



HORSHAM HOCKEY CLUB

Horsham Cricket and Sports Club, Cricketfield Road, Horsham, West Sussex
01403 254628 www.horshamhockeyclub.com

Policy on Paid roles within HHC.

HHC derives most of its funds from membership and so the use of club funds on behalf of members is of critical importance. To advance the club, a more professional profile is needed and in certain roles, specialist skills are required that are increasingly difficult to attract volunteers with the right skills and motivation.

This policy aims to set out which roles should be considered as paid roles and those which we believe should remain voluntary to preserve the community aspect of the club.

A paid role is defined as: One that requires specialist skills or training on a technical, safeguarding or compliance basis that a business might reasonably expect to have, and one that HHC might have to procure outside if no suitable volunteers can adequately fulfil the role. It is also likely to require training or specialist certification and attendance on a training course to satisfy England Hockey compliance.

This policy must be approved by Committee vote once per year, and all agreed paid roles included in the next year's budget.

Proposal per role:

Honorary President:	An elected role and unpaid
Exec Committee:	
Chairman:	Unpaid
Secretary:	Unpaid
Membership Secretary:	Unpaid
Treasurer:	Paid if necessary – Compliance requirement, skilled role
Men's Club Captain	Unpaid
Ladies Club Captain	Unpaid
Junior Coordinator	Paid if necessary – Large complex role, critical to growth
Welfare Officer	Paid if necessary - Compliance requirement, training required
Social Media	Paid if necessary – Specialist skill, would be outsourced
IT Support	Paid if necessary – Specialist skill, would be outsourced
Fixtures	Unpaid
Coaches	Paid if necessary - Compliance requirement, training required
Managers	Unpaid
Captains	Unpaid
All other roles	Unpaid