CONTAX NETBALL CLUB INCORPORATED

BY LAWS

BY LAWS.....BY-LAW . PAGE

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Contax Netball Club Incorporated

BY LAWS

1. These By Laws are subject to the Constitution of Contax Netball Club Incorporated and shall not be interpreted in isolation.

INTERPRETATIONS

- 2. In these By Laws unless a contrary intention appears from the context:
 - 2.1. 'Act' means the Associations Incorporations Act 1985 as amended
 - 2.2. 'Annual General Meeting' means the Annual General Meeting of Members enrolled to be held pursuant to Rule 45
 - 2.3. 'By Laws' means By Laws of the Club pursuant to Rule 57
 - 2.4. 'Club' means Contax Netball Club Incorporated
 - 2.5. 'Committee' means the Management Committee pursuant to Rule 9, 17
 - 2.6. 'Licensed Premises' means premises forming part of the Club and licensed under relevant State legislation.
 - 2.7. 'Member' means a Member as described in Rules 27, 28
 - 2.8. 'Minute Secretary' means Minute Secretary pursuant to By-Law 4
 - 2.9. 'Patron' means Patron of the Club pursuant to Rule 10
 - 2.10. 'President' means President of the Club pursuant to Rule 11
 - 2.11. 'Rules' means Constitution of the Club pursuant to Rule 2
 - 2.12. 'Secretary' means Secretary of the Club pursuant to Rule 14
 - 2.13. 'Club Coach' means the Club Coach of the Club pursuant to Rule 16
 - 2.14. 'Treasurer' means Treasurer of the Club pursuant to Rule 13
 - 2.15. 'Vice President' means Vice President of the Club pursuant to Rule 12
 - 2.16. For the purposes of these By Laws words indicating the feminine gender shall include the masculine and words indicating the singular shall include the plural.

MEETINGS OF MANAGEMENT COMMITTEE

3. Chairperson

3.1. The President or in their absence the Vice President shall preside over all meetings of the Management Committee.

4. Minute Secretary

4.1. Pursuant to By-Law 6 a Minute Secretary shall be appointed by the Committee to record the Minutes at each meeting.

5. Voting

5.1. Every matter submitted to a meeting of the Committee shall be determined by a majority of votes cast by Members of the Committee present.

6. Minutes

6.1. Minutes of the proceedings of every meeting of the Committee and of the attendance of Members of the Committee and of all financial transactions shall be recorded in a book to be kept for that purpose by the Minute Secretary and shall after confirmation be signed by the Chairperson of the meeting at which they are read and such Minutes when so recorded and signed shall in the absence of proof of error therein be considered a correct record of the said proceedings.

DUTIES OF OFFICERS

7. President

7.1. The President shall preside over all meetings of the Management Committee deciding points of order at such meetings and shall exercise and discharge general management over all affairs of the Club. They shall be responsible for the efficient management of finance, property, benefits, and facilities of the Club.

8. Vice President

8.1. The Vice President shall in the absence of the President exercise and discharge all duties and powers of the President.

9. Secretary

- 9.1. The Secretary shall be responsible for the safekeeping of all documents, books, records and properties of the Club and shall make available for inspection or use such documents, books, records and properties to any Member of the Committee and shall be responsible for the issue of all notices as directed by the Committee.
- 9.2. In the event of the Secretary relinquishing office they shall return to the President all books, documents and other Club property which may be in her possession within forty-eight hours from the date of them ceasing office.

10. Treasurer

10.1. Pursuant to Rules 13, 38 and 39 the Treasurer shall receipt all monies and execute all payments of the Club and shall keep books of accounts as described in Rule 43

10.2. In the event of the Treasurer relinquishing office they shall return to the President all books, documents and other Club property which may be in her possession within forty-eight hours from the date of them ceasing office.

10.3.

11. Club Coach

11.1. The Club Coach shall be the senior coach of the Club and shall be responsible for the Premier League and Premier League Reserves playing squad and shall oversee all coaching matters of the Club and provide such coaching assistance to the Club as may be required from time to time.

12. Committee

- 12.1. Prior to each Annual General Meeting the Management Committee shall define the tasks and roles required by the Club for the coming twelve months. Such roles and tasks to be outlined on the Committee Nomination Form.
- 12.2. Such roles and tasks may include but not limited to governance, sponsorship, fundraising, grants, special events, social media, uniforms, coaching, umpiring, selection, equipment, publications.

