a Convenor must be given to this person not less than thirty (30) days before any meeting at which this person's removal is to be considered.

This person shall have ten (10) days' option to provide a written statement to the Council opposing his/her proposed removal.

9.5 Records

Proceedings of Standing Committees, Subcommittees and Working Parties shall be recorded. A copy shall be filed at the national office and be open for inspection by any member excluding proceedings undertaken in committee.

9.6 Remuneration

Council may award special remuneration to members of Standing Committees, Subcommittees and Work Parties in accordance with Rule 10.

9.7 Duties and Powers

9.7.1 Terms of Reference

The Convenor of a Standing Committee, Subcommittee or Working Party shall be responsible to ensure that activities of that group are consistent with the terms of reference pertaining to the group and the Rules and Regulations of the Association.

9.7.2 Reporting

The Convenor is responsible for reporting to the Council of the Association at the times stipulated in their Terms of Reference.

9.7.3 Members

The appointed Convenor of a Standing Committee, Subcommittee or Working Party may appoint the appropriate number of members at large to serve on the Standing Committee, Subcommittee or Working Party to fulfil the purposes of the group. The Council must be notified in writing of the group membership.

Other persons may attend meetings of the Standing Committee, Subcommittee or Working Party for the purposes of consultation on specific matters.

10. LOCAL AREA NETWORKS

Council may recognise groupings of members in local areas as Local Area Networks (See Rule 9.1)

The purpose of local area networks is to bring together members of the Association who work in a particular area, regardless of their employment situation or practice area to share information and ideas, to discuss matters of common interest, to network, to socialise and provide each other with support.

10.1 Powers and duties

Local area networks shall meet at least twice a year

Local area networks may provide professional development opportunities for members in their area.

Local area networks may discuss any issue that is of interest to them

From time to time Council might seek feedback from local area networks on issues of national significance.

Local area networks shall operate informally. There is no requirement for formal resolutions or minutes to be kept. The format of any meetings shall be at the choice of the local area network.

Local area networks shall not have any authority to open or operate a bank account.

10.2 Convenor

The Local Area Network shall appoint its own convenor. Where there is more than one nominee/expression of interest the convenor shall be elected by secret ballot of members in attendance at a particular meeting. There is no provision for nominations and seconders, nor for proxy voting.

The role of the convenor is to call meetings or organise activities as may be agreed by the Local Area Network and to be the contact person for the Association

The convenor may claim expenses from NZAOT to cover such actual and reasonable costs as may be agreed to by the Executive Director prior to the expenses being incurred.

10.3 Non-members

Non-NZAOT members may attend up to a maximum of two meetings before being required to join the Association

11 SPECIAL INTEREST GROUPS

In accordance with Rule 9.2 Council may recognise groupings of members in practice areas or who have a common employment arrangement or function, as a Special Interest Group. Only groups that have been ratified by NZAOT Council may claim to be NZAOT Special Interest Groups

11.1 Role of Special Interest Groups

The role of NZAOT special interest groups is:

- a) Sharing of information with colleagues and providing mutual support
- b) Providing input to NZAOT
 - About the needs, concerns and developments within the specialist area
 - Specific input as requested by NZAOT
- c) To foster the development of the specialist area of occupational therapy practice or activity
- d) The development and delivery of an educational programme relevant to the specialist area of practice

11.2 Criteria for Recognition

11.2.1 The Group must have a focus in a specific area of occupational therapy practice or activity

11.2.2 The Group must abide by the Rules and Regulations of NZAOT

11.2.3 The Group's aims and objectives must be consistent with NZAOT's Values and Vision, and Rules and Regulations.

11.2.4 The Group members must be members of NZAOT

11.2.5 The Group must have at least five members who are Full Members of NZAOT

11.2.6 The Group must have an inaugural Convenor who is ratified by NZAOT Council.

11.2.7 The Group must have a national remit.

11.3 Finance

11.3.1 Special Interest Groups are expected to be self-funding.

11.3.2 Groups may not operate a bank account.

11.3.3 Where a Group wishes to carry out a project that cannot be funded through its own means they may approach Council with a full proposal for consideration for funding.

11.4 Structure

11.4.1 Convener

Each special interest group shall appoint its own convener according to its own processes.

The role of the convener is to call meetings or organise activities as may be agreed by the Special Interest Group, to co-ordinate national communication and to be the contact person for the Association

11.4.2 Meetings

Special interest groups may meet face to face or by electronic communication or by telephone conference.

Local groups of SIG members may meet in their local area in addition to any national meetings or communication. However the records of any such meeting (where there are any) shall be circulated to the convener and to the National Office of NZAOT

11.4.3 Rules

The Special Interest Groups may develop any Rules as they see fit provided that they are consistent with the Rules and Regulations and Values and Vision of NZAOT.

These must contain clear reference to NZAOT as the parent body and be ratified by Council.

If so desired, and with the approval of Council, these Rules and the Special Interest Group may be registered with the Registrar of Incorporated Societies.

11.4.4 Multidisciplinary Special Interest Groups

Council may recognise groups involving members of other professions as having the status of special interest groups. Such groups shall comply with any guidelines laid down by Council in terms of their relationship with NZAOT.

11.4.5 Policy

Council may develop further guidelines or policies to guide the operation of special interest groups

12. REPRESENTATIVES AND DELEGATES

12.1 Appointment of Representatives

Representatives on other organisations are appointed by Council and will operate in accordance with Council policy.

12.2 World Federation of Occupational Therapists Delegate

The Association shall send a delegate to the World Federation of Occupational Therapists

12.2.1

The WFOT Delegate shall serve a four year term. Delegates may be re-elected for further terms of two years.

12.2.2

The WFOT delegate shall be elected according to the same process as Council (refer Regulation 7.10)

12.2.3

If no nominations are received for the position of WFOT Delegate at least 30 days prior to the date of the AGM, then the position becomes vacant. Appointment of an interim WFOT Delegate (usually the First or Second Alternate), in the event of a vacancy, can be made by Council. Appointments made pursuant to this Regulation, shall be valid until the next following election at which time the position shall be open for re-election.

12.2.4

The current President shall be First Alternate and the previous WFOT Delegate shall be the Second Alternate.

12.2.5

The WFOT Delegate must be an individual member of the World Federation of Occupational Therapists.

13. PATRONS

13.1 Appointment of Patron/s

Patron/s will be invited by the President to take office for an initial period of three years. This may be extended for a further period of three years by mutual agreement.

13.2 Process of appointment

Upon resignation of a previous Patron, members will be requested to suggest names of appropriate persons to the national office. The Council will consult with appropriate members of the Association and take advice as to the most suitable person or persons at that time to fulfil the needs of the Association. The President will then make a personal approach to the chosen person/s and upon their consent inform the membership.

Patrons shall be Honorary Members of the Association.

14. ADVISERS

14.1 Appointment of Advisers

From time to time the Council or the Operations Committee may appoint an Adviser to the Association for the purpose of receiving expert advice on a matter, or to represent the Association in a specified forum.

The duration of the appointment will be determined by the need for such advice or representation.

15. EXECUTIVE DIRECTOR

15.1 Appointment of Executive Director

The Executive Director shall be appointed by Council in accordance with Rule 9.5

15.2 Duties and Powers

The Executive Director shall:

- * call Meetings of Members;
- * be responsible for the maintaining of the minute-books of the Association;
- * perform such duties and have such powers as determined by the job description or as may be assigned from time to time by the President, the Operations Committee or the Council.