



The Welsh Rugby Players Association
c/o Datakom Limited
4 Old Field Road
Bocam Park
Bridgend
CF35 5LJ

WRPA CONSTITUTION
(hereinafter “this constitution” or the “rules of the WRPA”)

1. NAME

The trade union shall be called the **WELSH RUGBY PLAYERS ASSOCIATION** (hereinafter “the WRPA”)

2. HEAD OFFICE

The Head Office of the WRPA shall be at c/o Loosemores Solicitors, Alliance House, 18/19 High Street, Cardiff, CF10 1PT or such other place as the Executive Committee may from time to time determine.

3. OBJECTS

The objects of the WRPA are:

- 3.1. to regulate the relations between players employed in professional rugby union in Wales and such other territories, industries and professions as the Executive Committee may from time to time determine appropriate and employers or employers’ associations;
- 3.2. to protect, promote and represent the interests of its Members;
- 3.3. to assist and enable its Members to establish and maintain better conditions of employment as professional rugby players;
- 3.4. to negotiate and promote the settlement of disputes arising between its Members and their employers and employers’ associations and between its Members themselves;
- 3.5. to provide financial or other assistance and to promote such schemes as may be appropriate at the discretion of and on such terms as may be determined by the Executive Committee to a Member or where appropriate the Member’s dependants in respect of any matters arising out of:
 - 3.5.1. the sickness of a Member;
 - 3.5.2. any matter appertaining to the employment of a Member as a professional rugby player;
 - 3.5.3. any injury suffered by a Member during the course of their employment as a professional rugby player; or
 - 3.5.4. the death of a Member during the course of their employment as a professional rugby player;
- 3.6. to provide legal advice and/or assistance to its Members at the discretion and on such terms as may be determined by the Executive Committee in



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matters concerning the employment of Members as professional rugby players or for securing compensation for Members who suffer injury by accident in the course of their employment as professional rugby players or travelling to or from said employment;

- 3.7. to seek the introduction of legislation to advance the interests of the WRPA and its Members and to oppose the introduction of legislation contrary to those interests;
- 3.8. to provide Members with career education guidance and advice;
- 3.9. to provide Members with general financial information and assisting in procuring financial advice;
- 3.10. to provide Members with an affinity services programme providing access to approved suppliers and special offers;
- 3.11. to negotiate with and to become affiliated to or associated with societies, associations, or other trade unions concerned with matters of interest to the WRPA and/or its Members;
- 3.12. to purchase or by any other means take options over or interests in any property whatsoever and any rights and privileges of any kind over and in respect of any property;
- 3.13. to sell, improve, manage, prepare, develop, lease, mortgage, dispose of, turn to account or otherwise deal with all or any part of the property and rights of the WRPA;
- 3.14. to invest and deal with the funds of the WRPA not immediately required in such manner as may from time to time be determined and to hold or otherwise deal with any investments made;
- 3.15. to borrow and raise money in any manner and to secure the repayment of any money borrowed, raised or owing in such manner as may be determined by the Executive Committee;
- 3.16. to indemnify the Members or officers of the WRPA against losses, damages, costs and demands made against them in respect of any authorised acts or omissions done by them in the course of their official duties for the WRPA, to the extent that such indemnity is not prohibited by law; and
- 3.17. to do all such things not deemed unlawful as are incidental or conducive to the attainment of the above objects or any of them as the Executive Committee consider necessary and in the interests of the Members or otherwise likely directly or indirectly to the benefit of the WRPA or any Member of it.

4. MEMBERSHIP

- 4.1. A person shall only be eligible for membership of the WRPA if:



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- 4.1.1. as at 1st June in any year he is employed on a full-time and professional basis in the first team squad by either (a) any of the following regional organisations (each a “Region”) or (b) the Welsh Rugby Union and seconded to a Region:
 - 4.1.1.1. Cardiff Blues
 - 4.1.1.2. Ospreys
 - 4.1.1.3. Newport Gwent Dragons
 - 4.1.1.4. Scarlets

