



IRISH MEDICAL
ORGANISATION
Ceardchumann Dochtúirí na hÉireann

THE IRISH MEDICAL ORGANISATION CONSTITUTION AND RULES

Irish Medical Organisation

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NAME AND REGISTERED OFFICE

1. The name of the Organisation is THE IRISH MEDICAL ORGANISATION and it is a Trade Union and is hereinafter referred to as the Organisation.
2. The registered office of the Trade Union shall be situated in Ireland and shall, for the time being, be at 10 Fitzwilliam Place, Dublin 2, which shall be the place of meeting for the business of the Organisation unless otherwise determined.

3. PRINCIPAL OBJECTS

The role of the Organisation is to represent doctors in Ireland and to provide them with all relevant services. It is committed to the development of a caring and effective health service. The objects of the Organisation are:

- 3.1 To secure the organisation of persons engaged in the practice of medicine, in accordance with the Medical Practitioners Act 2007 and any amending, extending or replacing Acts.
- 3.2 To procure and ensure the maintenance of just and reasonable terms of employment, and proper remuneration of its members and generally promote the honour and interest of the medical profession.
- 3.3 To regulate the relations between members and employers, between members and members, and between employers and employees, or the imposing of restrictive conditions on the conduct of the members and the provision of benefits to members. The term 'employer' includes all parties who shall offer to engage, employ or retain by any means whatsoever the professional services of a member of the Organisation in relation to the practice of medicine or any allied practice or discipline whether same is on their own behalf or as agent(s) or representative(s) for third parties.
- 3.4 To negotiate and settle all matters pertaining to the practice of medicine with all parties on behalf of the members and to avail of any lawful means in pursuit of the same.
- 3.5 To promote or oppose legislation pertaining to the practice of medicine or related disciplines and to co-operate with other bodies where necessary or expedient to do so.

OTHER OBJECTS

- 3.6 To maintain and develop its position as the trade union and national representative medical organisation and continue to represent the profession at European and international levels.
- 3.7 To promote the science of medicine and the quality of public health.
- 3.8 To continue to develop coherent policies on health service issues.
- 3.9 To defend at all times the clinical independence of the members.
- 3.10 To convene and organise at least one meeting of the Organisation annually together with such other periodical meetings of the members or any number of them as may be determined in accordance with the Rules.
- 3.11 To publish or promulgate information by means of a periodical journal or journals or through the media or any other suitable means.
- 3.12 To publish an annual report of the activities of the Organisation for distribution to all members.
- 3.13 To make application to the relevant body for any statutory or other privilege, exemption, limitation or license of any nature which shall be of benefit to the Organisation or its members.
- 3.14 To raise such funds as shall be required for the efficient administration of the Organisation by levying subscription on the members or any other such means as shall be determined.
- 3.15 To make such bye-laws and regulations as shall be necessary for the internal administration of the Organisation and to govern and regulate its relationship with other bodies and individuals.
- 3.16 To establish and subscribe to such insurance, assurance, pension schemes or other funds as the Organisation shall deem necessary to provide for the retirement, disability or death benefit of any officer, servants or employees (and their respective dependents) of the Organisation and to establish, promote or concur in the establishment or promotion

of such schemes or arrangements (whether group or individual) by way of insurance, assurance or otherwise for the provision of benefits or facilities for members of the medical profession and their dependents and to enter with others or alone into any business venture or company for the provision of benefits or facilities for members of the medical profession and their dependents and to enter with others or alone into any business venture or company (hereinafter referred to as a "related" company) for the provision of benefits services and facilities of any kind to and for members of the medical profession and their dependents or for the furtherance of the objectives of the Organisation and its members.

- 3.17 To assist necessitous members and their dependents by such means as shall be deemed appropriate having regard to the nature of each case.
- 3.18 To purchase, take or lease, exchange, hire or otherwise acquire real and personal property and any rights or privileges necessary or convenient for the purpose of the Organisation.
- 3.19 To sell, improve, manage, develop, lease, mortgage or charge, dispose of, turn to account or otherwise deal with all or any part of the property or assets of the Organisation.
- 3.20 To borrow any monies required for the purposes of the Organisation (which terms shall include the administration of the Organisation in the promotion of these objectives) upon such terms and upon such securities as may be deemed suitable or without such securities: and to make, accept and endorse cheques, promissory notes, bills of exchange and other negotiable instruments.
- 3.21 To invest monies of the Organisation not immediately required in such stocks and securities and investments of whatever nature as may be designated from time to time.
- 3.22 To pursue all lawful objectives, to promote the objectives of the Organisation and the members thereof whether or not the same are related to the practice of medicine.
- 3.23 To do all such other lawful things as may be incidental or conducive to the promotion or implementation of the foregoing objects or any of them.

- 3.24 To do all such other objects permissible to a Trade Union under the Trade Union Acts.
- 3.25 To comply with all legal requirements under the Trade Union Acts, including the following:
- (a) To notify to the Registrar of Friendly Societies any changes of address of the registered office of the Organisation.
 - (b) To notify to the Registrar of Friendly Societies of any Rule amendments.
 - (c) To deliver a copy of such Rules to the Registrar of Friendly Societies on demand on payment of a sum not exceeding 5 cent.
 - (d) To furnish the Registrar of Friendly Societies with annual returns of the Organisation before 1st June each year.

4 THE COUNCIL AND PERMANENT STANDING COMMITTEES

- 4.1 The Council
- There shall be a Council of the Organisation in which shall be vested the overall control over general policy implementation in accordance with the rules and policy formulated by the Annual General Meeting (hereinafter called the "AGM").
- 4.2 There shall be five permanent standing committees, which shall be the Executive Board, the International Affairs Committee, the Motions Committee, the Governance Committee, and the Ethics Committee which shall consider relevant matters referred to them and report to Council. Membership of the five Standing Committees shall be as hereinafter set out in this Rule 4.
- 4.3 There may be a number of specific purpose committees, the number of which shall be determined annually by the Council of the Organisation.
- 4.4 Council may authorise the creation of other Standing Committees as the needs of the Organisation may dictate (providing for areas not covered by the five permanent Standing Committees) and which may include members of the Organisation who are not serving Council Members or National Specialty Committee members which Standing Committees shall report to Council and shall be appointed for a period fixed by Council.

