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Provisional Australian Prisoners Union Rules

PART 1 - NAME

- 1.1. The organisation formed under these Rules shall be called the “Australian Prisoners Union”, here in after referred to as “the Union”.
- 1.2. The registered address of the Union is as it appears in Schedule 1 of these Rules

PART 2 - OBJECTS

- 2.1 The general objects of the Union within the industry of monitoring and reporting on detainees rights with which described in Annexure A
 - 2.1.1 to uphold the rights, interests, and welfare of members and the broader detainee community in Australia and other territories where persons associated with Australian immigration detention may be detained and ensure they are upheld by relevant authorities;
 - 2.1.2 to promote, foster and maintain a detainee community; and to promote, foster and maintain the best interests of all Members.
- 2.2 Without limiting sub-rule 2.1 the specific objects of the Union are:
 - 2.2.1 to promote and encourage respect within the Union and amongst Members for the dignity and worth of and in the equal rights of the human person;
 - 2.2.2 to promote and encourage the participation in the Union of all without distinction or discrimination as to race, gender, sexual orientation, language, or religion;
 - 2.2.3 to ensure Members are provided with a safe and healthy environment;
 - 2.2.4 to promote the voice of detainees within the wider community;
 - 2.2.5 to ensure minority demographics, such as Indigenous detainees, female detainees, and immigration detention centre detainees, have a clear voice within the prison community;
 - 2.2.6 to represent the collective views and opinions of detainees regarding relevant legislation and policies to authoritative figures and organisations;
 - 2.2.7 to provide a detainee organisation that can contribute to Australia’s implementation of the Optional Protocol to the Convention Against Torture (OPCAT);

- 2.2.8 to promote any legislation or policies that protect and advance the interests of its Members;
 - 2.2.9 to facilitate external communication between communities within different detainment facilities and promote the building of shared values and social responsibility;
 - 2.2.10 to empower detainees and support their endeavours which may be related to this Union, supporting their voices in the wider community;
 - 2.2.11 to ensure current detainees are the primary voice within the Union as they are the individuals who are impacted directly. Detainee's views should be considered as the most significant by all other Members.
- 2.3 The Union has all the powers of a body corporate.
- 2.4 Without limiting sub-rule 2.3 the Union has power:
- 2.4.1 to raise funds;
 - 2.4.2 to purchase, lease, mortgage, exchange, sell, and otherwise deal with any real or personal property;
 - 2.4.3 to provide appropriate terms and conditions of employment for paid Officers and employees of the Union;
 - 2.4.4 to amalgamate with any other trade union or organisation; and
 - 2.4.5 to affiliate with any peak body constituted of trade unions or organisations.
- 2.5 The Union shall not be affiliated to any political party or organisation.
- 2.6 The liability of Union Members is limited.
- 2.7 True accounts must be kept of the sums of money received and expended by the Union, and the matter in respect of which the receipt and expenditure takes place, and of the property, credits, and liabilities of the Union and, subject to any reasonable restrictions as to the time and manner of inspection, will be open to the inspection of the members. Once at least in every year the accounts of the Union must be examined, and the correctness of the balance sheet ascertained, by one or more properly qualified auditors.
- 2.8 The income and property of the Union must be applied solely towards the promotion of the objects of the Union and no portion shall be paid or

transferred directly or indirectly by way of dividends bonus or otherwise by way of profit to members of the Union.

PART 3 - DEFINITIONS

3.1 In the rules, unless inconsistent with the context, the following terms have the following meanings:

- a) 'Conditional Detainee' means an individual who is held under conditional liberty.
- b) 'Conditional Liberty' means an individual who has been released pending proceedings, under orders imposed by the Parole Board or a court of law including but not limited to parole, extended supervision, released on condition, and post detention conditions, or serving a sentence, including but not limited to, home detention, community detention, supervision, psychiatric orders, intensive supervision and/or community work.
- c) 'Detainee' means anyone involuntarily held in custody, including but not limited to in prisons, hospitals, onshore and offshore immigration detention centres, and juvenile detention centres. The definition of a detainee within this Union's rules can be applied without limitations of age, gender, race, religion, or sexual preference.
- d) 'Detainee Observer' means any detainee contracted to observe and report observations of detainee conditions.
- e) 'Employee' means a paid employee of the Union whose work is of an industrial, professional or legal nature.
- f) 'Ex-Detainee' means anyone who has previously been defined as a detainee under the definitions of these rules but is no longer held in custody.
- g) 'Facility' means locations where people are detained and includes, but is not limited to, immigration detention centres, hospitals, prisons, and juvenile detention centres.
- h) 'Family Member' in relation to a person, means a parent, step-parent, child, stepchild, grandparent, grandchild, brother or sister of the person, spouse; or another individual nominated by a detainee.
- i) 'Female Detainee' means anyone involuntarily held in custody, including but not limited to in prisons, hospitals, onshore and offshore immigration detention centres, and juvenile detention centres who identifies as female.
- j) 'Immigration Detention Detainee' means anyone involuntarily held in custody in onshore and offshore immigration detention centres.

