



CONSTITUTION

April 1, 2021



CONSTITUTION

1. TITLE

The name of the association is People Before Profit.

2. OBJECTIVES

The aim of People Before Profit is to bring about fundamental change across the whole of Ireland.

We seek to create decent well paid jobs and to end the scourge of involuntary emigration, unemployment and low paid employment.

We want to turn a rhetoric about social rights into a reality by guaranteeing people a home, a health service that treats people according to need and not the size of their wallet; an education system that prioritises creativity and rounded development and high quality public services. We are for the protection of the environment, and the creation of an ecologically sustainable future.

To achieve these modest demands, we will require change from a society that is addicted to profit to one where the needs of people come first, and a radical extension of democracy.

People Before Profit represents a different form of socialist politics, fitting for the 21st century.

It sees 'people power' and the mobilisation of people in workplaces, communities and on the streets as the key to bringing change in society.

It seeks to have TDs and MLAs elected to parliament and the Northern Assembly, but these shall not join in coalition governments with right wing parties to manage the current order. We will seek to bring change by combining a presence in parliament with mobilisation of large numbers of working people outside.

People Before Profit will combat homophobic, sexist and racist attitudes which seek to divide and scapegoat those with an interest in change. We are for an end to all discrimination against women and minority groups. We are resolutely opposed to sectarianism, and seek to unite working class people in common struggle.

People Before Profit is a 32 county party that seeks an end to the partition of Ireland through a struggle against the two states that were designed to create a carnival of reaction, and work towards the goal of a socialist Ireland where people from all backgrounds can have a stake.

3. MEMBERSHIP

Membership of People Before Profit shall be open to any individual or group sharing its aims.

CONSTITUTION

4. BRANCHES

- a) Branches may be formed for the purposes of affiliating to the Party.
- b) A Branch may not normally be constituted with a membership of less than five individuals or groups.
- c) Each Branch shall conform to the Rules and Constitution of the Party
- d) Each branch shall allow for the annual election of a secretary/convenor and treasurer
- e) The secretary shall write minutes of the proceedings of meetings, maintain a register of members and shall be responsible for records and correspondence generally.
- f) The treasurer shall keep all appropriate accounts and financial books and records.
- g) Upon the dissolution of a branch or Council, all monies, documents and property belonging to it shall vest in the Steering Committee.

5. OFFICERS and STEERING COMMITTEE

- The Officers of People Before Profit shall be the Chairperson, Treasurer, and the National Secretary, National Organiser and North-South co-ordinator.
- The Chairperson of People Before Profit shall normally be the Chair of the Steering Committee.
- Any vacancy arising amongst the Officers of the Association shall be filled as soon as may be practical by an appointment by the Steering Committee and the person appointed shall hold office until the next AGM.
- Steering Committee members will be elected or nominated at the AGM for a period of one year. Officers will be selected by the Steering Committee.
- There will normally be not less than six Steering Committee members, and a maximum of sixteen including the Officers.
- The Steering Committee may co-opt up to two (2) additional members in a given year in the event that the full quota of sixteen Steering Committee members is not met
- Special advisers may be appointed to the steering committee, they will however, be non-voting members of the steering committee. Their appointment shall only last for the duration of the steering committee by whom they are appointed.
- As an exception two additional members of RISE will be members of Steering Committee for one year from March 2021.

6. ANNUAL GENERAL MEETING

People Before Profit shall hold an AGM each year at a time and place to be determined by the Steering Committee. At this Meeting the following items shall be on the Agenda.

- Annual Report of the Steering Committee.

CONSTITUTION

- Honorary Treasurer's Report.
- Proposals for amendments to the Constitution of People Before Profit.
- Election of Steering Committee
- General Business.

Notice of proposed changes to the Constitution of People Before Profit, resolutions and nominations shall be forwarded to the Steering Committee so as to arrive no later than three weeks prior to the date of the AGM.

The AGM shall be composed of delegates from branches plus the outgoing steering committee. Each branch may nominate one delegate for every five members.

7. SPECIAL GENERAL MEETING

- A Special General Meeting may be convened at any time by the Steering Committee or by a request in writing to the Steering Group signed by at least 20% of the membership of branches.
- The request shall include full written details of all business to be transacted at the proposed meeting. Upon receipt of the request, the Steering Committee shall proceed to call a Special General Meeting within twenty-one (21) days of receiving the request giving at least fourteen (14) days notice of the meeting specifying the date, time and place.
- No business shall be transacted at a Special General Meeting other than that which is specified in the notice calling for the meeting circulated beforehand.

8. ANNUAL AND SPECIAL GENERAL MEETINGS

- The Steering Group shall give at least one months' notice in writing to members and branches of the AGM specifying the date, time and place of the Meeting.
- Annual and Special General Meetings will normally be chaired by the Chairperson of People Before Profit or by a nominee of the Steering Committee in his/her absence.
- Voting shall be by show of hands.
- Every resolution at Annual and Special General Meetings shall be decided by a simple majority of votes of those present, entitled to vote and voting.
- In the case of equality of votes, the Chairperson of the meeting shall have a second or casting vote.
- All changes in the Constitution of People Before Profit and all resolutions passed at an AGM or Special General Meeting shall come into force immediately unless the Meeting shall decide otherwise.
- There shall be no postal or proxy votes.

