

STANDING COMMITTEE

Remuneration

Meeting Schedule: twice per annum

Composition:

BJA Chairman – Chair of the meeting

2 x Independent Directors

BJA CEO

Note: Neither the Chairman or Chief Executive will be involved in discussions regarding their own remuneration.

MAIN AIMS AND TERMS OF REFERENCE

1. To determine and agree with the Board the framework or broad policy for the remuneration of the Chief Executive, the Chairman of the company and such other members of the executive management as it is designated to consider.
2. To determine targets for any performance-related pay schemes operated by the company.
3. To determine the policy for and scope of pensions arrangements for each executive director.
4. To ensure that contractual terms on termination and any payments made are fair to the individual and the company, that failure is not rewarded and that the duty to mitigate loss is fully recognized.
5. To be aware of and advise on any major changes in employee benefit structures throughout the British Judo Association.
6. To agree the policy for authorising claims for expenses from the Chief Executive and Chairman.
7. To be exclusively responsible for establishing the selection criteria, selecting, appointing and setting the terms of reference for any remuneration consultants who advise the commission.
8. To make available the Commission's Terms of Reference. These should set out the Commission's delegated responsibilities and be reviewed and where necessary updated annually.



'All Commissions will ensure that they will consider within their activities all issues relating to Equality, Inclusion and Diversity and that they meet the Association's strategic vision of becoming a 'World-Leading Judo Nation' that is inclusive, accessible and ethically driven'.