



Termination of Membership Policy

Version 2 (April 2010)

RESIGNATION

A member may resign at any time from Wildcare Australia by giving notice in writing to the secretary. Resignation will take effect at such time as the notice is received by the secretary, unless a later date is specified in the notice, when it shall take effect on that later date.

DISMISSAL

If a member -

- Is convicted of an indictable offence; or
- Fails to comply with any provisions of these rules; or
- Conducts themselves in a manner considered to be injurious or prejudicial to the character or interest of the association;

the member concerned shall be given a full and fair opportunity of presenting their case and if the Management Committee resolves to terminate their membership, it shall instruct the secretary to advise the member in writing accordingly. The notice will be sent by registered post or handed to the member by one of the main committee in person.

The notice should contain sufficient information to allow a defence to be prepared to the complaints against that member. The charges must be specific so that the member knows exactly the nature of the conduct complained of and nothing should be left to guess work. If the charges are amended after notice has been given, further notice, with time to prepare a defence to meet, ought to be given.

Procedure at a meeting

The meeting will be held at a location convenient to all parties and at a time convenient to all parties.

If a carer resigns or is terminated, the animals in their care may be confiscated. A letter will also be sent to the Environment Protection Agency notifying them that the person is no longer a carer with Wildcare Australia.

The carer will have no further contact with Wildcare Australia and shall not be allowed to attend future workshops or functions.

Appeal against termination of membership

A member who has been terminated shall have the right of appeal against such termination by the Management Committee and is entitled to a 'full and fair opportunity of presenting their case'.

The member may appeal to a general meeting of the members of the Association, for the purpose of determining that appeal. The Management Committee shall convene such a general meeting in accordance with the rules concerning general meetings. The general meeting should be held within 3 months (or such later period as may be prescribed of the date of the receipt by the Management Committee of notice in writing of that person's intention to appeal), at a time suitable to the majority of the members to attend thereat.

Confidentiality

The member being terminated has a right to confidentiality of the dismissal. All Management Committee members, Area Coordinators, Office Volunteers and Phone Operators who need to know of the situation for operational purposes, must sign a Confidentiality Statement to ensure the member's termination details are not communicated to other members of the organisation.