SUBSCRIPTIONS

13. Payment

- 13.1. Subscriptions shall be payable each playing season by the date as decided by the Committee.
- 13.2. Subscriptions may be paid in instalments with the approval of the Treasurer at least three days prior to the due date as decided by the Committee
- 13.3. Subscriptions shall be paid in full upon nomination to trial for selection for each competitive season.

14. Publication of Subscriptions

14.1. The rates of subscription shall be notified to all Members at least thirty days prior to such rates becoming due and payable.

15. Variation to Subscriptions

- 15.1. Families with three or more dependent players shall be entitled to a deduction in subscriptions.
- 15.2. The third and subsequent dependent players of any family shall be entitled to a rebate of the subscription fee as decided by the Committee for any competition season.

16. Club Uniform

16.1. Subject to Rule 7, the Committee shall approve the playing uniform and all ancillary attire of the Club and all players shall

represent the Club in such attire as directed by the Committee from time to time.

17. Club Logo

17.1. The Committee shall approve the Club logo and shall have the power to incorporate artwork of approved sponsors in such logo.

MEMBERSHIP

18. Register of Membership

- 18.1. The Treasurer and Secretary shall be responsible to maintain and monitor a complete and accurate register of all categories of Members of the Club.
- 18.2. The Treasurer and Secretary shall be responsible for the accurate registration and update of Player Members through the Netball Australia data base MyNetball.

19. Playing Member

- 19.1. Playing Members shall consist of persons who have been duly enrolled to actively participate in competition approved by the Club.
- 19.2. Playing Members aged 18 years or over shall be entitled to nominate for election to the Committee.

20. Club Officers

20.1. Club Officers shall consist of persons elected to the Committee at the Annual General Meeting or persons appointed by the Committee to fulfil a casual vacancy.

21. Staff Members

21.1. Staff Members shall consist of persons appointed by the Committee as umpire coach, coaching co-ordinator, team coach, team manager, team official, team umpire or Club umpire.

22. Associate Members

22.1. Associate Members shall consist of persons actively involved in the activities of the Club and who have been approved by the Committee.

23. Life Members, Hall of Fame and Hall of Fame Legend

- 23.1. Life Members shall consist of persons who have tendered long and meritorious service to the Club and whose service has been formerly recognised by the Club.
- 23.2. Nomination for Life Membership shall be submitted to the Committee by any Member who is over the age of eighteen years and seconded by any other financial Member who is over the age of eighteen years for consideration and decision by the Committee.

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- 23.3. Voting for appointment of Life Membership shall be decided by a panel appointed by the Committee.
- 23.4. Hall of Fame and Hall of Fame Legend selection criteria is attached in Appendix 1.

24. Player Life Members

- 24.1. Player Life Members shall consist of players of the Club who have played a minimum of two hundred games for the Club in any grade and shall include players who have an aggregate of 200 games with Adelaide Thunderbirds and Contax Netball Club Incorporated provided such player shall have played 100 games with Contax Netball Club Incorporated.
- 24.2. Pursuant to By Law 24.1, any player, who participates in the activities of any netball club which directly competes at any level against Contax Netball Club Incorporated shall be deemed to have ceased continuous service to the Club
- 24.3. Subject to By Law 24.2, the aggregate of games for the Club of any player who is ineligible for Player Life Membership who returns to the Club shall be maintained and continued for the purposes of Club records
- 24.4. Subject to By Law 24.2, for the purposes of Player Life Membership, the prior records of any player who returns to the Club shall be deemed to be expunged

25. Honorary Members

- 25.1. The Committee may grant Honorary Membership to any person:
 - 25.1.1. Whose association with the Club is considered desirable
 - 25.1.2. Who is a member or official of a club whose objects are the same or similar to the objects of the Club
- 25.2. The period of tenure for Honorary Membership shall be a minimum period of one day and a maximum period of one month provided.
- 25.3. There shall be a maximum number of ten Honorary Members at any one time.
- 25.4. Honorary Members shall be entitled to such privileges as determined by the Committee provided they shall not be entitled to be elected to the Committee nor shall they be entitled to vote nor shall they be entitled to introduce visitors to the Club.
- 25.5. The names of Honorary Members, their full address and the name of the particular club or organisation they represent shall be recorded in a book kept for that purpose.

