



Medical Officers of Schools Association

Rules

Introduction

1. The Medical Officers of Schools Association (MOSA) was formed in 1884 in response to “the need for the general adoption of more definite rules for guarding our great educational establishments from the outbreak and spread of preventable infectious disease”.

Aims and Objectives

2. The aims and objectives of the Association are to support those healthcare professionals, particularly school medical officers and school nurses, working in the field of school health, to encourage excellence in all aspects of professional practice in school health, to work with other relevant professional bodies and to arrange educational meetings from time to time.

Equality, diversity, and opportunity

3. MOSA is committed to equality, diversity and equal opportunity and will not discriminate on the grounds of race, gender, religion or belief, sexual orientation, age, ethnicity, nationality, marital status, disability or an individual’s family and caring responsibilities.

Membership

4. Any healthcare professional currently registered with an appropriate, professionally recognised body is eligible to be a member of the Association and to remain a member should he resign voluntarily from that professional body.
5. Such a healthcare professional wishing to become a member will forward an application to the executive officer and the election of the member will take place at a meeting of Council. This will be secured by a majority vote and will be ratified at the following Annual General Meeting (AGM). If membership is not ratified at the AGM, there will be a *pro rata* refund of the subscription paid.
6. Any member wishing to resign from the Association must inform the executive officer in writing. If this is a new member who has just joined, the subscription which has been paid will not be refunded should that member decide subsequently not to continue with their membership. In the case of an existing member who wishes to resign, their annual subscription will be refunded after payment has been made if notification of that member’s resignation from the Association is received

in writing not later than 30 calendar days after the date the subscription was due.

7. A list of members will be maintained, and kept up to date, by the executive officer and the executive secretary and will be available on the website in the members' section.

7a. A personal email address must be provided for user details. No generic email addresses will be accepted.

Associate membership

8. Non-clinicians working in a school setting are eligible to become associate members of the Association.
9. Such a non-clinician wishing to become an associate member will forward an application to the executive officer and the election of the associate member will take place at a meeting of Council. This will be secured by a majority vote and will be ratified at the following AGM.
10. Associate members will be subject to all the rules applicable to ordinary members and will pay the same annual subscription. They will have all the privileges of membership except that they will not hold office in the Association, have no voice in its management unless they are a Council member, and be ineligible to join the online discussion forum.
11. Any associate member wishing to resign from the Association must inform the Executive Officer in writing and will be liable for any unpaid subscriptions.

Honorary life membership

12. Ex-office holders, other members of Council or members of the Association of longstanding may be considered by Council to become an honorary life member (HLM).
13. A roll of HLMs will be maintained and will be available on the Association's website.

Misconduct of members or associate members

14. If a member or associate member is the subject of an enquiry by a court of law, the General Medical Council (GMC), the Nursing and Midwifery Council (NMC) or another professional body into a matter that might imply serious professional misconduct, their membership of the Association may be suspended with immediate effect at the discretion of Council until the outcome of the case is known.
15. If a member or associate member is found guilty of serious professional misconduct or is convicted of a criminal offence or has behaved in a way that is detrimental to the honour and good name of the Association, their membership will cease with effect from the date of the judgement.

16. Their expulsion will be ratified at the next meeting of Council although the member or associate member will have the right to make a submission to Council, or to appear before Council at that meeting and to be accompanied by a friend or representative. If the member or associate member is expelled, this will be notified to the Association at the next AGM.

The Council

17. The general management of the Association will be the responsibility of Council which will consist of the officers and other members of the Association up to a maximum total of 15.
18. Decisions of Council may be taken not only at meetings but in an emergency by electronic communication e.g., email, text, telephone, Skype. If verbal or other communication has been used, a written record of any business so transacted must be made immediately and presented at the next Council meeting.

Officers of the Association

19. The officers, who will be considered members of Council, will consist of the president, the executive officer, the treasurer, the educational officer, the editor and the archivist, and their election will take place at an AGM.
20. A candidate for the position of president will be selected from the existing members of Council while candidates for the positions of the other officers may be selected from either the existing members of Council or, if deemed appropriate, the general membership of the Association.
21. The term of office of the president will be two years after which the president will be eligible for re-election for a maximum of two further, separate periods of two years. Each election for the position of president will take place at an AGM.
22. The term of office for each of the other officers will be five years after which that officer will be eligible for re-election at the following AGM, except in the case of a vacancy which may be filled at once by Council.
23. At the AGM, the president and each officer will be elected by ballot, their name having been proposed and seconded, with a majority vote securing election.
24. Each officer, with the exclusion of the president, will have a performance review every five years, prior to their re-election at an AGM. The results of the review will be analysed by the president and / or the trustees and a report of poor performance will be reviewed by the whole Council.
25. There will be a job description for each officer which will describe their role, and to which that individual will be expected to adhere.
26. If there is concern about the performance, conduct or behaviour of the president, one fifth of the total membership of Council may make a written submission to that effect to the trustees.

