



IPC Governance Review Appendix 1: Recommended adjustment to the IPC Revised Proposal

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	Matter	Paragraph Number	Revised Proposal Wording	Concern	Adjustments to Revised proposal
	IPC Sports				
1.	Transition	4.1.2 (page 18)	NA	Proposal is silent on whether any IPC Sport that is currently planning to separate will still have to do leaving plans, sports committees etc, if they decide to leave before the new WPS Unit is set up. Do the current STCs continue? If so until when?	<p>Prior to the appointment of the WPS Unit Board (no later than Sept 2022), the GB will continue to make decisions about IPC Sports (including any that will leave). IPC Sports will continue to have the current IPC Sports structure including STCs.</p> <p>If, prior to the establishment of the WPS UB, the GB signs a detailed agreement with a third party (eg an IF or a new entity) for a IPC Sport to separate before 2026, then the sport does not have to set up a new sport committee, sports forum or have a leaving plan (as per the Revised Proposal). However, such agreement must have a specific separation date (any time prior to 2026) and detailed provisions for terms of separation (governance, financial, legal, operations</p>

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					<p>etc) and the transition of the sport until that date (including whether continue with current STCs or some other arrangements).</p> <p>If the GB signs such agreement, and it is agreed that the sport will not separate until after Sept 2022 (but before 2026), the WPSUB will have authority for the sport to ensure the ongoing delivery of it and fulfilment of the transition in accordance with the terms of the signed agreement.</p> <p>Otherwise, all other IPC Sports must follow the process of a leaving plan, sport committee and sports forum under the authority of the WPSUB as set out in the Revised Proposal.</p>
2.	National Impact	4.1.2.k (page 21)	"The separation of the IPC Sports from the IPC will occur at international level, but it will affect the sports at national level where sports	Where an NOSD manages an IPC sport in a nation, will this mean different NFs will be members of the new IF for each group of disability? Could one NOSD be a member for all the	Include in criteria for separation (table on page 20 of Proposal) consideration of national implications ie when GB set the criteria in the regulations for approving a separation agreement, it must include an assessment of how the NPCs and other

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			<p>are governed and managed by NPCs. It will depend on the type of entity the IPC Sport transfers into and will need to be considered in deciding the appropriate entity into which the IPC proposes to transfer"</p>	<p>other NFs in the IF for one sport?</p> <p>Who will have responsibility to manage the IPC Sports domestically - NPCs or NFs?</p> <p>Will NPCs have to follow the same separation of sports?</p> <p>What if the NFs do not want to be the owner of the sport domestically? How much time will NPC have to change their constitutions post sport separation?</p>	<p>IPC Members will be impacted at national level.</p>
3.	WPSUB - athlete position	4.1.3.f(17)(ii)	<p>"The composition of the WPS Unit Board is proposed to have five members as follows:</p> <p>i.</p> <p>ii. one athlete from the sport's athletes' committee (see</p>	<p>How will the first athlete to the WPSUB be appointed when the athletes' committees cannot be set up until after the WPSUB is established?</p>	<p>Call for applications via the Nominations Panel at the same time as the call for positions on the WPSUB. The Nominations Panel makes recommendations to the GB. For this appointment, the composition of the Nominations Panel will consist of members of the IPC Athletes Council. They are appointed for a 4 years term so they are part of, and remain through, the establishment phase including when the</p>

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			paragraph 4.1.3f(30) below)		athletes' committees are established (throughout 2023-2024).
4.	Sport Committees - IOSD voice	4.1.3.f(17) (page 26)	The size and composition of each Sport Committee will be decided by the WPS Unit Board. They will not all be the same and will be of a size and composition reflecting the needs of each sport. As a general principle Sport Committees will be no larger than 10 members and not less than 5 members"	Should have a role for IOSD on the sports committees. Should be at the table to speak about the interests of the blind and partially sighted athletes as they may be affected by possible sport rule changes, changes in classification etc.	No IOSD representative on sports committee, but an IOSD which is involved in an IPC Sport may appoint one delegate who may speak, but have no right to vote, to each Sports Forum (as long as the disability of the IOSD is practised by that sport).
5.	Sport Committees - gender	4.1.3.f(17)iv (page 26)	".. provided that amongst all the members of each Sport Committee, there must be 40% of each gender (with a non-mandatory target of at least	Confusing to say both 40% mandatory and 50% non-mandatory. Given the small size of these committees, may cause practical issues to have to replace a male with a female or vice versa, when they	Remove the 40% mandatory quota on sport committees, for same reason that has been removed from IPC Committees and member obligations. Retain the 50% non-mandatory quota in accordance with the 2017 GB Policy.

