

TRANSFORMATION COMMITTEE

TERMS OF REFERENCE

Introduction:

It is imperative in South Africa that any national body ensures transformation within its' structures. In sport today, transformation has become a key issue, and has been highlighted repeatedly in the media. A lack of perceived transformation can impact very negatively on a sporting code and as such must be carefully considered and aggressively pursued. It is for this reason that SSA is instituting a Transformation Committee to ensure transformation occurs appropriately through the Aquatics structures in South Africa.

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 General Manager: Athlete Development.

Functions:

The responsibilities of this committee are:

- Ø To ensure that SSA has an effective strategy to address transformation.
- Ø To ensure that this strategy is aligned to broader Government policies as they pertain to transformation.
- Ø To ensure that this strategy is integrated into the entire operational structure (through performance expectations) so that transformation becomes an integral part of all levels of SSA delivery.
- Ø To develop appropriate transformation policies and ensure implementation thereof.
- Ø To monitor transformation progress.
- Ø To ensure that transformation policy is implemented at a national, provincial and club level in all 5 disciplines.

Composition of the Committee:

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

Chairperson: Mr Rajen Naidoo

Two designated members of the SSA Executive:

Mr Selwyn Silent

Ms Wendy Albertyn

Mr Peter Thompson

Mr. Ndivhuho Raphulu

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