**EXECUTIVE LAYERS/ ORGANS OF SLASW**

1. **Annual General Meeting (AGM)**

The Annual General Meeting (AGM) stands as the pinnacle of the Association, embodying the essence of shared governance and collective decision-making. Comprising fully compliant Members, the AGM serves as a crucial forum for deliberation, assessment, and strategic planning.

At the heart of its responsibilities, the AGM engages in comprehensive discussions, making decisions on critical matters such as the President's Annual Report. This report serves as a compass, guiding the Association through the accomplishments and challenges faced during the previous year.

A pivotal aspect of the AGM's role is the approval of the Plan of Action for the New Activity Year. This forward-looking agenda sets the course for the Association's endeavors, ensuring a focused and impactful approach to its objectives.

Financial transparency and responsibility are upheld as the AGM receives and approves the Association's budget for the upcoming fiscal year. This not only reflects accountability but also provides a solid financial foundation for the realization of the Association's goals.

The AGM's significance is further underscored during the Delegates Conference, where the election of Office Bearers and Delegates takes place. This democratic process ensures that leadership positions are filled with individuals who embody the vision and values of the Association.

In the spirit of adaptability, the AGM actively engages in discussions surrounding amendments to the Association's Constitution. This reflective approach allows for the evolution of governance structures to better serve the dynamic needs of the membership.

In essence, the AGM symbolizes the democratic core of the Association, fostering an environment where every voice matters. Through its multifaceted responsibilities, the AGM stands as a beacon of transparency, accountability, and participatory governance, ensuring the Association's continued growth and success.

Top of Form

**2. General Meeting (GM)**

As the second highest decision-making body of the Association, the General Meeting (GM) plays a pivotal role in shaping the course of the organization's endeavors. Comprising elected Officers at the National Executive Committee, the Chairman, Regional Secretary, Financial Secretary of the Branch Executive Committee, and Members of the Board of Trustees, the GM brings together key stakeholders to deliberate on crucial matters.

Convened quarterly throughout the year, the GM serves as a regular platform for strategic discussions. However, the flexibility of the GM is underscored by its ability to adapt to unforeseen circumstances.

The GM holds the authority to approve changes in the Annual General Meeting's (AGM) plan of action, offering a dynamic response to evolving circumstances. This adaptive approach ensures that the Association remains resilient and capable of addressing emerging challenges.

In matters of financial stewardship, the GM has the power to approve supplemental budgetary expenditure, demonstrating a commitment to financial flexibility. This enables the Association to respond effectively to unforeseen opportunities or challenges without compromising its fiscal integrity.

One of the critical responsibilities of the GM is the approval of the suspension of a Member, ensuring accountability within the Association. This authority is exercised judiciously, reflecting a commitment to maintaining the integrity of the organization and upholding its values.

In essence, the General Meeting embodies the spirit of collaboration and collective decision-making. Through its regular gatherings and ability to convene swiftly in emergencies, the GM ensures that the Association remains adaptable, responsive, and aligned with its mission and goals. In upholding transparency, inclusivity, and accountability, the General Meeting stands as a key pillar in the governance structure of the Association.

**3. Board of Trustees**

The Sierra Leone Association of Social Workers (SLASW) stands firm in its commitment to effective governance and ethical practices, a commitment upheld by its distinguished Board of Trustees. Comprising 7 esteemed Members, this body plays a crucial role in safeguarding the Association's legal and property rights while ensuring the highest standards of professionalism and discipline within its ranks.

The composition of the Board reflects a harmonious blend of expertise and accountability. Five Members, nominated and approved at the Annual General Meeting (AGM), are joined by the NEC President and a Legal Practitioner possessing a Social Work credential, who serves as the Secretary to the Board. The Chairman of the Board is democratically elected from the 5 AGM-nominated members through a simple majority vote, fostering a leadership structure rooted in collective choice.

As guardians of SLASW, the Board of Trustees assumes the responsibility of protecting the legal and property rights of the Association. Beyond this, they serve as the Managing Board for any approved subsidiary, ensuring strategic oversight and alignment with the Association's mission and values.

Within its disciplinary role, the Board of Trustees acts as the oversight structure for the National Executive Committee (NEC) and Branch Executive Committee (BEC). Written complaints against NEC or BEC members are directed to the Board's Secretary, initiating a transparent and accountable disciplinary process.

The Board establishes clear rules of procedure for disciplinary actions, reinforcing a commitment to fairness and due process. These procedures are made public to the Membership, promoting transparency and accountability in all disciplinary matters.

Furthermore, the Board of Trustees holds the authority to approve or disapprove the suspension of Members as proposed by the National Executive Committee. This ensures that decisions regarding membership status are made with careful consideration and adherence to established protocols.