- k) 'Indigenous Detainee' means anyone involuntarily held in custody, including but not limited to in prisons, hospitals, onshore and offshore immigration detention centres, and juvenile detention centres who identifies as Indigenous.
- l) 'Member' means anyone admitted to this Union, and 'Membership' has a corresponding meaning under these Rules.
- m) 'Officer' means a person who holds an office in the Union.
- n) 'Offshore Detention' means overseas facilities run by the Australian Government in which people seeking asylum in Australia are detained.
- o) 'Supporter' means a person who is not a Detainee, Conditional Detainee or Ex-Detainee, who supports the work of the Union.
- p) 'Unfinancial Member' is a Member of the Union who has not paid the appropriate Fees
- q) 'Union' means the Australian Prisoners Union.
- r) 'Volunteer' means someone who enters into any service of their own free will, or who offers to perform a service or undertaking for no financial gain
- s) 'Year' for all purposes of the Union, a Calendar Year commencing on 01 January.

PART 4 - MEMBERSHIP

- 4.1 Membership is available to Detainee Observers or individuals seeking to become Detainee Observers and are
- a) Conditional Detainees
 - b) Detainees held in a Facility
 - c) Detainees under remand where the court has ordered that the detainee be kept in a facility until they go back to court,
 - b) Detainees serving a sentence under a court order,
 - c) Detainees who are detained in mental health facilities for the purpose of any orders relating to a mental illness or disorder,
 - d) Juvenile detainees in detention between the ages of ten and seventeen,
 - e) Individuals detained in immigration centres and offshore processing centres,
 - f) Ex-Detainees in the community.
 - g) Family members of the above.
 - h) Volunteers and Supporters

4.2 Membership of the Union is divided into two classes:

4.2.1 Full Membership is available to

- a) Detainees
- b) Conditional Detainees

4.2.2 Associate Membership is available to:

- a) Ex Detainees
- b) Family Members
- c) Volunteers

4.3 Application for Membership

4.3.1 Application for Membership may be made by completing a Membership Form either:

- a) as per Annexure B of these Rules or
- b) an online form containing identical information
- c) through telephone communication with the Union or
- d) by any other means as determined by the Executive Committee

4.3.2 Members must be approved by the Executive Committee before their Membership is activated

4.3.2 The Executive Committee maintains the ability to refuse Membership if in its opinion the applicant is not supportive of the Objects of the Union.

4.3.3 All applicants approved for Membership will be informed in writing of:

- a) The acceptance of their Membership
- b) Financial obligations arising from their Membership
- c) The method by which a Member may resign from the Union

4.4 Membership Fees

4.4.1 The Annual Membership Fee for both classes of Membership will be determined by the Executive Committee.

4.4.2 The Annual Membership Fee for each class of Membership is listed in Schedule 1 of these Rules.

4.4.3 If the Membership Fee is not paid at the time of joining, it continues to be a liability to the Union to be paid before the Member becomes a Financial Member, unless the member obtains an exemption from the Executive Committee.

4.4.4 The Executive may at its discretion waive the Membership Fee in case of exceptional hardship: in such a case the Member retains all Membership rights and obligations.

4.4.5 The Executive Committee shall have the power to revise the annual fee annually.

4.4.6 The Annual Membership Fee may be paid:

- a) in full by 31 January each year
- b) in the case of a new Member joining, within 1 calendar month of being advised of the approval of their Membership, in which case the fee will be determined at a pro-rata of the Annual Fee for the remainder of the Calendar Year.

4.4.7 Annual Fees may be paid by cheque to the Registered Address of the Union which is listed in Schedule 1 of these Rules

4.5 A member who fails to pay all Membership Fees when due may be deemed an Unfinancial Member of the Union by the Executive Committee.

4.5.1 An Unfinancial Member has no benefits, privileges or rights of Union Membership.

4.5.2 An Unfinancial Member regains all benefits, privileges and rights of Membership fourteen days following the payment of all due fees.

