

As part of the NSW Office of Sport framework for best practice and continued organisational funding, Ice Hockey NSW is required to meet specific governance standards. These include gender representation targets of either 50:50 or 40:40:20 across the Board.

These requirements are mandatory. Failure to meet them would result in Ice Hockey NSW losing its Organisational Support Funding and its status as a Tier 4 State Sporting Organisation. This funding currently supports the key role of the Executive Officer—an essential position for the delivery of competitions and representative programs.

In March, Ice Hockey NSW facilitated an online session with our Office of Sport representative, who outlined the rationale behind these requirements and the broader expectations for State Sporting Organisations. Clubs were given the opportunity to ask questions and were invited to follow up directly with the Office of Sport for further clarification.

The proposed constitutional changes reflect these requirements and are necessary to ensure Ice Hockey NSW remains compliant and eligible for ongoing support.

Governance Area	2007 Constitution	2026 Proposed Constitution
Governing Body	Committee of Management	Board of Directors
Composition	Office-bearers, 4 ordinary members, club delegates	Up to 9 Directors: 5 elected, 4 appointed
Delegates	Appointed by clubs, limited voting rights	Not part of the Board; cannot be Directors
Executive Roles	Executive Officer (support role)	Executive Director and CEO (defined roles)
CEO Role	Not defined	Clearly defined with delegated powers
Membership Categories	General members	Life, Individual, Junior, and others
Club Affiliation	Informal, delegates appointed	Incorporated clubs, annual re-affiliation, constitution alignment
Discipline Process	Judiciary Tribunal, internal appeals	Board-led, Judiciary Committee, grievance procedures
Voting at General Meetings	Proxy voting allowed	Electronic voting permitted
Quorum for General Meetings	5 members	10 members
Strategic Planning	Not specified	Annual Strategic Forum
Conflict of Interest	Basic abstention clause	Detailed rules for Directors
Indemnity	Not specified	Directors and employees indemnified
Compliance with NSO/IF	Minimal reference	Strong alignment with NSO and IF
Regulations & Policies	Basic rules	Board empowered to create binding Regulations
Gender Balance	Not addressed	Board aims for 50/50 gender representation

National Integrity Framework (NIF)	Not recognised	IHA NIF incorporated throughout the Constitution.
Discipline Process	Not specified	Finality and Limited Review added to ensure natural justice in line with NIF.
Subscriptions and Fees	Not specified	The Board will follow up unpaid fees by way of letter of demand providing 21 days to finalise payment to ensure members have an opportunity to reconcile their account and vote at the SGM or AGM.
Records and Accounts	The Boards discretion to share financial records and minutes	Reasonable access permitted subject to privacy laws.
Club Constitutions	Must conform to IHNSW Constitution	Must take reasonable steps to conform to IHNSW Constitution, Office of Sport Governance and NIF.