

## **NNC Working - A New Model**

This document proposes an operating model for the way in which Working Groups associated with NNC relate to NNC and how NNC will manage its working activities in the future.

### **Current Situation**

Currently there are two Working Groups funded and managed by the Working Sub Committee (WSC) on behalf of the NNC Main Committee (MC). These groups are led, operated and coordinated on a day to day basis by local working group coordinators who conduct training in water rescue and draught work and hold water and draught tests on behalf of the NNC.

These two groups are Rother Valley Training Group (RVTG) and Rudyard Lake Working Newfoundlands (RLWN). All costs associated with running the groups (equipment purchase, maintenance and storage, external training, insurance etc.) are paid either directly from NNC funds or from training fees collected by the individual groups. WSC approval is required for expenditure of NNC funds above a defined limit, hosting of events, involvement in charity fundraising etc.

There have been many more groups under the auspices of NNC in the past (e.g. Canis Major, Watermead, Chasewater), but for a variety of reasons they either no longer exist or have moved away and are now operated independently.

### **The Need for Change**

There are a number of reasons why the need to change this method of operation have arisen:

- It is becoming increasingly unsustainable to meet the requirement of NNC members who have an interest in Working activities with just 2 clubs and other clubs are reluctant to give up their independence and control to become an NNC club.
- It is highly likely that one of the existing NNC Working Groups will vote to become independent anyway, leaving a single group to fly the flag of NNC Working.
- Until the formation of the current WSC there appeared to be a distinct lack of cooperation across the NNC Working Groups which has inhibited the growth of Working activities. The new WSC which has been in existence for the past 18 months has risen above this but there remains rancour and distrust amongst individuals in the two clubs leading to much time being spent on trying to resolve issues.

Given the above it is timely to embrace a new Working Group model which is a win:win for both the Working Groups and NNC members who are interested/active in Working as well as the leadership of the NNC.

### **Proposed New Model for Working Groups**

The proposal is for Working Groups to become affiliated to the NNC but be independent in their own right. To ensure that this is fully understood, a level of detail is required which is described below.

Groups wishing to be affiliated to the NNC must apply to the WSC (application pack tba) which will make a recommendation to the MC. Applications will be turned round in 14 days.

### **Requirements of an Affiliated Group**

- Each Group must be primarily a Newfoundland Dog training group and submit (currently) 2 members for the WSC - they must be NNC members – as part of their application process. Acceptance of other breeds for training is at the discretion of the individual group.
- Affiliated Groups fund their own equipment, storage, maintenance insurance etc etc.
- They agree to abide by the breed clubs' water and draught regulations and training guidelines.
- Each affiliated group is required to have insurance covering its equipment and training.
- A copy of insurance and risk assessments for venues and activities is required to be provided and checked annually by WSC for viability.
- Details of equipment intended for use in water tests must be provided to WSC annually for validation against suitable specification. Noncompliance will result in a group not being permitted to hold NNC water tests.
- Certificates for intended boat handlers are to be provided on affiliation. Thereafter newly qualified boat handlers need to provide their certificates before being permitted to drive boats in water tests.
- Each affiliated group commits to holding a minimum of one profitable fundraising event for the NNC per annum. This could take the form of a meet and greet, a draught or water test, a fun day or any other type of fundraising event agreed by the NNC Main Committee and supported by the WSC.  
Where a draught or water test is held the affiliated group will be required to adhere to the appropriate regulations and follow the test manager's pack.
- Public Liability Insurance for tests will be provided by NNC under its events insurance.
- Affiliated Working Groups will retain 25% of test fee income and ensure that the remaining test fees and test results are submitted to the WSC record keeper to contribute towards annual certificate, medal and trophy awards within 2 weeks of the tests.
- Temporary test certificates (pass/fail) awarded at the end of each test will be the responsibility of the test manager for that test.
- Individuals entering draught and/or water tests who are not members of the NNC are not eligible to receive points contributing to medals, awards or trophies.
- Working Groups are to encourage NNC membership, which clearly cannot be a pre-requisite for membership of the Group but does give access to cheaper test entry fees, collecting points towards awards/trophies/medals, Newletter magazine, opportunity to become involved in running NNC etc. etc.
- Groups failing to meet any of the above requirements can be suspended from affiliation on recommendation of a majority of the WSC to MC.

