

CEO PERFORMANCE REVIEW POLICY

Policy Type – GOVERNANCE

POLICY REF: G11

The Board requires a process to monitor the performance of the CEO with respect to the outcomes set by the Board.

The primary objective of reviewing the performance of the CEO of Canoe Racing NZ is to ensure that the organisation is being led and managed in a professional and responsible manner and that our obligations as a recognised sport organisation are being upheld. As such the role of performance management is one of accountability for the achievement of the organisations outcomes.

The Board has established a sub-committee called the CEO Committee. The terms of reference of the CEO Committee are to advise the Board on CEO recruitment, remuneration and performance management.

The responsibilities of the CEO Committee in regard to CEO performance management are as follows:

1. To ensure that key performance indicators (KPI's) are set for the CEO annually
2. To ensure that the CEO's performance is reviewed annually against those KPI's.

The CEO will receive informal feedback on a regular basis via Board meetings and informal meetings with the Chair of the Board.

In accordance with the terms of reference the CEO will receive a formal performance review annually.