

Bylaws of the Royal College of Speech and Language Therapists

1. In these Bylaws

- i. The expression "the Articles" means the Articles of Association with such modifications thereof or additions thereto as may from time to time be in force.
- ii. The expression "the College" means the Royal College of Speech and Language Therapists, as defined by the Memorandum and Articles of Association of the RCSLT.
- iii. Words occurring in these Bylaws and also occurring in the Articles shall bear the same meanings in these Bylaws as they bear in the Articles.

2. These Bylaws shall be construed so as not to conflict with the Articles. In the case of any conflict, the Articles take precedence.

Membership

3. The Professional Development and Standards Board shall certify, monitor and review all programmes in the United Kingdom (UK) or Republic of Ireland leading to a speech and language therapy qualification.

4. The College shall publish a list of courses currently certified by the College and leading to eligibility to practise.
5. Every candidate for election to membership shall submit an application to the College. Names of applicants shall be checked against the lists of successful graduates from UK and Republic of Ireland higher education institutions (HEIs) responsible for the delivery of accredited courses in speech and language therapy. Those not on these lists will not be considered eligible for automatic membership of the College.
6. Applicants for membership from countries other than the UK or Republic of Ireland must apply for membership through defined channels, namely:

- The mutual recognition agreement (between the RCSLT and overseas professional bodies), known as the 'MRA'.
- The RCSLT application processes for SLTs qualifying outside the UK, Republic of Ireland or countries signatory to the MRA, as defined by the RCSLT Professional Development and Standards Board.

7. Registration with other bodies:

- i. Applicants working in the UK are legally required to have registered with the Health Professions Council.
- ii. Applicants working overseas must be registered with their home country regulator and/or meet the legal requirements to practice in the country in which they are based.

8. Members of the College must notify the College Office of any change of name or address and must provide proof of any changes to their name in the form of a marriage certificate or other formal documentation confirming the change of name.

9. Members shall at all times abide by the Code of Ethics and Professional Conduct for the time being prescribed by the Council.

10. As per article 14 of the RCSLT Articles of Association, these Bylaws 'shall provide for the circumstances in which a member may be erased from the list of members if he/she:

- (a) being a Certified Member, is struck off the professional register of speech and language therapists maintained by the Health Professions Council;
- (b) not being a Certified Member is (i) removed on the ground of professional misconduct and/or unfitness to practise from any list or register of speech and language therapists for the time being established in any country overseas prescribed by the Council for the purposes of recognition of overseas qualifications; (ii) has in the opinion of

the Council been guilty of conduct unfitting in a College member; (iii) is convicted of any offence involving moral turpitude; (iv) is found by reason of mental ill health, physical illness or injury to be incapable of managing and administering his/her own affairs; (c) fails to pay his/her subscription in full in accordance with the Bylaws.

- (c) Bylaws shall provide for a right of appeal against erasure from the list of members and the circumstances in which a member who has been erased may be restored to the list of members.

11. RCSLT Council would review membership in the following circumstances:

- i. formal notification is received that the member has been removed from the HPC register. Then the person would automatically be removed from the list of members with CertRCSLT as they would no longer be legally able to practice. Council would however be able to review if they would be able to remain as a de-certified member and the criteria and process for this has been drawn up (RCSLT Complaints Handling Policy, RCSLT 2003);
- ii. formal notification of a conviction of any offence involving moral turpitude is received (for a non-practising member as it is assumed that a practising member would be referred to HPC);
- iii. if the Council decides that a non-practising member has been guilty of conduct unfitting in a member of the College.
- iv. Anyone removed or suspended from the list of members may appeal in writing to the Chair of Council and Council will consider their appeal.

12. Council may delegate the review of membership or appeal against removal from the list of members to the Professional Development and Standards Board in line with the procedures laid out in the RCSLT Complaints Handling Policy (2003).

13. In the event of a Member's name being removed from the list of practising or non-practising members under the power conferred by the Articles or these Bylaws, that Member shall cease to be eligible to use the initials CertMRCSLT or MRCSLT as applicable.

