

COMMITTEE FOR ORGANISATIONAL PERFORMANCE

TERMS OF REFERENCE

Introduction:

As Swimming South Africa (SSA) strives to position itself as investment of choice to various funders, as well as to ensure delivery of a professional and cutting edge service to its' clients, it must prioritise delivery as a key performance area.

The SSA Executive is ultimately responsible for organisational performance in accordance with the strategy of SSA, and as such must ensure performance delivery. This is the broad mandate of the Committee for Organisational Performance.

Lines of Authority:

This Committee reports directly to the SSA Executive, and in particular to the Chairperson.

The Committee is to be administered by the Chief Executive Officer of SSA.

Functions:

The responsibilities of this committee are:

- Ø To provide direction to the operation of SSA, ensuring that organisational implementation adequately reflects on the strategic imperatives of SSA.
- Ø To ensure organisational efficiency, defined by effectiveness and economy.
- Ø To ensure that national and international benchmarking is regularly exercised, and that best practice is implemented with the organisation.

Ø To ensure individual growth, as it pertains to organisational performance, within SSA, including effective mentorship and staff coaching programmes.

Ø To ensure development and implementation of processes and systems that deliver on organisational imperatives.

Ø To ensure that policies are developed, and implemented, in line with the organisational priorities, including an HR policy.

Ø To regularly review organisational policies and procedures to ensure their impact and relevance.

Ø To recommend to the Executive Committee of SSA, from time to time as required, organisational changes that should be implemented to ensure optimum delivery from the organisation.

Composition of the Committee:

The Committee for Organisational Performance should comprise of the following 6 people:

Two designated members of the SSA Executive:

Mr Alan Fritz (Chairperson)

Mr Ron Andrews

SSA CEO: Mr Dave Norman

General Manager: Corporate Services: Mr Shaun Adriaanse

General Manager: Athlete Development: Ms Mary-Jane van Oerle

General Manager: HRD: tbc