- 4.5 The functions of the Council shall, subject to the provisions of Rule 4.1, be:
- (a) To approve strategies in respect of industrial relations and communications policies.
 - (b) To approve strategies for the implementation of policies approved by the AGM.
 - (c) To monitor the implementation of motions passed at the AGM.
 - (d) To formulate and determine the policy of the Organisation (but at all times having due regard to previous policy as determined by the members in AGM) and to propose policy motions to the AGM.
 - (e) To propose to the AGM Rule changes prepared by the Governance Committee.
 - (f) To receive and consider reports from all Standing Committees.
 - (g) To deal with and decide on exceptional items referred to it by all Standing Committees and the National Specialty Committees.
 - (h) To adopt, where appropriate, bye-laws as may be proposed by the Governance Committee, Executive Board or IMO President.
 - (i) To elect the Vice President, Honorary Treasurer and Honorary Secretary.
 - (j) To act as the forum for Cross Speciality issues.
 - (k) To appoint the Chair and Non-Executive directors of all related companies and legal entities and to approve their terms and conditions.
 - (l) To appoint the Chair and Non-Executive Directors of the Executive Board.
 - (m) To appoint the Chief Executive Officer (hereinafter called the "CEO") on the recommendation of the Executive Board and approve the recommended Terms and Conditions and any recommended amendments thereto.
 - (n) To determine the composition of any new category of associate member.
 - (o) To receive a written report on strategic and operational issues from any related companies/legal entities.
 - (p) To formulate Codes of Practice, and to amend same, upon recommendations from the Governance Committee or Executive Board and to publish such Codes of Practice as amended, on the Organisation's website.
- 4.6 The Council shall comprise of twenty five (25) members as follows:
- (a) The National Consultant Committee shall nominate seven (7) of their number to the Council, one of whom shall be the Chairman of the Committee.
 - (b) The National General Practitioner Committee shall nominate seven (7) of their number to the Council, one of whom shall be the Chairman of the Committee.
 - (c) The National Non-Consultant Hospital Doctor Committee shall nominate seven (7) of their number to the Council, one of whom shall be the Chairman of the Committee.
 - (d) The National Public Health and Community Health Doctor Group shall nominate three (3) of their number to the Council, one of whom shall be the Chairman of the Committee.
 - (e) Council shall co-opt one doctor to represent members of the Organisation not represented by the above Groups.
- 4.7 Notwithstanding anything contained in Rule 4.6, in any given year, two (2) Council seats shall be filled automatically. The outgoing President and the outgoing Vice-President shall, ex-officio, be members of the Council subject to the following:
- Where the President and/or the Vice-President are either Consultant, General Practitioner, Non Consultant Hospital or Public Health and Community Health Doctors, the National Specialty Committee which represents the interests of the doctor concerned shall, for the purposes of Council representation, be taken to have nominated the President and/or the Vice-President for the purposes of Rule 4.6 above.
- Where the President or Vice-President was co-opted to Council in accordance with Rule 4.6 (e) above, Rule 4.6 (e) shall lapse in respect of the year in which the President or Vice-President acts ex-officio.
- 4.8 The Executive Board
- 4.8(a) The Executive Board shall be composed of:
- (i) The Chair of the Executive Board
 - (ii) The Honorary Treasurer
 - (iii) The Chairpersons of each of the National Specialty Committees

- (iv) One nominee for each of the four National Specialty Committees
 - (v) Two external independent non-executive Directors (having established technical experience in the areas of finance, audit, remuneration and risk assessment)
- 4.8(b) (i) The Chair of the Executive Board will be appointed by Council for a period of three years and will be a Past President of the Organisation and may or may not be a current member of IMO Council.
- (ii) The Honorary Treasurer will be appointed by Council for a period of three (3) years and will be a member of the Executive Board for that period.
 - (iii) The Chairs of the National Committees will remain on the Executive Board for the period of their tenure as Chair of their National Committee and will only be replaced by the next Chair of that Committee as voted upon by the members of that Committee.
 - (iv) The nominees from the National Specialty Committees will be selected by a vote of the National Specialty Committee each year and may be reappointed by that Committee for a period of no more than three (3) years.
 - (v) The Non Executive Directors will be appointed by Council for a period of one year and may be reappointed for a maximum period of six (6) years.
- 4.8(c) The Executive Board shall deal with oversight of the day to day corporate, operational and financial issues and strategies in accordance with the Rules, Codes of Practice and subject to Council's direction on any other matters which Council may determine from time to time.
- 4.8(d) The functions of the Executive Board shall, subject to the provisions of Rules 4.1 to 4.7 inclusive, be:
- (i) To approve and to oversee day to day governance, operational and financial issues/ strategies including Remuneration and Pension matters.
 - (ii) To recommend a person or persons to the position of CEO and review and recommend associated Terms and Conditions – such recommendation to be approved by Council.
 - (iii) To determine, from time to time, the terms and conditions applicable to the CEO and make such recommendations as deemed necessary to Council for approval.
- (iv) To direct and assess the performance of the CEO.
 - (v) To direct the performance and performance assessment to be carried out by the Audit and Risk Sub-Committee of the Executive Board of the work performance of the CEO.
 - (vi) To take all major operational decisions.
 - (vii) To agree and monitor annual budgets.
 - (viii) To act as the forum to which the CEO and the Chief Operations Officer (hereinafter referred to as the "COO") reports.
 - (ix) To report on its activities to Council, through the Chair or in his/her absence, the Honorary Treasurer, at each Council meeting. The Executive Board shall also submit a written report to Council once every six (6) months on all matters within the Executive Board remit.
 - (x) To monitor the Organisation's publishing operations.
 - (xi) To consider exceptional financial items which are outside agreed annual budgetary provisions.
 - (xii) To form an Audit and Risk Sub-Committee of the Executive Board.
 - (xiii) To approve the appointment, salary, terms and conditions pursuant to Rule 6.7(a) of staff recommended by the CEO.
 - (xiv) To monitor the Organisation's related companies and legal entities.
 - (xv) To review on at least an annual basis any Codes of Practice and recommend any amendments to Council that fall within the remit of the Executive Board.
- 4.8(e)(i) The Audit and Risk Sub-Committee shall be comprised of:
- (a) A Chair to be one of the non-executive independent members of the Executive Board who shall not be a member of the Organisation.
 - (b) Four (4) members comprising:
 - (i) the second non-executive independent member of the Executive Board (not being a member of the Organisation);
 - (ii) the Honorary Treasurer of the Organisation;
 - (iii) two (2) medical members of the Executive Board as voted upon by the members of the Executive Board, not being the Chair.

4.8(e)(ii) The functions of the Audit and Risk Sub-Committee of the Executive Board shall be:-

- (i) To develop performance criteria and conduct formal performance reviews of the CEO on an annual basis with the President attending such performance reviews.
- (ii) To consider remuneration and pension issues within the Organisation and make recommendations to the Executive Board annually.
- (iii) To propose membership rates.
- (iv) To adopt a budget for the Organisation.
- (v) To review stipends and expenses paid by the Organisation and make recommendations to the Executive Board.
- (vi) To establish a risk register and to assess risk factors for the Organisation and approve and monitor measures to alleviate or mitigate any risks so identified.
- (vii) Provide a formal report in writing to the Executive Board half-yearly on all matters of relevance within its remit.
- (viii) To report to the Executive Board on all proposals to establish any and all related or other legal entities.
- (ix) To review the reports of the CEO and the COO on financial processes.
- (x) To approve all CEO and Executive Officer expense claims not previously approved by the Honorary Treasurer.
- (xi) To oversee all competitive tendering processes and make recommendations to Executive Board on foot of same.
- (xii) Any other matters as determined by the Council from time to time.

