

## **Competitor Volunteer Programme (CVP)**

From October 2019, competitors who wish to race at Highlands will be required to choose to either

1. Nominate themselves to volunteer or provide a volunteer for a day in the Highlands racing calendar year (**HRCY**) 1 October – 30 April\*  
OR
2. Pay a \$100 competitor volunteer levy (CVL)\*

*\*The requirement is one day per HRCY or \$100 per HRCY– no matter how many events you participate in at Highlands in the HRCY.*

The Competitor Volunteer Levy will be used to support volunteers or pay for volunteer groups for future events.

### **The process is below – as well as a FAQ at the end.**

You need to nominate on your entry form if you are :

- a) choosing to volunteer at a Highlands future event in the HRCY  
or
- b) Providing a volunteer for the ballot system for the event you are entering  
or
- c) Paying the \$100 CVL

#### **Option A - Choosing to volunteer at a Highlands future event**

You need to indicate on the entry form what event. We will then be in touch with a preference day. This option is committing you to Volunteering at that event (or you can provide someone in your place)

#### **Option B - Providing a volunteer for the ballot system for the event you are entering**

Three weeks before the event, you will be advised if your nomination to provide a volunteer has been selected.

You are then required to provide that person for one day (which you can choose a preference day but this is not guaranteed) You have then meet the requirements for the Competitor Volunteer Programme at Highlands for the HRCY.

If you have not been chosen out of the ballot, you don't need to provide a volunteer and you have meet the requirements for the Competitor Volunteer Programme for the HRCY.

#### **Option C -Paying the \$100 Competitor Volunteer Levy.**

Instead of Volunteering you can choose to pay the Competitor Volunteer Levy - \$100. You have then meet the requirements for the Competitor Volunteer Programme for the HRCY.

This levy will be used to further invest in volunteers or pay for volunteer organisations to provide people for volunteering -i.e Rugby Clubs, Rotary etc.

#### **Glossary**

HRCY – Highlands Racing Calendar Year

CVP – Competitor Volunteer Programme

CVL – Competitor Volunteer Levy

## Frequently Asked Questions :

### **What does Highlands do to look after their volunteers?**

ON the day : clothing, drinks, lunch, Volunteer BBQ and Drinks at end of event

Volunteer Day – driving day at Highlands + activities

Training days

Introducing this year

- Free go-kart for every volunteer
- Volunteer hats with badge of service
- Volunteer wall of fame in the museum
- Branded Volunteer fire proof overalls to keep– for 15 events service

### **Why are you doing this?**

NZ has a rich legacy in motorsport – we are respected globally for achievements over many decades of legends of the sport – competitors, volunteers, engineers, team owners, mechanics, promoters, track owners, cubs, manufactures, funders, the list goes on. We are all custodians of this legacy and we have duty, to protect it, nurture it and ensure there is a sport to be proud of for future generations.

It is well known that volunteer numbers are declining (not just across motorsport) and while numbers are ok at the moment, we need to look to the future.

There is a significant resource with the competitors of the sport and they can play a role in the delivery of the sport.

By requiring a competitor in a calendar year to volunteer at one permitted event, gives us a secure base of volunteers moving forward and who know perhaps helps competitors understand the rules a bit more too!

### **How are you going to train new volunteers?**

We are implementing a basic training system with a buddy:

Provide a video that gives an overview on volunteering at Highlands – where to meet, what to wear, what the lights mean, etc, this will be sent out before the event.

Each new volunteer will be inducted into the track on the day.

They will then be ‘buddied’ with an experienced volunteer, for on the job training.

### **But it is only Highlands, what about everyone else?**

We signaled 18 months ago and many organizations in the sport (such as the volunteers commission) and individuals have we felt that there was a growing weakness in the sport in volunteer recruitment.

We developed a five-step process to try and front foot the problem, with practical solutions – with the end outcome being that in order for a competitor to get their license every year – they must complete a day volunteering at a permitted MSNZ event in that year.

1. Raised it at the Circuits meeting in 2018, signaled the idea of competitors volunteering at events with circuits and MSNZ
2. Tested the theory with members at Highlands, and encouraged participation (see Video)
3. Proposed Levy System at MSNZ conference and circuit meeting 2019 for feedback and consultation
4. Highlands to trial levy system at Highlands for 2019/2020 Motorsport Year
5. MSNZ adopts volunteer levy system nationwide

## 6. What about the people who will try and cheat the system or don't agree.?

We expect the normal 80/20 rule, 80% will work with us and 20% will do everything to fight the system. We are open to feedback and suggestions on how this can work better – or even if there is a better way to solve the declining numbers of Volunteers. What we are not open to is being personally attacked or people trying to shortcut or cheat the system. If you don't like the system, you have a choice not come racing here, and we will respect that. If you choose to race here, then very simply, these are the rules.

Our culture and company is driven by a simple set of 4 rules which are applied to everything that we do :

1. Use it - Don't abuse it
2. Treat it as your own
3. No Pillocks
4. Leave it better than you found it

There is a penalty system in place for those people who don't want to respect the rules, the sport, our team, their fellow competitors or the volunteers. It is as below.

### **Option A Penalty:**

*Should you pull out of volunteering for the future event –you will be charged \$250 as the penalty levy unless there are fair and reasonable grounds for doing so. This will be decided by the Highlands Chief Operating Officer, Josie Spillane and the COC. Should you then choose not to pay the levy penalty, you will not be permitted to race at Highlands again until the penalty levy is paid.*

### **Option :B Penalty :**

*If you have been drawn out of the ballot to volunteer and then don't provide a volunteer – you will be charged \$250 as the penalty levy unless there are fair and reasonable grounds for doing so. This will be decided by the Highlands Chief Operating Officer, Josie Spillane and the COC. Should this not be paid, you will not be permitted to race at the event and there will be no refund of your entry fee.*

Please feel free to contact Josie Spillane if you have feedback or questions on 03 4454052 or [Josie@highlands.co.nz](mailto:Josie@highlands.co.nz)

**Further Background Information:**

**Discussion Topic MSNZ Conference 2019 – as provided to conference.**

We request that as part of the licensing process for all competition licenses in NZ that each competitor MUST volunteer for a day at an MSNZ permitted event in that license year. This would be an annual requirement in order to have their license validated.

Reason for the requested change.

As of the 15 April 2019 there were :

“MotorSport NZ licence numbers “

Competition Licences 5,008

Licensed Officials 783

It is well publicised, well discussed and well known that volunteer numbers are declining, there are often not enough volunteers to meet the needs of all the permitted events (especially in Auckland) and this proposes a significant risk to the sport.

We can lament all we want as to why we think this is happening, but the reality is that is happening across the board in many volunteer organisations – Rotary, Lions, etc. Motorsport is not immune and we need to adapt to a changing environment where people are time poor, work longer hours and have less and less time to give back.

We have a significant resource in the competitors of the sport, and they need to play a role in the delivery of the sport. To simply rely on the good will of people who love the sport to volunteer and hope for the best is not strategic, responsible or practical.

By requiring a competitor in a calendar year to volunteer at one permitted event, closes this issue out and gives the sport a secure base of volunteers moving forward.

There will be issues that need to be addressed of

- how you record it (a simple stamp in your logbook would suffice would it not)
- Training (you already have to train volunteers)
- Competitors who don't volunteer (charge them extra when they renew their license, there needs to be a deterrent)

And we are sure many more. However, that is not the purpose of the remit to come up with the answers, we simply note these to show where there is an issue there is a solution.