as a rugby union player or who shall become employed as such during the period 1st June – 31st May in any year (each a “Year”);
- 4.1.2. he is a member of the Wales senior men’s national rugby union squad in the relevant Year;
- 4.1.3. he is a member of the Wales senior men’s 7’s national rugby union squad in the relevant Year;
- 4.1.4. he is qualified to represent Wales and is employed on a full-time and professional basis as a rugby union player in the first team squad by a club or other organisation outside Wales in the relevant Year;
- 4.1.5. she is a member of the Wales senior women’s national rugby union squad in the relevant Year (and any person who becomes and remains a Member under any of rules 4.1.1 to 4.1.5 is a “Full Member”);
- 4.1.6. he is employed on a professional basis as an Academy rugby union player by a Region in the relevant Year (and any person who becomes and remains a Member under this rule is an “Academy Member”); or
- 4.1.7. he or she was previously a Member in one of the above categories but he or she is no longer eligible for membership in any such category in the relevant Year, for example, because he or she has retired from professional rugby (and any person who becomes and remains a Member under this rule is an “Alumni Member”).
- 4.2. No person shall be eligible for membership if such person has previously been expelled by the WRPA for misconduct.
- 4.3. Every new candidate for admission as a Member shall complete an application form for membership in the form as may from time to time be determined by the Executive Committee and send or deliver the same to the Chief Executive at the Head Office of the WRPA.
- 4.4. The Executive Committee shall decide whether to accept or reject the application for membership and shall usually communicate to the candidate their decision within 14 days of receipt by the Chief Executive of the application form.



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- 4.5. If a candidate is accepted for membership, then upon receipt from the candidate of a subscription payable under rule 12.2 below, the candidate's name and address shall be entered upon the register of Members by the Chief Executive and he or she shall be a Member.
- 4.6. If the application of a candidate is rejected, the candidate shall be notified of his or her rejection and of the reasons for his or her rejection. Despite the rejection, the candidate shall be eligible to reapply for membership by submitting a further application for membership stating, where appropriate, any reasons for believing that any previous application should not have been rejected or any change in circumstances arising since the last application, as the case may be.
- 4.7. A Member's membership shall cease automatically on that person no longer remaining eligible for membership under rule 4.1 above.
- 4.8. The membership of a person shall, subject to rule 4.9 below, cease upon:
 - 4.8.1. the expiry of notice of resignation given under rule 4.11 below;
 - 4.8.2. expulsion under rule 15 below;
 - 4.8.3. the Member not having paid the annual contribution on or before 1st October in any year subject always to the discretion of the Executive Committee set out in rule 12.5 below; or
 - 4.8.4. the Member being employed in a senior executive post within professional rugby which in the opinion of the Executive Committee makes continuing membership of the WRPA inappropriate.
- 4.9. Any notice required to be sent to a Member shall be sent to the postal address or nominated email address entered upon the register of Members and any notice sent by post or email to that address shall be sufficiently served. It shall be the duty of every Member to inform the Chief Executive if the Member shall change address.
- 4.10. The Executive Committee may appoint on such terms and conditions as it may determine honorary life Members.
- 4.11. A Member may resign from membership of the WRPA on giving one month's prior written notice to the Chief Executive.
- 4.12. The Executive Committee may from time to time designate different classes of membership with different eligibility criteria for each class, but no such class of membership shall be equal in status or carry the voting rights of the Full Members unless otherwise determined by the Annual Members Conference of the WRPA. Academy Members, Alumni Members and honorary life Members shall be entitled to receive notice of, attend and speak at Members Conferences but they shall have no right to vote in any ballot or at any meeting.

5. RESPONSIBILITIES



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All Members of the WRPA shall be subject to and shall abide by the rules of the WRPA during their membership and all liabilities whatsoever of the WRPA in respect of such membership shall cease upon termination thereof.

6. THE EXECUTIVE COMMITTEE

6.1. Subject to rule 7 below the affairs relating to matters including but not limited to, WRPA policy, strategy and communication to Members of the WRPA shall be under the control of the Executive Committee which shall be composed of:

6.1.1. the Chief Executive; and

6.1.2. 2 Members elected by Full Members from each Region (a total of 8 Members);

6.1.3. 1 Member elected by the Wales senior men's 7's squad; and

6.1.4. 1 Member elected by the Wales senior women's squad.

6.2. The Members referred to in rules 6.1.2 to 6.1.4 above shall be appointed by way of a fair and open ballot or vote in accordance with rule 16.5 below, whereby each Member from each of the relevant squads has an opportunity to vote for their representative(s) to join the Executive Committee. The vote may be by way of a show of hands, secret ballot or other fair and conclusive means.

6.3. The Executive Committee shall hold an Annual Executive Committee Meeting immediately following the Annual Members' Conference and at that meeting:

6.3.1. shall appoint from its number the Chair by way of a ballot or vote of all members of the Executive Committee;

6.3.2. may appoint an Honorary Treasurer who for the avoidance of doubt may or may not be a Member of the WRPA but who if he or she is not a Member shall not be entitled to a vote in any ballot or at any meeting of the WRPA; and

6.3.3. may appoint any number of non-executive, non-voting members, who may or may not be Members of the WRPA and one of whom may be an officer of the Welsh Rugby Union, to give guidance and opinion to the Executive Committee as the Executive Committee at its discretion deems fit (such members shall cease to be members at the sole discretion of the Executive Committee).