27. If there is concern about the performance, conduct or behaviour of any other officer, one fifth of the total membership of Council may make a written submission to that effect to the president.
28. Retiring officers may leave Council altogether or apply to become an ordinary Council member in the usual way.

Trustees

29. Two trustees will be chosen from senior members of Council and, ideally, will have held office in the Association. They will be *ex-officio* members of Council and will not be considered to be officers of the Association.
30. Their role will be to oversee the affairs and running of the Association, to promote its good name and to act in an advisory capacity to Council when necessary.
31. Their term of office will be five years and they will be eligible for re-election at the following AGM.
32. The trustees will have no legal or financial responsibility for the Association.
33. If there is concern about the performance, conduct or behaviour of either trustee, one fifth of the total membership of Council may make a written submission to that effect to the president.

The president elect.

34. One year prior to the end of the term of office of the president, a president elect, having been recommended previously by Council, will be elected at an AGM, a majority vote securing election.

Other members of Council

35. Potential new Council members will produce a biography as part of their initial application for the post.
36. There will be a job description for Council members to which they will be expected to adhere.
37. The term of office of a member of Council will be three years and they will be eligible for re-election at the following AGM.
38. At that AGM, the Council member will submit a written application, or proposal, together with a résumé of their work, achievements, and future plans for contributing to Council and MOSA.
39. Each Council member, other than Officers, will have a performance review every three years, prior to their re-election at an AGM. The results of the review will be analysed by the president and / or the trustees and a report of poor performance will be reviewed by the whole Council.

40. If there is concern about the performance, conduct or behaviour of any member of Council, one fifth of the total membership of Council may make a written submission to that effect to the president.
41. On leaving Council, the retiring member will be expected to maintain confidentiality about the Association's business and to always uphold the good name of the Association.
42. Council will have the power to co-opt any individual, but that individual will not have a vote. Council will also have the power to co-opt lay members.

Meetings of Council

43. The Council will meet three times a year usually, with the executive officer, together with the executive secretary, being responsible for the agenda.
44. The quorum for each meeting will be more than fifty percent of the total membership of Council.
45. The chair will be taken by the president or, in his absence, a nominated deputy, usually the immediate past president if available.
46. Officers will be expected to attend every meeting of Council unless sudden, unforeseen circumstances prevent them doing so, while other members of Council will be expected to attend at least half the meetings in any three-year period.
47. The frequency of attendance of officers and other members at meetings of Council will be recorded and published at each AGM.
48. If the attendance of any officer, except the president, or any other member of Council is unsatisfactory i.e., falls below the minimum expected number, the matter will be reported to the president who will investigate and decide any appropriate action.
49. The order of business at a Council meeting will be:
 - Announcements
 - Apologies for absence
 - Declarations of interest
 - Approval of the minutes of the previous meeting
 - Matters arising from those minutes.
 - Items previously notified to the executive officer under any other business.
 - The president and all other officers to report on business concerning MOSA that they have conducted since the previous Council meeting.
 - Discussion of strategic items, if any
 - Discussion of operational items, if any
 - Date, time, and place of the next meeting
50. The executive officer's report will include business concerning MOSA that has been conducted by the executive secretary since the previous Council meeting, as

well as a report on the total number of MOSA members, applications for membership and the resignation of existing members.

51. There will be a general discussion annually, usually after an AGM, about Council membership including the number of members, the skill mix, and potential new members.
52. Resolutions in meetings will be passed by a majority vote and in the case of a draw, the chair of that meeting will have the casting vote.
53. The executive officer and the executive secretary will be responsible for the recording of the minutes of each Council meeting and their distribution to Council members, usually within two weeks of the meeting.

