
Honorarium Payment

Purpose: Seek approval from GSA members to set honorarium payment for GSA Board & Representative Council for the term (June 2022 to May 2023).

Definition of Honorarium

An honorarium is an honorary payment made to someone in recognition of their professional service. It is typically a payment of goodwill, appreciation and to honour an individual, for their service. As per the constitution (clause 7.2 & 9.2), recipients of honorarium payments are not employees of the Association (in this case GSA) and are not entitled to benefits resulting from employment.

Paid Membership

As per the constitution (clause 7.3 (a) & 9.3 (a)), the following groups are entitled for Honorarium:

1. GSA Board & Board Officials
2. Representative Council Members

Honorarium Payment Breakdown

The proposed honorarium (see table below) is to be paid to the President, General Secretary, Treasurer, GSA Board Members and Representative Council Members as determined by the job description for each role and the required office hours. The table below shows the proposed amount payable:

Role	Expected Minimum Office Hours Per Week	Yearly Honorarium Amount (\$)*	Number in Role	Total (\$)
President	12	28,059	1	28,059
General Secretary	12	28,059	1	28,059
Treasurer	6	14,030	1	14,030
Vice President	4	8,979	1	8,979
GSA Board Members	4	8, 979	4	35,916
Representative Council	4	8,200	Up to 11	90,200
				205,243

Note:

* The yearly honorarium amount has been increased by 2.5% as per the minimal national award increase by the Fair Works Commission

Monitoring/Administration of Honorarium Payment

The following agreed measures & process will be followed to authorise the honorarium payment for each member:

- a) As per the constitution (clause 7.3 (b) & 9.3 (b)), The General Secretary may request proof of enrolment to confirm that a GSA Board member or Board Official or Representative Council Member, is entitled to receive an honorarium;

- b) As per the constitution (clause 7.3 (c) & 9.3 (c)), GSA Board member or Board Official or Representative Council Member must notify the General Secretary in writing if they cease to be a student within five working days of the cessation;
- c) The honorarium will be suspended when a member is on leave of absence for more than 5 working days;(exceptions as per the Board Leave Policy)
- d) If the member has served in the board/representative council for more than a year, without taking a LOA, LOA of up to 5 working days will be paid if the member is on LOA for more than 5 working days in their second year of tenure.
- e) The honorarium payment has been set be based on work to be undertaken as the agreed position description and workplan. If Board members does not attend Board meeting without approved leave of absence, does not provide a Board report before the meeting, a week's honorarium payment will be withheld/deducted. Similar rule will apply to Representative Council Members too.
- f) The honorariums will be paid in the nominated bank accounts of the Board members & Representative Council Members on a fortnightly basis. Members will also receive a payment advice confirming the payments.
- g) As part of the Board and Representative Council Conflict of Interest Policy, members are not eligible for any other payment or benefits from GSA apart from this honorarium as this will result in conflict of interest. This will be monitored through established financial management policies and process.
- h) A provision for mentorship allowance has been allocated in the budget to support incoming President and Gen Secretary with their roles (\$2,500).

Note:

- GSA has an obligation to verify that international students nominating for Office Bearer positions have sufficient work rights to hold the relevant position.
- The Returning Officer in GSA elections should collect visa status from international student candidates so that work rights can be verified.

Faculty Council

As per the constitution (Clause 10), faculty council is not treated as a paid membership and thus will not receive any honorarium payment.

Faculty council members will receive a sitting allowance of \$1,025 for up to 20 members based on their attendance and participation in the four faculty council meetings. (\$256/meeting).

Financial Sustainability

The honorarium payment proposed above is deemed financially sustainable within the proposed 2022 budget.

Recommendation

The GSA Board of 2021/2022 is requested to note the honorarium payment memo as above to be published in GSA website for membership consultation.