SPONSORSHIP

26. Principal Sponsor

26.1. Pursuant to Rule 56 the Committee shall determine the principal

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sponsor for the Club and the terms and conditions of such

- sponsorship and the right of such sponsor to incorporate such sponsor name and logo with the name and logo of the Club.
- 26.2. The Committee shall determine the discharge of funds, facilities and benefits provided by the principal sponsor to maximise the benefit to the Club.

27. Major Sponsors

- 27.1. Pursuant to Rule 56 the Committee shall determine major sponsors for the Club, the terms and conditions of such sponsorships and the rights of such sponsors.
- 27.2. The Committee shall determine the discharge of funds, facilities and benefits provided by the major sponsors to maximise the benefits to the Club.

28. Club Sponsors

- 28.1. Pursuant to Rule 56 the Committee shall determine club sponsors for the Club and the terms and conditions of such sponsorships and the rights of such sponsors.
- 28.2. The Committee shall determine the discharge of funds, facilities and benefits provided by the club sponsors to maximise the benefits to the Club.

29. Player Sponsors

- 29.1. Pursuant to Rule 56 the Committee shall determine individual player sponsors and shall approve the terms and conditions for such sponsorships for the players in the League and League Reserves squad and the rights of such sponsors.
- 29.2. The Committee shall determine the discharge of funds, facilities and benefits provided by the individual player sponsors to maximise the benefits to the Club.

30. Team Sponsors

- 30.1. Pursuant to Rule 56 the Committee shall determine individual team sponsors and shall approve the terms and conditions for such sponsorships for the teams AMND League to Sub Primary levels and the rights of such sponsors.
 - 30.1.1. The Committee shall determine the discharge of funds, facilities and benefits provided by the individual team sponsors to maximise the benefits to the Club.

SELECTION

31. Winter Competitive Season

31.1. The Club shall conduct a minimum of three trials to select the teams of the Club at least four weeks prior to the commencement of each competitive season.

- 31.2. Player nomination forms for selection in Club teams shall be available at least sixty days prior to the commencement of Club trials.
- 31.3. The Committee shall determine the closing date of trial nomination forms for each competitive season and the fees thereof.
- 31.4. Players nominating for Club selection shall be trialled in accordance with Selection Process Policy and Procedure

32. Summer Competitive Season

- 32.1. The Club shall conduct team trials at the discretion of the Committee to select the teams of the Club at least four weeks prior to the commencement of each competitive season.
- 32.2. Player nomination forms for selection in Club teams shall be available at least sixty days prior to the commencement of Club trials.
- 32.3. The Committee shall determine the closing date of nomination forms for each competitive season and the fees thereof.
- 32.4. Players nominating for Club selection shall be trialled in accordance with Selection Process Policy and Procedure
- 32.5. Unsuccessful players trying for Club selection shall be notified within three days of their failure to progress through the selection process.

33. Selection Panels

33.1. The Committee shall appoint Selection Panels as required at the commencement of each competitive season to select the Club teams for the ensuing competitive season.

34. Right of Appeal

- 34.1. Any player who considers she has been inappropriately graded as a result of the selection process shall have the right of appeal in accordance with Selection Process Policy and Procedure
- 34.2. The number of appeals and subsequent reselection procedure shall be limited to one.

STATE OR NATIONAL SELECTION

- 35. The Club shall recognise in monetary or other means Playing Members who have achieved State or National team selection in 21 years and Under, 19 years and Under, 17 years and Under, Inclusive Sport competitions affiliated with and conducted by the All Australia Netball Association.
 - 35.1. Such players shall have completed at least one playing season with the Club prior to such selection.

TROPHIES AND AWARDS

36. Club Trophies

- 36.1. The Club shall donate trophies to each team at the completion of each winter competitive season.
- 36.2. The Club shall donate one trophy to each team in Senior, Intermediate and Junior Grades as determined by the respective coach and ratified by the Committee.
- 36.3. The Club shall donate one trophy to each player in each team in the Sub Junior and Primary Grades.
- 36.4. The Club shall donate one trophy to each player, coach and manager of each premiership team.
- 36.5. The Club may recognise umpires achievements as deemed appropriate by the Committee.
- 36.6. The Club may recognise achievements or service by Club Members as deemed appropriate from time to time.

