



U3A Bendigo Policy No. PO 2023.1

By-Laws, Policies and Procedures Framework	
Publication date: 1 February 2023	Applies to: All Committee members and all members
Responsible persons: President and Secretary	Scheduled review date: Every three years as approved by the Committee
Approved by: Committee Meeting on 13 th February 2023	Author: President

INTRODUCTION

U3A Bendigo Inc. (U3A) is established under the *Associated Incorporations Reform Act 2012* (the Act). The Act and the U3A Objects and Rules of the *U3A Bendigo Inc's Constitution (2013)* (the Rules) made in accordance with the Act are the primary sources of authority and requirements for the operations and governance of the association. Other laws of the ACT, and some laws of the Commonwealth, are relevant to the association.

U3A Rules require the Committee to control and manage the affairs of the association (Rule 42) and give the Committee authority to develop and approve documents to support the association's operations and ensure good governance, consistency, and uniformity in the way the association is managed.

PURPOSE

This policy is designed to:

- Describe the types of internal governance documents that can be developed and made by the Committee to support the governance and operation of the association and
- describe the management of these documents

This Policy has four attachments:

1. **Attachment A:** By-law template
2. **Attachment B:** Policy template
3. **Attachment C:** Procedure template
4. **Attachment D:** By-Laws, Policy, and Procedures Index (filed as a separate document)

POLICY

Document Types

1. The Committee will use the following categories when developing documents for the governance, management, and operation of the association.

- a. By-laws - High level policies/statements created under Rule 45 of the Rules of U3A to ensure proper administration. By-laws are binding on all members.
- b. Policies - General descriptions that establish parameters for activity across the organisation. Policies should be adhered to by all members of the association. Policy documents should be brief, with clear statements of purpose.
- c. Procedures - Set out how U3A rules, by-laws and policies are to be put into practice and the Committee's objectives for particular areas. Procedures are developed for all areas across the association, are approved by those areas and approved by the relevant convenor, committee member except in the case where there may be impacts on other operational areas.

Procedures may be developed by relevant areas of the association and approved by convenors or sub committees unless they involve or affect other operational areas, in which case the procedures must be approved by the Committee.

In this Policy "procedure" includes guidelines and protocols.

By-laws

2. A By-law is:

- a. Initiated by the Committee
- b. developed using the standard template (**Attachment A**)
- c. approved by the Committee
- d. notified to members by publishing as soon as practicable after the meeting at which the by-law is made:
 - i. A copy of the by-law on notice boards on public display at the offices of the association during normal hours of business,
 - ii. in the association's newsletter "The Buzz" and
 - iii. in such other manner as the Committee may determine eg SNAP News
- e. published on the U3A website
- f. stored using U3A electronic processes and in hard copy in the office and
- g. reviewed at least once every three years by the Committee.

Policies

3. Policies are:

- a. Initiated by the Committee
- b. developed using the standard template (**Attachment B**)
- c. approved by the Committee
- d. notified to the members through the Newsletter "The Buzz"
- e. published on the U3A website

- f. stored using U3A electronic processes
- g. available to be printed in hard copy from the U3A office at the request of a member and
- h. reviewed at least once every three years by the Committee.

Committee Procedures

- 4. Committee procedures are:
 - a. Initiated by the Committee
 - b. developed using the standard template (**Attachment C**)
 - c. approved by the Committee
 - d. stored using U3A electronic processes and
 - e. reviewed at least once every three years by the Committee.

Operational Procedures

- 5. Operational procedures are:
 - a. Initiated by committee members, convenors or on advice from volunteers and members
 - b. developed using the standard template (**Attachment C**)
 - c. approved by convenors or relevant committees or referred for approval to the Committee when the procedure affects or involves other operational areas and
 - d. reviewed at least once every three years by each relevant team or committee.

Reviews of by-laws, policies and Committee procedures:

- 6. Can take several forms.
- 7. All by-laws, policies and Committee procedures will be reviewed at least once every three years at a high level to ensure they are up-to-date and reflect current circumstances and requirements.
- 8. The Secretary will be responsible for notifying the Committee of the review process every three years.
- 9. The Committee may at any time review and amend particular aspects of by-laws, policies and committee procedures.
- 10. The Committee may at any time authorise a review of any by-law, policy or committee procedure and determine the methods by which the review is conducted.
- 11. Possible terms of reference for a review may include:
 - Current relevance
 - need to adapt to circumstances
 - need to strengthen application processes
 - need to increase adherence by members.
- 12. The Secretary is responsible for ensuring that amended versions of by-laws, policies and committee procedures are placed on the website and in the Electronic Repository (UFO).

