

## Decision Making Structure

### **1 The Council Primarily 'members' form the Council.**

These members are the State and Territory Rowing Associations (no member exists in Northern Territory). Each State Association is represented by a delegate who is known as a Councillors.

In addition the Council consists of the RA President, CEO and DOF (see below).

### **2. The Board**

The day-to-day management of Rowing Australia is vested in a Board of up to seven Directors plus the Chief Executive Officer.

### **3 Commissions**

The constitution of Rowing Australia Inc provides for the establishment of a number of commissions to focus as operating business units of company. There are four main Commissions. These are:

Development Commission  
High Performance Commission  
Competition Commission  
Marketing Commission

### **4 Committees**

A number of Committees have been formed to assist the operations of Commissions. These are headed by experienced Chairpersons and include:

1. Athletes Committee
2. Regatta Committee
3. Umpires Committee
4. Disrow Committee
5. Coaches Committee
6. Selection Committee
7. Masters Committee

Just to name a few. Each Commission and Committee have an appointed Chairperson plus members who have an obligation to present their views upon key national decisions relating to their operating area. This is after some consideration and consultation within their circles of operation. Decisions are made by Commissions and committees to fulfil the objectives listed in the charter plus planned outcomes listed in the national plan.

### **5 Staff**

All staffing is the responsibility of the CEO. The following staff positions have been established to assist Rowing Australia perform its business to listed outcomes in the national plan. All staff are employed to fulfill tasks and functions detailed in job specifications plus outcomes listed in the national plan. Staff have an obligation to achieve results and use the systems and people in their designated operating division to assist them to do so. In a volunteer organisation staff must be conscious of the right of designated volunteers to question elements of their work and work hard to maintain positive relations with those people in relevant Commissions, Committees associated with their business activities.

Staff also have a right to expect that they manage the business of Rowing Australia on a day to day basis as employees. Volunteers do not and should not unless requested by the

relevant employee after consultation with the CEO. Volunteers manage the business of Rowing Australia as "helpers" and/or in some cases Directors who are responsible for company performance.