4.9 The Motions Committee

4.9(a) The Motions Committee shall be appointed each year and shall be comprised of four (4) members being the President who shall act as Chair of the Committee, Vice-President who shall act as Vice-Chair, the Honorary Secretary and the Chair of the Specialty Group, whose specialty is not represented by the three Honorary Officers.

4.9(b) (i) The Motions Committee shall consider all motions to be submitted to the AGM of the Organisation [or to any EGM] and make a determination as to whether

they should be put to a meeting, what session of the meeting they shall be debated at or whether such motions will be ruled out of order.

- (ii) The Motions Committee shall develop and review Guidelines for members on Motions.
- (iii) In making any determination concerning a motion, and whether such should be put to the members or ruled out of order, the Committee shall consider the following:-
 - (a) The legality of such Motion and also whether it is compliant with either existing legislation or the rules of the Organisation.
 - (b) Any operational, ethical policy or national speciality issues raised by the Motion shall be referred to Special Ethics, Governance (Organisation) Sessions at the AGM where they will be debated (but not become policy until first having been considered by either the Ethics or Governance Committee who will make recommendations to the Motions Committee).
 - (c) Whether it is appropriate due to time pressure to limit the number of motions that may be accepted from individual proposes/ seconders.
 - (d) To determine if motions on the same topic may become composite motions and develop such motion.
- (iv) Where a Motion is ruled out of order the Motions Committee shall communicate with members who submitted motions that are ruled out of order and provide such members with the reason why such motions have been deemed to be ruled out of order.
- (v) In the event that motions are not heard at an AGM due to time constraints, those motions will be referred back to Council for consideration.
- (c) The Motions Committee shall furnish a report to Council prior to each General Meeting and at least four (4) weeks before an AGM and in such time as is available before an EGM.
- (d) The decisions of the Motions Committee are deemed to be final.

4.10 The Governance Committee

4.10(a) The Governance Committee shall be comprised of seven (7) members being the President who shall act as Chair of the Committee, the Vice-President who shall act as Vice-Chair, the Honorary Secretary and one nominee from each of the four (4) National Specialty Committees nominated by that Committee.

4.10(b) The nominees from the National Specialty Committees will be appointed for at least one year and may be reappointed for a maximum of three (3) years subject to their remaining a member of a National Specialty Committee.

4.10(c) (i) The Governance Committee shall review the operation of the Rules of the Organisation every three (3) years, or earlier as legislative requirements may dictate.

(ii) The Governance Committee shall make proposals to Council on Rule changes which may be required to give effect to proposals from:-

- (a) the Motions Committee;
- (b) the AGM Organisational Sessions.

(iii) The Governance Committee shall consider any possible Rule changes which may arise on foot of proposals from Council or not less than twenty (20) individual ordinary members of the Organisation and make such recommendations to Council as it considers appropriate in respect of such proposals.

(iv) The Governance Committee shall propose Bye-Laws to Council as deemed necessary.

(v) The Governance Committee shall review the any Codes of Practice on an annual basis and make recommendations to Council.

4.10(d) The Governance Committee shall furnish a report to Council at least once each year.

4.11 The Ethics Committee

4.11(a) The Ethics Committee shall be comprised of at least four (4) members being nominees from each of the four (4) National Specialty Committees. The nominees so nominated by each of the Specialty Groups shall not be required to be members of such National Specialty Committees but may be members

or retired members of the Organisation. The nominees to the Ethics Committee will be nominated for a period of at least one year but may be reappointed by the National Specialty Committees for up to six years. This number of members of the Ethic Committee may be increased from time to time by Council which may appoint its own nominees to the Ethics Committee as required in order to deal with specialist topics requiring review.

4.11(b) The Ethics Committee shall:

(i) consider ethical issues referred to it as they may relate to the members of the Organisation. The Ethics Committee may consider such issues as may be referred to it by:

- (a) Council;
- (b) Motions Committee;
- (c) AGM Ethics Sessions.

(ii) The Ethics Committee will, having considered such issues as have been referred to it, issue a report to Council recommending in respect of such issues the following:-

- (a) Whether the issue raises issues of such significance for members as to warrant a ballot of the full Organisation membership rather than to be decided upon at an AGM session;
- (b) Whether the Organisation should develop a policy on the issue or not;
- (c) Whether the matter should be put to the AGM to be voted upon.

4.12 The International Affairs Committee

4.12(a) (i) The International Affairs Committee shall be comprised of eight (8) members, of which two (2) members shall be nominated by each of the four (4) National Specialty Committees. The members of the International Affairs Committee shall each be nominated each year and such members shall be the nominated delegates to represent the Organisation at/on approved International bodies of which the Organisation is a member. Members nominated to the International Affairs Committee shall not be required to be serving Specialty Committee members. Members of the International Committee may serve for a period no longer than six (6) years providing always that they have been reappointed on an annual basis by the National Specialty Committees.

- (ii) The Chair of the International Affairs Committee shall be elected annually by that Committee and shall formally report to Council twice a year. The functions of the International Affairs Committee shall be to:-
 - a) Report on International meetings and make recommendations in terms of delegate voting at International meetings on policy and any subsequent Organisation action required.
 - b) Furnish written reports from delegates on meetings and to identify matters to be brought to the attention of Council.
 - c) To seek approval from Council in respect of any hosting of meetings or other International issues that may require resources from the Organisation.

5 THE STRUCTURES OF THE ORGANISATION

- 5.1 There shall be the following Specialty Groups:
- (i) The National General Practitioner Group
 - (ii) The National Consultant Group
 - (iii) The National Non-Consultant Hospital Doctor Group (hereinafter the National NCHD Group)
 - (iv) The National Public Health and Community Health Doctor Group.
- 5.2 The members of each Specialty Group, named in Rule 5.1, shall annually elect a National Committee of not more than twenty (20) members. The election shall be organised by the Secretariat and supervised by the Organisation’s Auditors. The method of election shall be reviewed every three (3) years by the National Committee who may present proposal for change to the Governance Committee for consideration which will then recommend any changes to Council to be put to the members as a Rule Change. In the event that such electoral system cannot be agreed by a Specialty Committee or that Council refuses or fails to ratify such electoral system then the electoral system for the National Committee of that Specialty Committee shall be as set out in the Appendix attached to these Rules, and such Appendix shall be deemed to form part of the Rules of the Organisation.

