



DRAFT LOGO

VOLUNTEERS RACE DAY POLICY

PREAMBLE:

Hamilton Wheelers Cycling Club has existed continuously since 1908, serving the needs of members and fellow cyclists in general from the greater Brisbane area and beyond.

Throughout the eras, the club has faced and overcome many difficulties and issues and has managed to survive long and strong in a changing world. Issues needed to be faced and solutions consistent with the aims of promoting cycling and serving members have always been found. 2015 is no different to any other era.

ISSUE:

Hamilton Wheelers needs to provide an adequate number of race day officials so that safe, fair and enjoyable competition can be had by all participants.

CURRENT PRACTICE:

- Hamilton Wheelers has a volunteer coordinator who allocates the required number of officials for each race day of the season.
- Active members perform 1 “duty” day per year – either by nomination to coordinator or direct allocation by the coordinator.
- Members who perform their duty receive a “race entry voucher” and a cup of coffee if duty performed at Nundah and go into a draw at the end of the year for a \$500 gift voucher.
- Members unable to perform their duty day may provide a substitute (self-arranged) to complete the duty day.

CURRENT REALITY:

- Not all members complete their allocated day
- Very few members provide a substitute when unable to perform their duty
- Hamilton Wheelers are constantly short of race day officials, thus causing safety issues or members volunteering additionally to their allocated duty – usually missing out on racing that day
- “No shows” are increasing and # 3 is almost a weekly occurrence.

SOLUTIONS:

Any strategy aimed at providing consistent numbers of members for duty at race day needs to balance between satisfying the needs of the club and not being a negative reinforcer to members.

Strategy 1:

1. Yearly calendar on display – at races, on the website, members can nominate anytime.
2. Members nominate to do duty 1 day in the year, notionally from October 31 - November 1
3. Computer is set to accept 1 race entry only BEFORE it flags that rider has not nominated for duty. Once flagged the rider cannot race UNTIL they nominate a duty date. Failure to perform duty or provide replacement on nominated day, forfeits the rider to participating until duty is performed

Pros:

- Calendar “self- fills” all duties covered
- Coordinator merely monitors new or unallocated members and records date changes
- Captures only “active” riders (some members do NOT race at all)
- Dates of duty can be changed by members if their circumstances change during the year

Cons:

- Start- up work by coordinator is maximized
- Non-performings flagged as ‘inactive’

Strategy 2:

1. Members encouraged to date claim their duty day prior to Dec 1 and undertake to provide substitution if unable to attend
2. After Dec 1 Coordinator allocates full year for remaining positions
3. Coordinator advises all members of their day by December 1

Pros:

- Year is complete by Dec 1
- Minimal reminder work by coordinator

Cons:

- Members won't react to being told which date they are required
- Genuine reasons for non- performance are valid when allocations are made 10 months or more ahead

Strategy 3:

1. Continue as we are at present

We can achieve the same results!!

WHAT HAPPENS NOW??:

Please register your vote on Strategy 1, 2 or 3 NOW!! To waynedwilson@bigpond.com 1, 2 or 3

Summer season October 24 onwards will see the start of the adopted strategy