6.4. The Chief Executive, the Chair or any 3 or more members of the Executive Committee may cause a meeting of the Executive Committee to be convened. Notice of any meeting of the Executive Committee shall be sent by the Chief Executive to every member of the Executive Committee upon at least 10 days notice or such shorter notice as may



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subsequently be accepted by all members of the Executive Committee entitled to attend and vote. The accidental omission to give notice of a meeting to or the non-receipt of notice by any person entitled to receive notice shall not invalidate the proceedings at that meeting.

- 6.5. The Executive Committee shall meet at least 4 times in each calendar year (including the Annual Executive Committee Meeting) and may adjourn or otherwise regulate its meetings as the members of the Executive Committee shall think fit.
- 6.6. The quorum necessary for the transaction of business by the Executive Committee shall be half the members of the Executive Committee. In calculating the quorum the Honorary Treasurer shall not be taken into account.
- 6.7. Questions arising at an Executive Committee meeting shall be decided by a majority of votes cast and the Chair of the meeting shall in addition to the chair's ordinary vote have a casting vote in the event of a deadlock.
- 6.8. Each member of the Executive Committee will use reasonable endeavours to attend any meeting of the Executive Committee. Any member of the Executive Committee who is not able to attend the meeting shall be able to appoint a delegate to attend and vote on such issues as that member would be entitled to vote in that member's place. Any member fulfilling the criteria contained in rule 6.2 must ensure that their delegate also fulfils such criteria if appropriate.
- 6.9. The Chair shall preside at all meetings of the Executive Committee and shall be able to delegate their authority to an alternate person to act as the Chair should the Chair be unable to attend any meeting or otherwise be unable or unwilling to act as the Chair. For the avoidance of doubt, any person who is appointed as an alternate Chair under this rule 6.9 shall not have a casting vote in any resolution of the Executive Committee.
- 6.10. If there is no Chair or if the Chair is not present within 5 minutes after the time appointed for holding the meeting the members present shall choose one of their number to act as Chair at such meeting.
- 6.11. The Executive Committee has full authority to act in the name of the WRPA and exercise all such powers of the WRPA and do on behalf of the WRPA everything it is legally entitled to do and which is not by the rules of the WRPA required to be exercised or done by the WRPA in general meetings. Without limitation to the foregoing, the Executive Committee shall have power to:
 - 6.11.1. direct the trustees and the administration, investment and application of the funds of the WRPA as the Executive Committee shall consider necessary or advisable in carrying out the objects of the WRPA;
 - 6.11.2. direct the Chief Executive to appoint, employ and remove such staff as it considers necessary for the conduct of the business of the



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WRPA and to fix and pay such salaries, fees and other remuneration as it deems fit;

- 6.11.3. direct the Chief Executive to reimburse members of the Executive Committee (or their delegates) reasonable out of pocket expenses incurred in the performance of their role;
 - 6.11.4. invite to a meeting of the Executive Committee any Member or person as it considers necessary for the purpose of that Member or persons providing the Executive Committee with factual information or with technical or professional advice with respect to matters to be taken into account by the Executive Committee in carrying out its functions; and
 - 6.11.5. appoint such other committees as it considers necessary from time to time to investigate, consider and report back upon any matters referred to it by the Executive Committee. If authorised to do so in writing, a sub-committee appointed by the Executive Committee may exercise any power otherwise vested in the Executive Committee subject to any requirements or regulations made or imposed by the Executive Committee. A sub-committee may co-opt of its own motion any Member of the WRPA to assist with its deliberations but such co-opted Member shall not have a vote.
- 6.12. No person may act in the name of the WRPA or with the authority of the WRPA save with the permission of the Executive Committee or with the subsequent ratification of the act by the Executive Committee. Without prejudice to the generality of the foregoing, no person other than the Executive Committee may authorise or endorse the taking of any industrial action in the name of or on behalf of the WRPA.
- 6.13. A Member of the Executive Committee (with the exception of the Chief Executive) shall vacate office:
- 6.13.1. immediately prior to the elections held at the next Annual Members Conference of the WRPA next following such member's election;
 - 6.13.2. if such member ceases to be a Member of the WRPA for whatever reason;
 - 6.13.3. if by notice in writing to the WRPA such member resigns from membership of the Executive Committee; or
 - 6.13.4. if such member is absent from three consecutive meetings of the Executive Committee without apology or special leave of absence.
- 6.14. All acts bona fide done by any meeting of the Executive Committee or any person acting as a member of the Executive Committee shall be valid notwithstanding that it be subsequently discovered that there was some defect in the appointment of the Executive Committee or of any member of the Executive Committee.