37. Ten Year Service Badge

- 37.1. Awarded for ten years continuous service to the Club.
- 37.2. Players, Coaches, Umpires, Coach Co-Ordinators, Administrators are eligible for this award
- 37.3. Any player, coach, umpire, coach co-ordinator or administrator whose Club membership lapses by circumstance from time to time shall be deemed to have continuous service but such absence shall not be considered as years of service.
- 37.4. Any player, coach, umpire, coach co-ordinator or administrator who participates in the activities of any netball club which directly competes at any level against Contax Netball Club Incorporated shall be deemed to have ceased continuous service to the Club.

38. Perpetual Trophies

38.1. Margaret Angove Award

Club Person with outstanding service Playing, Coaching, Umpiring, Administration Selected by the Committee from time to time

38.2. Deb Aston Coaches Award

Outstanding Coaching Service"

Minimum coach accreditation of Development in order to learn and improve her contribution to the Club and players Attended all possible coaches functions to endeavour to continue improvement in their own coaching abilities Contributed in a significant manner to the Club and Club activities

Contributed to the development and wellbeing of players under

her career over a number of years – minimum of five (5) years Lived and demonstrated the Club values Selected by High Performance Manager annually

38.3. Lorraine Obst Volunteer of the Year Award

Outstanding Volunteer Service

Volunteered significant time and effort to further the Club interests with no compensation or remuneration during the current year

38.4. Margaret McGee Trophy

Club team with Highest Goal Average per match in the minor round erived from Adelaide Metropolitan Netball Division Records Officer

38.5. Senator Rosemary Crowley Award

Club Spirit, Commitment and Performance

AMND League to B Grade

Notice to be taken of club spirit, behaviour, neatness, training attendance, attitude to coach, umpires and players

This trophy may be awarded on one occasion only in a five year period to any one player

Selected by the Committee from nominations submitted by coaches in the form designated by the Committee

38.6. Pauline Fielden / Joan Horner Trophy

Club Spirit, Commitment and Performance Intermediate

Notice to be taken of club spirit, behaviour, neatness, training attendance, attitude to coach, umpires and players

This trophy may be awarded on one occasion only to any one player

Selected by the Committee from nominations submitted by coaches in the form designated by the Committee

38.7. Amy Mitchell Memorial Award

Club Spirit, Commitment and Performance Junior

Notice to be taken of club spirit, behaviour, neatness, training attendance, attitude to coach, umpires and players

This trophy may be awarded on one occasion only to any one player

Selected by the Committee from nominations submitted by coaches in the form designated by the Committee

38.8. Kathryn Harby Award

Club Spirit, Commitment and Performance Sub Junior

Notice to be taken of club spirit, behaviour, neatness, training attendance, attitude to coach, umpires and players
This trophy may be awarded on one occasion only to any one

player

Selected by the Committee from nominations submitted by coaches in the form designated by the Committee

38.9. **Megan Price Memorial Trophy**

Club Spirit, Commitment and Performance Sub Junior 1 Player

Notice to be taken of club spirit, behaviour, neatness, training attendance, attitude to coach, umpires and players

This trophy may be awarded on one occasion only to any one player

Selected by Sub Junior 1 Coach and ratified by the Committee

38.10. Elaine Sloman Award

Club Spirit, Commitment and Performance Sub Junior to Sub Primary

Notice to be taken of club spirit, behaviour, neatness, training attendance, attitude to coach, umpires and players

This trophy may be awarded on one occasion only to any one player

Selected by the Committee from nominations submitted by coaches in the form designated by the Committee

38.11. Sarah Pisani Memorial Trophy

Club Spirit, Commitment and Performance Primary

Notice to be taken of club spirit, behaviour, neatness, training attendance, attitude to coach, umpires and players

This trophy may be awarded on one occasion only to any one player

Selected by the Committee from nominations submitted by coaches in the form designated by the Committee

WELFARE OF MEMBERS

39. Work Health and Safety

39.1. Pursuant to Rule 23, the Club shall maintain a Work Health and Safety Policy and Procedure which shall be reviewed annually

40. Equal Opportunity

40.1. Pursuant to Rule 24, the Club shall maintain an Equal Opportunity Policy and Procedure which shall be reviewed annually

41. Child Protection

41.1. Pursuant to Rule 25, the Club shall maintain a Child Protection Policy and Procedure which shall be reviewed annually

