



GOLF COURSE SUPERINTENDENTS ASSOCIATION OF WESTERN AUSTRALIA

CODE OF ETHICS and CONSTITUTION

As a member of the Golf Course Superintendents Association of Western Australia inc. I accept and fully agree to abide by this Code and pledge myself to:

1. Recognise and discharge all my responsibilities and duties, in such a fashion as to be a credit to this Association and profession.
2. Practice and insist upon sound business and turf management principles, in exercising the responsibilities of my position.
3. Utilize every practicable opportunity to expand my professional knowledge, thereby improving myself and my profession.
4. Maintain the highest standards of personal conduct to reflect credit on and add to the stature of the profession of Golf Course Superintendency.
5. Extend assistance to any golf club, when called upon by the superintendent
6. Abstain from the debasement of, or encroachment upon, the professional reputation, practice or employment of another superintendent.
7. Lend my support and actively participate in, the efforts of my Association to improve public understanding and recognition of the profession of Golf Course Superintendency.
8. Abstain from any exploitation of my Association, industry or profession.
9. Be environmentally responsive with their interactions with the environment.
10. Present information and participate as a witness in all proceedings to which there exists evidence of a violation of this code of Ethics.



GOLF COURSE SUPERINTENDENTS ASSOCIATION OF WESTERN AUSTRALIA

1. NAME

The name of the Association is the "Golf Course Superintendents Association of Western Australia Inc." and wheresoever used in this Constitution the expression "The Association" shall mean and include "Golf Course Superintendents Association of Western Australia Inc.".

2. OBJECTIVES

The objectives of the Association are:

- 2.1 To seek to improve the knowledge and techniques of Golf Course Superintendents and for this purpose to arrange meetings, seminars and turf conferences.
- 2.2 To assist and support Educational Institutions in providing a high standard of education in Turf Management.
- 2.3 To promote and expand public awareness of the Association and its objects.
- 2.4 To achieve the improvement of Golf Courses.
- 2.5 To organise golf competitions to improve the Members knowledge and understanding of the game of golf.
- 2.6 To publish and/or promote a newspaper or journal, dealing with matters of interest pertaining to the Association and its objectives.

3. PROPERTY AND INCOME

The property and income of the Association shall be applied solely towards the promotion of the objects of the Association and no part of that property or income may be paid or otherwise distributed, directly or indirectly, to members, except in good faith in the promotion of those objects.



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4. MEMBERSHIP

4.1 There shall be the following classes of membership;

Class A. GOLF COURSE SUPERINTENDENT MEMBER

Any Course Superintendent who has responsibility for the maintenance and management of a golf course within the State of Western Australia.

Class B. ASSISTANT GOLF COURSE SUPERINTENDENT MEMBER.

Any Assistant Golf Course Superintendent who has responsibility for the maintenance and management of a golf course within the State of Western Australia.

Class C. LIFE MEMBER

This class shall be comprised of members, who in the opinion of the Committee have given exceptional service to the Association or to the profession and who have been a Golf Course Superintendent for more than ten (10) years. There shall not be more than six (6) Life Members at any time.

Class D. RETIRED MEMBER

Any member who has retired and is no longer seeking employment within or outside the field of golf course management may apply to the Committee for a Class D. membership and at the discretion of the Committee may be granted such a membership. Class D. members will pay half the annual subscription and may retain all privileges that applied to their previous membership classification.

This class shall be comprised of persons, who in the opinion of the Committee have given assistance to the Association or the profession. A member of this class shall be entitled to all privileges attached to membership of this Association, except that of voting and holding any office.



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This class shall be comprised of members, who in the opinion of the Committee have given exceptional service to the Association or to the profession and who have been a Golf Course Superintendent for more than ten (10) years. There shall not be more than six (6) Life Members at any time.

Class D. RETIRED MEMBER

Any member who has retired and is no longer seeking employment within or outside the field of golf course management may apply to the Committee for a Class D. membership and at the discretion of the Committee may be granted such a membership. Class D. members will pay half the annual subscription and may retain all privileges that applied to their previous membership classification.

This class shall be comprised of persons, who in the opinion of the Committee have given assistance to the Association or the profession. A member of this class shall be entitled to all privileges attached to membership of this Association, except that of voting and holding any office.



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Class F. STUDENT MEMBER

Student Member is a member who is involved in the trade and attending Technical College to improve his/her Knowledge to the trade. A member of this class shall be entitled to all privileges attached to membership of this Association, except that of voting and holding any office. Class F. members will pay half the annual subscription and be entitled to discounts as determined by the Committee, to attend seminars and conferences.

Class G. ASSOCIATE MEMBER

This class shall be comprised of persons who in the opinion of the Committee have a common interest in Turf Management. A member of this class shall be entitled to all privileges attached to membership of this Association, except that of voting and holding any office.

