



Minutes of Committee Meeting held on Sunday 4^h November 2018 @ 10:00am at Pembroke Wanderers HC, Dublin

Present: Chair - Warren McCully (WMcC), Robert Johnston (RJ), Fiona Davitt (FD),
Graham Hohn (GH), Peter Murphy (PM), Kim Collins (KC).

Apologies: Geoff Conn (GC), Eamonn McFerran (EMcF), Tom Goode (TG).

WMcC welcomed everyone to the meeting and thanked them for their attendance.

The Committee was saddened to hear of the untimely passing of Ramon Davey this week. Ramon was a highly respected umpire and a massive supporter of umpiring in Ireland. IHUA will be represented at his funeral.

Minutes of Previous Meeting

1. The minutes of last meeting were accepted as a true and accurate record on proposal of WMcC, seconded by PM.

Matters Arising

2. Insurance – GH provided update. Consideration of one insurance policy for all umpires in Ireland but may not be possible due to different jurisdictions and Ulster's lack of an Umpiring Association. Currently IHUA appointments are covered by Hockey Ireland's insurance and Provinces have their own cover except Munster who are also covered by Hockey Ireland.
3. Radio audit – EMcF to provide update.
ACTION - EMcF
4. Sponsorship to Paul Arneill – proposal document has been sent out to companies - action complete.
5. EHYL & IHL2 budget – action complete.
6. Letters of thanks to umpires who volunteered to help at Assessors Course in Ulster.
ACTION - EMcF
7. Letters of thanks to MHUA for organising umpire training day.
ACTION - EMcF

Correspondence

8. ACPOA letter thanking us for our excellent sponsorship proposal submission but they are unable to support us at this time.
9. Rory Clarke – Sports Editor of UCD newspaper – seeking input to article on stories about referees in various sports. Rob Argent assisted him with his article. Rory thanked us for our assistance.
10. Shane O'Donnell – very nice letter to thank IHUA and Hockey Ireland for support following his UDP graduation which was in Barcelona. Letter forwarded to HI and EYHL Working Group.
11. Karen Eppel – letter received re membership of IHUA and removal from the Coaches and Assessors list. WMcC explained she was not included on LHUA membership list at start of 2018/19 season therefore technically not a member of IHUA. We regularly update our records for statistical analysis and reporting, and even more so with the GDPR legislation. It also allows us to run the Association a lot more efficiently. It was agreed to reply to Karen with an explanation then reappoint her to the IHUA list. **ACTION – WMcC**

Committee Planning for 2019/20

12. WMcC confirmed he is definitely stepping down as IHUA Chair at the end of the season; GH highly likely stepping down as Treasurer; TG may step down as Men's Appointments Coordinator; KC may step down as Women's Appointments Coordinator. Urgent need to put in place a succession plan for IHUA Committee 2019/20.
13. PM suggested roles of Appointments Coordinators require an honorarium in region of €2,500 to incentivise people to apply. Our paucity of resources and volunteers needs to be raised with Hockey Ireland as a major risk. Proposed that if roles are not filled by Feb/Mar 2019 then we stop all activity to highlight the problem and force remedial action to be taken. RJ suggested writing up two risks for Hockey Ireland Risk Register (if one exists): (i) no co-ordination of umpiring activity in Ireland; (ii) risk of no umpires being appointed to national competitions. WMcC expressed concern that Hockey Ireland may then take over running umpiring and side-step IHUA completely. All agreed the Appointments Coordinator roles are the biggest risk. PM suggested producing statistics/metrics of time it takes to do appointments over the course of a season. KC explained her phone bill has increased from £60 to nearly £200/month and personal data limit has been exceeded. We should also highlight complications caused by cry-offs, postponements, the uncertain fixtures calendar and games rearranged at short notice all of which create a significant impact on umpiring. **ACTION – KC & TG to produce statistics**
14. WMcC – need new people to step up to IHUA Committee to take on roles and actions not just to sit and listen. Agreed to meet by end February 2019 to try to fill vacant posts with full turn out of current Committee emphasised. If not, then the 'nuclear option' is to escalate the problem at that juncture as a major crisis for Irish hockey.
15. Urgent need to find volunteers for Chair, Vice Chair, Treasurer, etc. Important to start finding nominees now! Suggestions for nominations to fill potentially vacant posts in 2019/20 required well before the end of this season.
ACTION – All Committee members

