

**AUSTRALIAN WEIGHTLIFTING FEDERATION INC  
CHIEF EXECUTIVE OFFICER REVIEW COMMITTEE**

**Terms of Reference**

**Make-up**

- Board members as approved yearly by the Board
- The President is a member of this committee but not its chairperson.

**Role**

- To negotiate the terms and variations of the terms, if so reviewed, of the CEO's contract, subject to Board approval;
- To determine the level of any annual or performance bonuses for the CEO:
- To review the performance of the CEO as a CEO as distinct from the performance of the organisation itself (e.g. effective leadership skills) as and when required and at least and before the first meeting after the AGM.

**Reporting**

- To the Board as and when required, but at least for the first meeting after the AGM.

**Boundaries of Authority**

The CEO Review Subcommittee shall have no power to:

- Enter into a new contract or a renewal contract with the CEO – that requires the authority of the full Board;
- Invoke disciplinary or termination procedures for the CEO contract without full Board approval.

**Approved by AWF Board of Directors – 15 April 2007**