

NZOIA AGM 1 October 2016 - Proposed Membership Fee Structure Change

Annual Membership Structure and Fees

Currently the annual membership and registration system requires members to pay a fee for membership and a fee for qualifications. This is administratively time consuming for the office staff and a potentially frustrating process for members.. There have also been questions asked about the fairness of the current system – with those with more than one NZOIA qualification having to pay more for membership, when it also costs them more to retain their qualification (revalidation costs), and the administration costs to NZOIA, particularly if we simplify the fee structure as proposed are little different. We propose a simplification of this system to address these issues.

Current fee structure:

NZOIA			NZORB
Membership			Registration
Full Member	\$120	Same Membership Benefits	- Qualification Registration Fee of \$55.00 per qualification to a maximum of three qualifications - Annual Registration Questions each year
Student	\$60		
Leader	\$60		
Associate	\$60		

Membership Fees and Structure Proposal from 2017/18:

NZOIA: Membership & Registration	Current fees:	2017/18 onwards:
Full Member Inclusive of Qualification Registration	1 qualification: \$175 2 qualifications: \$230 3 qualifications: \$285	\$200
Student and Leader only Inclusive of Qualification Registration <i>(retain \$60 discount)</i>	1 qualification: \$115 2 qualifications: \$170 3 qualifications: \$225	
Associate	\$60	\$60

Advantages:

- One price makes is fairer, simpler for all and less administration so more time for NZOIA staff to spend on other member support and/or reduced administration costs
- Memberships and registration of qualifications will be sped up
- Processing of new qualifications will be sped up
- Over half of members will receive a decrease in membership fee
- Pre NZORB being introduced in 2006, membership was a flat fee of \$200.00, the same as what we are proposing here.

Implications

- Full, Leader and Student Members with 1 qualification: fee increase of \$25.00
- There will be a loss of approximately \$5000 in revenue compared with the 2015/16 financial year, but there will be a saving on staff administration time.

NZOIA Organisational Membership Model

This proposed model would be for those organisations that have staff working at NZOIA Leader level within a defined operational area and under an activity and site specific risk management plan without direct supervision. For example a Bush Leader qualification for guiding on Great Walk tracks covered by an organisational risk management plan and requiring a site specific induction.

The organisational cost for Leader qualification holders will be at a lower annual membership than paying individual membership for each staff member with a Leader qualification(s). The organisation will be responsible for passing on relevant industry information that they receive from NZOIA (e.g. weekly 4YA email updates to members, the NZOIA Quarterly publication, any specific member emails) to their employees.

The fee for organisational membership will be dependent on the number of staff within the organisation who hold current Leader qualification(s) and those who will be assessed within the membership year.

Leader Assessments can be delivered through the Free Range Assessment model or with assistance from NZOIA Staff in organising the assessment. If any of the organisation's staff are qualified NZOIA assessors, they can internally assess staff for Leader qualifications.

If the employee moves to work for another organisation and wants to maintain their Leader qualification they will either need to join NZOIA as an individual member, or the organisation that they are going to will need to be/become an organisational member.

NZOIA Level 1 and 2 Award holders within the organisation will need to retain their own individual membership with NZOIA.

Organisational membership and assessment fees - NZOIA Leader

	Annual organisation membership fee	Assessment fee * <i>(Assessor fee & expenses will be in addition)</i>	Total Initial Cost to Organisation <i>(Excluding assessor fees/expenses)</i>
Up to 10 people	\$600	\$50/person	
5 people	\$600	\$250	\$850
10 people	\$600	\$500	\$1100
11-20 people	\$1000	\$50/person	
11 people	\$1000	\$550	\$1550
20 people	\$1000	\$1000	\$2000
over 20 people	\$1500	\$50/person	
21 people	\$1500	\$1050	\$2550
30 people	\$1500	\$1,500	\$3000

* For Free Range Assessment model

NZOIA Board

Motion:

That the NZOIA Annual membership and registration fees be amended to \$200 for Full members and \$140 for Leader and Student members

That the recommended Organisational membership model and fees be approved