



Reserve Defence Force Representative Association
Comhlachas Ionadaitheach na nÓglach Cúltaca

Constitution

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Part “A” - Abstract

1. The authors of this document seek to create a single canon which comprehends all instruments required for the effective and orderly operation and management of the Reserve Defence Force Representative Association / RDFRA.
2. In the interests of clarity and ease of use, it is structured to allow the reader to clearly understand the objectives of the organisation, the limits of what the Association may and may not do, and the basic fundamental requirements in terms of output and conduct for all members.
3. This document is drafted with the intention that it would be reviewed and amended (if necessary) no less frequently than every two (2) years.
4. This document was developed by the National Executive Committee on behalf of all members in good faith.
5. This Constitution, once adopted by delegates at an Annual Delegate Conference, will form the basis of the Association's establishment.

Part “B” - General

6. Name.
 - a. The name of this Association shall be “Reserve Defence Force Representative Association”, hereinafter referred to as the “RDFRA” or the “Association”.
 - b. or in Irish "Comhlachas Ionadaitheach na nÓglach Cúltaca".
7. Registered office.
 - a. The registered office and principal place of business of the Association shall be the RDFRA National Office, Clarke Barracks, Defence Forces' Training Centre, Curragh Camp, Co. Kildare.
 - b. or at such other place as may be determined from time to time by the National Executive Committee.
8. All matters in this Constitution are subject to the Defence Acts 1954 to 2012 and regulations made thereafter.
9. Interpretation.

In this Constitution, and in the Rules, the following applies unless the context otherwise require:

 - a. The “Association” means the Reserve Defence Force Representative Association.
 - b. A “member” means any member of the RDFRA.
 - c. Words importing the masculine gender also include the feminine gender.
 - d. Words importing the singular number also import the plural and vice versa.
 - e. “Minister” means the Minister for Defence.
 - f. “Defence Acts” means the Defence Acts 1954 to 2012 and statutory rules and regulations made thereunder and any amendments subsequently made thereto.
10. Powers of Interpretation.
 - a. A resolution of the National Executive Committee or Annual Delegate Conference shall be the authority of the interpretation of this Constitution, and the Rules, where such resolutions of the National Executive Committee do not conflict with resolutions of annual or special Annual Delegate Conferences, and its decisions upon any questions shall be final and binding.
 - b. The interpretation of the provision of this Constitution, and the Rules, is vested in the National Executive Committee when the Annual Delegate Conference is not in session.
11. Organisation.

The Association shall be constituted as follows;

 - a. The Association is established under the Defence Forces Regulation S7, made pursuant to the Defence (amendment) Act 1990.
 - b. Annual Delegate Conference of the Association.

- c. The National Executive Committee of the Association.
- d. Formation Delegate Conferences of the Association.
- e. Formation Committees of the Association.
- f. Members of the Association.
- g. The Association is an association for all members of the Reserve Defence Force.
- h. Membership of the Association shall be open to all enlisted and commissioned members of the Reserve Defence Force who accept the Constitution, and the Rules, of the RDFRA.
- i. The Association shall be a non-political organisation.
- j. The Association shall have a consultative status and negotiating powers on representative matters that come within the scope of representation.

12. Objectives.

The principle objectives of the RDFRA shall be to;

- a. Protect and promote the interests of the members of the Association.
- b. To maintain and improve the conditions of members' engagement.
- c. To organise members of the Reserve Defence Force for the purpose of representation and thereby to provide a means of consultation and negotiation by conciliation and arbitration on matters affecting;
 - i. Matters relating to pay, allowances, and gratuities payable to members of the Army Reserve and the Naval Service Reserve.
 - ii. The administration of pay, allowances, and gratuities.
 - iii. Deductions from pay in respect of accommodation, rations and welfare services.
 - iv. Criteria governing the entry of personnel into the Army Reserve and the Naval Service Reserve, other than the number of such personnel.
 - v. Changes in systems of performance appraisal.
 - vi. Systems and general criteria governing promotion.
 - vii. Medical and dental benefits provided by the Department of Defence for members of the Army Reserve and the Naval Service Reserve following accidents arising out of their duties.
 - viii. Standards of training accommodation officially provided.
 - ix. Procedures for dealing with redress of wrongs and grievances.
 - x. The question of the provision of legal representation for members of the Army Reserve and the Naval Service Reserve against whom legal proceedings have been instituted arising out of their duties.
 - xi. The application of the Safety, Health and Welfare at Work Act, 1989 to 2005.
 - xii. The question of the recognition by outside bodies of training and qualifications gained in service.
 - xiii. Changes in retirement ages and the procedures regarding voluntary retirement, resignation or discharge.
 - xiv. The application to members of the Army Reserve and the Naval Service