42. Privacy

42.1. Pursuant to Rule 26, the Club shall maintain a Privacy Policy and Procedure which shall be reviewed annually

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TEAMS COMPETING IN CARNIVALS

- 43. Teams of the Club shall obtain approval of the Committee for competition in netball carnivals and shall not nominate for any netball carnival unless such approval has been obtained from the Committee.
 - 43.1. Approval by the Committee may only be given for teams to compete in carnivals conducted by organisations affiliated with Netball SA

LICENSED PREMISES

44. Legal Compliance

44.1. Any licensed premises shall be subject to compliance with relevant State liquor and gaming laws and their respective licences and regulations.

45. Management Responsibility

- 45.1. The proper and efficient operation of any licensed premises under the control of the Club shall be the responsibility of the Committee or Sub Committee appointed by the Committee.
- 45.2. Liquor shall not be supplied to any visitor to any licensed premises controlled by the Club unless such visitor is introduced to the Club and accompanied by a Member other than an Honorary Member.
- 45.3. Members of the Club other than Honorary Members shall have the right to introduce up to five visitors to any licensed premises controlled by the Club on any one day.
- 45.4. Visitors introduced to any licensed premises under the control of the Club shall enter their name and address under their own signature in a book kept at such licensed premises for that purpose.

46. Funds Disbursement

- 46.1. No payment or part payment of any secretary, manager or any other officer or servant of the Club or licensed premises shall be made by way of commission or allowance from or upon the receipts of the Club or licensed premises.
- 46.2. Payment to any secretary, manager or any other officer or servant of the Club or licensed premises shall be in accordance with the relevant trade award.

POLICIES AND PROCEDURES

- 47. The Club shall maintain Policies and Procedures outlining Codes of Conduct and organisational processes for the Club
 - 47.1. The Policies and Procedures shall be reviewed and revised on an annual basis prior to the commencement of the Winter Competitive Season

CONSTITUTION AND BY LAWS

- 48. The Constitution and By Laws of the Club shall be available to all Club personnel actively involved in the affairs of the Club.
 - 48.1 A complete copy of the Constitution, By Laws and Policies and Procedures shall be available to all Members via the Club website.
 - 48.2. All copies of the Constitution, By Laws and Policies and Procedures shall remain copyright to the Club and no copying in whole or in part of the Constitution and By Laws shall be permitted unless authorised by the Management Committee.

AMENDMENT OF BY LAWS

49. These By Laws shall only be added to, replaced, repealed or amended if the proposed alteration is supported by seven of the elected and appointed Members of the Committee present and eligible to vote at any scheduled Meeting of the Club.

Appendix 1.

Contax Service Awards Criteria

June 2022:

In the 70-year history of the club 1952-2022, Contax has awarded 25 Life Memberships. Life Memberships will continue to be available and awarded to recognise people who have given exemplary service and an extended commitment to the Club.

In June 2022, Contax Netball Club Management Committee has initiated a Hall of Fame for the Club and the additional award of Legend Status.

The institution of Hall of Fame and Legend status into the Club does not diminish the standing of Life Member appointments and other Club awards. A Legend may be someone who has previously received a life member appointment through long-term service to the Club. However, a Legend award may also be offered to players and coaches who have developed out of Contax junior programs and have moved onto to higher honours and have left a legacy through performances at state and national level.

Only a select few will be invited to be a member of the Contax Hall of Fame and a proportion (up to 10%) of Hall of Fame members may be further honoured as a Contax Legend

Selection Criteria for Recognition at Contax Life Membership, Hall of Fame and Hall of Fame Legend Status:

To be eligible for an award of Life Membership, the following criteria must be met:

- 1. The person will have represented the Club and the sport of netball as a player, coach, umpire, administrator, manager or other support role over an extended period of time.
- 2. Whilst player life memberships may continue to be awarded to recognise extended playing careers, it is expected that Life Membership at Contax will only be awarded to an individual who has contributed to and served the Club in a capacity other than just a player.
- 3. To be a Life Member a person must have offered meritorious and sustained service and support to the Club over a period that is generally judged to be approaching, or of the order of, 20 years.
- 4. The Life Member must be a person of integrity, good character and good standing in the community.