Women in Umpiring

16. WMcC suggested IHUA needs to find ways to encourage more women to take up and stay in hockey umpiring. He has already spoken to Hockey Ireland to develop a strategy to promote Women in Umpiring. Brian Caruth (HI Board Chairman) is willing to provide support but IHUA have to develop the strategy and action plan. Ideas include video, social media promotion, TV/radio articles, etc. WMcC asked, "What else can we do to encourage women to get involved and stay involved?"
17. Regular concerns raised by girls/ladies who are reluctant to umpire are mostly fear of getting it wrong and verbal abuse by other players, coaches and spectators. Clubs don't see umpiring as a critical element in the game of hockey. FD noted that in Leinster some clubs are proactive in bringing umpires forward for their junior club games.
18. All agreed we have a difficulty with limited resources and the people already involved in umpiring being asked to give up even more time to commit to coaching, assessing, mentoring, committees, administration, etc. The people who do all the umpiring do all those jobs as well!!!
19. RJ suggested asking Alison Keogh to be the face of 'Women in Umpiring' due to her high international standing and the possibility she will participate in future Olympic Games.
ACTION - WMcC to form a small Working Group to develop a strategy to promote Women in Umpiring for consideration by full IHUA Committee and submission to Hockey Ireland for their support.

Finance

20. GH reported. Budgeting for EYHL and IHL2 has been agreed with Hockey Ireland at €34,750. Payments in three tranches of €15,000 at 1/12/18; €12,000 at 1/2/19; €7,750 on 1/5/19. IHUA must work within that budget limit. WMcC asked for travelling distance for appointments to be considered within the budget constraints.
21. Umpiring at EYHL Finals weekend usually costs c.€2,000; training days €750; new radios €800. Re-fixes of postponed matches later in season may cause an impact on the planned budget for travel. WMcC emphasised that it is critical umpires do not travel alone outside Province.
22. Our Development Fund balance is currently €1,700. WMcC asked for consideration of a % allocation of subscription fees to be lodged into Development Fund as agreed at AGM.
23. Hockey Ireland has still not reimbursed last year's shortfall of €2,700. It is believed to have been authorised for payment by Hockey Ireland but not received by IHUA yet.
ACTION: WMcC

Sponsorship/Clothing

24. The Committee tried on samples of coats and rain jackets from Adidas in various styles: light rain jacket (€25), medium winter jacket (€36) and heavy stadium jacket (€48.) Adidas umpiring shirts are €22.
25. Three approaches have been made to companies for sponsorship. ACPOA politely declined (see earlier); Regatta are not able to commit at this time but suggested we re-submit at a later date; we await a response from FloGas.

26. Committee agreed that:

- a. All IHUA members must buy two umpiring shirts as a minimum (cost of €44 with small subsidy by IHUA to reduce cost) with the option to buy other clothing items as they wish.
- b. All EYHL Panel umpires must buy three umpiring shirts as a minimum plus one jacket (minimum cost of €102) with option to buy other clothing items as they wish. Noted that cost of adding the IHUA crest may add a few Euros to each item.

27. Agreed the order should be submitted as soon as possible but noted more work is required to prepare the full order. WMcC suggested the new kit should all be delivered by the EYHL Training & Development Day on 3rd February 2019.

Development

28. EHF UDP – Shane O'Donnell expenses all sent to Hockey Ireland for payment; EHF U4E – Russell Donaldson in Glasgow at an event also paid by Hockey Ireland;

29. National Umpire Award Course – Ulster ran two courses for 53 umpires; Munster with 28 and more to follow; contact has been made with Connacht plan to run courses in near future; Leinster – WMcC has been in contact with Kenny Carroll (Leinster Hockey Development Officer.) LHUA have been asked to facilitate the request to run National Award Courses but replied to say they will be running their own simplified courses and are not prepared to commit to the national umpire development programme. Noted that Leinster had previously agreed to a standard national approach in all Provinces but are now stepping away from that agreement. It is believed LHUA's position does not represent the views of most Leinster umpires. Agreed IHUA will work directly with Leinster hockey and engage Leinster-based National Panel umpires to assist with events where necessary.

30. WMcC proposed hosting an Umpire Development Seminar for all non-EYHL Panel umpires based on the usual EYHL briefings twice a season so that every IHUA umpire receives education and awareness on the same message. It is also our aim to run an Assessor Seminar at provincial level perhaps in February/March 2019.

31. WMcC – looking at Spintso radios which have 3-way and 4-way connections so we can include reserve and UM at finals weekends. 2 sets of 4-way = £1200 (c.€1350), 2 sets of 3-way £800 (c. €900). PM mentioned radios used by Dutch umpires in Hoofdklasse are excellent. He will contact Dutch umpires for further details.

ACTION - PM

Grading and Selection

32. RJ explained that availability of Umpire Coaches and Assessors continues to be the main problem this season. Some weeks only 1 or 2 are available as most qualified Umpire Coaches and Assessors are also umpires who have appointments every week.