- 5.3 The National Specialty Committee of each Group shall, subject to control of the AGM, represent the interests of the members of its own Group.
- 5.4 Each Specialty Group shall be sub-divided into Local Structures in respect of each Specialty Group and same may be amended or modified in accordance with these Rules by the relevant National Specialty Committee and recommended to the Governance Committee for approval by Council.
- 5.5 The Local Structures shall be drawn up on the following basis in respect of each Specialty:-
- (a) Each member of the Organisation shall be a member of the local structure, within which he/she practices medicine
 - (b) The Local Structures shall be as follows:

| | |
|-------------------------------------|-----------------|
| General Practitioners | County Groups |
| NCHDs and Consultants | Hospital Groups |
| Public and Community Health Doctors | Regional Groups |

In the case of General Practitioners smaller counties may be amalgamated and larger counties may sub divide as deemed necessary.

- (b) Each Local Group, where relevant, shall have a Chairperson/Convenor who shall be elected by the Local Group on an annual basis.
- (c) Local Groups are to advise their National Specialty Committees of any issues which require consideration by that National Committee.
- (d) Local Groups may propose motions to the AGM on behalf of their group.
- (e) Local Groups will meet twice a year but may meet more often as they determine.
- (f) The Organisation shall organise a cross specialty meeting of the Local Groups within regions on an annual basis.
- (g) The Organisation shall organise a national cross specialty meeting of all Local Groups at least every two (2) years.

Tenure

- 5.6 From the adoption of these Rules no member of Council shall serve for more than seven (7) consecutive years excepting a member

who is becoming President or elected Vice- President in his/her seventh year as a member of Council.

- 5.7 (a) From the adoption of these Rules, no member of the National Specialty Committee shall (save as hereinafter provided) serve for more than seven (7) consecutive years unless that Committee has confirmed to Council and Council has accepted:-
- (i) that implementation of the seven (7) year period of tenure shall have a vacant position that cannot be filled, or
 - (ii) that implementation of the seven (7) year period of tenure would mean more than 40% of the Committee membership would be required to step down, or
 - (iii) that implementation of the seven (7) year period of tenure would affect the composition of Negotiation Teams already in place.
- (b) In the event that Council grants an extension of tenure to the National Committee in accordance with Rule 5.7(a) or its members such extension shall in any event be for a maximum period of three (3) years.
- (c) Following the period of tenure referred to in Rule 5.6 and Rule 5.7(a) above, a member shall (save as hereinbefore set out) be required to stand down from the Committee or Council for a period of one year before seeking re-election.

6 OFFICERS OF THE ORGANISATION

- 6.1 There shall be a President, a Vice-President, Honorary Treasurer and an Honorary Secretary of the Organisation.
- 6.2 The members of the incoming Council shall elect from amongst their members at the first meeting of the new Council at the AGM, a Vice-President, and Honorary Secretary.
- 6.3 From the adoption of these Rules the incoming Council shall elect from amongst its members an Honorary Treasurer. The individual so elected shall serve for a term of three (3) years, and thereafter the role of Honorary Treasurer shall be filled every third year.

6.4 The Vice-President shall succeed to the Presidency in the year following his/her Vice-Presidency.

6.5 In the event of the office of President, Vice-President, Honorary Treasurer or Honorary Secretary becoming vacant for any reason, the Council shall elect a person from within the Council to fill the position.

6.6 The role of the President shall include:

- (i) Chairing Council and such Committees as may be set out in these Rules or determined by Council from time to time.
- (ii) To liaise with the Chair of the Executive Board, the Chair of the Ethics Committee, Chair of the Governance Committee and the Chair of the International Affairs Committee and to ensure the reporting requirements to Council are adhered to by all Standing Committees.
- (iii) To liaise with the Chairs of the National Specialty Committees and ensure any cross-specialty issues are addressed.
- (iv) To communicate Bye-Laws proposed
- (v) To act as spokesperson of the Organisation on organisational, medical and societal issues not directly associated with Specialty negotiation issues.
- (vi) To represent the Organisation on or at meetings of National or International Bodies as determined by Council.

6.7 There shall be a CEO of the Organisation appointed by Council subject to the provisions of Rules 4.8 and 4.8 (d) herein, whose role shall include the following:

- (a) To manage the development and implementation of agreed strategies as approved by Executive Board and Council so as to deliver upon
 - (i) Corporate Goals in respect of all aspects of the Organisation's work
 - (ii) Membership Goals
 - (iii) Risk Management Goals.
- (b) To manage the development and implementation of financial and budgetary policy for approval by the Executive Board.
- (c) To manage the appointment, salaries and conditions of the Secretariat Staff following approval of such plans by the Executive Board.

- (d) To provide effective leadership and performance management of the Secretariat Staff to ensure the objectives of the Organisation are delivered upon.
 - (e) To report to the Executive Board and Council in terms of strategies and goals as determined and approved by the Executive Board and Council.
 - (f) To ensure the Executive Board and Council are promptly appraised of any issues which may arise that will impact upon the Organisation.
 - (g) To ensure the Organisation's profile is enhanced through lobbying and PR initiatives.
 - (h) To represent the Organisation on National and International Bodies as determined by Council.
 - (i) To liaise with the President on a regular basis in meeting the requirements of the Specialty Groups, the Executive Board and Council.
- 6.8
- (i) The CEO shall be supported in the day to day management of the Executive by a COO and a Director of Industrial Relations.
 - (ii) The Director of Industrial Relations shall be responsible for the National/ Specialty Groups Unit and the Personal Cases Unit.
 - (iii) The COO shall be responsible for the effective management of finance, human resources, communications/ information technology, membership, research, international affairs and the official Journal or other publication of the Organisation.
 - (iv) The COO shall report to the Executive Board and the Audit and Risk Sub-Committee on all matters relating to the finances of the Organisation.

7 MEMBERSHIP ELIGIBILITY – SUBSCRIPTION

- 7.1 All Medical Practitioners who are registered under the Medical Practitioners Act for the time being in force in the State shall be eligible as ordinary members; provided always that no person shall be eligible for ordinary membership without the previous sanction of the Executive Board which shall not be unreasonably withheld. All references in the Rules to 'Medical Practitioners' shall be deemed, for the time being, to include a reference to dentists duly registered.
- 7.2 Every candidate for ordinary membership shall be proposed and seconded by Medical Practitioners who are members of the Organisation such proposing and seconding being deemed to take place at the Executive Board where new members will be considered for election.
- 7.3 Every candidate for ordinary membership who has been duly proposed, seconded and who has received the sanction of the Executive Board shall be required on admission to membership to pay such annual subscription as shall be deemed payable in such manner as shall from time to time be determined. The benefits of membership shall only accrue from when a candidate's application for membership has been sanctioned by the Executive Board and he or she has paid the annual subscription as determined from time to time by the Executive Board.
- 7.4 The Executive Board shall consider the proposals of the Audit and Risk Sub-Committee in relation to the annual subscription and shall determine the amount of annual subscription and shall notify the members of same by the 8th December each year. Publication on the website of the Organisation or by email or postal correspondence to the member shall be deemed notification. Each member shall pay the annual subscription on or before the 1st January. Members not having renewed their annual subscription by the last day of February in each year shall be deemed to be lapsed.
- 7.5 There shall be a category of Honorary Member in addition to the membership referred to above in Rules 7.1 to 7.4 inclusive. Such persons shall be nominated from time to time for life, by the Council of the Organisation. No voting rights shall attach to such membership.