Remuneration of officers, other Council members and co-opted members

54. Each officer will receive an annual honorarium in recognition of their work for Council and the Association, the amount being decided by Council.
55. Officers, other Council members and co-opted members will be remunerated in recognition of their attendance at Council meetings. This sum will be paid at a sessional rate, the rate being decided by Council.
56. Officers, other Council members and co-opted members may claim reimbursement of travel expenses incurred in travelling to and from Council meetings or while conducting other relevant business on behalf of the Association.
57. Travel may be by rail, when they will be expected to find the cheapest method, including taking advantage of early booking, or by use of their own transport when reimbursement will be in line with prevailing NHS rates. They will be required to provide receipts for every monetary claim.
58. Should an officer, other Council member or co-opted member not choose the cheapest method of travel, they may make a case for the re-imbursement of the actual cost incurred to the Executive Officer or claim a *pro rata* amount.
59. Officers, other Council members and co-opted members may also claim remuneration, by application to the Executive Officer, in recognition of any work they have performed for Council or the Association in addition to their usual duties, the nature of which has been agreed previously with the Executive Officer.

Annual General Meetings

60. The date, time and place of each AGM will be determined by the executive officer in conjunction with Council, and every member of the Association will be notified of the meeting and provided with the necessary documents electronically or by post at least four weeks in advance.
61. The chair will be taken by the president or, in his absence, a nominated deputy, usually the immediate past president, if available.

62. The order of business at an AGM will be:

- Announcements
- Apologies for absence
- Declarations of interest by officers and other members of Council
- Approval of the minutes of the previous AGM
- Matters arising from those minutes.
- Items previously notified to the executive officer under any other business.
- Reports by the president and each officer
- Adoption of the annual accounts
- The annual subscription for the forthcoming year
- Election of the president two yearly as necessary
- Election or re-election of the officers five yearly as necessary
- Election or re-election of other members of Council three yearly as necessary with each member providing before the meeting a written proposal together with a résumé of their work and achievements in the previous three years and their future plans for contributing to Council and the Association
- Ratification of the election of new members of the Association
- Declaration of the results of voting
- Date, time, and place of the next AGM

63. All members of the Association attending an AGM will be provided with a ballot paper for the purposes of voting on tabled resolutions.

64. Any member of the Association who is unable to be present at an AGM will be entitled to cast a vote before the meeting either electronically or by post.

65. The executive officer and the executive assistant to the honorary programme secretary will be responsible for the recording of the minutes of the AGM and their distribution to all members of the Association, usually within two weeks of the meeting.

Extraordinary meetings

66. Any three members of Council may call an extra meeting of Council which will then have the power to call an extraordinary meeting of the Association if necessary.

67. Non-Council members of the Association may request an extraordinary meeting of the Association if that request is put in writing to the Executive Officer by at least six members.

Educational meetings

68. The educational programme will be the responsibility of the educational officer, together with the executive officer and the executive assistant to the educational officer. Council will oversee the programme but generally it will be expected that there will be at least two educational meetings a year for members and others.

Executive secretary

69. Council will appoint, and the Association will employ, an executive secretary to assist in the general management and administration of the Association and will also determine the executive secretary's hours, duties, and remuneration. The work of the executive secretary will be overseen by the executive officer.

Executive assistant to the programme secretary

70. Council will appoint, and the Association will employ, an executive assistant to the programme secretary to assist in the management of the educational programme and will also determine the executive assistant's hours, duties, and remuneration. The work of the executive assistant will be overseen by the honorary programme secretary.

Finance

71. The Association's financial year will run from 1st August to 31st July.
72. The Association's finances will be the responsibility of the treasurer with the assistance of the executive secretary.
73. All monies will be banked in the name of the Association and cheques will be signed by any two of three signatories who will be the president, the executive officer, and the treasurer.
74. Electronic financial transactions will be signed by any two of the three signatories as in Rule 73.
75. The annual accounts will be checked and verified by a firm of independent professional accountants as appointed by Council and will be presented to Council and then at the following AGM by the treasurer or an appropriate deputy.

Annual subscription

76. Any new member will pay an amount equivalent to the annual subscription on joining the Association. Annual subscriptions will become due every 12 months following the date of joining. The amount of the subscription will be recommended by Council and agreed at the following AGM by a majority vote.
77. The treasurer and the executive secretary will be responsible for collecting and accounting for the annual subscription.
78. If any member's annual subscription is more than three months in arrears, the treasurer and the executive secretary will investigate the circumstances and make a report to Council.
79. Non-payment of the annual subscription may result in the erasure of the member's name from the list of members.

General

80. Any changes to these Rules must be agreed by a majority vote at an AGM, the

proposed change having been notified in writing to the executive officer at least four weeks before the meeting.

81. These Rules will be reviewed by Council at least every five years.

By Order of Council 4th February 2015
Amended 16th January 2016
Amended 25th January 2020