

EXECUTION

HOW IS IT MEASURED AND REMUNERATED

Management Committee

Measurement

- Overall view of activities during the year
- Meaningful contributions
- Meeting attendance and participation
- Liaison with outside entities
- Personal expenditure

Remuneration

- Annual Honorarium

Residents (voluntary / ad hoc services)

Measurement

- Judged on merit of services rendered

Remuneration

- Management Committee discretion re: Annual Honorarium

Permanent Employees (on payroll)

Permanent Basis according to the Labour plan as approved by the Management Committee.

Note: Any **increase** in the “Permanent” Labour Complement must be tabled for approval by the HOA at a Annual General Meeting or Special General Meeting.

- Monthly salary (reviewed annually)
- 13th cheque

Annual Performance Bonus / Permanent Employees only!

Based on an in-house performance management system

Management and Office staff by performance assessments based on Key Performance Areas and Key Performance Indicators. General workers' objective performance assessments quarterly or half-yearly and paid on approval by the Management Committee (percentage applied to 75% of current monthly salary).