

# SOUTHERN STARS ICE HOCKEY CLUB

## Volunteer Remuneration Policy

SSHP001

### 1. Purpose

This policy is to provide guidelines on how remuneration for volunteers is determined by the Southern Stars Committee and to explain the different levels of remuneration the Southern Stars Ice Hockey Club offers to members, who contribute their time significantly for the benefit of the Club.

### 2. Principles

This policy will be implemented based on the Club's objects outlined in the constitution. In addition, the Committee will consider the following conditions to ensure decisions are at the best interest of the Club:

- a) Significance of volunteer contribution
- b) The Club's financial status
- c) The balance between paid membership number and volunteers

### 3. Effect

The remuneration policy will remain in effect for a period of 12 months from the date of implementation. Upon expiry, the policy shall be reviewed by the Stars Committee to ensure the positions contained within and the remuneration offered is consistent with the Southern Stars organisation structure and is supported by the financial standing of the Club.

### 4. Remuneration Level Table

Designation	Annual remuneration	Weekly hours contributed
Tier 1	\$400	10+
Tier 2	\$300	5+
Tier 3	\$200	2.5+
Tier 4	\$100	1+

### 5. Policy

- 5.1. All volunteers who contribute significantly will be considered.
- 5.2. Seasonal volunteers. Example: Tournament Coordinator, Come and Try program volunteers may also be considered.
- 5.3. Nominations will be made based on activities and hours contributed, which may not be the positions suggested in the Remuneration Level Table.
- 5.4. Positions suggested in the Remuneration Level Table can be different on a seasonal basis due to the nature of volunteer base community sports club.
- 5.5. New positions and special positions could be created due to changing needs of the Club and these positions may be entitled to receive remuneration.
- 5.6. Final decisions will be at discretion of the Committee.
- 5.7. Members can choose to donate their remuneration back to the Club.
- 5.8. The Club reserves the rights to terminate this policy at any point.

### 6. Procedure

- 5.9. Each Coordinator, Coaching Director and President will bring their nominations to discuss with the Sub-Committee

- 5.10. Each year a Sub-Committee will be formed, close to end of the Winter season to discuss and nominate:
- 5.10.1. Level of designation for each Sub-Committee and volunteer position,
  - 5.10.2. Which volunteer should receive remuneration for their involvement in club activities;
  - and,
  - 5.10.3. What form, example: Esportdesk Coupon, the remuneration should take.
- 5.11. The Sub-Committee should consist of at least three Committee members of the following positions:
- 5.11.1. President – who is familiar with contributions of executive Committee members,
  - 5.11.2. Coaching Director – who is familiar with contributions of coaches,
  - 5.11.3. Senior Coordinator – who is familiar with contributions of volunteers in Senior League;
  - and,
  - 5.11.4. Junior Coordinator – who is familiar with contributions of volunteers in Junior League
- 5.12. The Sub-Committee will use the Remuneration Level Table (clause 4) as a guide and discuss the nominations put forward.
- 5.13. The final nomination list will be presented to the Committee for approval and a summary will be reported to the next general meeting.
- 5.14. Remuneration notification will be sent individually by Junior Coordinator and Senior Coordinator according to the league that the member volunteers.
- 5.15. Remuneration will be issued as a Club Credit for the volunteer to use as supplementation to either registration fees, game fees or other club associated fees at the discretion of the receiving member.
- 5.16. Where the volunteer is not a registered member of the stars, a gift voucher to the same value of that offered as games fees credit may be offered.