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- 6.15. A resolution in writing signed by the members of the Executive Committee for the time being entitled to receive notice of the meeting of the Executive Committee shall be as valid and effective as if it had been passed at a meeting of the Executive Committee duly convened and held.
- 6.16. The Executive Committee shall cause records to be kept of:
- 6.16.1. the appointment, removal and resignation of members of the Executive Committee;
 - 6.16.2. the name of members present at each meeting of the Executive Committee; and
 - 6.16.3. all orders, resolutions and proceedings of general meetings, meetings of the Executive Committee and sub-committees.
- 6.17. The members of the Executive Committee may act, notwithstanding any vacancy in their body but if and so long as their number is reduced below the number fixed by the rules of the WRPA as the necessary quorum of the Executive Committee the continuing members may act for the purpose only of determining a timetable for an election to fill the vacancies but for no other purpose.
- 6.18. In the event of a casual vacancy occurring in the members of the Executive Committee for whatever reason, if such a vacancy occurs no less than 6 months prior to the next following Annual Members Conference the Executive Committee shall hold an election to fill that vacancy and in other circumstances the Executive Committee may hold such an election.

7. THE CHAIR

- 7.1. The WRPA shall have a Chair who shall be appointed/elected in accordance with rule 6.3 above.
- 7.2. The Chair shall have authority to act and to transact business in the name of the WRPA between meetings of the Executive Committee provided that:
- 7.2.1. the Chair's powers under this rule shall not arise unless it is not reasonably practicable to defer consideration of the action or transaction in question to the next meeting of the Executive Committee;
 - 7.2.2. any action or transaction done by or entered into by the Chair pursuant to this rule shall be subject to ratification by the Executive Committee at its meeting next following the action or transaction;
 - 7.2.3. the Chair shall not have authority to authorise or endorse the taking of any strike or other industrial action in the name of or on behalf of the WRPA in any event.



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- 7.3. The Chair shall be the authorised signatory for all and any documents on behalf the members of the Executive Committee referred to in rule 6.1.2 above.
- 7.4. The Chair shall vacate office during the Annual Executive Committee Meeting whereupon the Executive Committee shall immediately elect or re-elect a Chair.
- 7.5. In the event that that Chair ceases to be a member of the Executive Committee for whatever reason he or she shall stand down as Chair.
- 7.6. In the event of a casual vacancy in the office of Chair by reason of the person appointed as Chair ceasing to be a member of the Executive Committee, the members for the time being of the Executive Committee shall appoint from their members a new Chair who shall hold office for the remainder of the term of office of the person previously in that office.

8. HONORARY PRESIDENT

The Executive Committee may from time to time appoint on such terms as it thinks fit an Honorary President of the WRPA who shall not be entitled to vote in any ballot or at any meeting of the WRPA.

9. THE CHIEF EXECUTIVE

- 9.1. The Chief Executive shall be responsible to the WRPA for the supervision and control of the administration of the WRPA and of its officers and staff.
- 9.2. The Chief Executive's duties shall be to:
 - 9.2.1. convene and attend all Members Conferences of the WRPA and meetings of the Executive Committee and of its sub-committees, including power to appoint a member of the Executive Committee or another employee of the WRPA as his or her deputy so to attend;
 - 9.2.2. arrange for minutes of all Members Conferences of the WRPA and meetings of the Executive Committee and its sub-committees to be taken;
 - 9.2.3. supervise the general accounts of the WRPA and if so authorised to counter-sign cheques in settlement of accounts presented to the Chief Executive;
 - 9.2.4. arrange for the conduct of the WRPA correspondence including the preservation of all documents, books and papers received by the Chief Executive and for the preparation of memoranda, circulars, rules, membership cards and others documents as required for issue as necessary to Members of the WRPA and to others;
 - 9.2.5. maintain a register of Members;
 - 9.2.6. maintain adequate organising and publicity arrangements;



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- 9.2.7. supervise the preparation of the agenda for Members Conferences of the WRPA and the preparation of adequate reports to the Annual Members Conference of the WRPA of the business conducted on behalf of the WRPA since the previous Annual Members Conference including therein audited statements of account of the WRPA's funds;
 - 9.2.8. engage such staff as may be necessary to conduct the work of the WRPA and report individual appointments to the Executive Committee; and
 - 9.2.9. uphold and propagate the policies and actions of the WRPA as propounded by the Members Conferences of the WRPA or by the Executive Committee from time to time.
- 9.3. In addition to the duties contained in rule 9.2, the Chief Executive shall also have authority to act and to transact business in the name of the WRPA between meetings of the Executive Committee provided that:
- 9.3.1. the Chief Executive's powers under this rule shall not arise unless it is not reasonably practicable to defer consideration of the action or transaction in question to the next meeting of the Executive Committee;
 - 9.3.2. any action or transaction done by or entered into by the Chief Executive pursuant to this rule shall be subject to ratification by the Executive Committee at its meeting next following the action or transaction;
 - 9.3.3. the Chief Executive shall not have the authority to authorise or endorse the taking of any strike or industrial action in the name or on behalf of the WRPA in any event.
- 9.4. The Chief Executive shall be appointed by the Executive Committee upon such terms and at such remuneration as it may determine.
- 9.5. All staff engaged by the Chief Executive shall be engaged on such terms and upon such remuneration as the Chief Executive, acting at the direction of the Executive Committee, may agree.
- 9.6. The Chief Executive shall be entitled to speak at all meetings of the Executive Committee and of its sub-committees but shall not be entitled to vote.

