

ROWING IRELAND BOARD SUB-COMMITTEE

TERMS OF REFERENCE

The Remuneration Committee

1 Composition

The Remuneration Committee consists of the President, the Secretary and the Treasurer of Rowing Ireland as well as any additional members appointed by the Chair. The President will chair the committee.

2 Appointment

The Committee is confirmed annually by the Board of Rowing Ireland following the AGM.

3 Purpose

To review the remuneration of Rowing Ireland staff and to make recommendations to the Board regarding remuneration levels and/or any changes merited.

4 Functions

- a) To review any proposals made by the CEO in relation to existing staff remuneration,
- b) including performance bonuses, and to determine whether such proposals, or any variation thereof, merit recommendation to the Board.
- c) To agree proposed remuneration of new staff hires with the CEO on behalf of the Board
- d) To advise the CEO as required on staff remuneration policies and practices.
- e) To ensure annual staff appraisals are completed and documented
- f) Contracts of employment will be reviewed by the remuneration committee prior to issue

5 Meeting Frequency

The Committee shall meet once a year before the budget is approved for the coming year and more frequently as required.

6 Board Reporting

The Committee will report once per annum and their report should contain any recommendations for changes in staff remuneration based on proposals from the CEO.

7 Membership 2018

Chair: Eamon Colcolough
Members: Dan Buckley, Breda Leader
APPOINTED: AGM April 2018