Meetings of the Board are convened as needed, demonstrating the agility and responsiveness required for effective governance. Decisions within the Board are reached through a significant majority vote, emphasizing the importance of consensus.

In essence, the Board of Trustees serves as the backbone of integrity, governance, and ethical conduct within SLASW. Through their oversight, the Association thrives as a bastion of professionalism, committed to upholding the highest standards in service to its members and the community at large.

4. **National Executive Committee (NEC)**

At the helm of the Association's governance structure, the National Executive Committee (NEC) stands as the embodiment of strategic leadership and effective decision-making. Comprising all elected National Officers from both the Annual General Meeting (AGM) and the Delegates Conference, the NEC plays a pivotal role in charting the organization's course.

The NEC shoulders the responsibility of providing strategic direction to the Association, overseeing the day-to-day national business, and actively engaging in the planning, implementation, monitoring, and evaluation of the National Program of Action. This multifaceted role ensures that the Association operates cohesively, aligning its activities with its overarching goals and mission.

Central to its mandate, the NEC serves as a key enabler for the Branch Executive Committee, offering support, promotion, and authorization for projects consistent with the approved National Plan of Action. This collaborative approach fosters synergy between the national and branch levels, ensuring a unified and coherent approach to the Association's initiatives.

As stewards of the Association's vision, the NEC operates with a commitment to transparency, accountability, and strategic foresight. By providing a platform for the coordination of efforts, the NEC ensures that the Association remains dynamic, responsive, and true to its mission. Through effective leadership and collaborative decision-making, the NEC serves as the driving force behind the Association's continued growth and impact on both national and branch levels.

**5. Branch General Meeting (BGM)**

The Branch General Meeting (BGM) stands as a vital platform within the Association, where the voices of its grassroots members are amplified and local empowerment takes center stage. Comprising all Members of a Branch who meet the constitutionally stipulated requirements, the BGM serves as a cornerstone for community engagement and collective decision-making.

Convened regularly, with the option for bi-monthly meetings, the BGM ensures ongoing dialogue among Branch members. In instances where the need for immediate attention arises, an Emergency Branch General Meeting can be called by a decisive 50+1% agreement of all members of the Branch Executive Committee (BEC), showcasing a commitment to agility and responsiveness.

Decisions made at the BGM are democratically determined by a simple majority of total members present. This democratic approach underscores the importance of inclusivity and collective decision-making, reflecting the values of the Association.

Crucially, decisions of the BGM must align with and complement the decisions of the higher-ranking bodies such as the Annual General Meeting (AGM), General Meeting (GM), or National Executive Committee (NEC). Any inconsistency would render the decision null and void, ensuring coherence and unity in the governance structure.

In essence, the Branch General Meeting serves as a grassroots powerhouse, fostering local empowerment, and providing a space for members to actively participate in the decision-making processes of the Association. Through its regular and emergency sessions, the BGM not only strengthens the connection between the Association and its grassroots but also ensures that decisions taken resonate with the collective will of the members, contributing to the overall vibrancy and effectiveness of the organization.

**6. Branch Executive Committee (BEC)**

The Branch Executive Committee (BEC) emerges as a dynamic force within the Association, entrusted with the vital task of planning and administering the affairs of their respective Branches in strict accordance with the constitution. Comprising all Executive Members of the Branch, the BEC serves as the localized engine driving the realization of the Association's goals.

One of the primary responsibilities of the BEC is the meticulous planning and administration of the Branch, ensuring that activities align with the overarching vision and values laid out in the constitution. This local autonomy allows for a tailored approach, acknowledging the unique needs and dynamics of each community.

In a commitment to transparency and accountability, the BEC diligently prepares and submits quarterly reports to the National Executive Committee (NEC). This regular exchange of information fosters a cohesive relationship between the local and national levels, ensuring alignment and shared understanding of the progress and challenges faced by each Branch.

The composition of the Branch Executive Committee includes all Executive Members of the Branch, emphasizing a collective leadership model. This inclusivity ensures that a diversity of perspectives contributes to decision-making processes, enriching the quality of governance.

Decisions within the Branch Executive Committee are determined by a simple majority of the members present, emphasizing a democratic and collaborative approach to leadership. This inclusive decision-making process underscores the commitment to fostering unity and collective responsibility within the Branch.

In essence, the Branch Executive Committee emerges as the bedrock of local leadership, steering the Association's mission at the grassroots level. Through effective planning, transparent reporting, and inclusive decision-making, the BEC contributes significantly to the vibrancy and impact of the Association within the diverse communities it serves.

Top of Form

Top of Form