10. THE TRUSTEES

- 10.1. The Executive Committee may appoint at its first meeting following the Annual Members Conference three trustees in whom all the property and funds of the WRPA shall be vested on such terms as may be determined by the Executive Committee. A person appointed trustee need not be a Member of the WRPA. A person appointed trustee shall hold office until the trustee resigns or until the trustee is removed in accordance with rule



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CF35 5LJ

10.5 below. In the event of a casual vacancy occurring for whatever reason, the Executive Committee shall appoint a trustee to fill the vacancy at the next following meeting of the Executive Committee.

10.2. The duties of the trustees shall be:

10.2.1. as directed by the Executive Committee, to invest, safeguard and keep all funds and property of the WRPA received by them in such manner as may, from time to time, be authorised by Act of Parliament for the investment of trust funds;

10.2.2. to examine and approve audited accounts and ensure proper records of income and expenditure are maintained and that adequate financial controls are in place;

10.2.3. as and when required by the Executive Committee to direct a bank, at which all cash not immediately required by the WRPA is placed in an account, to honour not less than any two of the joint signatures of the persons (not being any of the trustees), named in the direction whereupon the trustees shall be relieved from all liability in respect of payments made in the nature authorised by the direction while it is in force;

10.2.4. to defray from the funds of the WRPA the expenditure incurred by the Executive Committee and Chief Executive and in respect of such expenditure as may from time to time be authorised by the Chief Executive and Executive Committee; and

10.2.5. to make payments out of the funds of the WRPA of all and any premiums on any insurance policy of fidelity agreement taken out by the Executive Committee.

10.3. The trustees shall have authority to enter into such transactions and to execute such documents as may be necessary for the proper management and investment of the funds of the WRPA and, acting on the direction of the Executive Committee, shall have the power to borrow money on security or otherwise and to dispose of any assets of the WRPA.

10.4. The trustees shall be authorised to take such professional advice as they shall deem necessary, from time to time, to ensure the proper investment and management of the funds of the WRPA and to defray any expense of taking such advice out of the funds of the WRPA.

10.5. The Executive Committee may remove a person from the office of trustee for any reason and may appoint a replacement to fill the casual vacancy so created in accordance with rule 10.1 above.

11. MEMBERS CONFERENCES

11.1. The WRPA shall hold Members Conferences at which all Members shall be entitled to attend and speak and at which all Full Members shall be



entitled to vote. For clarity, Members Conferences shall constitute the main policy making body within the WRPA.

- 11.2. The WRPA shall in each year hold an Annual Members Conference in addition to any other Members Conferences in that year and shall specify the meeting as such in the notice calling it.
- 11.3. Not more than 20 months shall elapse between the date of one Annual Members Conference and that of the next but, subject to the above, the Annual Members Conference shall be held at such time and places as the Executive Committee shall appoint.
- 11.4. In addition to the Annual Members Conference of the WRPA the Executive Committee may at any time convene an Extraordinary Members Conference of the WRPA and must convene an Extraordinary Members Conference of the WRPA if requested to do so, in writing, for a stated purpose by at least 10% of the Full Members of the WRPA for the time being within two months of receipt by the Chief Executive of such requisition.
- 11.5. A Members Conference of the WRPA shall be convened by the giving of, in the case of the Annual Members Conference, at least one month's notice, and in the case of all other Members Conferences, at least 10 days' notice. In both cases, such notice shall be in writing from the Chief Executive to every Member at the postal address or email address listed for that Member in the register of Members such notice to be exclusive of the day on which it is served or deemed to be served and of the day for which it is given. Such notice shall specify the date and place, day and the hour of the conference and in the case of an Extraordinary Members Conference, the general nature of the business of that conference.
- 11.6. A Members Conference of the WRPA shall, notwithstanding that it is called by shorter notice than that specified in rule 11.5 above, deemed to have been duly called if it is so agreed:
 - 11.6.1. in the case of a conference called as the Annual Members Conference by all Full Members entitled to attend and vote at it and actually attending at it;
 - 11.6.2. in the case of any other Members Conference by a majority in number of the Full Members having a right to attend and vote and actually attending at the meeting.
- 11.7. The accidental omission to give notice of a conference to or the non-receipt of notice of a conference by any person entitled to receive such notice shall not invalidate the proceedings at the meeting.
- 11.8. No business shall be transacted at any Members Conference unless a quorum of Full Members is present at the time when the meeting proceeds to business and:



