

Dear Friends,

We work together in and for FIDE, and we contribute a lot, sacrificing our time and our family lives. In respect of all this, I believe that we should introduce some compensation for FIDE people on a per diem basis.

Reason: All of us, we spend our time, our work, and family life, in order to contribute to the output of FIDE. Some of us (like me, and most of you) also spend time on the management of and promotion of chess by our national chess federations. Some of us spend all that time for FIDE without any direct benefit in return. I believe that to pay per diem compensation to FIDE officials is very reasonable. At least when we travel out of our home country, giving our valued efforts, we may get some small compensation, as officials of other international sport federations do.

Proposal: All FIDE functionaries, staff, and officials will be paid on a per diem base.

Posts:	Payment
FIDE Deputy President	150€
FIDE PB Members including non voting members	100€
Commission Chairpersons & Secretaries	80€
Commission members, etc.	50€

Exceptions and conditions of payments:

1. All payments will be made per diem, each individual having to provide an official report, stating the purpose and outcome of the *visit/work*. If no such report is provided, no payment will be made.
2. All such travel must be approved by the Treasurer in advance, under authorization of the Deputy President. The reason for the trip should be described clearly.
3. Work that is already paid for (such as appeals committee member, press officer, arbiter, trainer, etc.) will not be paid any additional per diem sum.
4. All payments on this per diem basis shall be over and above all expenses covered by FIDE.
5. Payments (per commissions' work) will be covered from the budgets of the Commissions.
6. Members of one national federation who live in a different country will not receive any per diem for trips to the country of their federation. They may receive per diem for justifiable trips within the country in which they live – at the discretion of the Treasurer and Deputy President.