Class H. OVERSEAS MEMBER

This class shall be comprised of any persons outside the State of Western Australia, who have a common interest in Turf Management. A member of this class shall be entitled to all privileges attached to membership of this Association, except that of voting and holding any office. Class H. members will pay half the annual subscription.

4.2 Except where the context does not admit such 4.2 interpretation the expression "Member" in this constitution shall mean *and* include a member in all of the aforesaid classes of membership.

4.3 A person is qualified to be a member of the Association if, but only if the person is a natural person:-

- (a) Who qualifies under any one or more of the aforesaid classes of membership: and



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- (b) Has been approved for membership as a member of the relevant class of membership by the Committee.

4.4 Nomination of a person for membership of the Association:

- (a) Shall be made in writing and be lodged with the Secretary of the Association: and
- (b) Shall be accompanied by one year's membership fee as defined in rule 8.3.

4.5 Applications for membership shall be considered by the Committee at the first convenient opportunity *and* the application shall be notified in writing, by the Secretary of the Association, of the result of the application. If the application is rejected, any membership fee paid by the applicant will be refunded. If the applicant is accepted as a member of a class of membership, the membership fee in respect of which is less than the fee tendered with the application, the excess fee will be refunded to the applicant.

4.6 If a member wishes to transfer from one class of membership to another, he shall make application in writing for such transfer to the Secretary, who shall refer such application to the Committee for its determination. The Committee shall deal with the application as it may reasonably do so and shall cause the Secretary to notify the applicant, in writing, of its decision.

4.7 A member shall cease to be a member of the Association if the member:-

- (a) Dies
- (b) Resigns from the Association
- (c) Is expelled from the Association
- (d) Becomes a non-financial member of the Association as defined in Rule 8.4



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5. DISCIPLINING OF MEMBERS

5.1 Where the Committee is of the opinion that a member of the Association

- (a) has persistently refused or neglected to comply with a provision or provisions of these rules; or
- (b) has persistently and wilfully acted in a manner prejudicial to the interests of the Association,

The Committee may, by resolution:-

- (i) Expel the member from the Association; or
- (ii) Suspend the member from membership of the Association for a specified period.

5.2 A resolution of the Committee under clause 5.1 is of no effect unless the Committee, at a meeting held not earlier than 14 days and not later than 28 days, after service on the member of a notice under clause 5.3, confirms the resolution in accordance with this rule.

5.3 Where the Committee passes a resolution under clause 5.1, the Secretary shall, as soon as practicable, cause a notice in writing to be served on the member:-

- (a) setting out the resolution of the Committee and the grounds on which it is based:
- (b) stating that the members may address the committee at a meeting to be held not earlier than 14 days and not later than 28 days after service of the notice:
- (c) stating the date, place and time of the meeting:
- (d) informing the member that the member may do either or both of the following:



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- (i) attend and speak at that meeting
- (ii) submit to the Committee at or prior to the date of that meeting written representations relating to the resolution.

5.4 At a meeting of the Committee held as referred to in clause 5.3, the Committee shall:-

- (a) give to the Committee an opportunity to make oral representations:-
- (b) give due consideration to any written representations submitted to the committee by the member at or prior to the meeting; and
- (c) by resolution determine whether to confirm or to revoke the resolution.

5.5 Where the committee confirms a resolution under clause 5.4, the Secretary shall, within 7 days after confirmation, by notice in writing inform the members of the fact and of the member's right of appeal under rule 6.

5.6 A resolution confirmed by the committee under the clause 5.4 does not take effect:-

- (a) until expiration of the period within which the member is entitled to appeal against the resolution where the member does not exercise the right of appeal within that period.
- (b) where within that period, the member exercises the right of appeal, unless and until the Association confirms the resolutions pursuant to clause 6.4



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6. RIGHT OF APPEAL OF DISCIPLINED MEMBER

- 6.1 A member may appeal to the Association in a general meeting against a resolution of the Committee which is confirmed under rule 5.4, within 7 days after notice of the resolution is served on the member, by lodging with the Secretary a notice to that effect.
- 6.2 Upon receipt of a notice from a member under clause 5.1, the Secretary shall notify the Committee which shall convene a general meeting of the Association to be held within 21 days, after the date on which the Secretary received the notice.
- 6.3 At a general meeting of the Association convened under clause 6.2:-
 - (a) no business other than the question of the appeal shall be transacted:
 - (b) the Committee and the member shall be given the opportunity to state their respective cases orally or in writing, or both; and
 - (c) the members present shall vote by secret ballot on the question of whether the resolution should be confirmed or revoked.
- 6.4 If at the general meeting the Association passes a special resolution in favour of the confirmation of the resolution, the resolution is confirmed.