33. WMcC reported that draft documents had been produced for the new Umpire Coach & Assessor Development pathway. To be finalised and reviewed before publication.

34. WMcC expressed a concern that many Grade A umpires at Provincial level are not capable of umpiring national competitions. The National Panel is now considered as an Umpire Award above A Panel. The name of the National Development Panel has been changed to A* Panel.
35. WMcC reiterated the absolute requirement for EYHL umpires to be seen to be umpiring within their own Province too. He reminded all of the IHUA Policy that Men must do at least 5 games in Province; Ladies must do at least 4 games in Province. Policy to be re-published as a reminder to all umpires.

ACTION - WMcC

36. Ladies appointments are still a major cause for concern. There are simply not enough umpires while injuries are reducing available numbers even further. Tara Browne is injured but wishes to umpire as much as possible. Insurance position needs to be clarified. An issue has been raised that lesser grade umpires who have not completed a fitness test are being appointed to EYHL matches but higher grade umpires who haven't successfully completed a fitness test are being omitted. RJ believed strongly we need to be consistent in our application of the policy. A long discussion ensued about whether the fitness policy should be strictly enforced or not. RJ proposed, as a short term emergency measure, suspending the current fitness policy in Ladies EYHL matches solely with the intention of alleviating the current crisis and assisting the Ladies Appointments Co-ordinator with her very difficult job. The proposal was unanimously agreed.

Any Other Business

37. WMcC has discussed the '20 minute cool off period' with Brian Caruth. While all EYHL clubs and umpires are aware of the agreement, and it is generally accepted, it has never been formally documented. Hockey Ireland have now agreed the '20 minute cool off period' should be formally written into their Code of Conduct. IHUA to propose a draft form of words for Hockey Ireland's agreement.

ACTION - WMcC

38. 'Slack' (a cloud-based instant messaging and team collaboration tool) is the new information sharing portal for IHUA. The WhatsApp group has been closed and all members are encouraged to use Slack instead.

39. FD mentioned that 60 'club' umpires turned up for Dutch FIH Umpire Coen van Bunge's recent umpiring masterclass event in Dublin. Coen is willing to host similar events in all other Provinces at cost. FD to reply to Ali Keogh to accept the offer to host another one but agreed these events are certainly not a replacement for the National Umpire Award course. **ACTION - FD**

40. RJ mentioned the Umpire Coaches meeting which we historically hosted with the EYHL Men's and Ladies' coaches every season. He proposed two choices: one event at the Carrickdale Hotel in January (venue chosen halfway between Belfast and Dublin to help cut down travel distance for most clubs with the possibility of a second event further South to facilitate Munster and Connaught clubs) or a series of events in each Province in January to reduce travelling for everyone. All agreed we need a commitment from EYHL coaches before incurring any spend. RJ to contact EYHL coaches.

ACTION - RJ

41. Club Umpiring – it was suggested we should video some junior club matches to show the Hockey Ireland Board how bad the standard is and how dangerous it is for some players especially young girls playing in club matches with adults. Umpiring in these games is unregulated, undertaken by umpires with no qualifications or insurance and could be considered a breach of duty of care. To be considered at a future meeting.

Date of Next Meeting

Next meeting is to be confirmed at a date, time and venue in early 2019.

There being no further business the meeting closed at 2:00pm.

Robert Johnston

Minutes prepared by Robert Johnston

on behalf of IHUA Hon Secretary, Eamonn McFerran

5th November 2018

Summary of Agreed Actions

Para Ref	Action	Who
3.	Radio audit – EMcF to provide update	EMcF
6.	Letters of thanks to umpires who volunteered to help at Assessors Course in Ulster	EMcF
7.	Letters of thanks to MHUA for organising umpire training day	EMcF
11.	Letter to Karen Eppel	WMcC
13.	Metrics on time, effort and cost of being an Appointments Coordinator	KC & TG
15.	Suggestions for people to fill vacancies on IHUA Committee for 2019/20	All Committee
19.	Strategy to promote Women in Umpiring	WMcC
23.	Contact HI re outstanding money agreed re 2017-18 season	WMcC
31.	Information on radios used by Dutch umpires in Hoofdklasse	PM
35.	Re-publish policy on EYHL umpires taking Provincial appointments	WMcC
37.	Draft for inclusion of 20 minute cool off period in HI Code of Conduct	WMcC
39.	Contact Coen van Bunge re umpiring masterclass	FD
40.	Contact EYHL Coaches re Umpires/Coaches meeting in January 2019	RJ