- 7.6 There shall be a category of student member in addition to the membership referred to in Rules 7.1 to 7.4 inclusive. Such persons must be registered as full time students with a recognised medical school in the State. No voting rights shall attach to such membership.
- 7.7 There shall be a category of Retired member in addition to the membership referred to in Rules 7.1 to 7.4 inclusive. Such persons shall have retired from all medical practice in the State and no voting rights shall attach to such membership under this clause 7.7.
- 7.8 There shall be a category of Associate member in addition to the membership referred to in Rules 7.1 to 7.4 inclusive. The composition of such category shall be as Council may determine from time to time but no voting rights shall attach to such membership.
- 7.9 There shall be a category of Lifetime Member in addition to the membership referred to in Rules 7.1 to 7.4 inclusive. The composition of such category shall be limited to those persons who have been ordinary members for a period of ten (10) continuous years prior to their full or partial retirement from medical practice. The voting rights that will attach to such Lifetime members will be the voting rights attaching to ordinary membership with the exception that such Lifetime Members shall not be entitled to vote on contractual issues which do not affect their category.

8 TERMINATION OF MEMBERSHIP

- 8.1 A member including a student member, retired member, an Honorary member or Associate member shall cease to be a member of the Organisation in any of the following cases:
- by resignation;
 - ipso facto, by default of payment of the annual subscription to the Organisation by 28th February of that year or a date six (6) weeks before the opening of the AGM, which ever shall be the earlier;
 - ipso facto, upon erasure on the grounds of professional misconduct from the General Register of Medical Practitioners or upon the forfeiture for any reason of the medical qualification by virtue of which the member shall have been eligible for membership;
 - by expulsion as hereinafter provided.

9 EXPULSION

- 9.1 A member may be expelled from the Organisation on the grounds that his/her conduct is detrimental to the honour or interests of the medical profession or to the Organisation, or is calculated to bring the profession into disrepute, or on the grounds that the member has failed to or refused to comply with the rules or regulations of the Organisation.
- 9.2 The Council shall have the power to receive complaints in writing against a member and on receipt thereof, it shall forthwith appoint three members to investigate the complaint and report thereon to Council and it shall furnish the substance of the complaint and the report of investigating members in writing to the party against whom the complaint was laid and the Council shall call that party to a hearing before it (at which the Council may have its legal advisors present) of which not less than fourteen (14) days' notice shall be given to the party against whom the complaint was laid. The party so complained of shall have the right to be heard in his/her defence both personally and/or by his/her legal representatives at the said hearing. The Council on hearing the investigation members' report and recommendations and the party complained of, shall have the power to expel the said member from the Organisation or impose any lesser obligation or condition on him/her.
- 9.3 A majority of two-thirds of those present at such a meeting of the Council shall be required for the purpose of exercising the powers conferred by the preceding paragraph.
- 9.4 An expelled member shall, notwithstanding that he/she has ceased to be a member, be liable to pay all sums due to the Organisation.
- 9.5 The Council shall continue to complete an enquiry initiated and, when it so decides, it shall issue the notice of the same to the party complained of as stated, notwithstanding the termination of that party's membership by resignation or otherwise and it shall inform him/her of the outcome of the hearing in due course.

- 9.6 A member who has been expelled or who whilst under investigation or enquiry terminates his/her membership shall not be re-admitted to membership until approved by the Council and subject to such terms and conditions of membership as the Council shall see fit in the circumstances.
- 9.7 All decisions of the Council concerning a complaint against a member shall be notified in writing to such member and may be further published in such manner as the Council may determine.

10 ANNUAL GENERAL MEETING (AGM)

- 10.1 All members shall be entitled to attend every AGM of the Organisation.
- 10.2 Only those ordinary members referred to in Rules 7.1 to 7.4 incl shall be entitled to vote at every AGM of the Organisation.
- 10.3 An AGM of the Organisation shall be held once in every calendar year at such place and time as may be determined by the Council.
- 10.4 The AGM shall be for the purpose of transacting the following business:
- receiving and considering the report of the President and of the Council on the business of the Organisation;
 - receiving the financial statements of the Organisation including report of the Auditors;
 - receiving a report of the Honorary Treasurer;
 - conducting ballots in considering such resolutions as may be laid before the meeting in accordance with the Rules of the Organisation;
 - such other business as the Council may deem necessary and appropriate for the AGM.
- 10.5 All general meetings at which Special Resolutions are to be voted upon shall be called Extraordinary General Meetings (and all resolutions proposed at such Extraordinary General Meetings shall be special resolutions). Council may call other General Meetings which shall not be considered Extraordinary General Meetings.
- 10.6 The Council may, when it deems necessary, and it shall upon a requisition being made in writing, stating fully the objects or resolutions to be placed before such meeting and signed by one hundred and twenty (120) or more members, convene such an Extraordinary General Meeting for the purpose of the matter contained in such resolutions. On receipt by Council of such notice, the Council shall convene an Extraordinary General Meeting to be held within four (4) weeks of receipt of the notice and the Council shall duly inform all the members of the matters to be laid before such meeting by furnishing them with copies of the resolutions. No amendments at the EGM shall be made or accepted to such resolutions. In the event an EGM passes a motion at an EGM, its adoption by the Organisation shall remain provisional pending the outcome of a ballot pursuant to Rule 10.8.
- 10.7 No business shall be transacted at the general meetings (other than the adjournment thereof) unless a quorum of members is present at the time when the meeting proceeds to business. Forty (40) members personally present shall constitute a quorum except when a meeting is required to be adjourned by reason of the absence of a quorum, in which case the members present at the adjourned meeting shall be a quorum.
- 10.8 (i) Upon the passing of a motion at an EGM Council shall put the motion to a postal ballot of the ordinary membership of the Organisation within twenty eight (28) days of the EGM.
- (ii) The motion shall not be adopted unless and until it is passed in postal ballot by at least 50% of the non spoilt ballots plus one.

11 VOTING

- 11 a) AT MEETINGS
- 11.1 At any general meeting a resolution other than a special resolution shall be decided on a show of hands unless a poll is (before or at the declaration of the result of the show of hands) demanded:
- by the Chair;
 - by at least twelve (12) ordinary members present, (and every ordinary member present shall be entitled to one vote).
- 11.2 In the case of an equality of votes whether on a show of hands or on a poll, the Chair at the meeting shall be entitled to a second or casting vote.