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- 11.8.1. save as otherwise provided in these rules ten Full Members entitled to attend and vote at the conference shall be a quorum;
- 11.8.2. if within half an hour from the time appointed for the conference a quorum is not present the conference if convened upon the requisition of 10% of the Full Members shall be dissolved and in any other case shall stand adjourned to such other day time and place as the Executive Committee may determine and if at the adjourned conference a quorum is not present within half an hour from the time appointed for the conference the Full Members present shall be a quorum.
- 11.9. The Chair of the WRPA shall preside as Chair at every Members Conference but if the Chair shall not be present within 15 minutes after the time appointed for the holding of the conference or wishes to stand down on a particular issue the Full Members present shall elect a Chair of the conference.
- 11.10. The Chair of the conference may with the consent of any conference at which a quorum is present (and shall if so directed by the conference) adjourn the conference from time to time and from place to place but no business shall be transacted at any adjourned conference other than the business left unfinished at the conference from which the adjournment took place and if a conference is adjourned for 4 days or more notice of the adjourned conference shall be given as in the case of an original conference but no other notice shall be necessary for an adjournment or of the business to be transacted at an adjourned conference.
- 11.11. The business of a Members Conference shall be conducted in accordance with the rules and such standing orders as may from time to time be determined by the Executive Committee provided always that:
 - 11.11.1. at any Members Conference a resolution put to the vote of the conference shall be decided on a show of hands unless a secret ballot is demanded by the Chair of the conference or by any one half of the Full Members present in person having the right to vote at the conference;
 - 11.11.2. unless a secret ballot be so demanded declaration by the Chair of the conference that a resolution has on a show of hands been carried out or carried unanimously or by a particular majority or lost an entry to that effect in the minutes shall be conclusive evidence of the fact;
 - 11.11.3. the demand for a secret ballot may be withdrawn;
 - 11.11.4. if a secret ballot is duly demanded it shall be taken in such manner as the Chair directs and its result shall be deemed to be the resolution of the conference at which it was demanded;
 - 11.11.5. in the case of an equality of votes whether on a show of hands or on a secret ballot the Chair of the conference at which the show of



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CF35 5LJ

hands takes place or at which the secret ballot is demanded shall be entitled only to a casting vote;

- 11.11.6. at any Annual Members Conference no proposition may be debated unless either the proposition has been notified to the Chief Executive in accordance with rule 11.12.2 below or the proposition is in writing and it is agreed by at least two-thirds of those Full Members present and voting at the Annual Members Conference to admit the proposition for debate and a vote. No emergency propositions may be admitted at an Extraordinary Members Conference.
- 11.12. Prior to the day appointed for the commencement of the Annual Members Conference the following procedure shall apply:
 - 11.12.1. the Executive Committee shall publish to Members its report and statement of accounts for the year not less than one week before the date fixed for the commencement of the Annual Members Conference;
 - 11.12.2. any Full Members desiring to put any proposition before the Annual Members Conference shall notify the Chief Executive in writing not less than 4 weeks before of such proposition provided that each proposition shall deal with one subject only;
 - 11.12.3. the Executive Committee may alter or amend any proposition which offends against the rules of the WRPA but not otherwise and may composite any two or more propositions which, in the opinion of the Executive Committee, constitutes in substance the same proposition or which deals with the same subject matter and is to the same effect. The Executive Committee shall inform, in writing, any Full Members whose proposition is altered, amended or composited in accordance with this rule and shall then arrange for the final agenda to be prepared and sent to each Member not later than one clear week before the commencement of the Annual Members Conference.
- 11.13. Prior to any conference any Full Member wishing to propose any amendment to any proposition set out in the agenda of any Members Conference shall if possible give notice in writing of the proposed amendment to the Chief Executive not less than one week before the date fixed for the commencement of the Members Conference but the Full Member shall, in any event, be entitled to propose any amendment orally at the Members Conference.
- 11.14. No proposition shall be debated by the WRPA in a Members Conference unless it is seconded by another Full Member. A proposition may be seconded orally at the Members Conference.
- 11.15. Any Member attending a Members Conference who conducts himself or herself in a disorderly manner may be expelled from the conference upon a majority of votes of those attending the conference and entitled to vote.