Subscriptions

14. As per Article 13 of the RCSLT Articles of Association, 'The subscriptions payable by members shall be in accordance with the scale prescribed from time to time by the Council and shall be payable in pounds sterling at the times determined by the Council, provided that the Council may at its discretion remit or waive the whole or any part of the subscription for special reasons in any particular case.'

15. The College may charge a supplement to fees to cover additional postage costs for overseas members. Members shall be considered to be 'overseas members' if their mailing address relates to a location outside the United Kingdom.

16. Subscriptions shall be due from the 1st April of each year. Members will normally be notified individually at least one month before that date.

- i. A Member who fails to renew their subscription by 1st April of any year shall cease to be a member as from that day.
- ii. Applicants requesting re-admission to the College may be required to:
 - a. Renew their declarations of registration relating to their registration with the relevant regulatory body ;
 - b. their adherence to the RCSLT's professional guidelines ; and
 - c. their commitment to maintaining their professional development
- iii. pay arrears of subscription/a fee as determined by the Council.

17. As per articles 14 of the RCSLT Articles of Association: 'A member may terminate membership of the College by giving to the Secretary three months' notice in writing and paying all arrears of subscription (if any) due from him/her...'

18. In respect of fees and fees setting, the College and members shall respect the

following principles, agreed by Council in 2007, namely:

- All members within the same member category benefit from the same range of benefits (products and services), irrespective of the hours they work as an SLT.
- A member's fees should at least pay for (cover the cost of) what they receive from the RCSLT in terms of products.
- A member's fees enable them to make a contribution to the wider work of the RCSLT, irrespective of whether they benefit from that work personally.
- A member's fees enable them to make a contribution to the RCSLT's running costs, even if they do not personally benefit measurably from the current day-to-day activities of the RCSLT.
- Fees for each category should be set proportionately, according to the relative ability to pay of each category (on average). It is expected, for example, that practising members will be in paid employment and that they benefit most from RCSLT products and services. It is therefore appropriate that they pay most. Students – who are likely to receive the smallest income per annum by member category – should pay the least.
- Fees must be reasonable and set at a level that – other principles considered – will enable the RCSLT to retain and recruit members.

Postnominals for members of the RCSLT

19. Only those members of college who have completed and continue to meet the requirements for full, certified membership of the College may use the post nominals 'CertMRCSLT'; all other members of College may use the post-nominals 'MRCSLT'.

20. Those paying a subscription fee to the College as 'subscriber' are not entitled to use the post-nominals 'CertMRCSLT' or 'MRCSLT' as they are not considered to be members of the College.

21. Only those members who have been awarded Honours of the College shall be entitled to use the post-nominals associated with those honours, as set out in the Articles.

Governance of the RCSLT College countries

22. There shall be four country councillors responsible for the four countries as follows:

England
Wales
Scotland
Ireland

- i. England is defined by the geographical boundaries of the country and also includes members with BFPO addresses, and those in the Isle of Man and the Channel Islands.
- ii. Wales is defined by the geographical boundaries of the country.
- iii. Scotland is defined by the geographical boundaries of the country.
- iv. Ireland comprises the geographical boundaries of Northern Ireland and the Republic of Ireland.

Boards and committees

23. The Council will publish from time to time, subject to the provisions of the Articles, a list of current boards and committees.

24. Members of the College are eligible for nomination to boards and committees in accordance with guidelines, which may be agreed by Council from time to time.

25. The Council shall have the power to fill any casual vacancy arising in any board or committee.

26. Any board or committee may, in respect of any matter before it, consult or make any report or suggestion to any other board or committee of the College.

27. If any appointed member of any board or committee shall be absent from two successive meetings of the board or committee such member shall (except in case of illness or for some reason approved by the Chair of the board or committee) be deemed to have resigned membership thereof, and a casual vacancy shall thereupon arise.

General

28. These Bylaws may, from time to time, be amended, altered or repealed by the Council in the manner provided by the Articles.

Revised and approved by Council November 2008