

Scottish Amateur Swimming Association



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WC/HM

27 April 1992

TO: **Club Secretaries**
 Life Members
 Council

Dear Colleagues

E.G.M.:- J Queen Report - Financial Implications

At the recent District Meetings convened to discuss the above, particularly Councils recommendations to implement PART I - the appointment of a Chief Executive, I understand that some concern was expressed regarding the costings involved and that Members were seeking further information.

Firstly it is important to understand the role of the Sports Council and its overall philosophy in providing Grant Aid to the Governing Bodies of Associations such as the Scottish Amateur Swimming Association. Such assistance has two main elements, firstly to provide finance to ensure that the Association is properly administered in its Technical and Administrative functions. Secondly to provide funds for the development of excellence and elite performers within the Sport.

In providing funds for the first element, the Sports Council, through a Co-ordinating Officer endeavours to ensure that staffing levels, salary scales etc. are consistent and compatible with other Associations. It is responsible for all salary administration, actually paying Salaries and National Insurance Contributions for all employees of the Associations. The Annual Grant Aid offered includes this expense. All our staff whether full or part time employees are employed within the standard Civil Service Salary Scales, where annual cost of living increases are automatic and any incremental increases within the Scaling only withheld at the request of the Governing Body.

Any Redundancy Payments will be the responsibility of the Association and will need to be paid from current funds.

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The proposed post of "Chief Executive" has been discussed with the Co-ordinator and his superior and without carrying out a full Job Evaluation and Grading exercise it was thought that the Grading of such a post would be the same as that of the current post of Director of Swimming.


The additional proposed posts of Technical Development Officers have not been discussed in this detail but it is the writers opinion that they would fall into a similar scale as the existing post of Office Manager. It is usual for Part Time Salaries to be paid on a pro-rata basis of the hours worked per week against the standard week - currently 37.

The question of "savings" due to voluntary staff being employed as an interim measure has also been discussed in general terms. Obviously final decisions must rest with the Sports Council and it would be inappropriate to pre-empt those decisions.

Precedents do exist and it is the writers opinion that a fair and equitable decision would be made should the occasion arise.

I hope the foregoing is of some assistance. The financial implications of such a major decision are important. In the short/medium term I do not foresee significant increases in costs caused by the implementation of the proposal. Funding will remain a problem and I repeat what I said at the E.G.M. in September 1990 "The real long term problem of financing the Association consistent with desired service demands remain".

Yours sincerely



W D Charles
Hon. General Treasurer