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			50% female members, in line with the target set by the GB in 2017)"	need specific knowledge/expertise.	
6.	Sport Committees - nominees	4.1.3f(19)	As above	Proposal is silent on who can nominate candidates for election to the sports committees	Only NPCs can nominate candidates to be elected to sports' committees. However, nominees may be any person who has a role in the IPC Sport nationally including a person from an NPC, NF, NOSD or NOC which manages the sport nationally.
7.		4.1.3.f(30) Footnote 6	"Each IPC Sport will have an athlete committee (of active athletes)..."	The term 'Active Athlete' by definition means Paralympians. The Sport of Wheelchair Dance is not a Paralympic sport	Amend the description for athlete, but allow for the Sport Athlete Committee to be made up of Para athletes See point 19 for description of 'athlete'
	Member Obligations	Paragraph Number	Revised Proposal Wording	Concern	Proposed Change

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8.	Reporting	4.2.3.b (page 40)	<p>“.. it will be mandatory to report to the GA on progress against [the minimum governance requirements which are encouraged], and publish the results, every two years.</p> <p>“the details of the above non-mandatory obligations will be set out in Regulations of the IPC”</p>	<p>Unclear when and how reporting will be done, and consequences for not complying.</p> <p>How will the GA review and audit the reports of members?</p>	<p>Each Member to send in results of progress against all member obligations (not only gender) every two years 6 months prior to the GA. IPC will collate and publish the results prior to the GA for discussion at the GA.</p>
9.	Consequences for non-compliance	None	None	<p>Should state what the implications are for not reporting and also for not making progress against the non-mandatory requirements. Could include “name and shame” type measures or rewarding exemplary</p>	<p>As with the current constitution, if a Member does not comply with any of its obligations, it may be suspended or expelled based on the existing tiered sanction process where the sanctions are proportionate to the breach.</p>

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				<p>performance e.g. funding [Australia]</p> <p>Suggest a gender road map, how long to parity, timeline goals</p>	<p>GB to also consider having a policy which incentivizes IPC Members who do meet the member obligations thresholds such as providing additional accreditations to the Paralympic Games</p>
10.		4.2.4.a	<p>"...members must have formalized mechanisms in their decision-making structure</p> <p>to engage with, and have the perspective of, active athletes".</p>	<p>The term 'Active Athlete' by definition means Paralympians. This may not be possible for every NPC and/or may be limiting for IF's and IOSD's.</p>	<p>Amend the description for athlete, but allow for the member athlete engagement structures to be made up athletes across multiple descriptions.</p> <p>See point 19 for description of 'athlete'</p>
	Regional Organisations				
11.	Voting	4.2.6.f (i) (page 44)	<p>Rights of RO include right to "attend and speak at GAs but no right to nominate persons for the elected positions on the GB or to vote"</p>	<p>Some NPCs cannot attend GAs so RO effectively carry their vote, should retain their right to one vote.</p> <p>If not, should consider postal / electronic voting to allow NPCs</p>	<p>No change to no vote for RO, but (subject to German Law), permit GAs to be held using virtual technologies only if approved by the GB where:</p> <p>(a) holding an Extraordinary GA or</p>

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				<p>to vote remotely, if permitted by German Law.</p> <p>ROs should vote to bring the perspective of a whole region, which NPCs do not bring. They also have different role and responsibilities from NPC.</p>	<p>(b) circumstances outside of IPC control limit ability to hold a GA in person e.g. Covid pandemic.</p>
12.	Obligations	4.2.6.f (ii) (page 44)	ROs must “use best efforts to meet the minimum good governance requirements applicable to all Members”	Is a different standard for ROs to use “best efforts” to comply with minimum good governance obligations than for other Members, which are “encouraged but not mandated” to comply.	In Constitution, make sure the same wording is used for ROs and other Members ie either they are <u>encouraged (but not required to)</u> or they must <u>use best efforts</u> or <u>use reasonable endeavours</u> , to meet the minimum good governance requirements. Subject to legal advice on which is preferred wording.
13.		4.2.6.f (ii)	ROs must “hold an annual regional general assembly and forums at which IPC can attend to engage with NPCs and discuss matters relevant to the Paralympic Movement”	An annual meeting is not realistic due to costs and resources involved. Should be every two years like GAs.	Changed to at least every two years.

