

CONSTITUTIONAL AMENDMENTS

BACKGROUND

Several concerns were raised by the general membership on the role of the trustees (current) as they are not democratically elected. Hitherto, the role of the trustees can be seen as potentially overriding the democratically elected office bearers and executive members, a valid concern as it does not go hand in hand with the spirit of democracy. It is notwithstanding the great work and efforts that were undertaken by the founding fathers of APPNE, and the trustees, in starting APPNE and the time, efforts and resources they personally put in to achieve this mammoth task of making a robust foundation of the largest democratic organizations of Pakistani physicians of Northern Europe.

In this vein, the APPNE Executive propose the following constitutional amendments.

In line with the democratic soul and norms, all office bearers, and executives, including the trustees, should have an elected mandate to maintain the trust and confidence of the APPNE membership on its democratic nature and function.

APPNE Executives believe that for the continuity of organizational structure and progress, it is fundamental that past Presidents once they complete their two-year term should automatically become trustees for the next three years, replacing the existing trustees one by one.

It is, in essence, extending the democratic process that when APPNE membership elects a president, they also elect a trustee for the next three years at the completion of two-year Presidency term.

How it will work:

To make a constitutional amendment in our organization to establish the past President as a trustee, we would need to follow a democratic process outlined in the organization's existing constitution or bylaws. Here are the general steps we will take:

- A. Review the Current Constitution/Bylaws: The Trio (President, General Secretary and Joint Secretary) have started by carefully reviewing the organization's existing constitution or bylaws to understand the procedures for making amendments. We will invoke Constitutional Committee to start preparing an amendment document that should outline the rules and requirements for any changes.
- B. Proposal: The proposed amendment should clearly outline the change we want to make. In this case, it would involve specifying the role of the president as a trustee within the organization. The constitutional committee with the help of a counsel/solicitors will ensure that the language is clear and unambiguous.
- C. Support: We will work on to gain support for the proposed amendment from other members. This may involve discussing the idea with fellow members, holding meetings if needed, or using other communication channels to garner support.
- D. Submit the Amendment Proposal: Following the procedures outlined in the current constitution or bylaws, the President will submit the proposed amendment to the organization's leadership or governing body formally i.e., Executive Body.
- E. Discussion and Debate: The President may put the proposed amendment up for discussion and debate electronically. This allows members to voice their opinions and concerns, and it can be an opportunity to refine the proposal if necessary.

- F. **Vote:** Depending on the feedback, the President will seek a vote on the proposed amendment on the forthcoming AGM on 14 October 2023. This may require a simple majority or a supermajority (e.g., two-thirds) of members to approve the amendment. He President and General Secretary will ensure that the voting process is fair and transparent.
- G. **Ratification:** If the proposed amendment passes the vote on 1the next AGM, it will be considered as approved and ratified.
- H. **Update the Constitution/Bylaws:** Once the amendment is approved and ratified, it should be incorporated into the organization's constitution or bylaws as a formal change. This may involve updating the official document and distributing copies to members.
- I. **Implementation:** The President, General Secretary and Joint Secretary will ensure that the organization follows the new constitutional provision, recognizing the president as a trustee, and that any necessary changes to the roles and responsibilities of the president are made.
- J. **Compliance:** It's crucial to ensure that the amended constitution or bylaws comply with any relevant laws and regulations governing APPNE.
- K. **We should consult with legal counsel or a governance expert if we have any doubts or questions about the process or legal implications of the proposed amendment.**