

GOVERNANCE PANEL

Terms of Reference

Governance Panel (GoPa)

March 2019

1. AIMS AND OBJECTIVES

The overall aim of the Governance Panel is to assist the FIH Executive Board to execute its responsibilities for the leadership of the hockey in line with the strategic priorities of FIH.

2. AUTHORITY, STRUCTURE AND MEMBERSHIP

2.1 The Governance Panel derives its authority from the FIH Executive Board, and members will be appointed by the Executive Board.

2.2 The members agree to be bound by and to comply with the Integrity Code, the Committee and Panel protocols established by the FIH Executive Board, and any other applicable FIH Regulations.

2.3 The membership of the Governance Panel is as follows:

Board	Executive	By Invitation
1 x Chair 4 x Executive Board Members 1 x external Member Secretary is a member of FIH staff The President is an ex-officio member of the Panel but does not have the right to vote	The CEO is an ex-officio member of the Panel but does not have the right to vote, however will refer items from time to time	Other Board members

2.4 Gender Equality

The GP aspires to 50/50 representation aligned to the FIH Gender Equality Policy.

2.5 Competencies/Attributes

- Governance and constitutional knowledge, and capability.
- Sound senior management and leadership experience.
- To enjoy the support and respect of the FIH Executive Board and CEO.

3. RESPONSIBILITIES

3.1. Executive Board

- To review and make recommendations for President's budget and work plan including cost control.
- To recommend appropriate developmental opportunities for Board members as well as representational duties when the President advises he cannot attend. Note: where possible the budget will also be considered to make this as cost effective as possible.

- In collaboration with the HR & Remuneration Panel, to undertake the induction process of new Board members, ensuring appropriate documentation (EB Manual) is updated as required.
- To assist in creating governance policy and strategy within the FIH.
- To monitor that governance best practices are followed and maintained.

3.2. Committees/Panels

- To review the ToRs of all FIH Committees and Panels to ensure coherence and alignment to the strategy.
- To begin working on an evaluation procedure for Committee/Panel members.

3.3. Delegated Authorities:

- Board to determine decisions on composition of Board subject to Congress nominations and voting.
- The Chair to review and maintain the Gift & Hospitality Register on behalf of the FIH, with the support of the FIH office.

4. STRATEGIC PRIORITIES

To assist in implementing the FIH Strategic Plan, the Panel has established the following priorities:

- To maintain Board evaluations and use feedback to increase capability and contribution of all EB members.
- To continue to oversee the gender equity in EB and CF, via review of CF constitutions and recommended changes by 2024.
- To review the FIH Statutes to ensure any constitutional changes are updated.

5. WORKING METHOD

Upon request to the FIH, meet physically once a year, or at the request of CEO or Chair. Meetings should preferably coincide with Executive Board meetings so as not to incur additional costs.

Conference calls to be held as required.

6. TERM OF PANEL

The Panel will be appointed on a biennial basis.