RadHR

Core Team Policy

January 2024

What is the RadHR Core Team?

The Core Team is the main decision making body for RadHR Ltd, as per the [RadHR Decision Making Policy and Process](#). It is the group of people who currently carry out most of the day to day work associated with RadHR.org, RadHR events and the running of the organisation.

Over time, there are likely to be other group structures to distinguish people who are regularly involved in RadHR in different capacities (including Community membership), but at the time of writing, this is the primary decision making group. This policy will be reviewed annually.

Threshold for involvement

The aim is to ensure that anyone who is working regularly on RadHR in a paid capacity, is able to take part in shaping the ongoing direction of the organisation.

Core Team members are:

- Directors of RadHR Ltd, OR
- PAYE staff, OR
- Freelancers who have worked 3 days/month over the last 3 months and/or, are expected to work 3 days/month over the next 6 months and accepted the offer and responsibility of joining the Core Team.

Based on these thresholds, we would ensure that all freelancers who qualify would have a minimum 4 days/month to work on RadHR, to recognise the additional time spent in Core Team meetings. If a Core Team member is finding their contracted hours to be insufficient to carry-out Core Team responsibilities, they should raise this with the wider Team. If this is still insufficient, we will do our best to:

1) Assess - and potentially reduce - the amount of work that is on the Team members' plate,

2) Decide if other forms of support might be appropriate to help the Team member engage in collective processes, and

3) Ensure more freelance days are available to cover the additional time involved in the Core Team, following the RadHR decision making process.

What is the Core Team distinction relevant to?

- Organisational decision making (including some parts of specific project decision making, such as when there are wider budget implications)

- Some aspects of other internal policies, such as: who the Pay Policy applies to (and some aspects of collective decision making within the policy), or who is entitled to different types of paid or unpaid leave, or other aspects of worker rights.

As per the wider decision making process, many day to day decisions will be made by individuals or sub-groups with particular responsibilities within the organisation, often in collaboration with members of the RadHR Community and freelancers working on discrete pieces of consultancy. Any issues that are deemed to be relevant to the wider organisation, will be decided by the Core Team (as per the decision making process).

How do non-Core Team members feed into decision-making?

This area needs to be developed further as wider organisational structures emerge. These could include advisory groups, project working groups, or different kinds of member forums, for example.