To be eligible to be inducted into the Contax Hall of Fame, the following criteria must be met:

- 1. The person will have represented the Club and the sport of netball as a player, coach, umpire, administrator, manager or other support role over an extended period of time.
- 2. Induction into the Hall of Fame will only be offered to a select few who

are recognised as superior achievers outside of the scope of what is expected in their usual role.

- 3. This award recognises individuals with outstanding sporting achievements at the highest levels of the sport, and/or people who have achieved significant success in their overall contribution to the sport of netball and the Club. It will generally be reserved for people who have inspired and motivated others to be better.
- 4. This award represents a higher level of peer recognition for an individual's contribution to the sport of netball or the Club, than an award of Life Membership.
- 5. A Hall of Fame member will have a demonstrated track record in leadership, sportsmanship, character and adherence to the values of Contax.
- 6. Achievements outweigh length of service when considering a person for induction into the Hall of Fame.
- 7. To be a member of the Contax Hall of Fame, a person must have retired from open competition for a period of at least two years.

 To be eligible for selection as a Legend of Contax, the following criteria must

be met:

- 1. The person will have represented the Club and the sport of netball as a player, coach, umpire, administrator, manager or other support role, but the status of Legend will be reserved only for the special few who have truly earned the recognition taking into account the following.
- 2. The status of Contax Legend is an extension of the Contax Hall of Fame, but it is expected only a proportion of Hall of Fame members will be deemed eligible to be given the additional status of Legend.
- 3. This award is for an illustrious group of the Club's most respected and celebrated champions that span the test of time. It is for the best of the best
- 4. Individuals may be awarded Legend status if they are deemed to have caused the game and the standing of the Club to have changed significantly for the better. This envisages outstanding achievements and contributions of the extraordinary within the ambit of the Club. It may include being recognised as one of the most influential and greatest contributors to the development and standing of the Club and/or the game.
- 5. The person will have a demonstrated track record of exemplary service to the Club and the game, and must have demonstrated exceptional loyalty to the Club. Long-term service considered suitable to be awarded Life Membership of the Club is not sufficient in itself.
- 6. If under consideration as a player, the person must be accepted as a product of the Contax netball development pathway and be recognised as one of the most talented players ever at the Club, being influential in winning major titles at the highest levels, and having achieved something special and unique as a player for Club or country. Being selected to represent Australia as a player is not sufficient in itself. Being selected as Australian Captain for major international competitions may be relevant, provided other criteria are met.
- 7. If under consideration as a coach, extended service at lower grades is not sufficient. It envisages a person instrumental in rebuilding and/or developing our Club's culture, multiple premierships at the highest level and recognition across the broader netball community.

- 8. The person must have contributed at a level that has become a standard for future generations, having introduced new ideas and concepts never known before in the game or the Club and/or changing for the better the game or the Club simply through their brilliance. Excellence and outstanding achievements in roles supportive to participants in the sport of netball may be relevant.
- 9. A Legend must be a person of integrity and of honourable character, who has operated at the pinnacle as a sportsperson, coach, umpire or administrator and has left behind a legacy and an unforgettable impression on others.

Selection Process

Selection criteria is to ensure the selection process is objective and defensible. The selection process must exhibit clear reasoning and consistent expectations of the required standard of achievement. As this is the highest honour Contax may confer on a person, it is important that the selection criteria are applied with adequate vigour so as to preserve the value and prestige of the award.

An Awards Subcommittee of at least five members is to be formed annually by the Contax Management Committee, with at least one current Contax Life Member and ideally one Contax Legend on the Subcommittee once initial inductions have been made. The Awards Subcommittee meets and considers nominees against the Awards Criteria. The Awards Subcommittee selects qualified candidates and reports these to the Contax Management Committee for ratification. After the initial induction the number of Hall of Fame and Legends members inducted may be limited to a maximum of between 1 and 3 per year to ensure the sustainability and prestige of the award.

No member of the Contax Management Committee, or the Awards Subcommittee will be eligible to be present or contribute in any way to consideration of any nomination for themself to be an inductee. To be considered for induction, players must be retired from senior competition for at least two years before they become eligible, while coaches, umpires and administrators are eligible once criteria have been met and the Subcommittee is satisfied the requirements for loyalty to the Club will not be breached.

The Contax Management Committee will be able to make awards posthumously and will have the power to revoke a person's status if requirements for loyalty or integrity as set out in these criteria are subsequently compromised.