



**Minutes of Committee Meeting held on  
Sunday 2<sup>nd</sup> February 2020 @ 10:00am  
at ALSAA, Dublin**

**Present:** Chair - Warren McCully (WMcC), Vice Chair – Rob Argent (RA), Kim Collins (KC), Robert Johnston (RJ), Alison Keogh (AK), Simon MacAllister (SMcA), Peter Murphy (PM), Christine Reid (CR).

**Apologies:** Geoff Conn (GC), Tom Goode (TG).

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

**Minutes of Previous Meeting**

1. The minutes of the previous meeting, having been circulated to all members in advance, were accepted as a true and accurate record.

**Matters Arising from the Minutes**

2. Richard Cowan confirmed he has a radio and will return it to IHUA.
3. WMcC thanked AK for completing the action to access all EYHL match videos.
4. It was agreed to wait until after the Hockey Ireland calendar meeting before confirming IHUA Umpire Development dates in 2020/21.
5. Review of statistics: findings will be presented at next week's Umpire Development Day. Tex will be asked to amend system to allow enhanced reporting of statistics. **ACTION: WMcC**
6. All agreed the recently purchased pop-up signage looks very well. Thanks to RA.
7. As there have been no EYHL games since November we have yet to speak to local hockey photographers re marketing our sponsor's logo. PM proposed creating a folder on Slack to store umpire photos. **ACTION: TG**
8. An apology has been submitted for the HI Calendar meeting as it clashes with this Committee meeting and the Irish Indoor Finals in Galway. IHUA requirements were forwarded to HI.
9. All other actions were completed as agreed or are covered later in the minutes.

**Correspondence**

10. FIH letters confirming Russell Donaldson & Linda Coughlan's upgrade to International badge. Follow-up letters of congratulation were sent to both umpires on behalf of IHUA.



11. U4E letter enquiring about Richard McNabb's continued participation in the Programme. Richard confirmed he is keen to carry on. A protocol will be produced for umpires appointed to EHF/FIH tournaments and development programmes in relation to what they should do in the event of cry-off, extra costs, procedures for attending, etc. **ACTION: TG & WMcC**
12. An email was received from the Chair of Ulster Umpires, Jamie Aiken, regarding the detrimental impact EYHL appointments are having on Ulster Provincial umpiring appointments particularly in Men's hockey. The letter was sent to all Committee members in advance of the meeting. PM suggested the issues affect all Provinces not just Ulster and need to be looked at across all fixtures. All agreed there are important matters raised in the letter and some of the factors are complex, e.g. availability, venues, times of fixtures, late cry-offs, geographical spread, etc. All Committee members were asked to consider the points raised in the letter and agreed it will be vital to have TG's input as Men's Appointments Coordinator. **ACTION: ALL COMMITTEE MEMBERS**
13. It was further agreed to reply to Ulster to confirm receipt of the letter and explain that a formal response will follow after consideration by all Committee members. **ACTION: RJ**

#### **IHUA Constitution**

14. RJ confirmed a very healthy response to the consultation exercise with submissions received from Ulster, Leinster & Munster; Connacht acknowledged receipt but have yet to respond. There were 61 comments in total. Some are very constructive and will result in amendments. All were forwarded to PM for consideration in the next draft of the Constitution document.
15. WMcC proposed meeting with HI to discuss how the new national registration system will function. It will have a fundamental impact on membership of IHUA. That must be resolved soon as resolution of many of the comments in the Constitution relate to membership issues. We will also have to consider AccessNI and Gardai vetting. HI must also endorse the new Constitution so it's important we discuss that with them. A News Item will be displayed on the Portal to inform all members of progress and next steps. **ACTION: RA, PM & WMcC**

#### **Hockey Ireland Meetings**

16. The Hockey Ireland Calendar meeting is being held in Dublin today. Apologies have been submitted. Comments forwarded by IHUA to inform the meeting are:
  - a. First and foremost, IHUA wish to appoint to all national matches and competitions where possible, subject to availability of course;
  - b. Scheduling multiple competitions on the same day must be avoided (suggest matches are set for Sundays but give clubs an option of bring forward, if necessary).
  - c. Specifically avoid scheduling national cup competitions on the same day as EYHL2;
  - d. Look into the possibility of asking Provinces to schedule their Premier/Senior Leagues on Sundays, where possible, or maybe scheduling all EYHL games for Sundays with no other hockey to be played to boost attendances – introduce as a one year experiment?



