



Summary and Results

(Including updates from committee discussions)

Steering Committee Referendum

October 2013

SUMMARY OF ELECTION RESPONSES

Thirteen out of fourteen committee members voted on election buddy on time. There was a glitch with some of the questions not being completely visible and some yes/no boxes not available. However, the questions were emailed to committee members who were then able to complete the election.

- 1. For the last 2 years Judges have paid for their own accommodation. Judges accommodation for 3 nights for 21 judges (in rooms of 3) costs approximately £1300. Should we pay for judge's accommodation at the WPSC?*

- a. Yes: 9 - 69.2%**
- b. No: 1 - 7.7%
- c. Possibly: 3 - 23.1%

IPSF response: From 2014, Judges will be offered shared accommodation in a local hotel. These rooms have been booked early in order to get the best prices available and to guarantee rooms close to the venue. If a Judge chooses not to accept this offer, there will not be a financial substitute given towards their accommodation elsewhere as we cannot let anyone else share a Judges room due to the possibility of a conflict of interest and ethical considerations. The situation will be reviewed for WPSC 2015.

- 2. For the last two years Judges have paid for their own flights. Flights for Judges could cost over £2000 if we give an allowance of £100 to each Judge. Should we pay for judges flights to the WPSC?*

- a. Yes: 4 - 30.8%
- b. No: 3 - 23.1%
- c. Possibly: 6 - 46.2%

Most replies indicated that committee members understand there would not be enough money to pay for flights and although it would be great to do so, they would be happy not to do so just yet.

3. *Given a choice - should we pay for accommodation or flights for Judges?*

- a. Flights: 3 - 25.0%
- b. Accommodation: 9 - 75.0%**

IPSF response: Flights for WPSC 2014 Judges will not be paid for. This will be reviewed for WPSC 2015.

4. *We pay £210 for Judge's lunches on Saturday and Sunday. The lunch on the Friday for trainees costs £100. The meal out for Judges on the Friday at WPSC costs approximately £600. Should we continue to pay for these?*

The majority felt that lunch should be provided for Judges on Saturday and Sunday and also for trainees if any on the Friday. The majority felt the dinner on Friday night was a good chance for Judges to socialise and bond, but that the IPSF shouldn't pay for it.

5. *Should we also be paying for another meal at the venue for each Judge on Saturday and Sunday at a cost of £100?*

- a. Yes: 1 - 7.7%
- b. No: 5 - 38.5%
- c. Possibly: 7 - 53.8%**

Only 1 person said yes, the majority said it wouldn't make sense.

IPSF response: The vouchers for a meal to be taken at any time will be given to Judges for the Saturday and Sunday, a buffet style lunch will be provided for trainees on the Friday. The Friday night dinner will continue to be held at a local venue, but we will ask for a £10 contribution from each Judge to go towards the cost.

6. *Accommodation for volunteers (in rooms of 3) for the WPSC could cost approximately £2000. This includes pole cleaners, front desk staff, backstage staff etc. Should we be paying for this?*

- a. Yes: 4 - 30.8%
- b. No: 3 - 23.1%
- c. Possibly: 6 - 46.2%**

There were mixed comments for this question. Some thought it would be better to get local people in as volunteers to keep it cheaper; others thought they could get a token allowance of approximately £10 towards some accommodation. Overall the general consensus was that we shouldn't be putting so much money towards staff and helpers.

7. *Accommodation for volunteers (in rooms of 3) for the WPSC could cost approximately £2000. This includes pole cleaners, front desk staff, backstage staff etc. Should we be paying for this?*
- a. Yes: 4 - 30.8%
 - b. No: 3 - 23.1%
 - c. **Possibly: 6 - 46.2%**

The general consensus was that we should be using local people to keep costs down or paying a token amount towards their accommodation such as £10 after the weekend. Most comments were not supportive of financially funding helpers/staff/volunteers.

8. *Volunteer's lunch at the venue costs approx. £200 for all 3 days. Should we continue paying for this?*
- a. **Yes: 10 - 76.9%**
 - b. No: 1 - 7.7%
 - c. Possibly: 2 - 15.4%
9. *Should we give volunteers another meal at the venue for the Saturday/Sunday at approx. £150? They do not get a meal like the Judges do on the Friday.*
- a. Yes: 2 - 16.7%
 - b. **No: 6 - 50.0%**
 - c. Possibly: 4 - 33.3%

The majority of comments were against giving another meal. Overall it was thought that one meal a day for days worked would be enough.

IPSF response: Volunteers will continue to get one meal voucher per full day for the Saturday and Sunday and be able to have some snacks and a sandwich provided on the Friday if they arrive at 8am for a full day. We will provide some soft drinks and some hot drink making facilities like last year in the staff room.