Reserve of legislation which affects matters coming within the scope of representation;

- xv. Amendments to the Defence Acts, 1954 to 2006.
 - xvi. Amendments to Defence Force Regulations.
 - xvii. Amendments to General Routine Orders, and Implementation of reports, which come within the scope of representation.
 - xviii. Clothing and items of personal equipment (other than weapons).
 - xix. Other unspecified matters that may arise.
- d. To afford the military and civil authorities responsible for the administration of the Reserve Defence Force advice deriving from the experiences of members of the Association in relation to matters coming within scope of representation.
 - e. To represent and counsel those members who seek assistance;
 - i. In matters relating to a grievance, disciplinary action or redress of wrongs.
 - ii. In assistance with procuring pay, allowances, personal kit/clothing and safety equipment.
 - iii. With general welfare matters.
 - f. To promote health and safety matters through the Defence Forces. To inform and educate members of the Association in health and safety matters.

13. Membership application.

- a. Serving members of the Reserve Defence Force who wish to join shall make their application to the RDFRA National Office.
- b. Such applications shall be deemed to be complete acceptance of the Constitution and Rules of the RDFRA.

14. Termination of membership.

Membership ceases when;

- a. The member dies.
- b. On discharge from the Defence Forces.
- c. On receipt of notice of resignation by the National Executive Committee.
- d. On notification by a member, through the General Secretary of the Association to Finance Branch, Department of Defence of the cancellation of his/her authorisation for deduction of subscription at source.
- e. On being expelled from the RDFRA.

15. Rules.

- a. Rules shall exist to govern the following;
 - i. Financial Accountancy Policy, specific to the NEC.
 - ii. Discipline.
 - iii. Code of Ethics and Conduct.
 - iv. Elections.
 - v. Standing Orders.
 - vi. Finance policies relating to expenses claims, travel, accommodation and Association mandays.

16. Interpretation of Rules.

- a. In the first instance, the President retains the right to update the Rules of the Association and address gaps therein as s/he sees fit in the best interests of the Association.
- b. Should there be an objection from any member of the Association to such updates or gap remedies, they may seek a further amendment through the National Executive Committee.
- c. In such a case the member must secure the sponsorship of a member of the National Executive Committee who must then provide no less than one (1) months' notice in advance of the next National Executive Committee meeting where the entire National Executive Committee will either accept or reject the objection.
- d. A two thirds majority of the National Executive Committee is required to overturn the President's original decision.
- e. Decisions of the National Executive Committee on the interpretation of the Rules, and on matters in respect of which the Rules are silent, shall be final unless and until a meeting of the Annual Delegate Conference decides otherwise.

Part “C” - Structure

17. The Association shall be divided into:

- a. For the Army Reserve, One (1) x Sub-Unit Committee for each Infantry and Artillery sub-unit in existence, and One (1) x Unit Committee for every other Corps unit in existence.
 - i. Each Formation HQ and relevant Brigade Training Centre shall be jointly considered as one (1) Unit Committee for the purposes of representation.
 - ii. Each Battalion HQ shall be considered as part of the geographically closest Infantry sub-unit of the relevant Battalion for the purposes of representation.
 - iii. Each Regiment HQ/HQ Battery shall be considered as part of the geographically closest Artillery sub-unit of the relevant Regiment for the purposes of representation.
 - iv. Defence Forces Training Centre HQ, the Military College, and the remaining DFTC Schools shall be jointly considered as one (1) Unit Committee for the purposes of representation.
- b. For the Naval Service Reserve, One (1) Unit Committee for each Naval Service Reserve unit in existence.
- c. For the Army Reserve, One (1) x Formation Committee for each Formation in existence.
 - i. DFTC and DFHQ shall be jointly considered as one (1) Formation Committee for the purposes of representation.
- d. For the Naval Service Reserve, One (1) x Formation Committee.
- e. One (1) x National Executive Committee.