- 11.3 Votes shall be counted by persons appointed by the Chair for that purpose. No objection shall be made to the validity of any vote except at the meeting or poll at which such votes shall be tendered and every vote not disallowed at such meeting shall be valid.
- 11.4 If a poll is demanded, it shall be taken in such time and in such manner as the Chair shall direct, and the result of the poll shall be deemed to be the resolution of the meeting at which it was demanded. No poll shall be permitted upon any question affecting the Chair of the meeting or any adjournment of the meeting.
- 11.5 The President, or in his absence, the Vice-President, or in the absence, the Honorary Treasurer, or in the absence of all three aforesaid, the Honorary Secretary shall be Chair at all general meetings. In the event of the absence of all the officers of the Organisation, a Chair shall be elected by the members present.
- 11 b) BY BALLOT
- 11.6 The Organisation may conduct secret ballots for matters determined by Council but including:
- Strikes and Industrial Action
 - Terms and Conditions in relation to members as proposed by Specialty Committees and/or Council
 - Motions from EGMs
 - National Specialty Committee Elections
 - Motions from Ethics Committee.
- 11.7 Such ballot papers will be sent to those members entitled to vote by email/or to the postal address held by the Organisation at the time of sending ballots.
- 11.8 Nothing in the above shall preclude the Organisation from introducing an electronic voting system in respect of Ballots.

12 NOTICES

- 12.1 Not less than twenty-one (21) days written notice shall be given of every general meeting of the Organisation. Publication of such notice on the Organisation's website, in the official journal or other publication of the Organisation or controlled by the Organisation shall be deemed to be notice of such meeting.

- 12.2 The accidental omission to give notice of a meeting to, or the non-receipt of a notice of a meeting by any member, or the attendance and voting at a meeting by any member, or the attendance and voting at a meeting of a person subsequently found not to be entitled so to attend and vote and any other defects in the convening or conduct of the meeting shall not invalidate proceedings carried on in good faith there at. Where, for any reason whatsoever it shall not be possible to serve written notice of a meeting (on a member) the Council shall take such other steps as may be possible to serve the members with such notice other than written notice of such meeting.

13 AMENDMENT OF THE RULES

- 13.1 The members of the Organisation may, by special resolution at an AGM extend, amend or repeal Rules for the time being in force. Notice of such resolutions shall subject to compliance with Rule 4.10(b)(iii) have been proposed by Council or not less than twenty (20) individual ordinary members of the Organisation and notice of which shall be circulated not less than sixty (60) days before the AGM.
- 13.2 A special resolution means a resolution which subject to compliance with Rule 4.10(b)(iii) when applicable:
- (i) has been approved by Resolution of Council as evidenced by a copy of such Resolution duly signed by the President, or
 - (ii) A Resolution signed by twenty (20) ordinary members of the Organisation which Resolution shall state the substance of the amendment which shall be laid before the members of the Organisation in general meeting properly convened and held in accordance with the Rules. Such Resolution shall, if passed by two-thirds of the ordinary members present at such a general meeting, become a Rule of the Organisation.

14 FUNDS OF THE ORGANISATION

- 14.1 The income and property of the Organisation, when so ever derived, shall be applied solely towards the promotion of the objects as set out in the Rules or in the Rules as amended or added to in the manner herein before provided and no member shall have any personal claim on any of the said income or property.
- 14.2 Save as provided in these Rules, no part of the income or property of the Organisation shall be paid or transferred directly or indirectly by way of dividend, interest, bonus or otherwise by way of profit to its members.
- 14.3 No payment shall be made by the Organisation to any member of the Council or other member of the Organisation, except in accordance with Rule 14.4, by way of allowance or stipend. Provided always nothing herein contained shall prevent the payment to any member or other person of remuneration for particular service rendered to the Organisation or expenses incurred on its behalf in good faith by any such member in providing such service and any payment shall be made in accordance with the Rules [subject to the requisite approval of the Executive Board]. Nothing herein contained shall preclude the payment of a salary to such Chief Executive and secretariat staff of the Organisation as may be appointed from time to time.
- 14.4 (i) A stipend may be paid to the following officers, in an amount authorised by Council, upon receipt of recommendation from the Executive Board;
- President
 - Chair Executive Board
 - Honorary Treasurer
 - National Specialty Committee Chairs.
- (ii) An allowance may be paid to National GP Committee whose members may be representing the Organisation on Negotiation Teams, such allowance to be paid as a per diem allowance for a maximum of twenty (20) days for the totality of the committee in any given year.
- (iii) All sums paid by way of allowance or stipend to all Honorary Officers or members and the CEO shall be published annually in the Annual Accounts.
- 14.5 The administration of all funds of the Organisation shall be subject to the control of the Council. The Council shall have power to prescribe the persons who shall have power to give receipt for money received, to sign cheques, to enter into contracts and to impose liability upon or on behalf of the Organisation and to pledge the credit of the Organisation.
- 14.6 The Council shall provide for proper books of account to be kept with respect to:
- (a) all sums of money received and expended by the Organisation and the matters in respect of which the receipt and expenditure takes place;
 - (b) all sales and purchases of goods and services by the Organisation;
 - (c) the assets and liabilities of the Organisation.
- 14.7 The books of account shall be kept in such place as the Council shall determine and shall together with the register of members be open at all reasonable times to inspection by any person having an interest in the funds of the Organisation.
- 14.8 A copy of every balance sheet, income and expenditure account and Auditors report shall be sent to every member not less than twenty-one days before the meeting at which they are to be considered.
- 14.9 The Auditors appointed by the Trustees following competitive tendering administered by the Audit and Risk Sub-Committee, shall hold office for three (3) years, or until their resignation, and shall be eligible for re-appointment. Without prejudice to their rights in legislation, the Trustees in appointing Auditors shall consult with the membership through the AGM.
- 14.10 The accounts of the Organisation shall be audited annually by public Auditors as appointed under Rule 14.9.

15 STAFF

- 15.1 The Organisation shall employ such full or part-time staff as shall be deemed to be necessary for its efficient administration. Such appointments shall be made in accordance with Rules 6.7 (a) and 4.8(xvi) above.

