



Achievements of PA NSW over the last few years

Over the past few years PA NSW has undergone a number of reforms ultimately designed to make the playing and administering polocrosse safer, easier and consistent. The following paragraphs provide a snapshot of reforms that have occurred in recent years.

1. FINANCE

Financial transparency – In 2015 PA NSW adopted a new accounting structure that provides the Board and Members significantly better visibility of our finances (in other words where the money goes). We have also simplified the number of accounts and the number of financial institutions with which we have accounts, and improved accountability by requiring two signatures for accounts.

Fee transparency and structure – Since the beginning of 2015 we have become more transparent by showing members the various components of their fees. A fee structure was also adopted where under 21s pay 80% of an adult fee and Juniors pay 40% of the adult fee.

Formal grants process – A formal grants program has been established to assist clubs and zones undertake various development activities. Selection criteria was developed and is now available on the Web site.

Honorarium reforms – From 2015, honorarium, travel and per diem allowances have been restructured to improve transparency.

Book Keeper – A new position of PA NSW Book Keeper has been established to stream line accounts and processes. The Treasurer position on the Board can now devote time to policy rather than payment of day to day accounts.

2. COMMUNICATION

Website – In late 2012 we launched a new website that contains significantly more information for members, the site was revised in 2016. More work on the website will be undertaken in the coming year to ensure it is easy to navigate and up to date.

Newsletters – Weekly Newsletters with links to the website were adopted at the same time to ensure members have better visibility of what is going on across their sport.

FaceBook – in 2015 we introduced PA NSW Facebook page as a trial in the lead up to the Nationals. It has become a popular, simple and quick means of communication and provides a good platform for promotion of our sponsors.

The 9th chukka – Reforms include the publication and distribution process and a “new look” 9th Chukka. Given the high cost of the magazine a priority for 2017 is to consider options for the magazine.



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A national perspective. At a national level PA NSW has successfully implemented a state biannual conference that enables state representative to come together twice a year and discuss various state issues. While in its infancy, this initiative has been well supported by all states and will enable individual states to learn from each other and adopt a more unified approach to managing our sport.

3. INSURANCE and SAFETY

Agreed Alternate Insurance Provider – The PAA has been working with the Horse Industry Council for the last few years to improve our insurance cover and reduce its cost.

Along with the other States, PA NSW has considered previous proposals and rejected them. However in December 2016, PA NSW and the other States agreed to move to a new provider recommended by the PAA . The new insurance gives members what appears to be more cover at less cost.

Paramedic – In 2016 PA NSW adopted paramedic as the minimum standard for all carnivals. This included adopting our own credentialing process to ensure that service providers possess relevant skills.

Mandatory training – Mandatory Induction training was introduced in 2016, designed to reduce accidents through the promotion of safety awareness. This training has been reviewed and updated for 2017 season.

4. CLARIFYING OUR PROCESSES

Procedures Manual - In an effort to achieve consistency and transparency in decision making, the NSW Board has developed and continues to upgrade an Operating Procedures Manual. Its development is ongoing as issues arise. PA NSW is able to either resolve them using OPM policy or recognize a policy gap and amend the OPM accordingly. The OPM provides both a statement of Policy and details of agreed process to implement same.

State Selectors – To address issues of transparency and fairness, in 2012, the NSW Board adopted a deliberate and published consultative method to be used for the appointment of State Selectors. Since its introduction, final appointments have consistently exceeded 90% of the Zone's preferred candidates.

5. PLAYING THE GAME

Grading tool – NSW Board developed a player grading tool now used across Australia. Note that the greatest beneficiaries of this tool are those player graded 5 and below. Consistency across Zones and interstate remain of concern and will be subject to review in 2017.

Draws for Major Events – The proposed NSW Draw Committee, as described in the OPM, has not been successful. The major obstacle has been the lack of enough adequately experienced volunteers to nominate to the Committee. This issue, and how it is managed, will be subject to further consultation with Council and review of procedures.

6. PA NSW GOVERNANCE

Transparency and increased information in Minutes and Board Reports – the format and content of Minutes and Board Reports has been enhanced to ensure transparency and recording of rationale and decisions taken.



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Revised system for appointing Coaches – A Coaching Panel has been reintroduced comprising a Board member, the Coaching Director and 2 Division Heads.

SEO Contract and duty statement– We have moved to a formal employment agreement for the SEO position, with revised duty statement. With recruitment of a new SEO in 2017 the management and role of the position is being further refined and defined.

Corporate Governance Document – Recognising the need for greater clarity in policy and process in our Governance, the Board is drafting a Corporate Governance Document. The purpose of this document is to ensure the preservation of corporate / administrative information. This will be regularly updated and will be of great use as a hand over document for future Board members and PA NSW employees.

On Line Uniform Shop – we have moved to an On line one stop shop for Uniforms, which should ease the workload on the Uniform Officer considerably.