18. Each Unit/Sub-Unit Committee shall comprise no more than three (3) members, of which:

- a. One (1) shall be the Unit/Sub-Unit Chairperson.
- b. Two (2) shall be ordinary members of the Unit/Sub-Unit Committee.

19. Each Formation Committee shall:

- a. Comprise no more than seven (7) members, of which:
 - i. One (1) shall be the Chairperson.
 - ii. One (1) shall be the Vice-Chairperson.
 - iii. One (1) shall be the Secretary.
 - iv. Four (4) shall be ordinary members of the Formation Committee.
- b. At the first Formation Committee meeting following a Formation Delegate Conference, internally elect the positions of Vice-Chairperson and Secretary from among the members on the committee.
- c. In the event of resignations or co-options, the overall number of members on each Formation Committee must not exceed seven (7) members in total.

20. The National Executive Committee shall:

- a. Comprise no more than nine (9) members, of which:
 - i. One (1) shall be the President.
 - ii. One (1) shall be the Vice-President.

- iii. One (1) shall be the National Treasurer.
- iv. One (1) shall be the Public Relations Officer.
- v. Five (5) shall be ordinary members of the National Executive Committee.

21. The National Executive Committee shall be formed as follows:

- a. Two (2) National Executive Committee members will be directly nominated from among the representatives elected as ordinary members to the 1 Bde Formation Committee.
- b. Two (2) National Executive Committee members will be directly nominated from among the representatives elected as ordinary members to the 2 Bde Formation Committee.
- c. One (1) National Executive Committee member will be directly nominated from among the representatives elected as ordinary members to the NSR Formation Committee.
- d. One (1) National Executive Committee member will be directly nominated from among the representatives elected as ordinary members to the DFTC/DFHQ Formation Committee.
- e. Two (2) National Executive Committee members will be elected by direct election from amongst the delegates present at the Annual Delegate Conference.
- f. The President (one (1)) will be elected by direct election from amongst the delegates present at the Annual Delegate Conference.

22. In the event of resignations or co-options, the overall number of the National Executive Committee must not exceed nine (9) members in total.

23. Any member elected to the National Executive Committee shall cease to be a representative for their respective Formation Committee if they were elected to such.

24. In the case of representatives directly nominated from Formation Committees onto the National Executive Committee, the Formation Committees can backfill the vacated seats on each Formation Committee via substitutes or co-option, as outlined in paragraph 43 of this Constitution.

25. The President:

- a. On election, will be a member of the National Executive Committee, possessing the same rights to propose/second/speak on motions and vote as per all other members of the National Executive Committee.
- b. Shall not be a member of any other RDFRA Committee.
- c. Will be elected by direct election from amongst the delegates present at the Annual Delegate Conference.

26. On the first meeting of a new National Executive Committee, the following appointments will be internally elected from among the members of the new National Executive Committee;

- a. Vice-President.

- b. Public Relations Officer.
- c. National Treasurer.
- d. Other appointments as it sees fit.

Part “D” - Duties

27. National Executive Committee.

- a. The duties of the National Executive Committee shall be to implement resolutions of the Annual Delegate Conference and Special Delegate Conferences of the Association, subject to financial and legal considerations.
- b. The National Executive Committee shall manage, supervise and direct the affairs of the Association and will carry out and enforce the observance of the Association's Rules.
- c. The National Executive Committee shall direct its officials to be responsible for the proper administration of the funds under its own custody and control.
- d. The National Executive Committee shall have powers and shall be obliged to investigate and instigate legal proceedings against any employee or member of the Association who misappropriate any of its funds or properties.
- e. The National Executive Committee shall meet as often as is deemed necessary.

