



HUNTER WESTERN HORNETS TOUCH FOOTBALL

HONORARIUM POLICY

Purpose

The purpose of this policy is to provide authorisation for the payment of honoraria to the Below office holders of the Association.

Policy

1. The below office holders shall each be paid an honorarium as set out in 'Schedule A' of this policy, which shall be included in annual budgets of the Association.
2. Honoraria shall be paid within 21 days of the Annual General Meeting, for the time served in each position, respectively (excluding Tournament Director, Tournament Association and Tour Leader).
3. Honoraria for the Tournament Director, Tournament Associate and Tour Leader shall be paid within 21 days of each tournament, respectively, or within a mutually agreeable timeframe.
4. Members filling casual vacancies will be paid pro-rata.
5. Performance appraisal are to be carried out by the Board Members, prior to distribution of honoraria payment.
6. Where a performance appraisal is carried out on a Board Member, that person will abstain from involvement to that respective appraisal, to ensure an appropriate and ethical review to take place.
7. The Board have the right to alter the honorarium payments as listed in 'Schedule A', based on the performance of each individual, and the effective carrying out of duties, as outlined in their respective position descriptions.
8. The honoraria amounts are inclusive of any bonus/honorary payment made to Hornets for distribution from NSWTA.

Policy Review

This policy will be reviewed annually to ensure it remains relevant to club operations and reflects both community expectations and legal requirements.

Schedule A – Amounts

Position Title	Level	Pro Rata Honorarium	Notes
Regional Director	Board Member	\$500.00	All Board Members the same.
Assistant Regional Director	Board Member	\$500.00	All Board Members the same.
Technical Director	Board Member	\$500.00	All Board Members the same.
Finance Director	Board Member	\$500.00	All Board Members the same.
Independent Director	Board Member	\$500.00	All Board Members the same.
Member Protection Information Officer	Management Committee Member	\$100.00	
Media & Communications Manager	Management Committee Member	\$250.00	
Tour Leader	Management Committee Member	\$400.00	\$200 p/event (i.e. NTL & Jnr Regionals)
Merchandise & Uniform Coordinator	Management Committee Member	\$100.00	
Regional Director of Referees	Management Committee Member	\$250.00	All Tech Directors the same.
Regional Director of Coaching	Management Committee Member	\$250.00	All Tech Directors the same.
Regional Director of Selectors	Management Committee Member	\$250.00	All Tech Directors the same.
Junior Director	Management Committee Member	\$250.00	All Tech Directors the same.
High Performance Director	Management Committee Member	\$250.00	All Tech Directors the same.
Players Representative	Management Committee Member	\$100.00	
Tournament Director	Management Committee Member	Variable	\$20per team / per tournament.
Tournament Associate	Management Committee Member	Variable	\$15per team / per tournament.