## **Role of the WSC**

The operating model for the WSC is described in its Memorandum of Terms (MOT). This will require updating to reflect its new responsibilities. Many of its current responsibilities will prevail but certain aspects will need revision, e.g. voting rights of private clubs.

For water and draught tests the WSC will continue to follow the Responsibilities of the Working Section Sub-Committee as set out in the joint water test regulations section 1.3 and the joint draught regulations 1.2. In addition:

- The WSC will provide the specification required for the boats/engines to be used in water tests.
- The WSC will supply a test manager's pack to the test hosting group which all groups should follow.
- A standard test kit for the Water tests as per the Water regulations will be provided by the WSC and will be passed to whichever group is holding the test. The WSC retains ownership of this test kit.
- It will be the responsibility of the WSC to ensure that a sufficient number of profitable draught and water tests are conducted each year. Currently this is set to a minimum of 3 draught and 3 water tests pa. This will reviewed on an annual basis between the WSC and MC dependent on the number of affiliated working groups.
- The WSC will support the fun days and other such events as agreed with MC. These can be hosted by any affiliated group and the WSC will select a group which puts forward an appropriate bid. This should be done on some sort of rota system to be fair to affiliated groups if multiple bids are received.

## **Support from NNC**

While affiliated groups remain independent, the NNC will be in a position to provide active support as follows:

- Promotion of affiliated groups at NNC shows and on the NNC website including use of affiliated group marketing material if desired.
- Promotion of affiliated group events through NNC website and NNC and Northern Working Newfoundland (NWF) Facebook pages.
- Provide introductions to working groups for current and future NNC members interested in working their dogs.
- Adopters/fosterers of Welfare dogs to be advised of affiliated working groups and encouraged to participate.
- Opportunity to promote affiliated groups in the Newsletter through articles and photos.

## **Current NNC Supported Working Groups**

The two existing Working Groups (RVTG and RLWN) will have the opportunity to become affiliated to the NNC without applying if they wish. This should also apply to the 2 private groups currently making up the membership of the WSC, Manvers Lake-Bears and Terranova – should they so wish.

Equipment currently in use by RVTG and RLWN, excluding the water test kits, will be transferred to them together with funds in their own group accounts.

As part of the affiliation requirements, should RLWN or RVTG, as previous NNC supported groups, decide to be affiliated and not fulfil the requirement to hold at least one profitable fundraising event pa for the NNC during the first 3 years post their affiliation, they will be required to return all the equipment given to them by the NNC within 28 days of receiving written notice that their affiliation status will be revoked. This condition will form part of the agreement between the NNC and each of RLWN and RVTG groups on them becoming affiliated. Legal action to recover the equipment, or its equivalent value, will be taken if required.

Groups can ask for an appeal after receiving notice that their affiliation to NNC will cease. They will need to make a request for an appeal in writing to the WSC, within 7 days of receiving notice of the intention to cease their affiliation to the NNC. NNC will respond to the appeal request within 14 calendar days, in complex situations the timescale may be extended at the discretion of NNC, in which case the Group will be informed. The MC in discussion with the WSC will decide whether an appeal is appropriate.

The water test kits will be used by groups holding water tests and initially will be stored by RVTG and RLWN until such time as they are required for a water test which is not hosted by either of these groups.

The Working (previously Boat) Fund will remain with NNC to use as the WSC and MC feel appropriate.

All the NNC club names/logos are copyrighted, and the copyright is owned by the NNC. Groups that previously left NNC and went independent were not allowed to use the names/logos. The names/logos will therefore remain the property of the NNC. Existing groups (RVTG, RLWN) will be able to continue to use their names and logos as long as they are operational by paying a peppercorn licence fee of £1 pa.

### **Next steps**

The new affiliation model has been agreed by the MC and WSC and will be effective from July 1<sup>st</sup> 2023.

Over the coming weeks a detailed implementation plan will be developed to support the effective transition to the new model.

However, RLWN and RVTG will need to inform the NNC (via the WSC) in writing of their intentions (to be affiliated or not) by 15 June 2023. Should either RLWN or RVTG decide that they do not wish to be affiliated to the NNC then they will be required to return all the equipment given to them by the NNC no later than 30 June 2023. Legal action to recover the equipment, or its equivalent value, will be taken if required.