



REMUNERATED ROLES POLICY

Approved by the Board 23.2.15

This policy describes how we approach remuneration for roles within the club.

1. We are an amateur club run throughout by unpaid volunteers. The vast majority of what is done for and within our club involves no offer of remuneration. This is the only sustainable model and we must preserve it. We do not measure by reference to money how hard people work or how significant their role is. Nobody should think they are unappreciated or undervalued because their post involves no remuneration or another post does. On occasions when we offer remuneration it is of course open to those concerned to decline it to protect club funds.
2. Some positions have become recognised as remunerated roles (eg. Head of House, bar and catering staff, 1st XI Head Coaches, Hockey Development Officer). These should now also include a few lead coaching roles within colts activities. To achieve that, we will allocate an annual *Youth Coaching Fund* from junior subs revenue not to exceed 25% of that revenue. This fund will be available to offer remuneration to: (1) the two key youth coaching coordinators (primary and junior); (2) other lead youth coaches (on the recommendation of the Director of Hockey, based on the individual's role and the broader benefits for the club from being able to offer them remuneration).
3. The Board approves all remunerated roles and keeps these under review.

SAHC Board 23.2.15