The Welsh Rugby Players Association
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12. FUNDS

12.1. The funds of the WRPA shall be divided into:

- 12.1.1. the general fund;
- 12.1.2. the Team Wales fund; and
- 12.1.3. the benevolent fund.

12.2. All Members shall pay an annual contribution to the WRPA as follows:

- 12.2.1. Members under rules 4.1.1 to 4.1.4 the sum of £120 each;
- 12.2.2. Members under rule 4.1.5 the sum of £60 each;
- 12.2.3. Academy Members the sum of £30 each; and
- 12.2.4. Alumni Members the sum of £60 each,

such contribution to be collected from Members in such manner and in such instalments as the Executive Committee may from time to time determine. The amount may be changed by the WRPA in a Members Conference, notwithstanding the provisions of rule 18 below, by a simple majority.

- 12.3. The Executive Committee may from time to time direct that persons on admission to membership of the WRPA pay an admission fee of such sum as it may determine.
- 12.4. In addition to the contribution set out in rule 12.2 above, the Executive Committee shall have the power, from time to time, to call upon each Member to pay an additional contribution by way of levy for the purpose or purposes set out in the notice calling for the additional contribution.
- 12.5. Notwithstanding anything to the contrary contained in rule 12.2 above, the Executive Committee may, in its discretion, waive the duty of a Member to pay contributions or extend the Member's time for payment of contributions save that this power should only be exercised in cases where the Executive Committee is satisfied that the payment of contributions will cause serious financial hardship to the Member concerned.

13. BENEFITS

- 13.1. Subject to rule 13.2 below, all fully paid up Members of the WRPA shall, in the absolute discretion of the Executive Committee and within the constraints of funding, be eligible to receive the following benefits:



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- 13.1.1. access to representation and advice on matters arising from their employment as professional rugby players (including where appropriate legal advice and assistance);
 - 13.1.2. access to a career education programme;
 - 13.1.3. an affinity services programme providing access to suppliers and special offers;
 - 13.1.4. access to financial support following life altering injury or illness at the Executive Committee's discretion;
 - 13.1.5. access to advice for securing compensation for Members who suffer injury by accident in the course of their employment as professional rugby players;
 - 13.1.6. access to financial advice and assistance;
 - 13.1.7. access to all WRPA Members' publications; and
 - 13.1.8. such other benefits as the Annual Members Conference of the WRPA shall decide.
- 13.2. In allocating the WRPA's resources and making benefits available to fully paid up Members, the Executive Committee shall ensure that priority is given to:
- 13.2.1. Full Members; and
 - 13.2.2. Alumni Members during the 12 months after they cease to be Full Members.

14. ACCOUNTS

- 14.1. The Chief Executive, acting in association with the Honorary Treasurer if one so exists, shall publish to Members a report and statement of accounts for the year not less than one week before the date fixed for the commencement of the Annual Members Conference and shall also ensure that proper books of accounts are kept during such time which set out:
- 14.1.1. all sums of money received and expended by the WRPA and the matters in respect of which the receipt and expenditure takes place;
 - 14.1.2. all sales and purchases of goods and services by the WRPA;
 - 14.1.3. all assets and liabilities of the WRPA; and
 - 14.1.4. all such other matters as, according to generally accepted accountancy practice in the UK, should be set out in the books of accounts.



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- 14.2. Proper books shall not be deemed to have been kept where such books of accounts do not adequately provide a true and fair view of the state of the WRPA's affairs and/or explain its transactions.
- 14.3. The books of accounts shall be kept at the head office of the WRPA and should be open to inspection by the following:
 - 14.3.1. members of the Executive Committee;
 - 14.3.2. any Member who wishes to inspect the accounts of the WRPA provided the Member gives seven days prior notice, in writing, to the Chief Executive of the Member's wish and indicates so far as the Member can the reason for and the object of the Member's request.
- 14.4. At each Annual Members Conference there shall be appointed an auditor who shall, from time to time and not less than once in each calendar year, prepare at the discretion of the Executive Committee, a profit and loss account, balance sheet and such other accounts as may be required to be prepared under statute.
- 14.5. Upon completion of the annual accounts the Chief Executive shall:
 - 14.5.1. cause the accounts to be made available to all Members by the posting of the accounts to each elected member of the Executive Committee under rule 6.1.2 above, which will then be made available to all Members; and
 - 14.5.2. cause to be sent to the Certification Officer an annual return as required by the Trade and Labour Relations (Consolidation) Act 1992.

