



Notes of IHUA Committee Meeting held in Belfast on Sunday 19th March 2017 at 10.00 hrs

Present: Chairman - Warren McCully (WM), Robert Johnston (RJ), Peter Murphy (PM)

Apologies: Tom Goode (TG), Jamie Aiken (JA), Gillian Johnson (GJ), Geoff Conn (GC), Graham Hohn (GH), Simon O'Connor (SOC), Tara Browne (TB), Eamonn McFerran (EMcF),

The Chairman welcomed everyone to the meeting. A quorum was not reached so it was agreed that all matters discussed would require later endorsement. It was further agreed to convene a conference call to seek the full Committee's approval, or otherwise, of all decisions made at this meeting.

Minutes of Previous Meeting

1. Draft minutes were sent out previously to Committee for comment – **ACTION: To be agreed during conference call (CC) meeting**

Matters Arising

2. Introductory Umpires Course – **Complete**
3. Umpire Coaching Course – See development (below)
4. IHUA Selection Structure - To be pended until next season due to other priority actions requiring attention/action. Review to be conducted, January 2018. **Pend.**
5. Umpire Finance Proposal - There has been numerous emails with HI, to obtain and review expenses submissions for all national umpire appointments for the 2016-17 season however HI has advised that this is not possible due to the manner in which the figures are recorded and stored. The document will now need to be prepared from a full review of all fixtures for 2016-17 season. **Ongoing.**
6. Radios – HI transferred €1,109 for EYHL radios on 22 December 2016. **Complete**
7. Constitution Amendments - IHUA Constitution sent to Committee for comment – to be completed by 31st March 2017. **On-going.** **ACTION: ALL**
8. Assessors Course – No suitable dates for assessor course due to available fixtures to suit likely attendees. New dates to be sought for October 2017. **Ongoing.**
9. Development Money – HI transferred Year 2 development money three weeks ago. **Complete**
10. Women in Sport – HI has advised that there application for money from Women in Sport was unsuccessful however a research paper is still planned regarding the few women that are involved in umpiring and player coaching. **HI to provide update in due course.**
11. Insurance – HI Insurance Policy obtained and GH has reviewed. Further queries raised with HI and a response has been received. **On-going.** **ACTION: WM & GH.**
12. Letter from Ulster Hockey re Umpire Panel Transfers Policy – IHUA has advised Ulster Hockey that we would delay the implementation of this policy until next season.
13. New 2017 Rules - uploaded onto IHUA website. **Complete**

- 14.** 4 Year Umpiring Plan – see development (below). **On-going.**
- 15.** Late expenses/claims. **Complete.**
- 16.** Young Umpire Programme – see Hockey Ireland Communications (below) for update.
On-going
- 17.** Sponsorship - See Sponsorship (below) for update. **On-going**
- 18.** Letter to Ray O'Connor – **Complete (check with Tara)**
- 19.** Match-day template to EYHL WG. **Complete.**

Correspondence

- 20.** Ulster Umpire Radios – Ulster have purchased 20 new UmpireTalk radios exactly the same as the IHUA radios so they can be paired up. They asked IHUA if it was acceptable for the radios to be interchanged for national and provincial games in the interest of umpiring. **This was unanimously agreed by email and Ulster Umpires informed.**
- 21.** Suspended players – Ulster umpires provided feedback in relation to the positioning of suspended players and asked that this be reviewed. IHUA are currently reviewing the guidance but this will need further provincial feedback prior to any changes. **ACTION: WM**
- 22.** Ulster Umpires has asked IHUA for feedback on proposed interpretation of 3D skills and suggested that the management of captains and coaches/managers should be done differently given the wording of the captain's responsibility. IHUA are currently reviewing their document and again this will require other provincial feedback prior to issue. **ACTION: WM**
- 23.** EHF Supporting National Growth – EHF Level 1 Coaching Course, Breda 25-27 August 2017. Travel costs are required – accommodation and meals are provided. Nominations by 14 April 2017. **See Development (below).**
- 24.** EHF Indoor nominations requested. Passed to TG. **Complete.**

Finance

- 25.** Euro Bank account currently stands at €9,079.91 and new sterling account has £1,242.99. All subscription fees have been received. Hockey Ireland has deposited EYHL radio (refund) and Year 2 development money. Accounts being prepared for audit by Crawford Tipping for upcoming AGM.