7. MANAGEMENT

- 7.1 The management of the Association's affairs shall be vested in a committee (referred to in this constitution as "the Committee") which shall comprise a President, Vice President, Honorary Secretary, Honorary Treasurer and Golf Secretary, all of whom shall be elected annually by ballot at the Annual General Meeting.



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- 7.2 The Committee shall have the power to deal with all matters it may deem proper in the interest of the Association and the conduct of its members generally and with all questions brought before it except those matters which according to this constitution may be decided at an annual or extraordinary general meeting of the Association.
- 7.1 The attendance at the meetings of the Committee shall be noted and if a member of the Committee fails to attend three consecutive meetings of the Committee without seeking and being granted leave of absence there from he shall automatically vacate his office.
- 7.2 Should a vacancy occur in the Committee the Committee may appoint a person eligible for election to fill such vacancy until the next Annual General Meeting.
- 7.3 Only Class A, B, C & D members shall be eligible to be elected to the Committee.
- 7.4 Only Class A, B, C & D members shall be eligible to vote at any Annual General Meeting or Extraordinary Meeting. Class E, F, G & H will not be eligible to vote but may voice their views.
- 7.7 At any regular meeting of the Committee three (3) shall form a quorum.

8. INCOME & EXPENDITURE

- 8.1 Income and expenditure and all funds and property of the Association shall be under the control of the Committee. No funds shall be expended or property disposed of or liabilities incurred unless authorised by the Committee.



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- 8.2 The financial year of the Association shall end on the 31st day of March each year and as soon as practicable thereafter, the Committee shall cause a Statement of income and expenditure and a balance sheet to be prepared and submitted to an Auditor to be appointed by the members.
- 8.3 Annual subscriptions payable by members and any nomination, re-entrance or other fees payable by members shall be of such amounts as may be determined by the Committee from time to time.
- 8.4 Annual subscriptions shall fall due for payment on the 1st day of April in each year, and if not paid on or before the 31st day of May next following, the defaulting member shall thereupon cease to be a member of the Association. Any such member shall be entitled to re-apply for membership and that application shall be dealt with by the Committee on the same basis as if it was an original application for membership and if the applicant is successful the member may be required to pay, in addition to the annual subscription, a re-entrance fee.

9. MEETINGS

- 9.1 An Annual General Meeting of members shall be held each year in May or as soon thereafter as shall be practicable.
- 9.2 A quorum at an Annual General Meeting or Extraordinary General Meeting shall be 30% of members entitled to vote present in person.
- 9.3 The President shall be the Chairman of all meetings whether of members or of Committee. In his absence the Vice President shall be the Chairman and if no Vice President is present, one of the members shall be elected as the Chairman by those present.
- 9.4 Questions to be decided at meetings of members or of the Committee shall be decided by a simple majority of votes, in the case of equality of votes the Chairman shall have a casting vote.



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9.5

Extraordinary General Meeting may be called by the Committee or on a requisition of the Secretary, signed by at least five (5) members of the Association stating precisely the resolution to be proposed, and giving fourteen days' notice. The Secretary shall issue notice for an Extraordinary General Meeting at least seven days previous to the day of the meeting.

10. NOTICES

- 10.1 Any notice to be given by the Association to a member shall be deemed to be properly given if sent by ordinary post to the last address of the member, known to the Association.
- 10.2 Any notice to be given by a member to the Association shall be deemed to be properly given if delivered or posted to the Honorary Secretary of the Association.
- 10.3 Upon granting membership to any person the Association shall send to such person a copy of this Constitution and any amendments thereto and such person shall thereupon be deemed to have full and proper knowledge of such Constitution and shall be bound by the provisions thereof.

11. DISTRIBUTION OF SURPLUS PROPERTY ON WINDING UP OF THE ASSOCIATION

If, on the winding up of the Association, any property of the Association remains after satisfaction of the debts *and* liabilities of the Association and the costs, charges and expenses of that winding up, that property shall be distributed -

- (a) to another incorporated association having objects similar to those of the Association; or



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(b) for charitable or benevolent purposes,

which incorporated association or purposes, as the case may requires, shall be determined by resolution of the members when authorizing and directing the Committee under section 33 (3) of the Act to prepare a distribution plan for the distribution of the surplus property of the Association.

12. ALTERATION TO CONSTITUTION

This Constitution shall not be repealed, added to or amended in any way, except with the approval of a resolution by a majority of 75% of members, present in person, at an Annual General Meeting or an Extraordinary General Meeting. Seven days notice in writing of such meeting together with particulars of the proposed repeal, additions or amendments shall be given by the Association to the member