



Special Board Meeting
Monday 11 Decemre 2023 at 3.30pm via Zoom.

MINUTES

TOPIC	DISCUSSION & DECISION	ACTION
1) Welcome	<p>The President welcomed everyone to the meeting and thanked everyone for attending.</p> <p>The meeting is being held to discuss several urgent emails that BTAS has received and to discuss the CEO's performance review.</p>	
2) Present	Bernard Knight (President), David Back (Treasurer), John Glisson, Lynne McDougall, Anne Mullavey, Jane Pickett, Leonie Price, Phil Prouse and Rob McGuire – CEO (Observer) until 4.10pm.	
3) Apologies	Nil	
4) Declaration of Conflict of Interest	Rob McGuire declared a conflict of interest in agenda item 5 (iii) and left the meeting whilst that item was being discussed.	
5) General Business	<p>(i) <u>Email – Issues re behaviour and respect</u></p> <p>An email received was circulated to Board Members prior to the meeting.</p>	

	<p>The email detailed behavioural issues and a lack of respect by a Tasmanian player at the 2023 The Nationals. The players behaviours allegedly impacted on their performances at The Nationals and may have impacted on others as well. A number of State players have voiced their concerns to the email author that nothing seems to have been done about the players poor behaviour.</p> <p>Team Manager's report from The Nationals reported only one incident where a player needed to be addressed with regard to coming back to their room late, disturbing roommates and which was not conducive for their performance the next day. Both the Coach and Team Manager spoke to the player jointly and this behaviour was not repeated.</p> <p>The email author also voiced concerns that the player concerned is constantly making disparaging and disrespectful comments about Bowls Tasmania.</p> <p>The email author also raised issues about the player's behaviour within Bowls North West.</p> <p>It was agreed as follows:</p> <ul style="list-style-type: none"> • The player be advised of allegations of their behaviour at The Nationals and concerns raised by some State players and be given the chance to respond to the allegations. • The Coach and Team Manager be advised of same and be requested to respond to the allegations. • Draft emails to the player, the Coach and Team Manager be sent to Board Members for approval before being sent out. 	<p>CEO to write to the player.</p> <p>CEO to write to the players Coach and Team Manager.</p> <p>CEO to send draft emails to the player, Coach and Team Manager to Board Members for approval before sending out.</p>
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	<ul style="list-style-type: none"> • That John Glisson be appointed as Acting Chairman of Selectors until a permanent appointment is made. The CEO was requested to talk to John Glisson about the requirements of the position in this period. <p>(iii) <u>Performance Appraisal – CEO</u></p> <p>President Bernard Knight advised that he had undertaken the annual performance review with the CEO. A copy of the President's review report was tabled. The Board agreed that:</p> <ul style="list-style-type: none"> • The CEO's remuneration be increased as agreed plus Compulsory Guarantee superannuation; and • The CEO's reimbursement for travel and accommodation be based on the Tasmanian Government's rates rather than Bowls Tasmania's rates. <p>The CEO left the meeting whilst this matter was being discussed.</p>	<p>CEO to write to all coaches and selectors.</p> <p>CEO to talk to John Glisson.</p>
6) Close and Date of Next Meetings	<p>The normal December 2023 Board meeting will be deferred and will be held at the Longford Bowls Club immediately after the RCC meeting on Monday 22 January 2024. Any urgent business between now and then can be dealt with out-of-session.</p>	