4.5.3 A Member under the Rule 4.4.4 is not considered Unfinancial.

4.6 Termination of Membership

4.6.1 A Membership may be terminated by the Executive Committee if:

- a) the Member has been unfinancial for two Years
- b) the Member has in the opinion of the Executive Committee acted in a manner contrary to the Objects of the Union
- c) the Member becomes ineligible

4.6.2 A Member may resign their Membership by written notification to the Union

4.6.3 Termination of Membership will take effect on the date specified in the written notification from:

- a) the Union in the case of 4.6.1 or
- b) the Member in the case of 4.6.2

4.6.4 The Member remains liable for all fees for the period of their Membership

4.7 Registers

4.7.1 The Secretary must maintain a Register recording the names and current addresses of all Members.

4.7.2 The Secretary must maintain a Register of the name of all Officers of the Union.

4.7.3 All Register referred to in 4.7 must be made available for inspection by the industrial registrar of the principal registry established under the Workplace Relations Act or any person appointed by the registrar.

PART 5 – GOVERNING BODY

5.1 Executive Committee

The Executive Committee will consist of twelve Members of the Union.

5.1.1 These 12 Members will include the President and the Secretary of the Union elected as in Rule 6

5.1.2 The remaining Executive Council Members will be nominated by the President and Secretary as per Rule 6

5.1.3 A quorum will be formed by seven Members of the Executive Committee

5.2 Executive Committee Powers

Subject to the authority of the Membership in General Meeting, the Government of the Union shall be vested in the Executive Committee

5.2.1 Without limiting 5.2 the powers and functions of Executive Committee include:

- a) amending, interpreting, and administering the Rules;
- b) affiliating with any peak body constituted of trade unions or organisations;
- c) raising funds by any means, including through Annual Fees,
- d) the expenditure of the funds of the Union for the purpose of purchasing, leasing, mortgaging, exchanging, selling, and otherwise dealing with any real or personal property,
- e) determining the location of the Office of the Union.

5.3 Removal of Officers and Executive Committee Members

Any officer or member of the Executive Committee may be removed from office if they have been found guilty, in accordance with these Rules, of:

- a) misappropriation of the funds of the Union,
- b) a substantial breach of these Rules, or
- c) gross misbehaviour; or
- d) gross neglect of duty.

5.3.1 Any charge arising from Rule 5.3 shall be produced in writing with evidence and brought before the Executive Committee who will determine if the charge is of sufficient seriousness to warrant the calling of a Special General Meeting as per Rule 7.

5.3.2 The Executive Committee Member accused has the right to answer the accusations both at the Executive Committee Meeting and any subsequent Special General Meeting.

5.3.2 If a Special General Meeting is called as a result of 5.3.1 the Executive Committee Member's place on the Executive Committee will be suspended without prejudice pending the outcome of the Meeting

5.3.3 An accusation against an Executive Committee Member upheld by a Special General Meeting will result in the Executive Committee Member vacating their Membership of the Executive Committee.

PART 6 - OFFICERS

6.1 There shall be two Officers of the Union: The President and the Secretary.

6.2 The President:

- 6.2.1 shall preside at all General and Executive Committee meetings.
- 6.2.2 shall be responsible for the proper conduct of business at all meetings.
- 6.2.3 shall preserve order and give an impartial decision on all questions submitted for consideration at any meeting.
- 6.2.4 shall sign the minutes of any meeting as and when they are approved.
- 6.2.5 shall have the power to order the removal from any meeting of any person who persists in disorderly conduct at a meeting.
- 6.2.6 shall with the Secretary, nominate ten members of the Union to the Executive Committee for ratification by the Annual General Meeting
- 6.2.7 shall, in consultation with Executive Committee Members call an Executive Committee Meeting in accordance with Rule 7.5 of these rules.