Re accommodation for volunteers; for the last two years we have not been able to get enough people because of the huge costs involved for them with transport and hotels. This has caused a lot of problems with those who could make it being overworked, stressed and in some cases put off for the future. If we were to have provided evidence of our working conditions for volunteers to the authorities, it is likely we would have been breaking some EU laws. In fact we actually had to hire 5 members of staff per day from the venue at great cost because we would have broken fire regulations otherwise. We therefore have to put the needs of volunteers very high up on our list of funding because otherwise we don't have a competition. We will pay for shared accommodation for volunteers who do full days of work. Those selected will be based on previous work with us.

10. Committee members who are not judging are expected to work at the WPSC as part of their role as a committee member. Should they have accommodation and travel expenses paid (flights would be an allowance depending on location)?

- a. Yes: 5 - 38.5%
- b. No: 1 - 7.7%
- c. Possibly: 7 - 53.8%**

The majority of comments were for the Committee member to be treated the same as a volunteer. If they are expected to work then they should also have meal vouchers and accommodation paid for.

11. Judges training takes two days and can be held in any location around the world. Once a Judge is trained and undertakes judging at competitions, they will build experience. In other sports the more experienced the judge, the higher the rate of pay they get from the host of the competition - in our case - it will mostly be National Federations. At the moment we cannot pay our Judges, and most probably the National Federations won't be able to yet either. Pole sports is so new everyone is relying on dedicated and passionate people to put on events and get the sport going. However, we do want to have a policy for working judges with a sliding scale of what they can expect to be paid. Please give your thoughts based on your own sport, research and experience about what judges are paid in any sport you are familiar with.

The majority of comments were concerned with the volunteer aspect of judging being kept in the spirit of pole. Almost everyone said as long as expenses were covered then judges wouldn't need to be paid. There were some worries that if there was a sliding scale, then organisations would go for the cheaper options each time rather than perhaps experience. It was recognised by most people we are not in a position to start charging yet and it was pointed out that in the Olympic Games, judges do not get paid.

IPSF response: Judges will not be paid for judging. We will encourage each Federation to cover as much of the costs as possible for a judge whilst they are growing with the understanding that eventually all expenses will need to be paid for national and international judges at any championships. This will be reviewed at the 2015 AGM.

12. Judges need trainers to run a judges training course. If we host a training course then we will take the cost of travel and accommodation for the trainer plus food expenses out of the money that is paid by the students. We would expect a host (usually a National Federation) who requests a course from us to do the same. As discussed in a previous committee discussion, we need to keep the course costs down so the training is affordable to everybody and so we can spread the IPSF way of judging and scoring. However, we feel we should pay a fixed fee to trainers. How much do you

think is an acceptable daily rate or course rate for a trainer bearing in mind the IPSF needs to make some profit to pay for all the other things previously mentioned? We think a sliding scale based on experience would be something to think about.

There were mixed comments ranging from those concerned that we are a non-profit organisation relying on volunteers so as long as expenses are covered that should be enough – to – people saying £500 is the right amount. The majority of people thought we should only pay a minimum whilst we are growing and as long as the trainer has all expenses covered then we can increase this as time goes by. It was pointed out that other people do a huge amount of work and give all their time to the IPSF so trainers should not necessarily be the only ones getting paid.

IPSF response: A breakdown of current course costs and planned future costs will be given to Committee Members prior to the meetings at the AGM to enable a short discussion. Comments will be invited beforehand for the discussion. Final decisions will then be made on that day to be final until 2015 AGM.

13. Do you think any member of the IPSF, volunteers, judges, trainers, committee members; should be paid if there is money to do, to do any specific jobs. Please explain. You may have experience or work in an industry that uses trainers to deliver training courses, employs casual workers etc.

Everyone thought that either only the President/Vice-President should get paid if there was any money for doing those specific jobs, that no-one should get paid for anything unless someone was asked to take a day off work for a specific reason or that we pay people who are specifically employed for a task such as catering etc. The consensus is that as long as people have expenses covered and are not out of pocket, then the IPSF is a voluntary organisation that people have signed up to like other voluntary organisations.

IPSF response: New terms will be written up with regard to this subject to make sure everyone in the organisation understands their role and the expectations the IPSF has of them. It will also include what responsibilities the IPSF has to each member. These will be sent out prior to the AGM meetings to generate discussion and decisions.

14. Many of you have been really happy to do all sorts of tasks, sometimes doing things outside the specific remit of your committee role. We appreciate this but don't want to take you for granted. Are you happy to get involved with all sorts of IPSF tasks?

Most Committee Members said it was ok, some said only if there were specific tasks and deadlines.

IPSF response: Thank you!!