28. The President of the Association.

- a. The President of the Association shall be elected by direct election at an Annual Delegate Conference from amongst the delegates present.
- b. The President of the Association shall be a member of the RDFRA and be a legitimate delegate to an Annual Delegate Conference by virtue of;
 - i. Holding the appointment of Unit/Sub-Unit Chairperson at the time of the relevant Annual Delegate Conference, or
 - ii. Be an ordinary member of a Unit/Sub-Unit Committee who is acting as a proxy for the relevant Unit/Sub-Unit Chairperson at the time of the relevant Annual Delegate Conference.
- c. A candidate for the office of President shall be nominated by no less than three (3) delegates at conference.
- d. A candidate for the office of President shall not be nominated without that candidate's permission.
- e. A member of the Association shall not be eligible as a candidate for President if they have been disbarred from holding office as a result of disciplinary action.
- f. The term of office for the President shall be no more than two (2) years.
- g. The President shall preside over and chair meetings of the National Executive Committee.
- h. The President shall have the same rights as others serving on the National Executive Committee.
- i. In the event of a tied vote by the National Executive Committee, the President shall have the deciding vote. For the avoidance of doubt, this will constitute the President casting a second vote.

- j. The President shall preside at Annual Delegate Conferences and shall, in cases where a ballot is tied, have the deciding vote.
- k. The President shall hold no other appointment in the organisation.

29. The Vice-President.

- a. The Vice-President of the Association shall be elected at the first meeting of each new National Executive Committee.
- b. The Vice-President of the Association shall be a member of the National Executive Committee.
- c. A candidate for the office of Vice-President shall not be nominated without that candidate's permission.
- d. A member of the Association shall not be eligible as a candidate for Vice-President if they have been disbarred from holding office as a result of disciplinary action.
- e. The term of office for the Vice-President shall be no more than two (2) years.
- f. The Vice-President shall, in the absence of the President, perform the duties of the President.
- g. The Vice-President shall have the same rights as others serving on the National Executive Committee.
- h. The Vice-President shall hold no other appointment in the organisation.
- i. In the event that the President is unable to complete their term of office due to resignation or otherwise, the Vice-President shall become President in the interim.
- j. The Vice-President shall act as Record Keeper.
- k. The Vice-President shall act as the chairperson of the Finance Sub-Committee.

30. National Treasurer.

- a. The National Treasurer of the Association shall be elected at the first meeting of each new National Executive Committee.
- b. The National Treasurer of the Association shall be a member of the National Executive Committee.
- c. A candidate for the office of National Treasurer shall not be nominated without that candidate's permission.
- d. A member of the Association shall not be eligible as a candidate for National Treasurer if they have ever been disbarred from holding office as a result of disciplinary action.
- e. The term of office for the National Treasurer shall be no more than two (2) years.
- f. The National Treasurer shall have the same rights as others serving on the National

Executive Committee.

- g. The National Treasurer shall hold no other appointment in the organisation.
- h. The National Treasurer shall maintain proper financial records.
- i. The National Treasurer shall produce an annual Financial Statement of the Association's finances for the National Executive Committee.
- j. The National Treasurer shall ensure that the financial records are audited annually.
- k. The National Treasurer shall remain vigilant in all financial matters and will advise the National Executive Committee of any processes or procedure that require modification, update or other attention.

31. Public Relations Officer.

- a. The Public Relations Officer of the Association shall be elected at the first meeting of each new National Executive Committee.
- b. The Public Relations Officer of the Association shall be a member of the National Executive Committee.
- c. A candidate for the office of Public Relations Officer shall not be nominated without that candidate's permission.
- d. A member of the Association shall not be eligible as a candidate for Public Relations Officer if they have ever been disbarred from holding office as a result of disciplinary action.
- e. The term of office for the Public Relations Officer shall be no more than two (2) years.
- f. The Public Relations Officer shall have the same rights as others serving on the National Executive Committee.
- g. The Public Relations Officer shall hold no other appointment in the organisation.
- h. The Public Relations Officer will be, in the first instance, the single spokesperson for the Association, in accordance with Defence Forces Regulation S7.
- i. The National Executive Committee may, at its discretion, appoint an alternative spokesperson for the Association.

32. National Executive Committee ordinary members.

- a. Ordinary members of the National Executive Committee shall be required to perform such duties and tasks as determined by the National Executive Committee.