6.3 The Secretary:

- 6.3.1 shall manage, or delegate the management of the Office of the Union.
- 6.3.2 shall conduct all the business and affairs of the Union in accordance with these Rules.
- 6.3.4 shall attend all General Meetings, Special Meetings and Executive Committee meetings and ensure that the minutes are kept and available to all members.
- 6.3.5 shall provide annually to the Registrar of the Industrial Relations Commission a statement, audited in the prescribed manner, of all receipts and expenditure during the period of twelve months of the financial year of the Union, and of the assets and liabilities of the Union as at the end of the financial year. The statement shall be accompanied by a copy of the auditor's report and shall be prepared in such form and shall comprise such particulars as may be prescribed.
- 6.3.6 shall keep and maintain a register of all Members, showing the names, postal addresses, Membership Class and Membership number of each member.
- 6.3.7 shall be responsible for notifying the Registrar of the Industrial Relations Commission within the prescriptions of the Act;
 - a) the date of any amendment of the Constitution,

- b) change of office bearers,
- c) the Union's registered office
- d) any other matter to be so notified in accordance with the Industrial Relations Act 1988, as amended from time to time;

6.3.8 shall with the President, nominate ten members of the Union to the Executive Committee for ratification by a quorate general meeting of Union members

6.4 The following are the duties of officer bearers and Executive Committee members:

6.4.1 represent the Union or allow the Union to be represented in all negotiations, discussions or other matters affecting the Union;

6.4.2 have the power to authorise expenditure on behalf of the Union not exceeding \$2000 at any one time;

6.4.3 be one of the countersigning officers for all withdrawal orders on the Union funds deposited in a bank account in the name of the Union;

6.4.4 keep all paper, records and property of the Union and, on vacating office, hand over the same to their successor and/or the President and/or any one of the Trustees of the Union;

6.4.5 be responsible for the proper keeping of financial books, accounts and monies of the Union;

6.4.6 prepare a statement showing the financial position of the Union for submission to the Annual General Meeting and when required to Executive Committee meetings;

6.4.7 have the power to retain in their possession for current Union expenses a sum of money for petty cash, such sum to be decided by the Executive Committee;

6.4.8 be responsible for the signing of all receipts and vouchers for monies spent and received on behalf of the Union;

6.4.9 on vacating office, hand over all books, documents and property of the Union in their possession to their successor;

6.4.10 have the use of the Seal of the Union and shall execute all documents on behalf of the Union, including all applications made to the Industrial Relations Commission or any other judicial body before which the Union does appear.

6.5 The positions of President and Secretary will be determined every three years by election conducted by the Australian Electoral Commission or an organisation approved by the Australian Electoral Commission.

6.5.1 The first election shall take place within three years of the registration of the Union.

6.5.2 The inaugural position holders for the purposes of the registration of the Union are listed in Schedule 1

6.5.3 Australian Electoral Commission elections will be conducted by postal ballot

6.5.4 Elections will be held at a time in consultation with the Australian Electoral Commission such that results are determined no later than 1 August of that year.

PART 7 – MEETINGS

7.1 Meetings of the Australian Prisoners Union are of four kinds:

- a) General Meetings
- b) Annual General Meetings
- c) Special General Meetings
- d) Executive Committee Meetings

7.2 General Meetings are the prime decision making meetings of the Union

7.2.1 All members are entitled to attend General Meetings

7.2.1 General Meetings will be held quarterly on the first Monday of March, June, September and December each year at 2.00 pm.

7.2.2 The venue for General Meetings will be decided by the Executive Committee.

7.2.3 In addition to attendance in person, General Meetings will include the facilities for Members to attend remotely through the following methods:

- a) telephone
- b) video conferencing
- c) other technologies that may become available with the approval of the Executive Committee

7.2.4 To facilitate 7.2.3 Executive Committee will ensure that appropriate facilities are made available at Meetings

7.2.5 General Meetings shall be considered quorate when

- a) at least seven members of the Executive Committee including the President or Secretary and
- b) at least the same number plus one of non Executive Committee Members

are present

7.2.5 For the purposes of 7.2.5 a) if the President or Secretary are unable to attend

- a) they may nominate another Executive Committee Member to fill their role for the Meeting or
- b) the Executive Committee may nominate another Executive Committee Member to take their place for the Meeting.

7.2.6 Members unable to attend A General Meeting by any method due to incarceration may post to the Union any issue they wish to be raised. Such Correspondence must be received at least seven days before the Meeting

7.2.7 All correspondence received in accordance with 7.2.6 will be considered at the Meeting during General Business.

7.2.8 The order of business of the General Meeting shall be:

- a) All Members attendance noted by the Minutes Secretary
- b) Apologies received
- c) Acceptance of previous minutes
- d) President's Address
- e) Secretary's Report
- f) Quarterly financial report
- g) General Business
- h) Issues arising from previous meeting.
- i) Any other business
- j) Appointment of Minute Secretary for next General Meeting
- k) Meeting formally closed by President

