

BOPS GL1 24<sup>th</sup> June 2014

Rev 1: 14<sup>th</sup> October 2015

Rev 2: 23rd February 2017

Rev 3: 8th September 2020



## Guidelines for Playing Members

### 1. Rights of playing members

- a. All *playing members* are entitled to play in the orchestra. If there are more playing members than needed for a specific instrument or a specific part, the Musical Director (MD) will within reason try to accommodate them by sharing programs and/or alternating programs. The more a player tends to display 'ideal behaviour', the harder the MD will try to accommodate him/her. Ideal behaviour consists of (in no particular order):
- Being available for all programs;
  - Attending all rehearsals;
  - Behaving respectfully and with concentration at rehearsals;
  - Behaving respectfully outside of rehearsals (i.e. good communication, pro-active attitude);
  - Practising parts at home where required;
  - Taking music as a hobby seriously, i.e. by taking lessons, performing elsewhere, etc;
  - Helping out with the running of the orchestra;
  - Displaying commitment to playing in the orchestra in other ways, such as personal sacrifice (coming from afar, buying instruments, etc.);
  - Meeting the criteria for membership of the Society, including paying a subscription, if applicable;
  - High playing standard.
- b. While *playing members* are entitled to play as per above, the placement of players (principal, second, etc) is entirely at the discretion of the MD. The MD may within reason restrict certain players to playing secondary parts only, even if this leads to sharing and/or the need to bring in extra players to play the principal parts.

- c. The orchestra aspires for all regular or frequent players to become *playing members* as defined by the *Rules of the Society*.
- d. Since the orchestra puts on concerts for an admission fee, such concerts require a certain artistic standard. It is normally necessary to accept a number of players (*invited players*) to achieve that standard. Frequently playing *invited players* should be encouraged to become *playing members* of the Society. Regular or frequent players who refuse to become members knowing they will be required for artistic reasons should be discouraged from such practice.
- e. As implied by clause 11.4 of the Rules, players who are not *playing members* (including *invited players*) have no rights as such to play in subsequent programmes. It should not be possible to instantly become a *playing member*, merely in order to secure a contended placement in the current programme as further detailed in section 2 of these guidelines below.

## **2. Becoming a playing member**

- a. No matter how they are recruited, new players always play at least one concert series as an *invited player*, and do not normally become a *playing member* of the Society at this point. Afterwards, the MD, in consultation with e.g. the concert-master and/or relevant section principals, decides whether a player will be invited to become a *playing member*, in which case the player shall complete the steps required pursuant to the Rules of the Society to become a member of the Society. If such a player declines to become a *playing member*, it is at the discretion of the MD whether this person will be allowed to keep playing in subsequent concerts, a decision which will be made based on availability of alternatives.
- b. If the orchestra is approached by a new musician who wants to become a *playing member*, the MD (in consultation with the concert master and/or section principals) will review the playing standard based on information provided and testimony of teachers etc. The Music Director, at his or her discretion, may request the candidate to play an informal audition. If the playing standard of the candidate is judged to be such as to impact positively on the overall playing standard of the orchestra (i.e. depending on the instrument, be of a playing standard above the orchestra's average), and in particular if there is identified growth potential (i.e. the candidate is taking lessons), the orchestra will endeavour to provide the candidate with an opportunity to play as an *invited player* (as a trial), even if this means reducing playing opportunities from willing current *playing*

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*members*. This is in recognition of the fact that – within reason - the orchestra should be a resource available to the entire musical community, and not just to the current membership.

### **3. Staying a playing member**

- a. In order to remain a *playing member*, a player must be available in principle to play in at least one concert series per calendar year (whether or not they actually get to play). If a playing member has been unavailable for any complete calendar year, this member will automatically become a *non-playing member*, provided the member keeps meeting the criteria for non-playing membership as defined by the Rules of the Society. This member henceforth forfeits the right to play in the orchestra unless reinstated as a playing member. A decision to re-instate this member as a playing member is entirely at the discretion of the Committee.
  
- b. A *playing member* may apply in advance to the Committee for an extended period as a *non-playing member* followed by automatic reinstatement to playing membership. Applications will be considered on a case by case basis but possible reasons would be e.g. maternity, extended illness or injury. The member will be required to pay a non-player member subscription during this period to retain their membership.