16 BYE-LAWS

- 16.1 The Council of the Organisation shall have power to adopt such bye-laws as it shall deem necessary (such bye-laws having been proposed by the Governance Committee or Executive Board or by the President) affecting the under-mentioned matters:
- (a) the provisions of Standing Orders governing the conduct of Local Group, Specialty Committee, Standing Committees and Sub-Committee and other meetings of the Organisation and meetings of Council;
 - (b) the matters of taking any ballot vote of the members of Council relative to the election of the Officers of the Organisation or members of the Council or relative to any other matter in which the Council shall desire or seek the opinion of the general body of the Organisation;
 - (c) the day to day administration of the Organisation;

17 TRUSTEES

- 17.1 The Council shall appoint not more than five persons (including where Council so decided pursuant to Rule 17.3, a corporate body) to be Trustees of the Organisation for any of the purposes of the Trade Union Acts. Any Trustee or Trustees shall be appointed or may be removed by Council and shall, subject to the provisions of the Trade Union Acts, have such powers and indemnities and perform such duties, and be subject to such regulations as the Council shall determine.
- 17.2 Each three years the three longest continually serving Trustees shall retire from office on December 31st or a date within sixty (60) days thereafter specified by Council at the final meeting of Council before the appropriate December 31st. Where the three Trustees to retire is uncertain due to equal seniority of two (2) or more Trustees, the

Trustees to retire shall be selected by lot. Council shall at its next meeting appoint a Trustee to fill the vacancies. The outgoing Trustees who retire subject to Rule 17.2, shall be eligible for re-appointment by the Council.

- 17.3 All real and personal property of the Organisation shall be vested in the Trustee(s) and all investments of money shall be made in the name(s) of the Trustee(s). A corporate body may be a Trustee of the Organisation.
- 17.4 Subject to their rights in any relevant legislation, the Trustees shall earnestly endeavour to act unanimously in discharging their duties.
- 17.5 Any person appointed as Trustee of the Organisation shall not be eligible to serve on Council, the Executive Board or National Specialty Committees of the Organisation during their term of office as Trustee.

18 REMOVAL OF OFFICERS AND TRUSTEES

- 18.1 An Officer or Trustee of the Organisation shall have his appointment terminated by the Council which shall have been convened with the express notice that the question of his appointment shall be considered at such a meeting. A majority of two thirds of the Council's members shall carry such motion of termination.
- 18.2 A Council member or members may be removed by a vote of members at a General Meeting. A proposal to remove a Council member or members must be in writing, signed by twenty (20) ordinary members and delivered to the Chief Executive at least twenty one (21) days prior to the General Meeting. Any such proposal shall be deemed to have failed unless the same shall be supported by the votes of not less than two-thirds of the members present.

19 DISSOLUTION OF THE ORGANISATION

- 19.1 The Organisation may be dissolved by a special resolution passed as provided by these Rules. Notice of dissolution shall be sent to the Registrar within fourteen (14) days as required by legislation.
- 19.2 If upon the dissolution of the Organisation there remains, after satisfaction of all its debts and liabilities, any property whatsoever, the same shall not be paid to or distributed among the members of the Organisation but shall be given or transferred to some other institution, association or organisation, jointly or severally, having objects similar to the objects of this Organisation and which shall prohibit the distribution of its or their income and properties amongst its or their members to an extent at least as great as is imposed on the Organisation under or by virtue of these Rules. Such institutions, associations or organisations to be determined by the members of this Organisation at or before the time of dissolution or in default thereof by a Judge of the High Court and if and so far as effect cannot be given to the aforesaid provision, that as the Charities Registration Authority shall determine.

20 STRIKES AND INDUSTRIAL ACTION

- 20.1 The provisions of this Rule shall apply notwithstanding any other provision contained in these Rules.
- 20.2 In this Rule the term 'strike' and 'industrial action' shall have the same meaning as in the Industrial Relations Act 1990.
- 20.3 In this Rule the term 'member' shall have the same meaning as in Rule 7.1.
- 20.4 The provisions of this Rule shall apply to the Republic of Ireland only.
- 20.5 The union shall not organise, participate in, sanction or support a strike or other industrial action without a secret ballot, entitlement to vote in which shall be accorded equally to all members whom it is reasonable at the time of the ballot to believe will be called upon to engage in the strike or other industrial action.

- 20.6 The union shall take reasonable steps to ensure that every member entitled to vote in the ballot votes without interference from, or constraint imposed by, the union or any of its members, officials or employees and, so far as is reasonably possible, that such members shall be given a fair opportunity of voting.
- 20.7 The Council shall have full discretion in relation to organising, participating in, sanctioning or supporting a strike or other industrial action notwithstanding that the majority of those voting in the ballot, including an aggregate ballot referred to in Paragraph 8 of this Rule, favours such strike or other industrial action.
- 20.8 The Council shall not organise, participate in, sanction or support a strike or other industrial action against the wishes of a majority of the union's members voting in a secret ballot, except where in the case of a ballot by more than one trade union, an aggregate majority of all the votes cast favours such strike or other industrial action.
- 20.9 Where the outcome of a secret ballot conducted by the union or in the case of ballots conducted by the union and any number of other trade unions which are affiliated to the Irish Congress of Trade Unions an aggregate majority of all the votes cast is in favour of supporting a strike organised by another trade union, a decision to take such supportive action shall not be implemented by the union without the sanction of the Irish Congress of Trade Unions.
- 20.10 As soon as practicable after the conduct of a secret ballot the union shall take reasonable steps to make known to the members of the union entitled to vote in the ballot: (a) the number of ballot papers issued, (b) the number of votes cast, (c) the number of votes in favour of the proposal, (d) the number of votes against the proposal and (e) the number of spoiled votes.
- 20.11 Nothing in this Rule shall constitute an obstacle to negotiations for the settlement of a trade dispute nor the return to work by members of the union party to the trade dispute and any decision taken in accordance with this Rule to organise, participate in, sanction or support a strike or industrial action may be rescinded or amended without the necessity of a further ballot of the members concerned.

21 GENERAL

- 21.1 Reference in these Rules to 'in writing' shall include notices and accompanying documentation sent electronically via e-mail or other comparable technology including facsimile and for the avoidance of doubt, Notices convening General Meetings of the Organisation and documentation required under these Rules to accompany such Notices may be served electronically and where so served shall be deemed to have been received by the recipient Member on the date and time of sending.

22 LEGAL EXPENSES

- 22.1 If a member requires to obtain formal legal advices or intends to commence legal proceedings as a Plaintiff or an Appellant, or intends to seek legal advice on any matter, and wishes to apply for a grant from the Organisation in respect of the legal costs of such proceedings the member shall, before taking any step other than entering a notice of Appeal in the relevant case or such other steps as may be necessary to protect the applicant's legal rights, submit a written request to the Chief Executive Officer for a grant. The Chief Executive Officer shall place the request before the next meeting of the Executive Board which shall in its absolute and unfettered discretion decide whether a grant shall be payable. The applicant shall take no further steps in the legal proceedings until a decision has been given by the Executive Board. Any such grant of assistance towards the legal costs of the applicant shall be at the sole discretion of the Executive Board.
- 22.2 The Executive Board may in the case of an application for a grant for legal assistance in its absolute and unfettered discretion either refuse such grant or may allow a grant of all or a portion of the applicants expenses, and may state the maximum sum that shall be payable under such a grant and may make such assistance subject to such other conditions as the Executive Board sees fit in its absolute discretion.
- 22.3 If a member wishes to apply for a grant under this Rule to enable the member to defend any legal proceedings, or be represented before any statutory tribunal or inquiry either as a Defendant in the first instance, or as a Respondent in an Appeal, the member shall forthwith submit a written request to the Chief Executive Officer for a grant. The Chief Executive Officer shall deal with the request in the same manner as if the member had been an intending Plaintiff or Appellant and the provisions of Rule 22.1 shall apply. The Applicant may take such steps in the proceedings as are necessary to protect the applicant's legal rights pending a decision of the Executive Board.
- 22.4 The Executive Board shall not be obliged to furnish any reasons for its decisions in respect of any matter arising under the provisions of this Rule and such decisions shall be accepted by all members and be binding upon them.

