

Our Task

1. To consider the levels of honoraria for directors and delegates for 2016-2017 and make recommendations accordingly.
2. To consider any further matters connected to honoraria and make appropriate recommendations.

Considerations

A recent Board discussion on honoraria and the possible future employment of paid staff to fulfill certain roles has highlighted the possibility of ending the system of honoraria and replacing it with benefits that are targeted towards developing the club ethos among our delegates and directors. Until we reach that point, and it will not necessarily be an easy journey, it looks likely that the current system of honoraria will continue.

Recommendations

In consideration of the general levels of honoraria, and recent inflation rates we recommend that there is no general increase this year. However, this will mean no increase since 2014 and it may be that increases are necessary in the forthcoming financial year, should inflation increase.

We made various recommendations on the levels of honoraria last year which were accepted by the Board. These involved the following annual payments to particular delegates and directors based on our knowledge of the work done, as follows:

Chair	£750	
Secretary	£750	
Finance Director	£375	
Communications Director	£750	
Membership	£1600 total	
of which:	Membership Secretary	£610
	Membership Delegates:	
	Enrolments 1	£190
	Enrolments 2	£190
	Renewals 1	£160
	Renewals 2	£160
	Standing Orders	£100
Events	£1875 total	
of which:	Events Secretary	£375

Events delegates:

Events delegate 1	£375
Events delegate 2	£375
Events delegate 3	£375
Events delegate 4	£375

Brevet card production	£1500
Validation	£1500
Permanents Secretary	£1125
Events Services Director	£125
Recorder	£375
IT Manager (Development)	£750

Systems manager	£1500
of which:	
Web Delegate	£750
Server Administrator	£375
Forum Administrator	£375

Arrivee editor (x4) £750 per edition

Handbook details now updated online by:

Secretary	£187.50
Event Services Director	£187.50
Badge & Medal Shop manager	£250
AAA Secretary	£500
Forum Moderator	For future consideration
Awards Secretary	For future consideration
Reunion Organiser	For future consideration

We have also made recommendations regarding some of the posts above and another that was not included in the above list, as follows:

(a) Forum Moderator

In terms of the work involved, we see no reason to make an award.

(b) Reunion Organiser and Awards Secretary

In consideration of the work involved and comparing these posts with others and with each other, we recommend the following annual payments:

Reunion Secretary	£375
Awards Secretary	£250

(c) Membership Directorate

While the Membership Secretary has given us in the past a good rationale for the level of honoraria paid to his delegates and himself, based on the annual sum of £1600, noting where workload has increased/decreased and how the number of delegates has varied according to increasing membership numbers and labour-saving changes in IT systems, we still feel that the justification for differences in small payments to delegates is difficult to assess. However we are cognisant of the membership secretary's observation from last year that the workload of the Renewals Delegate (Standing orders) is significantly lower than that of the other two Renewals Delegates. In order to assuage our doubts about differentials we recommend some consolidation and equalisation as follows:-

£250 Enrolment Delegates (x3)
£250 Renewals Delegates (x2)
£125 Renewals Delegate (Standing orders) (x1)

(d) Web Content Editor

The IT Manager has requested that the web content editor engaged on the impending new website should be paid an honorarium. After discussion with him, it has been felt appropriate to rate this post as equivalent to an ARRIVEE Editor. Given that the postholder has already started work on this, we recommend that the annual payment should be £750, but that in the current financial year, a payment of £250 would be appropriate.

Approval of this report and implementation

We are aware that the report of any Board Committee needs approval from the full Board, and would ask for approval of our recommendations so that they can be implemented.

Chris Crossland
Dave Minter
John Sabine

12 July 2017