7.2.9 Members may raise Resolutions to be voted on during General Business.

7.2.10 Voting at General Meetings shall be by the following method:

- a) Resolution read by Member
- b) Secretary asks for the Resolution to be seconded by another Member
- c) if the resolution is seconded a show of hands is called for
- d) the Resolution is passed if a simple majority is in favour

7.2.11 in General Meetings the Minutes Secretary will monitor and record votes by Members attending remotely

7.3 Annual General Meetings are for the purposes of:

- a) Announcement of Australian Electoral Commission Union election results
- b) Nomination and Approval of other Executive Committee Members
- c) Tabling and acceptance of Annual Financial Records
- d) Appointment of an Auditor for the next year

7.3.1 Annual General Meetings are open to all Members

7.3.2 The Annual General Meeting will take place at 1.00 pm immediately prior to and in the same location as the September General Meeting.

7.3.3 In addition to attendance in person, Annual General Meetings will include the facilities for Members to attend remotely through the following methods:

- a) telephone
- b) video conferencing
- c) other technologies that may become available with the approval of the Executive Committee

7.3.4 General Meetings shall be considered quorate when

- a) at least seven members of the Executive Committee including the President or Secretary and
- b) at least the same number plus one of non Executive Committee Members

are present

7.3.5 For the purposes of 7.3.4 a), if the President or Secretary are unable to attend

- a) they may nominate another Executive Committee Member to fill their role for the Meeting or

- b) the Executive Committee may nominate another Executive Committee Member to take their place for the Meeting.

7.3.6 The order of business of the Annual General Meeting shall be:

- a) All Members attendance noted by the Minutes Secretary
- b) Apologies received
- d) President's Address
- e) Secretary's Report
- f) Annual financial report
- g) pursuant to 7.37 Announcement of Australian Election Commission election results
- h) nomination and acceptance of Executive Committee Members
- i) appointment of an auditor for the next year
- h) Meeting formally closed by President

7.3.7 If the Annual General Meeting is held in a year that an election for President and Secretary is held, the announcement of the election results and introduction of the new position holders will take place after the adoption of the Annual Financial Report.

7.3.8 If the Executive Committee Members nominated by the President and Secretary are not accepted by the Annual General Meeting the following process will take place:

- a) such nominations as are acceptable will be deemed to be Members of the Executive Committee
- b) The President will call for other nominations from the Membership in writing
- c) Any nominations received will be taken to the January General Meeting where each nomination will be voted on during General Business
- d) the results of the vote of the General Meeting will be final and the Members so elected will be deemed to be Executive Committee Members at the conclusion of that General Meeting

7.4 Special General Meetings are called for the purpose of resolving urgent issues arising.

7.4.1 Special General Meetings may be called by either:

- a) the Executive Committee or
- b) by written request by 5% of the Members

7.4.2 In the case of 7.4.1 b) the Executive Committee shall call a Special General Meeting as soon as practicable and notify all Members by writing at least fourteen days before the Meeting.

7.4.3 Written notice of the Special General Meeting must include:

- a) the time and location of the Meeting
- b) facilities available for remote attendance
- c) the issue to be discussed with the proposed resolution to be voted upon

7.4.4 In addition to attendance in person, Annual General Meetings will include the facilities for Members to attend remotely through the following methods:

- a) telephone
- b) video conferencing
- c) other technologies that may become available with the approval of the Executive Committee

7.4.5 Special General Meetings shall be considered quorate when

- a) at least seven members of the Executive Committee including the President or Secretary and
- b) at least the same number plus one of non Executive Committee Members

are present

7.4.6 For the purposes of 7.4.5 a), if the President or Secretary are unable to attend

- a) they may nominate another Executive Committee Member to fill their role for the Meeting or
- b) the Executive Committee may nominate another Executive Committee Member to take their place for the Meeting.

7.4.7 Only the issues and/or resolutions included in the written notice of the Special General Meeting may be discussed at the Meeting.

7.5 Executive Committee Meetings are for the purpose of Executive Committee Members to discuss and discharge their obligations under Rule 6.4 of these rules

7.5.1 Executive Committee Meetings shall take place at a time determined by the President in consultation with Executive Committee Members.

7.5.2 Executive Committee Meetings may take place by video conferencing

7.5.3 if the Executive Committee Meeting is not of an urgent nature, sufficient time must be allocated to allow participation by incarcerated Executive Committee Members.

7.5.3 at least one Executive Committee Meeting will take place between scheduled General Meetings

7.5.4 an Executive Committee Meeting is quorate if at least 50% of Executive Committee Members are present including the Secretary and President, subject to the same provisions of Rule 7.25.