9. PROPOSALS TO ANNUAL GENERAL MEETINGS AND NOMINATIONS TO

CONSTITUTION

STEERING COMMITTEE.

Any proposal for a resolution and nominations for consideration, and voting thereupon, at any AGM shall be submitted in full, in writing, to the Steering Committee. It should arrive not later than 21 days prior to the date of the AGM at which the proposal is to be considered and voted upon. The steering committee shall immediately thereafter (within two working days) notify all members of any proposal for a resolution and nominations to the steering committee.

10. NATIONAL COUNCIL

- People Before Profit will aim to have a National Council every three months to make decisions between AGMs.
- It shall be composed of one delegate for every ten registered members (branches with less than 10 members may nominate a delegate).
- Resolutions for the national council should be forwarded to the Steering Committee not less than two weeks before each meeting. Resolutions must then be forwarded to branches no less than eleven days before the date of the national council.
- Notice of each meeting shall be provided at least one month in advance.

11. ELECTED MEMBERS

Elected members of PBP shall be subject to the democratic decision of the party and shall have no special privileges within the organisation.

TDs or MLAs shall take, in general, the average industrial wage and donate the rest to campaigns. Where there are special circumstances, TDs may apply to the Steering Committee to take more than this.

Appointments of staff to work for People Before Profit, or to work in a parliamentary office shall be organised by the steering committee.

Councillors shall not go on any junkets or spurious courses designed to boost financial reward.

12. CANDIDATES

Where there is an election for a parliamentary constituency, all branches in the area shall come together for a special meeting to nominate a candidate by majority vote

Where there is an election for local council, all branches in a particular ward shall come together to nominate a candidate.

Where there is an election for European Parliament, members in the relevant constituency will be given one month's notice of selection meeting. The Steering Committee will nominate a candidate one month in advance and branches

CONSTITUTION

may nominate others up to a week before selection meeting. The selection meeting will vote on candidate or will have right to establish a ballot of all members in the region.

The members of PBP shall have a right to re-select candidates for parliamentary office on each occasion.

TD's, MLA's and Councillors for PBP must agree to de-selection and replacement should they not adhere to PBP policy or should the members deem it appropriate

All candidates for elected office must be ratified by the steering committee. Should the steering committee wish to overturn the decision of the members they must first meet with and discuss with, the branches concerned the reason or reasons for their decision.

13. FINANCE

- a) The financial year of the Association shall end on 31st December in each year.
- b) A Balance Sheet and Income and Expenditure Account shall be prepared in respect of each financial year as soon as possible after the end of that financial year.
- c) A copy of the audited accounts for the previous financial year shall be circulated to the Officers, members of the Steering Committee and to the Branches prior to the AGM.
- d) The Honorary Treasurer shall be responsible for the current accounts, deposit accounts or other accounts as may be authorised from time to time in the name of People Before Profit. Cheques shall be signed by the Treasurer and at least one other signatory nominated by the Officers of People Before Profit.

14. ADMINISTRATION OF PEOPLE BEFORE PROFIT

People Before Profit will be administered by a Steering Committee composed of the Officers and Steering Committee members elected or nominated at the AGM.

Minutes of each meeting of the Steering Committee will be kept by the Honorary Secretary and circulated to Steering Committee members.

The Secretary will prepare a report of the Steering Committee's activities for the AGM.

15. COMPLAINTS AND DISPUTES

(Please see the updated accompanying document)

People Before Profit shall adopt, and may from time to time revise, standing orders for the purpose of:

CONSTITUTION

- Resolving disputes within People Before Profit;
- Resolving complaints made against a member or branch of People Before Profit;
- Minor, or day to day disputes, will normally be handled by the Steering Committee and its officers. Where a complaint of a more serious nature is made the Standing Orders should allow for, in the event of a serious complaint or dispute, that a Complaints Committee be appointed to investigate said complaint or dispute with members drawn from the national membership list.

The steering committee shall have the power in respect of any member the subject of a valid complaint, as an interim measure pending the outcome of the investigation, to suspend that member from membership or any other office or position mentioned in this Constitution.

Where a person is the subject matter of a complaint, they will be entitled to fair procedures in respect of the handling of the complaint. The Complaints Committee can only investigate, and determine, whether an individual is suitable for membership of the party. Standing orders under this Article shall respect those rights

The Complaints Committee can

- Decide that no determination by it is necessary, or
- Issue a decision resolving the dispute, which may or may not involve any disciplinary sanction against a member or unit.

Where the matter referred to the Complaints Committee is a complaint against a member or unit, the Complaints Committee may decide

- To dismiss the complaint
- To note the complaint and the relevant facts, but to take no further action,
- To uphold the complaint without imposing a specific penalty,
- Whether or not any penalty is imposed, to advise, warn and/or reprimand the respondent to the complaint, or to make recommendations as to his or her future activities,
- To suspend a person or unit from membership of People Before Profit
- To expel a person from membership of the Party,

