

REMUNERATION POLICY FOR MEMBERS OF DISCIPLINE AND APPEALS COMMITTEES

June 2019

Purpose

This *Remuneration Policy for members of OMVIC's Discipline and Appeals Committees* (DAC Remuneration Policy) outlines rates and key principles for remunerating services of members serving on OMVIC's Discipline and Appeals Committees.

Remuneration

Members of Discipline and Appeals Committees will be paid per diem for their services as the board of directors may from time to time determine.

Per-diem will be paid for attending hearings, meetings and approved training as well as for reasonable time taken for writing decisions. There may be 8 to 10 of the aforementioned per year.

Only one per diem can be paid to an individual for each calendar day regardless of number of hearings or meetings attended that day.

Remuneration does NOT include reimbursement of expenses incurred by them in the performance of their duties. These payments will be in accordance with OMVIC's Travel, Meal and Expense Reimbursement policy

Principles

This policy is based on the following principles:

1. Accountability – OMVIC is accountable for the funds it receives under MVDA 2002 and ensures fiscal prudence. All remuneration and expenses must support business objectives.
2. Fairness – OMVIC's remuneration and expenses will be fair and reasonable.
3. Transparency – OMVIC is transparent about its use of funds. This policy will be made available to the public by posting it on OMVIC's website.

Current rates

Current per-diem rates are as follows:

	In person	Tele /Video conference
Chair	\$921.00	\$460.50
Member	\$614.00	\$307.00

Preparation time

Compensation for preparation time, if required, is payable at 50% of the relevant per diem.

Payments

Per diem payments will be made monthly based on records of meetings or events attended.

Per diems are considered income from office or employment under the Income Tax Act and accordingly are subject to source deductions relating to income taxes and Canada Pensions Plan as applicable. Payments will be through payroll usually at the end of the month, preferably as direct deposits to designated bank accounts of payees. Annual T4 slips will be provided for filing of tax returns.

Accountability Framework

The Chair of the Discipline Committee is responsible for ensuring the Policy is implemented effectively.

The Human Resources and Compensation Committee is responsible for recommending changes to per diem rates and the remuneration policy.

The Secretary-Treasurer, the Chief Executive Officer, the Chief Administrative Officer or the Director of Finance is responsible for approving all remuneration and expense claims.