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14.	RO as Delegates	4.2.6.f (i) (page 44)	RO has right to: “attend and speak at GAs but no right to nominate persons for the elected positions on the GB or to vote”	It is unclear how many delegates a RO can bring to the GA.	Each RO can bring 2 delegates, as is the case now.
	General Assemblies				
15.	Powers	4.3.2.c (iv) (page 48)	GA powers include: “approval of annual financial report and audited accounts for the previous financial year”	It is not clear who approves the accounts for the year between GAs? Do not agree this should be the GB as would reduce the power of the membership	GA to approve accounts for the previous two financial years.
	Sub-Committees and Committees				
16.	Audit, Risk & Finance Sub-Committee composition	4.8.3 (page 64)	“Board Sub-Committees will generally comprise three or four GB members (decided by the GB); usually	This Sub-Committee will have less independence than is the case with the current committee (of 5 with 1 GB member and 4 independents with the GB member as Chair).	ARF Sub-Committee to be comprised of 5 members as follows: 2 GB members; and

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			those with some expertise in the subject matter. The Audit, Risk and Finance Sub-Committee will be chaired by an independent person (appointed by the GB) with expertise in audit.	We should retain gold standard which is a majority of independent members.	3 independents with expertise in audit, risk, or finance, appointed by the GB. One of whom shall be appointed by the GB as the Chair. Consideration will be given (but not mandatory) for one of the independents to be an athlete if they are suitably qualified and holding comparable skills to other candidates.
17.	Governance functions	4.8.3 (page 65)	"This Sub-Committee may be sub-divided internally, as appropriate. It will be responsible for ... and monitoring the governance structure and practices of the IPC"	This additional function is too broad. Should have a separate Governance Sub-Committee for this role.	Add another ad hoc/temporary Board sub-committee to monitor the implementation of the governance reform.

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18.	Composition of Committees	4.8.4.d (page 65)	"Each Committee will ordinarily have between 5 to 15 members, depending on the nature and volume of work. Each Committee will be chaired by, or include, a member of the IPC GB".	Proposal is unclear if Board members are full voting members of Committees, or only liaison between it and the GB. They should be full voting members.	GB members on Committees are full voting members of the Committee but also act as a liaison between the GB and the Committee. GB members cannot be Chairs of any Committee.
19	Athlete representation	Footnote 6.	An "active athlete" is an athlete that is or was a Paralympian in any one or more of the last two editions of the Games (summer or winter) i.e., Eight years.	The current definition and application of 'active athlete' and the reference in the proposal to 'Eight years' are in conflict. Having a separate description of athlete for the Athletes Council and Sport Committees which is different to the definition applied to section 4.8.4 (Committees), is unnecessary and should be aligned	One definition of active athlete does not help facilitate the implementation of the reforms which will have increased athlete representation throughout the IPC Governance structure, Sport Committees and Member obligations. The definition and options to describe 'athlete' have been expanded in order to meet the increased requirements of experience and/or assist sports and members with fulfilling obligations to have athletes' contribution and involvement in governance and decision making.

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				Membership obligation to have an active athlete mechanism in decision making structures is limited for many nations and would need to include Para athletes	
	Transparency				
20.	Remuneration	4.10.1.a (page 78)	"Subject to German law, the IPC accounts will include a record of any remuneration or fees paid to the President or any other members of the GB, Chief Executive and any other IPC Officials (excluding other staff)"	Concern that disclosure of President and CEO remuneration may divulge personal information and set an expectation for the future.	Retain proposal

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21.	Proposed Timeline	5 (page 82)	By July 2022 - IPC Sports hold general meetings-elect sport committee members By December 2022 - WPS Unit Board established	Need to establish WPS Unit Board before sports committees can be established as WPSUB appoints some of their members (not all elected). Also, WPSUB needs to consider/recommend leaving plans to GB, and implement processes for the sports forums, athlete committee and sports committees.	Adjust timeline. See revised timeline.
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