33. Any member of the National Executive Committee shall relinquish his/her office for any of the following reasons;

- a. An elected representative may resign from the National Executive Committee at any time, at his/her absolute discretion as per Defence Forces Regulation S7. The President and the National Executive Committee shall be notified in writing in advance of any such resignation.

- b. He/she is not duly re-elected.
- c. He/she ceases to be a member of the Association.
- d. He/she is absent from a significant number of National Executive Committee meetings; more than four (4) out of the previous five (5) meetings, without due cause.
- e. Is requested to resign by the National Executive Committee upon passing of a motion with more than two thirds support.

34. General Secretary

- a. The appointment of General Secretary may be a part time, temporary, or full-time appointment.
- b. The General Secretary shall be appointed by the National Executive Committee.
- c. The General Secretary shall be employed under the terms of an employment contract issued to him/her.
- d. The working hours and other terms and conditions shall be set and amended by the National Executive Committee via a contract of employment.
- e. The President shall fulfil the function of General Secretary's Line Manager.
- f. The General Secretary shall attend National Executive Committee meetings but will not have any voting rights.
- g. The General Secretary shall have no other appointment within the RDFRA.

35. Other Roles

- a. The National Executive Committee may appoint sub-committees, standing committees, or special committees for particular purposes and may adopt the reports of such committees.
- b. The National Executive Committee shall retain the power to remove any member from, or to dissolve any such committee at any time.
- c. The National Executive Committee shall have the authority to engage consultants, advisers and contractors to assist in any way it deems necessary, so long as this assistance is consistent with the furtherance of the objects of the Association and is not in contravention of any rule of the Association, and in accordance with Defence Forces Regulation S7.
- d. The National Executive Committee shall have the power to authorise the payment of subsistence and travel allowances including any incidental expense to any Association member/s undertaking Association business on the recommendation of the National Treasurer and in accordance with the Expenses Policy.
- e. The National Executive shall be required to summon a special meeting of the National Executive Committee on receiving a signed request from no fewer than five (5) of the members of the National Executive Committee. Such a request must be in writing and

must clearly identify the objective of such a meeting.

- f. In addition to duties imposed on it by the Constitution, and the Rules, the National Executive Committee shall perform all other such duties as may be necessary for the management of the Association.

36. Quorum.

- a. No decision made by the National Executive Committee shall be a valid decision unless voted on by a quorum of members of the National Executive Committee.
- b. A quorum shall consist of five (5) members of the National Executive.

37. Formation Committees.

- a. The primary function of the Formation Committees shall be to seek the resolution of issues raised by members or that may otherwise exist in that Formation, and that come within the scope of Defence Forces Regulation S7.
- b. The secondary function of the Formation Committees is to keep members in the Formation informed of progress and developments within the Association.
- c. The conduct of Formation Committee meetings shall be in accordance with Standing Orders as authorised by the National Executive Committee.
- d. Formation Committee shall meet no less frequently than every nine (9) weeks.
- e. Formation Committees shall hold Formation Delegate Conferences between March and April of each calendar year.
- f. Formation Committees are obliged to seek a meeting with the relevant GOC/FOCNS at least twice yearly.
- g. Such meeting must be recorded in accordance with the Standing Orders.

38. Any member of a Formation Committee shall relinquish his/her office for any of the following reasons;

- a. An elected representative may resign from their Formation Committee at any time, at his/her absolute discretion as per Defence Forces Regulation S7. The President and the National Executive Committee shall be notified in writing in advance of any such resignation.
- b. He/she is not duly re-elected.
- c. He/she ceases to be a member of the Association.
- d. He/she is absent from a significant number of Formation Committee meetings; more than four (4) out of the previous five (5) meetings, without due cause.
- e. Is requested to resign by the National Executive Committee, on recommendation of the Formation Committee and upon passing of a motion with more than two thirds support of that committee.
- f. They transfer out of the Formation which is represented by the Formation Committee

they are serving on.