15. DISCIPLINE

- 15.1. All Members shall be subject to and agree to abide by the rules of the WRPA and the Executive Committee shall have power to censure and/or expel from the WRPA any Member who may be guilty of misconduct either on or off the field of play.
- 15.2. The Executive Committee shall have the right to institute disciplinary proceedings against a Member where, in the opinion of the Executive Committee, such proceedings are necessary. The Executive Committee shall have the right to conduct any disciplinary proceedings as they think fit providing that there shall be a right of appeal granted to the Member concerned.

16. ELECTIONS AND BALLOTS

- 16.1. The following officers of the WRPA shall be elected to the office to which they hold:
 - 16.1.1. The Chief Executive, by the members of the Executive Committee pursuant to rule 9.4 above; and



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- 16.1.2. the members of the Executive Committee, pursuant to rule 6.2 above.
- 16.2. Any person elected a member of the Executive Committee (other than the Chief Executive) shall take up office for the period commencing with their election at the relevant Annual Members Conference and terminating immediately prior to the Annual Members Conference next following, unless re-appointed following successful candidature in a second or subsequent election.
- 16.3. A Member of the WRPA shall only be eligible to stand in the election of the representatives on the Executive Committee if nominated pursuant to the procedure in rule 6.2 above.
- 16.4. Any person shall be eligible to stand for the office of Chief Executive and every member of the Executive Committee shall be entitled to one vote in the election of the Chief Executive.
- 16.5. It is the responsibility of all Members from each of the Regions listed in rule 4.1.1 and the squads listed in rules 4.1.3 and 4.1.4 above, in consultation with the Chief Executive, to conduct the procedure set out in rule 6.2 to elect their respective Executive Committee member(s) who will take office at the next following Annual Members Conference. This procedure must be implemented, and the names of the successful communicated in writing to the Chief Executive, no less than two weeks prior to the next following Annual Members Conference.

17. AMALGAMATION

The WRPA may amalgamate with any other union or unions of employees and/or workers if so determined, or may affect a transfer of engagements to or from any other trade union under the provisions of the statutes regulating such amalgamations and transfers from time to time in force. Save as stated above, the WRPA may resolve to enter into such an amalgamation or transfer upon a proposition introduced at an Annual Members Conference or other Members Conferences of the WRPA convened for that purpose.

18. DISSOLUTION

The WRPA may not be dissolved except by approval of a proposition to that effect by a postal ballot of all Full Members of the WRPA. A proposition to dissolve the WRPA shall not be deemed to be approved unless:

- 18.1. not less than two thirds of all fully paid up Full Members of the WRPA cast a vote; and
- 18.2. the proposition is approved by two thirds of those Full Members voting.

19. ALTERATION OF THE CONSTITUTION

- 19.1. This constitution, including the name of the WRPA, may subject to rule 19.2 below be altered by a proposition introduced at an Annual Members



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Conference or other Members Conferences of the WRPA convened for that purpose.

19.2. A proposition for alteration, as stated above, may be made by the Executive Committee of the WRPA or by any Full Member at the Annual Members Conference of the WRPA. Any such proposition must state:

19.2.1. the wording of that part of this constitution to be altered as it stands before amendment;

19.2.2. the words proposed to be added to or deleted from this constitution; and

19.2.3. the proposed wording of that part of this constitution following the alteration proposed.

19.3. This constitution shall be altered in accordance with any such proposition upon two thirds of the Full Members present voting in favour of the proposition, such alteration to take immediate effect.

19.4. No Members Conference shall be convened for the sole purpose of altering this constitution save upon the motion of or with the consent of the Executive Committee and only if the Executive Committee is satisfied that there is an urgent reason why the proposed alteration of this constitution may not be dealt with at the Annual Members Conference of the WRPA next following.

20. REMUNERATION

Except as specifically provided for by this constitution, or by agreement made, no person whether an officer or a Member shall be entitled to any remuneration for any services rendered to or on behalf of the WRPA provided always that the Executive Committee may from time to time and in its absolute discretion make provision for Members to be reimbursed reasonable expenses reasonably incurred on behalf of the WRPA.

21. INTERPRETATION AND DEFINITIONS

21.1. Any dispute regarding the interpretation of this constitution or arising in a matter where this constitution is silent shall be referred to the Executive Committee and its decision upon any matter of interpretation shall be final.

21.2. Words importing the masculine gender shall include the feminine and the neuter and words importing the singular number the plural and vice versa.

21.3. A copy of this constitution shall be supplied to each Member of the WRPA upon their acceptance as a Member of the WRPA and upon payment by them of any fee determined, from time to time, by the Executive Committee.

22. NOTICE



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Notices to be given under this constitution shall be sent by prepaid first class mail or delivered by the relevant party to the other and shall be deemed to be served, if posted, the day after posting and, if personally delivered, at the time of delivery.