

1. Introduction

Honoraria were last raised in 2013/14. The Finance Report presented to the Board at the 2013 AGM noted that:

“The honoraria entitlement has not been changed since 2008, following discussion the board has arrived at the following proposed rates to take effect for the year to 31 August 2014:

Chair £300

Secretary £300

Press Officer £600

Finance £1200

Membership £1200*

Events £300 per delegate

Brevet card production £1200

Validation £1200

Permanents £900

Recorder £300

Systems manager £1200*

Arrivee editor £600 per edition

Handbook £300

*allocation amongst delegates to be decided by office holder

These are the maximum amounts that will be payable reflecting the time involved in carrying out the duties, some officers do not wish to receive a payment or perhaps would prefer to receive a lower amount. The payment to the ACP correspondent has been discontinued due to electronic entries. The workload for the recorder has also diminished with electronic data gathering therefore it was proposed to offer a lower sum than previously. Out of pocket expenses will continue to be paid in accordance with AUK's normal expenses policy.”

Given the recent rate of inflation, it might be thought inappropriate to raise them this year. However, organizational change and change in workloads of directors and delegates receiving honoraria leads me to ask the Board to discuss whether any changes should be made, now or in the future.

It is also worth noting that given the item in the 2013-14 accounts headed “Directors’ honoraria”, a significant amount is actually paid to delegates. I have asked Linda Johnston to provide me with a list of payments made in 2013-14 so that I can see how the sum paid out actually does refer to payments to directors.

2. Current developments

As the organisation of Audax UK changes, we may need to adapt quickly in circumstances where honoraria are paid. One development has been the resignation of the Validation Secretaries from the Board, but with a welcome commitment to continue

with the “day job” for another year. There was a query as to whether they would be entitled to continue receiving the £1200 honorarium that went with the job. Linda Johnston has confirmed to me that the honoraria are intended to reflect the time involved in carrying out the duties and do not reflect any of the work involved in being a director. Accordingly, I believe that the Validation Secretaries should continue to receive the appropriate honorarium.

The situation is complicated by the need to introduce new validation secretaries. There is a volunteer interested in doing the work or at least some of it, and I understand that there is the possibility of a split in duties. The question arises whether the total sum available for honorarium should be split according to workload or whether the total sum should be increased.

A further wrinkle arises over the proposed arrangement for the Finance Director/Book keeper split and how/whether the honorarium for that work is distributed/discontinued.

Another query concerns the levels of honoraria for the new posts of Publicity & Publications Director and Events Services Director.

It has come to my attention that no payment for 2013-14 was offered to our web delegate, Francis Cooke, who took on the systems manager’s duties less the director responsibilities following the resignation of the systems manager. I would like to offer Francis an appropriate sum for that period and negotiate a suitable split between him and his associate, Terry Kay, for 2014-15.

I have also learned that the headline figures for individual honoraria quoted in the Introduction reflect the sums paid to individuals after tax has been paid on their behalf. I must admit that I am uncomfortable with this.

I would like the Board’s guidance on these matters.

Chris Crossland
10 December 2014