39. Unit/Sub-Unit Committees.

The duties of the Unit/Sub-Unit Committee shall include;

- a. Advising members of the dates of Delegate Conferences and arranging meetings as required for the purpose of nominations for elections, motions for discussion at Formation Committee meetings and Delegate Conferences and election of committees, representatives and delegates.
- b. Keeping a record of all Unit/Sub-Unit meetings and Unit/Sub-Unit Committee meetings including regular updates to the RDFRA National Office.
- c. Notifying the RDFRA National Office in proper time of nominations, motions and amendments and names of its committee, representatives and delegates.
- d. Keeping a record of all unit/sub-unit members.
- e. Providing the National Executive Committee with such information as it may require from time to time.
- f. Keeping members informed of the business and affairs of the Association as disclosed in the periodic reports and letters and by ensuring the Association newsletters are received by all members in the unit/sub-unit.
- g. Transmitting communications between the Unit/Sub-Unit and the National Executive Committee.

40. Each member in a Unit/Sub-Unit shall be given fourteen (14) days' notice of the holding of general meetings at Unit/Sub-Unit level. A notice placed on the Unit/Sub-Unit notice board or similar prominent place, or on the Unit/Sub-Unit messaging group, at least fourteen (14) days in advance of such meeting shall be deemed to comply with this provision.

41. Any member of a Unit/Sub-Unit Committee shall relinquish his/her office for any of the following reasons;

- a. An elected representative may resign from their Unit/Sub-Unit Committee at any time, at his/her absolute discretion as per Defence Forces Regulation S7. The President and the National Executive Committee shall be notified in writing in advance of any such resignation.
- b. He/she is not duly re-elected.
- c. He/she ceases to be a member of the Association.
- d. Is requested to resign by the National Executive Committee, on recommendation of the relevant Formation Committee and upon passing of a motion with more than two thirds support of that committee.
- e. They transfer out of the Unit/Sub-Unit which is represented by the Unit/Sub-Unit Committee they are serving on.

Part “E” - Democratic Functions

42. Elections.

- a. The appointment of any member to any office in the Association shall be by secret ballot every two (2) years.
- b. The system used for all elections shall be majority vote.
- c. For the purposes of elections, the National Executive Committee will appoint the General Secretary as Director of Elections for the duration of the election period.
- d. Every two (2) years, as per the Rules, elections will take place in the following sequence:
 - i. Elections at Unit/Sub-Unit level.
 - ii. Elections at Formation level.
 - iii. Elections at National level.
- e. As per the Rules:
 - i. Only persons who are members of the Association, and members of the relevant Unit/Sub-Unit, will be considered for election at Unit/Sub-Unit level.
 - ii. Only persons who hold the proper elected status at Unit/Sub-Unit level, and who are members of the relevant Formation, will be considered for election at Formation level.
 - iii. Only persons who hold the proper elected status at Unit/Sub-Unit level will be considered for election at National level.

43. Substitutes and Co-option.

- a. All committees will retain records of the candidates whose names were on the ballot, but who were not successfully elected to each committee during respective elections.
- b. In the event that a member of a Unit/Sub-Unit Committee resigns, the candidate with the next highest number of votes in the last Unit/Sub-Unit election will be deemed to be elected in replacement.
- c. In the event that the relevant substitute list at Unit/Sub-Unit level is exhausted, or if no substitutes are willing to be considered, the Unit/Sub-Unit Committee is permitted to co-opt any member of the Association, who is also a member of the relevant Unit/Sub-Unit, into the vacant position for the remainder of the current term.
- d. In the event that a member of a Formation Committee resigns, the candidate with the next highest number of votes in the last Formation Committee election will be deemed to be elected in replacement.
- e. In the event that the relevant substitute list at Formation level is exhausted, or if no substitutes are willing to be considered, the Formation Committee is permitted to co-opt any elected member of a Unit/Sub-Unit Committee within the relevant Formation into the vacant position for the remainder of the current term.
 - i. Such candidates for co-option must be approved by a two-thirds majority vote by the relevant Formation Committee.
- f. In the event that a member of the National Executive Committee resigns, where that member was a direct nominee from a Formation Committee, the relevant Formation

Committee can forward a new direct nominee from among the ordinary members of the Formation Committee, subject to approval by a two-thirds majority vote by the relevant Formation Committee.

