

<b>DEPARTMENT: Junior Activities</b>	<b>SUBJECT: Junior Activities Training Levy</b>	
<b>AUTHORISED BY: Board of Directors</b>		
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### **Scope**

To introduce a Junior Activities (JA) training Levy.

### **Objectives**

The objective of this policy is to apply a training Levy for JA Members that want to participate in a training program offered by the Junior Activities Committee (JAC).

### **Specifics**

The JA training/coaching budget has been severely impacted by COVID 19 and uncertainty around the financial position of the Noosa Heads Surf Life Saving. These budget restraints meant that the JAC has had to consider alternate funding options and strategies to ensure a training program can be offered in the 2020/21 season. The Levy introduces a user pay system that is similar to other clubs within the Sunshine Coast Branch and will allow the JAC to keep coaches engaged. This initiative is subject to members support, should the uptake not be sufficient the program will be suspended and levy refunded (pro rata if applicable).

To ensure the JAC can offer a training program and maintain momentum and growth of Competitive JA Members and of our future Lifesavers, the committee proposes to introduce a \$125 training Levy for each JA Member that wishes to participate in the JA training program. Revenue from the Levy will be used to manage coaching expenses. Coaches will be paid a sessional rate in line with previous sessional rates and/or industry standards.

The JAC proposes not to cap the number of JA Members that want access to the training program, instead focusing on the number and capability of the JA Members. This will allow sessions to be developed and delivered that meet the needs of different groups and in accordance with SLSQ ratios.

Coaching will be offered to the Noosa and Peregian programs, but offerings will be dependent on interest and revenue raised from each program. It is proposed that training Levy revenue from Peregian JA Members will not be used to subsidise Noosa coaches and vice versa.

The training levy is non refundable unless the training program is cancelled, in which case the members will be reimbursed pro rata.

### **Coaching Agreements**

Coaches that want be a part of the program must:

- Be provided with an agreement

- Be agreeable and enforce the COVID action plan while recognising failure to uphold the plan will result in the contract being terminated immediately.
- Hold their coaching accreditation in surfguard
- Provide a copy of their public liability insurance details to the amount of \$20 million.

### **Eligibility**

- All JA Members that choose to participate in the JA training program will have access to coaching. JA Members that choose not to participate and pay the Levy will not be permitted to participate in the training program.
- It is a requirement that JA Members are financial and proficient Junior Activities members
- Failure to meet the water safety and patrolling obligations may cause your child to be ineligible to continue participating in the training program. Patrolling members are to provide a minimum of two patrols a season. Patrolling members are to assist with water safety. Water safety are to volunteer for mid-week training, carnivals, and nipper Sunday's.

### **Procedure**

1. Members must indicate on their registration nomination form that they would like to participate in the JA training program and pay the Levy.
2. JAC to determine viability of the training program by assessing the level of interest and potential revenue from the nomination forms before committing to the program.
3. Advise JA members that have expressed interest in the program that it will be offered and payment of the Levy to be paid when paying membership renewal fee. High level summary of JA training program offerings to be provided.
4. Subject to approval to participate in the program, JA members will be asked to access the SLSQ portal and pay the membership fees and Levy by a pre-determined date.
5. Coaching position advertised and recruitment processed finalised including discussion of sessional rates based on suitability.
6. Once remuneration per session is determined and Coach(es)s agree to operate in accordance with the NHSLSC COVID action plan a contract is drafted, endorsed.
7. JAC to finalise training program offerings in consultation with the Coaches
8. Training commences.