Hockey Ireland Communications

- 26.** WM attended a meeting a HI 'Think Tank' meeting on Sunday 15th January 2017 with various HI stakeholders. WM advised meeting that the average age profile of umpires was getting well into the 50's in the provincial leagues and getting younger umpires needed to be a priority – need to get more involved at all levels. The early rounds of the IJC / IHT & IHC has to be umpired by club umpires – as there just isn't enough people to umpire these games. IHUA has compiled a draft paper re Young Umpire Programme, especially getting 12 – 18 year olds involved in umpiring but it needs Provinces to buy into it – IHUA have been meeting with Sue Haslam (national development co-ordinator). Kate Russell was also discussed at meeting and agreed that province would provide umpires and IHUA would appoint the UM. Notes from meeting forwarded to all Committee members.
- 27.** WM and PM met with Sue Haslam on Saturday 18 March 2017 at NICS re Young Umpire Award Programme. We discussed the draft paper and the importance of provincial 'buy in' and marketing. Agreed that a round table forum to discuss 'umpiring' was essential,

one of the issues being the Young Umpire Award Programme, and this should involve – HI, IHUA, IUDWG, Provinces, Umpiring Associations and Competitions.

- 28.** Three ‘Code of Conduct’ incidents have been submitted to HI post-Christmas. Follow-up emails have been sent to HI but outcomes to these reports are still awaited.

Irish Umpire Development Working Group

- 29.** No recent meetings.

Constitution Amendment Issues

- 30.** PM has prepared a draft proposal for Constitutional amendments and these have been forwarded to all the Committee for comment ahead of the AGM.

Sponsorship

- 31.** Aisling Keogh is currently progressing a potential sponsorship opportunity and has met with the company. They are currently putting together a business case (with a tiered approach) which we can approach companies suitable to our sport. WM expressed his gratitude to Aisling for her efforts in progressing the sponsorship issue on our behalf and highlighted that she has already made a couple of trips to Limerick in relation to the above. WM also expressed his gratitude to GC for his work on the issue of sponsorship over the last number of months given its very challenging nature.

Development

- 32.** Draft 4 Year Umpiring Plan completed. To be sent to all Committee and the sent to Irish Umpires Development Group. Then, to be sent to HI and Provinces and a round table meeting to be set-up to discuss the way forward re umpiring. **ACTION: ALL & WM**
- 33.** Introductory Umpire Course business case completed and to be sent to IUDWG (Part of 4 Year Plan). **ACTION: WM**
- 34.** Young Umpire Award Programme – currently being developed – on going (Part of 4 Year Plan) – **ACTION: PM**
- 35.** Umpire Coaching Course – To be completed before August 2017. **On-going.**
- 36.** Umpires finance document – **On-going** (Part of 4 Year Plan) – to be completed by 6th April 2017. **ACTION: JA & GH**
- 37.** Panel Movements – To be discussed further with provincial umpire associations as part of IHUA / Provincial meeting.
- 38.** Umpire Panel ‘transfers’ – to be implemented in the new 2017-18 season after ‘one season grace’.
- 39.** Umpire Pathway – National Development Panel to be replaced by A* Panel – Reason: it is not really a development panel and therefore is wrongly named. A* Panel will keep it in line with other Panel names. To be changed at the end of the season. No impact to or on umpires.
- 40.** Young Umpire Course – A young umpire course was planned to take place at World League 2 in Belfast in conjunction with HI who were to lead the event through the Young Leaders Course. However, this was cancelled due to insufficient volunteers to arrange the event. In any event, Warren McCully, Robert Johnston and Christine Reid were actively involved with practical umpire coaching at the Young Leaders Course arranged at WL2 on the first weekend, which involved around twenty 14-17 year olds.