- g. In the event that no Formation substitutes are willing to be considered, the National Executive Committee is permitted to co-opt any elected member from the relevant Formation into the vacant position for the remainder of the current term.
 - i. Such candidates for co-option must be approved by a two-thirds majority vote by the National Executive Committee.
- h. In the event that a member of the National Executive Committee resigns, where that member was directly elected from a Annual Delegate Conference, the candidate with the next highest number of votes in the National Executive Committee election at the last Annual Delegate Conference will be deemed to be elected in replacement.
- i. In the event that the relevant substitute list at national level is exhausted, or if no substitutes are willing to be considered, the National Executive Committee is permitted to co-opt any Unit/Sub-Unit Chairperson into the vacant position for the remainder of the current term.
 - i. Such candidates for co-option must be approved by a two-thirds majority vote by the National Executive Committee.

44. Motions.

- a. Voting on motions at conference will normally be by a show of hands.
- b. At conferences, a two thirds majority is required for a motion on the Association's Constitution to be carried.
- c. For all other motions, a simple majority shall be sufficient for that motion to be carried.
- d. All members of a Formation Committee or the National Executive Committee may speak on motions at a Formation Delegate Conference/Annual Delegate Conference, as appropriate.
- e. Only the appropriate Unit/Sub-Unit delegates may vote on motions at conferences.
- f. In the event of a tied vote, the Formation Committee Chairperson or President, as appropriate, will have the deciding vote.

45. Indemnity.

- a. The Association shall, where possible and within reason, provide indemnity against loss or financial burden to officers of the Association, members of the National Executive Committee or other members acting in good faith and under the direct instruction of the President or the National Executive Committee while acting on the Association's behalf.
- b. Such protection shall extend to former members of the Association who may be held accountable for their actions during their tenure.
- c. The Association will further extend this protection to those exposed to slander, libel or other torts.

- d. The Association may, upon the authority of the President, withhold such protection should such protection;
 - i. Constitute a conflict of interest.
 - ii. The party seeking such protection is the subject to a disciplinary action or investigation.

Annex 1 - Organisational Diagrams

National Executive Committee

1 Bde	1 Bde	2 Bde	2 Bde	NSR	DFTC/ DFHQ	Member	Member	President
<i>Elected at Formation Delegate Conference to 1 Brigade Formation Committee as an ordinary member. Subsequently elected as 1 Brigade direct representative onto National Executive Committee.</i>	<i>Elected at Formation Delegate Conference to 2 Brigade Formation Committee as an ordinary member. Subsequently elected as 2 Brigade direct representative onto National Executive Committee.</i>	<i>Elected at Formation Delegate Conference to NSR Formation Committee as an ordinary member. Subsequently elected as NSR direct representative onto National Executive Committee.</i>	<i>Elected at Formation Delegate Conference to DFTC/DFHQ Formation Committee as an ordinary member. Subsequently elected as DFTC/DFHQ direct representative onto National Executive Committee.</i>	<i>Elected by direct election at an Annual Delegate Conference.</i>	<i>Elected by direct election at an Annual Delegate Conference.</i>			

Formation Committee

Chairperson	Member	Member	Member	Member	Member	Member
<i>Elected by direct election at Formation Delegate Conference to Formation Committee.</i>	<i>Elected by direct election at Formation Delegate Conference to Formation Committee.</i>	<i>Elected by direct election at Formation Delegate Conference to Formation Committee.</i>	<i>Elected by direct election at Formation Delegate Conference to Formation Committee.</i>	<i>Elected by direct election at Formation Delegate Conference to Formation Committee.</i>	<i>Elected by direct election at Formation Delegate Conference to Formation Committee.</i>	<i>Elected by direct election at Formation Delegate Conference to Formation Committee.</i>

Unit/Sub-Unit Committee

Chairperson	Ordinary Member #1	Ordinary Member #2
<i>Elected by direct election at Unit/Sub-Unit meeting.</i>	<i>Elected by direct election at Unit/Sub-Unit meeting.</i>	<i>Elected by direct election at Unit/Sub-Unit meeting.</i>

Overall Structural Hierarchy

National Executive Committee			
1 Bde Committee	2 Bde Committee	NSR Committee	DFTC/DFHQ Committee
Unit/Sub-Unit Committees	Unit/Sub-Unit Committees	Unit Committees	Unit Committees

- End -