### Finance

17. SMcA confirmed the annual audit of accounts has been started. SMcA is now authorised as signatory on accounts and for on-line banking. All EYHL, payments and reimbursements have been completed.
18. Subscription payments have been received from MHUA & LHUA. Ulster Umpires have paid directly to HI. This remains to be transferred to IHUA along with the 2<sup>nd</sup> tranche of EYHL funding. **ACTION: SMcA**
19. SMcA reported on mileage expenditure for EYHL so far this season. Bottom line is 44% of the budget has been spent and 45% of the matches played so spending is on track.
20. PM suggested negotiating with HI budgets for 2020/21 season for: (i) increased funding to IHUA; and, (ii) additional reimbursement to Umpire Coordinators.
21. January expenses payments to IHUA members are almost complete and will issue shortly.

### Sponsorship & Clothing

22. Reconciliation of clothing payments and stock etc are almost complete: €19,041 income against expenditure of €19,648. There may be some umpires who won't accrue enough travel expenses to cover the cost of their clothing but these can be managed by exception.
23. Despite not wishing to delay expenses payments in January, it remains the Committee's intention to reimburse a percentage of the full cost of clothing to all members before the season is over. An email will be sent to everyone to explain. **ACTION: RJ**
24. Confirmed IHUA umpiring kit cannot be ordered through the Adidas website. It must be ordered via Geoff Conn. On-line Adidas deal is only for purchase of standard Adidas items with substantial savings and discount. CR commented that IHUA shirts and kit bags are superb quality and well worth the money.
25. Distribution of kit is almost all complete. Some bags still to be handed out. GC holds some stock. Proposed by RA and agreed to sell-off casual gear stock items on first-come-first-served basis but hold stock of IHUA umpiring shirts for new umpires who may join and for 'guest' umpires who may need a shirt. Anyone wishing to order new jackets or shirts should contact GC directly. Orders are likely to be placed at least once a season. **ACTION: GC**

### Development

26. RA & AK updated the meeting on arrangements for the EYHL Training & Development Day on Sunday 9<sup>th</sup> February 2020. There are quite a few apologies but we are still expecting a large turnout. Niall Denham (EYHL Coach), Emma Russell (EYHL Player) and Shane O'Donnell (EYHL Umpire) have kindly agreed to take part in the 'Question Time' Panel Session chaired by RJ.



27. WMcC expressed his thanks to RA & AK for all the time and effort they have put in to organising the event.
28. Fitness tests will be streamed by ability to make them easier to manage on the day.
29. The reluctance of some EYHL umpires to consent to clips of them umpiring in matches to be shown at the event was discussed. All agreed this isn't really acceptable. More EYHL clips than international clips are included this season to make it more relevant for the audience. Agreed if an umpire wants to umpire at the highest club level then they should be able to take constructive criticism/feedback and shouldn't be concerned in the slightest about discussing these things in front of their peers. It was pointed out that all the players and coaches can view all the EYHL videos and even spectators at the game can see the umpires performing. Agreed simply to inform members that clips of them umpiring will be shown at future events.
30. RA mentioned that IHUA may have to invest in digital storage, e.g. Google Drive, if we are to sustain keeping all the EYHL videos each season.

### Elite Umpiring Programme

31. WMcC introduced the development programme for young females umpires to give them support and mentoring as a pathway towards top level hockey. Funding has come from Sport Ireland/Women in Sport. Programme already started in Ulster in January; 7 young umpires and mentors involved. 2 umpires have been identified in Munster.
32. AK pointed out that we need to manage expectations of participants so they are not disappointed with progress towards UDP/FIH appointments. WMcC explained that HI have set the KPIs and funding is timebound so we need to deliver outcomes quickly.

### Umpire Development Events

33. WMcC proposed holding IHUA Provincial Umpiring workshops before the end of the current season. Concern was expressed about the time available this season due to the increasing fixtures backlog and cutting across Provinces holding their own briefing sessions. All agreed there must be a standard message being given to umpires across all Provinces and at all levels. To assist in this objective 'bullet point themes' will be sent to Provinces suggesting topics to be covered in their development events for C & B Panel umpires so there is a standard approach across all of Ireland.
34. It was agreed to send a copy of IHUA Executive Committee meeting minutes to Provincial Chairs for their information. PM proposed sending the Agenda of each meeting to Provinces so they could raise issues at the subsequent meeting. He also suggested asking for a short report from each Province as was done in the past. **ACTION: RJ**



35. WMcC proposed commencing an IHUA Umpire Mentoring Programme for selected Panel umpires to be mentored by an experienced IHUA senior member. This would be someone they could go to for advice and guidance or just a 'sounding board' when they've had a bad experience. All agreed it was something to think about. PM proposed either do it now due to the proximity of end of end of season or leave in abeyance. It was agreed to hold off.