7.6. It is a breach of the Rules for Members to assemble for the purpose of transacting Union business at meetings other than those convened in accordance with the Rules.

PART 8 AUDITOR

8.1 The Executive Committee must appoint annually as auditor a properly qualified accountant who is a competent person for the purposes of the relevant provisions of the Workplace Relations Act.

8.1.2 The Auditor shall, at the end of the Union's financial year, thoroughly examine all the accounts of the Union, check all receipts and payments and shall certify the same accordingly.

8.1.3 The Auditor shall prepare a report on the financial position of the Union and the manner in which the accounts have been kept, whilst having regard to the provisions of the Industrial Relations Act 1988, as may be amended from time to time. Such report shall be submitted to the Executive Committee, who shall publish the same with a copy of the Annual Report and Statement of Accounts duly certified by the Auditor, which shall be conspicuously placed in the Union's registered office and shall be made available free of charge to all members.

8.2 The auditor appointed in accordance with the Rule 8.1 must

- a) be given full and free access to all accounting records kept by Executive Committee;
- b) audit the accounts of Executive Committee for the period ending 31 December each year;
- c) report in writing on the audit to Executive Committee;
- d) sign the audited accounts of Executive Committee; and

- e) conduct a further audit at any time at the direction of the Executive Committee.

PART 9 WIND UP

- 9.1 If upon the winding-up or dissolution of the Union there remains, after the satisfaction of all its debts and liabilities, any property, it must not be paid to or distributed among the members of the Union, but given or transferred to some other association or associations or society or societies, having objects similar to the objects of the Union and which also prohibit the distribution of its or their income and property among its or their members to an extent at least as great as is imposed on the Union under or by virtue of Rule 2.8. Such association or associations or society or societies are to be determined by the members of the Union at or before the time of dissolution, or in default by a judge of a Court as may have or acquire jurisdiction in the matter, and if effect cannot be given to the other provisions of this Rule 7 then to some charitable object.

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SCHEDULE 1

Name of the Union is The Australian Prisoners Union

Registered Address: Suite 204
4 Goulburn Street
Sydney

Annual Membership Fee: \$50.00

Inaugural President: _____

Inaugural Secretary: _____

DRAFT

ANNEXURE A DESCRIPTION OF INDUSTRY IN CONNECTION WITH WHICH THE UNION IS REGISTERED

The industry will cover any privately and publicly-run facilities where individuals are kept in confinement and denied varying levels of freedom. The relevant facilities exhaustively include prisons, psychiatric hospitals, immigration centres, and juvenile justice within any States and Territories in Australia and offshore external territories considered part of Australia. The industry predominantly involves observation, monitoring, and reporting from the detainee experience in publicly and privately-run facilities as per OPCAT *

The primary aim of individuals providing detainee observation services is not to make a profit in the commercial sense, however, it is expected that the industry's overall revenue should exceed operational expenses i.e. the cost of training, materials, and salary.

The purpose of this industry is to:

- Allow the voices of personnel within facilities, who have the knowledge of the underlying experience, conditions and issues within relevant facilities to be heard.
- To ensure that incarcerated individuals in relevant facilities develop habits and skills that will assist in their successful re-entry to the community, OPCAT monitoring bodies or the relevant facility will be providing:
 - Regular work and training which will enhance a prisoner's post release employment opportunities, and/or advance their particular skills and interests;
 - Wherever possible, formal trade related training to complement or in addition to training for their detainee observer role;
 - Opportunities of advancement which will formalise and create a structured and hierarchical level of personnel ranked by experience, performance and expertise.
 -

As circumstances permit, and commensurate with other aspects of the above objective, the detainee observation industry should be capable of adapting to meet changing needs to enhance prisoner environments and conditions.

**The Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT)*

ANNEXURE B - APPLICATION FORM

Australian Prisoners Union

Application Form

I hereby make application to become a member of the Australian Prisoners Union, and agree to comply with the Rules of such Union and to any alterations and amendments that may be made from time to time.

Date of Birth.....

Gender

Main Language.....

Membership Category (circle one):

A. Detainee | **B. Conditional Detainee** | **C. Ex-detainee**

D. Family/Friend of A, B, C | **E. Employee/Volunteer/Supporter**

Relevant Skills.....

Contact Details of Applicant

Place of detainment (if applicable)

Postal Address.....

Phone Number.....

Facsimile.....

Email.....

Outside Contact (if applicable)

Phone Number.....

Facsimile.....

Email.....

Witness.....

Date.....

Signature.....

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