

SRU 2020 AGM (PART 2) : QUESTIONS

Question Received	Response from the President during AGM Part 2
<p>DEFERRED FROM OR TO BE UPDATED AFTER AGM Part 1</p>	
<p>Cartha Queens Park (E A Crozier): <i>“Will the Executive and Board confirm their support for the Glasgow Hawks Motion which calls for openness and transparency and, if not, why not?”</i></p>	<p>“At the August Meeting I advised that the Council and Board had not reached a concluded view on either of the Motions at that time but this would be done in advance of Stage 2 after the newly elected Council had also considered the Motions.</p> <p>The 2 club motions were considered in detail by the new Council and by the Board (including the Executive Directors) and it was decided that a neutral stance would be taken on both and that it was entirely a matter for members to decide how to vote on those motions. That was communicated in the meeting papers and again this evening, when the Motions were being proposed.</p> <p>Increasing transparency and provision of information is important to us. Members may have noted that the Governance Report within the Annual Review gives additional information this year and that the provision of additional information to members in the Annual Report for future years is a continuing workstream for the Audit & Risk Committee.”</p>
<p>Falkirk (B Faulds): <i>“We were recently advised at the National 2/3 Forum that the CEO’s 2019 bonus was not formulaic or quantitative in nature - is this correct? If correct, how was such an outstanding bonus qualitatively justified? Are currently running LTIPs similarly non quantitative? Will CVC funds contribute directly or indirectly?”</i></p>	<p>“I commented on this question at the Stage 1 meeting in August , explaining that the schemes are quantitative, and that for example under “financial performance” turnover, surplus and debt are considered and under “sporting performance” the performance of the senior international teams and professional teams are assessed against tournament results. There were also qualitative elements including the Academy programme, rugby development, management structures and pathways.</p> <p>I also advised that the Executive Directors had waived any annual bonus participation for financial year 2019/20 and the question would be readdressed at the Stage 2 meeting.</p> <p>The Annual Review document contains an expanded Remuneration Report this year, which explains the various schemes which were in place during the year, including the LTIP, how those work and the role of the Remuneration Committee.</p> <p>The Report confirms that executive directors waived any bonus entitlement for 2019/20, and that the LTIP scheme has been terminated at year 18/19.</p> <p>There will therefore be no LTIP awards for performance in 19/20, and the scheme has not been replaced. Proceeds from the CVC transaction completed during 19/20 would therefore not contribute to the LTIP.</p>

	Members will also have noted from the Report that investment activity was included within KPIs for the 19/20 annual bonus scheme, and that any potential awards in respect of that activity in 2019/20 were therefore also waived by the directors.”
<i>Croy (P Justice): “With the likelihood of restricted capacity at Murrayfield for the “alternative” 6 Nations, what principles will you adopt regarding ticket allocations taking into account the interests of Member Clubs, Season Pass holders and debenture holders?”</i>	<p>“I explained at the August meeting that capacities would be determined against the backdrop of Scottish Government restrictions and that further information on the approach to ticket allocations would be provided, hopefully in September.</p> <p>Since then various information has been released to clubs and supporters including new ticketing schemes which provide access to tickets. 10% of the available stadium capacity has been set aside for clubs, as previously advised, albeit the actual numbers of tickets available will be limited by and overall capacity restrictions. Details are available via the website and Ticket Office.”</p>
AGM Part 2- SUBMITTED IN ADVANCE OF MEETING	
<p><i>Cartha QP (Jamie Jamieson) Can Stakeholder Clubs be given confirmation of the process for appointing the new Chair of the SRU, along with an approximate timescale for doing so.</i></p> <p><i>Related from our Club's point of view we hope that given that due process, similar to that when Sir Moir Lockhead was appointed Chair, the position would attract applicants of the highest calibre with a demonstrated pedigree and track record of the requisite commercial experience for the role, underpinned with an inclusive empathy for Scottish Rugby's culture and value, both from a historical and contemporary point of view.</i></p>	<p>“This falls within the remit of the Nominations Committee, who discussed this on 4 November but as they have not yet had an opportunity to report back to the Board on that meeting it would not be appropriate to make further comment just now.</p> <p>A full answer will follow once that’s been done.”</p>
AGM Part 2- SUBMITTED AT THE MEETING	
<i>Haddington (K Wallace): “Adult playing numbers are one of the key issues for Clubs. The answer given to a question about them at AGM2 was “for those of you interested they will be presented at AGM2 with the Annual Report.” Why has this not happened and what are they?”</i>	The President advised that he would revert to K Wallace with an answer following Part 2 of the AGM.