### Grading, Selection and Fitness

36. RJ presented a short report of umpire coachings and assessments this season broken down by EYHL, EYHL2, Irish Cup competitions and Interprovincial tournaments. To date, 91 coachings and assessments (including Provincial hockey) have taken place in the period 1<sup>st</sup> September 2019 to 31<sup>st</sup> January 2020 as follows:

- 29 coachings in Men's hockey;
- 20 coachings in Women's hockey;
- 20 assessments in Men's hockey;
- 22 assessments in Women's hockey.

37. Coach/Assessor availability continues to be a problem with only three available most weeks. Changes to match times/dates and majority of matches played in Dublin also makes it difficult to schedule appointments to see the umpires we have selected to be coached/assessed.

38. Eighteen coachings/assessments are planned in EYHL & EYHL2 matches during February with four umpires being assessed for upgrade to the next Panel.

39. KC reported she is working off a Panel of just 13 umpires for EYHL appointments but not all are always available. EYHL Women's fixtures (times & dates) continue to change regularly causing problems for umpire appointments. Often we aren't informed that matches have changed or told about changes after the appointments are published. Late cup draws and lack of publicity of ties for each round also cause problems. The volume and nature of changes makes the manual effort of changing appointments very difficult and time consuming.

40. Fixture times are still not being entered on the system by all clubs. HI have contacted clubs already. WMcC to contact HI again to say there is still a compliance issue. **ACTION: WMcC**

### Any Other Business

41. WMcC will send an email to all Committee members to seek their thoughts on the difficult issue of insurance before it is discussed with the Hockey Ireland Board. **ACTION: WMcC**

42. RA raised the issue of the potential conflict of interest between umpires' club associations and appointments to matches. This will be discussed at the next meeting.



43. In answer to a question from AK, RJ confirmed it is possible for a non-FIH umpire to reach the National Panel in Ireland and being an FIH umpire does not automatically guarantee they will remain indefinitely on the National Panel. The critical lack of Assessors means National Panel umpires are rarely assessed. All agreed the system is not perfect but the lack of resources makes it difficult to change.

44. WMcC asked SMcA to review any changes and cost for functionality enhancements on the IHUA Portal and to proceed if he feels they are good value for money. **ACTION: SMcA**

### **Date of Next Meeting**

The next meeting will be held on **Sunday 29<sup>th</sup> March 2020 at 10:00am** provisionally at UCD depending on the venue of the Irish Senior Cup Finals being held that Sunday afternoon.

There being no further business the meeting closed at 12:35pm.

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*Minutes prepared by Robert Johnston*

**IHUA Hon Secretary**

4<sup>th</sup> February 2020

## Summary of Agreed Actions

<b>Para Ref</b>	<b>Action</b>	<b>Who</b>
5.	Review of statistics	<b>Warren McCully</b>
7.	Folder on Slack to store umpiring photos, etc.	<b>Tom Goode</b>
11.	Protocol for umpires appointed to EHF/FIH tournaments and events	<b>Warren McCully &amp; Tom Goode</b>
12.	Response to Jamie Aiken's letter about IHUA appointments	<b>All Committee Members</b>
13.	Acknowledgement of receipt to Jamie	<b>Robert Johnston</b>
15.	Review of Constitution: meet Hockey Ireland re new registration system and impact on umpiring	<b>Warren McCully, Rob Argent &amp; Peter Murphy</b>
18.	Ulster Umpires' subs and 2 <sup>nd</sup> tranche of EYHL money from Hockey Ireland	<b>Simon MacAllister</b>
23.	Email to members regarding reimbursement of percentage cost of clothing	<b>Robert Johnston</b>
25.	Orders for new jackets or shirts	<b>Geoff Conn</b>
34.	Send minutes to Provinces and request update report from each of them ahead of next meeting	<b>Robert Johnston</b>
40.	Raise fixture concerns with Hockey Ireland ... again	<b>Warren McCully</b>
41.	Email to Executive Committee members re insurance	<b>Warren McCully</b>

44. Costs for change to functionality on IHUA Portal	<b>Simon MacAllister</b>