

**GLOUCESTERSHIRE
HOCKEY
ASSOCIATION**

Honorariums and Service
payments 2022 onwards

Background

- Historically Honorariums have been paid retrospectively to Committee Members with significant workloads
 - Treasurer, Secretary, Player Pathway Administrators, Schools and Clubs Competitions and Festivals Organisers
 - Amounts decided by Committee
 - Paid at the end of the season subsequent to the season for which they applied
 - So 2019 - 20 would be paid at the end of 2020 - 21 when the finances for that year had become clear
- The new draft EH Model Constitution prohibits the payment of honorariums to Committee Members and Officers of the county association
 - Indeed remuneration of any kind is prohibited unless decided otherwise by a General Meeting so as to avoid conflicts of interest

Proposed solution

- Define Statement of Work for each service for which remuneration will be paid
 - Book keeper, County hockey administrators (2), Junior schools competitions administrator, Junior clubs competitions administrator
 - Each service to be on a fixed price sub-contract basis for one year with the fee approved by the whole GHA Committee
 - Fess payable in arrears on satisfactory delivery of the service
- Each role to be advertised on the GHA website for anyone to tender for the service
 - Provider to be selected for each service separately by the GHA committee
 - Any person that has tendered for the work for that specific service not to participate
 - Committee to approve payment
- At the AGM submit a resolution to allow Committee Officers to tender for service provision on the basis of an open competition for these services