



## Document of Expectations and Procedure

More details can be given upon request.

Purpose;

To create an environment of mutual confidence and support, giving clear guidelines as to what can be expected from the LMP and in return what is asked of the players. To create a forum where it is possible to raise issues at the outset of a problem, to give a voice to individuals in confidence and hopefully create a workplace that encourages creativity and produces a product of integrity.

### *Basic approach*

1. The opportunity will be there for all players to have a confidential conversation with an appropriate principal player/ leader if and when the need arises.
2. The principal players/leaders in the string section will make it their business to be responsible for this, in the Wind and Brass (Gareth Hulse), will be the point of contact
3. The expectations are laid out to ensure each musician is aware of what is required and they also give a basis of a discussion if any of the areas of expectations on both sides are not being met.

### **Expectations that players may have of the LMP**

1. There will be an opportunity for all Players to attend Directors' board meetings with a view to maintaining open communication and an opportunity to gain an insight into how the orchestra works and its future plans.
2. Regular orchestral meetings to update and inform players will take place.
3. Each principal player will be responsible for ensuring that cordial, productive and mutually supportive relationships exist within their section. They will ensure that a creative and positive atmosphere is maintained, leading to the most inspirational music making, drawing out the very best in all.
4. Members of the orchestra will all work together to ensure that they are aware of and sensitive to everyone's needs and wishes, always working for the good of the orchestra.
5. There will be a procedure in place so that players can relay concerns/issues/problems in total confidence and where appropriate, support and help will be offered.
6. An unequivocal principle is that the management, leaders and principal players will listen to and be supportive of all members of the LMP, in the interests of the orchestra as a whole.
7. Fees will be paid on time (by the last day of the month following the month that the concert/event took place) whenever possible. Should there be a difficulty at any stage, the players will be informed.

8. The management will work to achieve appropriate fees for live broadcasts, videos etc whenever possible. Where this is not possible but felt to be in the best interest of the orchestra the fee may be waived. More details are available upon request.
9. To provide for all players, wherever feasible, an environment that supports and encourages their musical and artistic development and their personal and professional ambitions.
10. If there is an issue raised about a player, their performance, behaviour or commitment, it will be approached with integrity and honesty; confidentiality will be scrupulously observed. Support, advice and help will be offered to redress issues that may have arisen, along with a timeframe of measures within which to change the situation.

10a Depending on the circumstances of the issues in question, the time frame is likely to vary. This may lead to a sabbatical period being applied. Situations that cannot be resolved despite the best efforts of all parties, may result in separation from the orchestra.

#### **Expectations that the LMP has of its Players:**

1. To be responsible for the standard of their playing in all respects (this includes point 2)
2. To be as thoroughly prepared as possible for every concert, within the constraints of time and money.
3. An openness and honesty about any issues, so that they can be appropriately dealt with.
4. Agreeing to make every effort to undertake 70% of the dates offered within a year.
5. To make every effort to attend orchestral meetings with a view to maintaining a proper relationship within Team LMP.
6. To be mindful, on all occasions, of how the orchestra is represented, and to play their appropriate part in this, including strict adherence to dress codes, and supporting our commitment to superior audience engagement.
7. To be as supportive as possible to the team working to make a success of the orchestra. This may include introducing contacts, connections, ideas and even hands-on time, as we aim to achieve our ambitions and maintain/enhance our world class reputation.
8. As a member of LMP, at all times to display professionalism and integrity in all aspects of their role.