41.EHF Umpire Coaching Course – this course will take place on 25-27 August 2017. WM proposed that Jamie Aiken and Peter Murphy are offered the opportunity to attend, given Jamie's wanted commitment to assessing and coaching umpires and Peter's involvement with the Young Umpire Award Programme which will involve training suitable persons within clubs as Umpire Coaches. **Nominations to be made by 14 April 2017. ACTION: ALL**

Appointments/Assessment & Fitness

- 42.** WM congratulated Christine Reid on receiving her FIH badge.
- 43.**WM congratulated Linda Coughlan on her recent upgrade to the ND Panel.
- 44.**WM also congratulated Adare Brady, Gail Taylor, Kris Cholewa and Alison Keogh on receiving their umpire assessor accreditation.
- 45.**Umpire Assessments – RJ reported that 133 assessments and coachings have been completed to date this season throughout Ireland (nationally and provincially) and all of the EYHL Panel except one umpire has been watched at least twice. However, all EYHL Panel umpires will have been assessed twice prior to the end of the season. WM thanked RJ for all his work with the appointment of assessors and coaches at national level throughout the season which continues to be a great success.
- 46.**RJ requested that Finbar Kellehar, Gill Hohn and Simon O'Connor be granted additional period of time to complete their umpire assessments due to a variety of valid reasons.
Agreed.

Any Other Business

- 47.**Annual General Meeting date suggested for Sunday 30th April 2017 to coincide with the EYHL Finals at Three Rock Rovers. It was suggested that we again hold the meeting at Taylor's Three Rock. **ACTIONS: TB to organise venue & WM to ask Ivy Dennis (HI President) to Chair the meeting.**

Date of Next Meeting

- 48.**Date of the next meeting was not fixed however a conference call session would be needed to ratify all current decisions made.
- 49.**There being no further business the meeting was closed.

Warren McCullly

Notes prepared by
Warren McCullly
19th March 2017

Summary of Agreed Actions

| Para Ref | Action | Who |
|-----------------|---|---------------------|
| 1 | Agreed IHUA Minutes from meeting on 11.12.16 | ALL |
| 7 | Constitution Amendments to be completed | ALL |
| 11 | Insurance | WM & GH |
| 21 | Suspended players guidance review | WM |
| 22 | Ulster query – 3D skills & Coaches/manager | WM |
| 32 | Draft 4 Year Umpiring Plan to be finalised and sent to Provincial Umpires | ALL & WM |
| 33 | Introductory Umpire Course business case to be sent to IUDWG | WMcC |
| 34 | Young Umpire Award Programme | PM |
| 36 | Umpires finance document | JA & GH |
| 41 | EHF Umpire Coaching Course nomination(s) | ALL |
| 47 | Annual General Meeting | TB & WM |

See below Section.



Notes of IHUA Conference Call to ratify decisions made at Committee Meeting held in Belfast on Sunday on the 19th March 2017 at 10.00 hrs

Present: Chairman - Warren McCully (WM), Robert Johnston (RJ), Peter Murphy (PM), Jamie Aiken (JA), Geoff Conn (GC), Simon O'Connor (SOC), Tara Browne (TB),

Apologies: Eamonn McFerran (EMcF), Tom Goode (TG), Gillian Johnson (GJ), Graham Hohn (GH)

The Chairman welcomed everyone to the meeting. A quorum was achieved.

It was unanimously agreed that all decisions made at the Committee Meeting in Belfast on Sunday 19th March 2017 be confirmed and endorsed. The notes of that meeting, having previously been circulated to all present on this Conference Call, are hereby ratified and agreed as formal minutes.

Minutes of Previous Meeting

50. The minutes of the previous meeting, 11 December 2016, were agreed to be an accurate representation of that meeting. Proposed by Peter Murphy and seconded by Geoff Conn.