Indexing

13. An index of all by-laws, policies and procedures will be developed and stored electronically for access by the Secretary.

SOURCES

Associated Incorporations Reform Act 2012

U3A-Bendigo Inc. Objects and Rules

U3A-ACT Inc with permission March 2022

REFERENCES

<http://www.bizmanualz.com/sample-policies-procedures>

Attachment A

U3A BENDIGO BY-LAW No (BL, then year number the next sequenced number on: e.g. BL20141; BL20142, BL20143, BL20154-Secretary to allocate by-law number when development authorised)

Publication date: (When distributed by Secretary/Manager for implementation - must be within two weeks of the decision being taken to implement the by-law)	Applies to: (Who needs to follow this policy? What it affects.)
Responsible person: (Who will have carriage to ensure compliance with and revision of the by-law)	Scheduled review date: (Insert February and the next year following the publication of the by-law)
Approved by: (Insert Committee meeting date)	Author: (Position of author)

BY-LAW STATEMENT

Words of the by-law as passed by the Committee at a meeting at which minutes were taken.

RATIONALE.

This is a high level, summary statement about why the by-law exists and what it aims to achieve.

PROCEDURE

Describes how the by-law will be enacted and identifies whether policy and procedures are required to support it.

COMMUNICATION

As soon as practicable after the meeting at which the by-law is passed by the Committee the by-law must be published:

- By placing a copy of the by-law on a notice boards on public display at the office of the association during normal hours of business
- in the association's newsletter "The Buzz"
- on the U3A-Bendigo Inc. website and
- in such other manner as the Committee may determine (Insert arrangements).

RELATED DOCUMENTS

Name policy/rule/ law that this by-law refers to.

Attachment B

U3A BENDIGO POLICY No (PO, then year number, then next sequenced number on: e.g. PO20141; PO20142, PO20143, PO20154 - Secretary to allocate policy number when development authorised)

Name of this policy	
Publication date: (When distributed by Secretary for implementation - must be within two weeks of the decision being taken to implement the policy)	Applies to: (Who needs to follow this policy? What it affects.)
Responsible person: (Who will have carriage to ensure compliance and revision)	Scheduled review date: (Insert February and the next year following the publication of the by-law)
Approved by: (Insert Committee meeting date on which this policy is approved.)	Author: (Position of author)

INTRODUCTION

Describes the context for the policy: background to its development and its importance.

PURPOSE

What the policy intends to accomplish.

DEFINITIONS/KEY WORDS

If needed.

LIST OF ATTACHMENTS

Insert support materials and templates.

POLICY

What the policy is about and the important things people need to know about what they are required to do to comply with the policy.

This section may include sub-sections such as:

- Who has responsibility under the policy and descriptions of responsibilities and measuring tools for compliance and
- reference to the need for the development of procedures.

Sections within the policy should be numbered with whole numbers indicating separate ideas (for example, 3.0 and subordinate or supporting ideas numbered: 3.1, 3.1.1, etc.).

SOURCES

Include the authority documents for this policy (for example, legislation; U3A-Bendigo Inc. Objects and Rules).

REFERENCES

Documents used to develop the policy. A web address is sufficient citation for online resources.

Attachment C

U3A BENDIGO PROCEDURES No (PR, then year number the next sequenced number on: e.g. PR20141; PR20142, PR20143, PR20154.

Secretary/co-ordinator to allocate procedure number when development authorised)

RATIONALE.

PURPOSE

Name of this Procedure	
Publication date: (When distributed by Secretary/Manager for implementation- must be within two weeks of the decision being taken to implement the procedure)	Applies to: (Who needs to follow this policy? What it affects.)
Responsible person: (Who will have carriage to ensure compliance and revision)	Scheduled review date: (Insert February and the next year following the publication of the by-law)
Approved by: (Insert committee meeting date/or co-ordinator name and date)	Author: (Position of author)
Tabled at committee meeting for information: Yes (insert date) No	

This is a high level, summary statement about why these procedures exist, what they aim to achieve, why people need to comply and instances where there might be discretion.

LIST OF ATTACHMENTS

Insert support materials and templates for the procedure.

PROCEDURE

The step-by-step actions that are required for people to comply with the procedures.

RELATED DOCUMENTS

Name policy/rule/by-law to which this document refers.

Name other documents to which the policy is related.