APPENDIX

The electoral system to the National Specialty Committees:

General Practitioners

- 1 There shall be Regional Divisions. These shall correspond with Health Service Executive Administrative Areas and the Specialty Group members in each area shall elect by secret postal ballot a representative or representatives as follows:

| | |
|---------------------|-------------------|
| Western Region | 4 representatives |
| Southern Region | 5 representatives |
| Dublin/North East | 3 representatives |
| Dublin/Mid Leinster | 3 representatives |
- 2 There shall be three General Practitioner members elected by secret ballot by those General Practitioner members present at the AGM.
- 3 The General Practitioner Committee may co-opt up to two (2) members who are General Practitioners to the committee for all or part of the year, provided such co-opted members are co-opted by a two-thirds majority of the elected members of the committee. One of these shall be a newly established GP (less than 5 years in practice), one shall be a GP from a particular area of GP practice which may have a particular issue in train at the time.
- 4 A GP trainee will also be invited to attend meetings of the GP committee in an observer capacity – such nominee being made from a member of the NCHD Committee who is a GP Trainee.
- 5 The Committee may invite a retired GP member onto the Committee as an observer.

Consultants

1. Representation on the National Consultant Committee shall comprise twenty (20) Consultants elected either on a regional or specialty basis by secret postal ballot.
2. There shall be four (4) Regional Divisions. These shall correspond with Health Service Executive Administrative Areas. Each division will form a separate constituency for the purpose of electing Regional Representatives to the National Committee. Regional Representatives to the National Committee shall be distributed as follows:

| | |
|---------------------|-------------------|
| Western Region | 3 representatives |
| Southern Region | 3 representatives |
| Dublin/North East | 3 representatives |
| Dublin/Mid Leinster | 2 representatives |

[Total Regional Representatives: 11]

3. There shall be 9 (nine) Specialty Representatives as follows:

| | |
|------------------------|---|
| Anaesthetics | 1 |
| General Medicine | 1 |
| Obstetrics/Gynaecology | 1 |
| Paediatrics | 1 |
| Pathology | 1 |
| Psychiatry | 1 |
| Radiology | 1 |
| Surgery | 1 |
| Emergency Medicine | 1 |

[Total Specialty Representatives: 9]
4. Election for the Regional and Specialty Representatives will be held concurrently. All candidates must state their specialty (only one) at the time of nomination and this will appear on the ballot paper.
5. Individuals may be nominated for regional and/or specialty elections but, if successful in both, will serve as Regional Representatives only.
6. An SpR will be invited to sit as an observer on the Consultant Committee – such SpR being a nominee and member of the NCHD National Committee.
7. The Committee may invite retired Consultant members onto the Committee. Retired member being those as set out in the Definition of the categories of members of the Organisation.

Public Health and Community Health Doctors Committee:

1. The Public Health and Community Health Doctors Committee shall comprise twenty (20) of which sixteen (16) shall be elected by secret postal ballot on the basis of the HSE Regions.
2. Each Region shall elect four (4) members of which two (2) shall be from a Public Health (PH) panel and two (2) from a Community Health (CH) panel.
3. The Regional Areas are listed:

| | |
|---------------------|-------------------------------|
| Dublin North East | 4 Representatives - 2PH & 2CH |
| Dublin Mid Leinster | 4 Representatives - 2PH & 2CH |
| Southern | 4 Representatives - 2PH & 2CH |
| Western | 4 Representatives - 2PH & 2CH |

4. The two candidates with the most votes in each regional panel will win. In the event of a tie, the election will be decided by the drawing of lots – carried out by the President under the supervision of the Auditor.
5. All members will be entitled to vote in their region of employment for up to two candidates per panel.
6. The Committee shall co-opt the remaining 4 members of the Committee (of which 2 shall be PH and 2 CH) up to one month after the AGM, by a majority of elected members agreeing the candidates. If representation of grades and/or skills are lacking or under-represented, this should be addressed, and not necessarily with reference to geography. Candidates who stood for election and were unsuccessful may be considered for co-option.
7. If elected positions remain unfilled the same process may be applied as in Point 6 to fill these vacant places on the Committee – ensuring an even balance of PH and CH as well as grades and skills up to the maximum permitted Committee size.
8. The Committee may invite a SpR (in the field of public health) to attend the PH & CH Doctors Committee as an observer.
9. The Committee may invite a retired Public Health or Community Health member onto the Committee as an observer.

NCHDs

1. The National NCHD Committee shall comprise of twenty (20) members, nineteen (19) of whom will be elected by secret ballot and one elected from the floor of the AGM at the National Meeting of NCHDs.
2. The National NCHD Committee will be based on a National Panel whereby the Ballot Paper shall include all those members who have been duly proposed and seconded.
3. All those members being nominated will indicate their region (hospital group) and their specialty.

The regions/hospital groups shall be:

Dublin North East
Dublin Midland
Dublin East
South/South West
West/North West
MidWest

The specialties shall be:

Anaesthetics
General Medicine
General Practice
Obstetrics/Gynaecology
Paediatrics
Pathology
Psychiatry
Radiology
Surgery
Emergency Medicine

4. NCHD members will then cast votes by placing X alongside up to nineteen (19) of the named candidates on the Ballot Paper.
5. Those elected to the National Panel shall be determined as follows:
 - 5.1 The candidate receiving the highest vote in each of the six (6) regions corresponding to hospital groups.
The above candidates will be deemed to represent their specialty also.
 - 5.2 The next number of candidates elected will be those receiving the highest number of votes for the remaining specialty vacancies.
 - 5.3 The next number of candidates elected will be those who have received the highest votes from the remainder of the panel.
6. Where there are less than 19 candidates all candidates will be deemed to be elected.
7. Where there is a tie all candidates will be deemed to be elected.
8. Where there are vacancies following the ballot process candidates may be proposed/seconded and elected at the AGM.
9. Where there are remaining vacancies following the ballot process and the AGM Elections, the National NCHD Committee may co-opt members to the committee. Such co-optees requiring at least two thirds majority of the members present at the National Committee Meeting at which co-optees are proposed.



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