

## Document Information

### Related Documents

Title	Details
CATSINaM Constitution	doc_051
Australian Charities and Not-for-Profits Commission Act 2012 (Cth)	<a href="#">ACNC Act 2012 (Cth)</a>
Corporations Act 2001 (Cth)	<a href="#">Corporations Act 2001 (Cth)</a>

### Audience

CATSINaM Board Directors, Company Secretary, CEO, Executives, Employees, Subcontractors, Volunteers and Members.

### Review History and Authorisation

Date	Version	Author	Position
Jan 2024	V3	Michael Thomason	Right Source
Description of changes			
Entire document reissued – Endorsed by board 22-02-24.			
Endorsement			
		<i>Approved and endorsed by the Board at the meeting 22<sup>nd</sup> February 2024.</i>	
CEO	Company Secretary	President	

### Quality Management - LOGIQC

<b>Policy owner:</b>	Board	<b>Future review date:</b>	22.02.2025
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## Our Purpose

CATSINaM is the national peak body that represents, advocates and supports Aboriginal and Torres Strait Islander nurses and midwives at a national level. We believe that nurses and midwives are the backbone of the Australian health system and play a pivotal role in providing culturally safe health services to Aboriginal and Torres Strait Islander communities.

The CATSINaM is a not-for-profit company that exists to:

- Develop strategies to increase the number of practising Aboriginal & Torres Strait Islander nurses & Midwives
- Develop strategies to support practising Aboriginal & Torres Strait Islander nurses & midwives throughout their careers to keep them in the profession
- Encourage Aboriginal & Torres Strait Islander peoples to consider & select nursing or midwifery
- Work with governments & universities on workforce planning & ensuring Aboriginal & Torres Strait Islander peoples can become nurses & midwives
- Ensuring Aboriginal & Torres Strait Islander nursing & midwifery students have targeted support & assistance, giving every opportunity to realise their potential.
- Promote a greater understanding of the nature and value of cultural safety within the nursing and midwifery professions as an essential ingredient for improving health service experiences and outcomes.
- Help universities and educational institutions that teach nursing and midwifery to understand the issues that impact on Aboriginal and/or Torres Strait Islander health.
- Ensure that all nurses and midwives learn about Aboriginal and/or Torres Strait Islander health, history and culture, including cultural safety, in all courses leading to enrolment, registration or endorsement as a nurse or midwife.
- Work with other health organisations to make sure our peoples stand alongside doctors, pharmacists, physiotherapists and other allied health professionals to improve Aboriginal and/or Torres Strait Islander health outcomes.
- Explain and advocate against racism
- Listen to our members' aspirations and concerns and advocate on their behalf.

## Our Vision and Mission

CATSINaM's vision is that Aboriginal and Torres Strait Islander nurses and midwives play a pivotal and respected role in achieving health equality across Australia's health system for Aboriginal and Torres Strait Islander People and communities. CATSINaM's purpose is to honour a holistic and culturally safe approach to achieve optimal health and wellbeing for Aboriginal and Torres Strait Islander People and communities.

## Participation / Consultation

CATSINaM is committed to ensuring that the interests and needs of its members and stakeholders, regardless of their geographic location, are understood and reflected throughout the organisation.

Members can provide valuable experience and have input to the projects, activities and events run by the CATSINaM, by participating in our committees and other opportunities they arise. Most of our committee meets regularly to discuss topics and specific issues that the CATSINaM staff are leading. These activities, projects or events often require feedback.

Members input is vital, ensuring that activities are appropriate and representative of the Membership and provides the CATSINaM staff with direct experience and knowledge. Our committees can provide a mechanism through which members can participate in the planning and progression of activities and projects run by the CATSINaM, in accordance with the priorities set out in our Strategic Plan.

There are several committees at any one time. Committees may be long-term or operate only for the duration of a particular project or piece of work. A CATSINaM staff member, supported by a Board member, will lead and manage each committee to ensure the effective functioning of the committee. More details about the current committees can be found on our website. If you are interested in participating in a committee or have any ideas/suggestions for projects, please contact us.

## General Communication

We will communicate to the members and stakeholders of the CATSINaM through a regular membership newsletter, our website, forums, by e-mail and at the CATSINaM Annual General Meeting.

When vacancies arise on a particular committee or the Board of Directors, these will be advertised on the website, in the e-Newsletter and brought to the attention of the membership through targeted communication.

## Accountability

If, as a member, you feel that CATSINaM is not performing our duties, suggestions or complaints can be made by letter or e-mail, they should be addressed in the first instance to either the Company Secretary - [cosec@catsinam.org.au](mailto:cosec@catsinam.org.au) or Chief Executive Officer (CEO) - [ceo@catsinam.org.au](mailto:ceo@catsinam.org.au)

In the event you continue to be dissatisfied with our response, you should ask for the matter to be referred to the Board of Directors who will investigate the matter further. We will investigate the complaint thoroughly at each stage of the procedure and will endeavour to respond to you within seven (7) days of receiving the complaint. If for some reason a response is not possible within seven (7) days, we will inform you without delay.

## Members Responsibilities

### Members Agree:

- To be bound by CATSINaM's Constitution, copies of which can be downloaded from the website.
- To treat fellow members and CATSINaM staff with respect.
- To consistently strive to uphold and enhance the reputation of the CATSINaM by demonstrating exemplary standards in their professional conduct.
- To support CATSINaM activities and lend their names, whenever possible, to campaigning issues.

## Membership responsibilities.

Include:

- Electing the CATSINaM Board of Directors.
- Authorising significant transactions, including the dissolution of the organisation.
- Shaping CATSINaM as an organisation, by providing input into the strategic direction of the organisation
- Following the rules and approving changes in the CATSINaM Constitution

## Member obligations in the CATSINaM Constitution include:

- Complying with the law, Corporations Act and ACNC Act and this Constitution;
- Complying with any governing policy established by the Board and any other reasonable direction of the Board or its appropriately authorised Office Bearers or Officers that is deemed necessary, expedient or convenient for the proper regulation of the competent governance, management, conduct, control and direction of the Company;
- Informing the Company Secretary, in writing, of any changes in relation to the Member's eligibility:
  - for their category of Membership; or
  - to their registration or relevant qualifications as an Enrolled Nurse, Registered Nurse or Midwife (if applicable) including the suspension or cancellation of that registration; within ten (10) business days of such change occurring;
- Informing the Board within ten (10) business days of any corrective or disciplinary action being taken by a regulator or professional body in relation to the Member's professional practice or conduct;
- Treating other Members, the Directors, officers and staff with respect and dignity; and
- Not behaving in a way that significantly interferes with:
  - the operation of the Company or
  - general meetings of the Company or
  - in any way or manner liable to bring the Company into disrepute through their activities or

## CATSINaM Members Charter



- inactivity or in any way or manner liable to be prejudicial or detrimental to the interests of the Company or
- the pursuit of the Objects of the Company.