Matters Arising

7. Constitution Amendments – WM advised that there were a few more amendments to be added. He also advised that he had sent the Misconduct & Discipline section to Mo Flahive who has agreed to review. On-going. **ACTION: WM**

18. Letter to Ray O'Connor – **Complete**

Correspondence

22. WM advised that he had replied to Ulster Hockey re 3D skills and the management of captains and coaches/managers. Contact will be made with all provinces looking for agreement for issue next season. **ACTION: WM**

Finance

25. PM asked if any funds would be leaving the account in the near future. WM advised that the only payment due was for the UDP. WM advised that a sum of €3800 was available for Umpire Development and needed to be used before the year end, 2017. PM suggested some of this money could be used for sending umpire(s) with the Irish U21 national team(s) but WM advised that the funds were specifically for development within Ireland and the Provinces. WM stated that he believed if an umpire travelled with the national team then HI should provide such funding, as per previous arrangements.

Hockey Ireland Communications

28. WM advised that three Code of Conduct issues had been submitted, one was for "information purposes only" and the two others related to specific complaints against Coaches in the EYHL. One resulted of the complaints resulted in a one match ban for the UCD Men's Coach and a warning to UCD HC in relation to future conduct. The other

resulted in a three match ban for the Pembroke Men's Coach and a warning to Pembroke HC in relation to future conduct but this was still open to appeal (but thought unlikely). It did not go unnoticed that the sanction was only issued once the World League 2 tournament had been completed. WM again re-iterated that the HI Code of Conduct was not sufficient to deal with either of the incidents and the HI Discipline Procedures remained questionable. GC thought it would be advisable that HI have a defined list of misconduct offences along with a list of sanction that would apply in each case. WM commented that the Irish Sports Council were critical of HI Disciplinary Procedures following the Paddy Grimes incident last season and IHUA needed to seek assurances from HI as to exactly what had changed! **ACTION: WM**

Irish Umpire Development Working Group

29.WM advised that IHUA are supposed to 'elect' a person onto the WG as opposed to nominate. WM advised that Richard Kendrick, was not wanting to stand for another year. WM advised that he would look at the wording re the "election" or "nomination".

ACTION: WM

Development

34.Young Umpire Award Programme – almost complete but this will be discussed on an inter-provincial basis at Umpire Forum on 7th May. **ACTION: PM**

39.National Development Panel to be replaced by A* Panel. No other impact on umpires or pathway.

41.EHF Umpire Coaching Course – agreed that JA and PM would attend this course given that other members have been given the opportunity in recent years. JA wants to move into umpire coaching/assessment and PM is working on grassroots umpiring programmes at present as well as wanting to move more permanently into a coaching /assessment role.

Any Other Business

47.Annual General Meeting, Ivy Dennis has agreed to chair the meeting. PM advised that the constitution stated that motions needed to be lodged with the secretary by 31st of March, suggested this be extended to next Friday given the importance of the changes for the Association. **AGREED.**

48.U21 Umpires Requirement – WM advised of a request received from the U21 National Panel looking for umpires. It was agreed that we would provide umpires for international matches only with expense being paid. However, we would ask if umpires would make themselves available for other training/friendly games. JA commented that the underage players are expected to contribute to these training sessions but he was not suggesting we should provide umpires without expenses. **ACTION: WM to prepare a report to HI regarding IHUA coverage of these games (International) with umpires.**

There being no further business the meeting was closed.

Tara Browne

Notes prepared by

Tara Browne

4th April 2017

Summary of Agreed Actions

| Para Ref | Action | Who |
|----------|---|------------------------|
| 7 | IHUA Constitution re Misconduct & Discipline section | WM (Mo Flahive) |
| 22 | Provincial Agreement re 3D skills & Coaches/manager | WM |
| 28 | Code of Conduct - WM to write to HI re MMO and proper procedures. WM to write to all umpires advising outcomes of Code of Conduct to hopefully encourage people to report. | WM |
| 29 | IUDWG – look at “nomination” vs “election” | WM |
| 34 | Young Umpire Award Programme | PM |
| 48 | HI Request for Umpires for International Matches | WM |