



**Minutes of Committee Meeting held on
Sunday 26th April 2020 @ 10:00am
via Conference Call**

Present: Chair - Warren McCully (WMcC), Vice Chair – Rob Argent (RA), Alison Keogh (AK), Simon MacAllister (SMcA), Robert Johnston (RJ), Christine Reid (CR), Tom Goode (TG), Geoff Conn (GC), Peter Murphy (PM).

Apologies: Kim Collins (KC).

This meeting was conducted via conference call due to the on-going coronavirus pandemic. WMcC welcomed everyone to the meeting and thanked them for their attendance given the continuing emergency situation.

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 with one minor typographical amendment to paragraph 32. (change “twitting” to “tweeting”)

Matters Arising from the Minutes

2. A draft paper has been produced on a protocol for members appointed to international tournaments or EHF development programs but still requires a little work to complete it in consultation with Hockey Ireland. **ACTION: TG & WMcC**
3. Provincial reports. **ACTION: RJ to seek outstanding reports ahead of next meeting.**
4. RA drafted a paper to update travel and subsistence guidance for umpires. Following a long debate on some of the key issues, e.g. clarification of 10 hour subsistence requirements, it was agreed an updated version will be circulated prior to the next meeting. **ACTION: RA**
5. Following clarification on some issues we will write to HI Competitions Committee re their Bad Weather Procedure and our concerns with regard to weather warnings. **ACTION: RJ**
6. Resolve emails re-directions on system. **ACTION WcC to speak to Tex Solutions**
7. All other action points were closed or are covered later in these minutes.

Correspondence

8. Hockey Ireland confirmed their AGM is postponed until further notice.
9. Hockey Ireland confirmed the 2019/20 hockey season is cancelled due to Covid-19.
10. European Hockey Federation confirmed cancellation of future U4E & J4E events in Breda during August 2020 due to on-going Covid-19 crisis.



IHUA Constitution

11. The draft Constitution was updated following consultation with, and feedback from, all Provinces. A long debate ensued. PM believes individual membership of IHUA, and of Hockey Ireland, is the key issue to be resolved. This requires further serious discussion about issues such as mandatory registration, umpire qualifications, etc. WMcC & RA agreed this is a complex issue with a number of strands which have implications for Provincial and Club umpiring not just IHUA. All agreed further discussions with all stakeholders are required before these difficult issues can be resolved. **ACTION 1: WMcC to speak again with Dwyne Hill. ACTION 2: RA to produce options paper for IHUA Executive Committee to discuss.**

Hockey Ireland Meetings

12. WMcC spoke to Brain Caruth re revisions required to the Hockey Ireland Code of Conduct specifically formal inclusion of the '20 minute cool-off period' as it was accidentally omitted in the previous version. IHUA to submit suggestions to HI for inclusion in their updated Conduct and Disciplinary policies. **ACTION: WMcC to submit proposed changes to HI.**
13. Proposed new Code of Conduct Form to be sent to HI for inclusion in their procedures with some minor adjustments to the instructions for umpires. **ACTION: WMcC**
14. Guidance on red cards. HI view that red cards reports are for incidents during the game and Code of Conduct reports are for incidents before or after the game. Discussion ensued about players urinating during a match; current guidelines are ambiguous. WMcC to update guidance to umpires and send to Committee for agreement. **ACTION: WMcC**
15. RA reported on HI's new registration system. Dwyne Hill (HI) provided an overview of the system via video conference call to WMcC and RA. The system can register all persons as necessary and issue a registration number. This number would be included on the match card and can be checked following any match, either at national or provincial level. The system also allows each official to upload any relevant information such as NUAC certificate, vetting certificate etc. All agreed that this system could meet the needs umpiring at 'base level' and be a valuable database for every umpire's portfolio requirement. However, it was recognised that it would not meet the business needs of the current IHUA Tex system in terms of memberships, panels, appointments, finance, personal development reports etc. However, the HI registration system remains a key database and, also impacts the Constitution re-draft (see 11. above.)
16. Insurance was also discussed during the meeting with Dwyne Hill. It remains a difficult issue to resolve as there are multiple levels of cover in place for umpires; National level cover is in place via HI but different cover exists across Provinces. Whole issue of insurance is being considered further by HI as it is tied in very closely with the registration/membership issue. Await response from HI.
17. Planned HI Calendar for 2020/21 now obsolete. New version still to be considered. Waiting Government advice on lifting current social distancing restrictions due to Covid-19.



18. HI Competitions Committee considering feasibility of expanding EYHL2. They are seeking IHUA views. All agreed it would put extra pressure on umpire appointments especially at Provincial level where the impact is likely to be greater. Agreed that response outlining the difficulties, our concerns and possible options on how it could proceed should be provided rather than a simple 'no'. **ACTION: WMcC to draft response.**

Finance

19. SMcA produced a comprehensive overview of the accounts. In summary, spend on EYHL, EYHL2 and coaching/assessing appointments was 90% of total budget allocation; average cost per appointment in EYHL/EYHL2 is €53.80 which is a slight decrease since previous season. Total Association income/expenditure for 2019/20 currently shows a small surplus of €1,391 once accrued expenses are paid; further payments are yet to be paid for clothing rebate and purchase of radios which, once complete, will leave 'cash in hand' of €2,120. However, this cash in hand is likely to be higher dependent on clothing rebate agreement and actual radio costs which is likely to lower than the max cost budgeted for. **ACTION: SMcA to provide the Development Fund figure for next meeting.**
20. It was noted with pleasure that some umpires had donated a total of €128 from their expenses to the Umpire Development Fund. **ACTION: SMcA to send email to those individuals thanking them for the donation.**
21. WMcC thanked SMcA for all his excellent work in managing the accounts and his thorough update to the Committee, particularly the EYHL budget.
22. Agreed that all EYHL expenses could now be paid, given the tidy up over the last few weeks re expenses claims and clothing rebate. **ACTION: SMcA to pay EYHL expenses to members.**

Sponsorship & Clothing

23. All clothing invoices have been paid. WMcC thanked GC & SMcA for looking after all the clothing orders, expenses claims, rebates and payments.
24. Following a short discussion, GC proposed a full 100% rebate on the cost of IHUA umpiring shirts (50% now; 50% next season.) All agreed. **ACTION: SMcA to issue 50% rebate to members.**
25. WMcC asked for an email to be sent to Sedgwick thanking them for their sponsorship support and including a schedule of all we've done to promote their brand especially as hockey is suspended, e.g. screenshots of logos on website and social media pages, our new pop-up board, photos of umpires wearing shirts, etc. PM proposed presenting a folded shirt in glass frame to Sedgwick to display in their offices. All agreed this was a very good idea. GC to arrange. **ACTION: WMcC & GC**



Development

26. A discussion took place in relation the type of radio being considered after an evaluation process conducted by George Redpath (Ulster) and Bruce Bale (Leinster) on behalf of everyone. The estimated cost was discussed (@£75stg) along with what the cost would include an earpiece, arm/belt sleeve, carrying cable, carry case and an alternative earpiece. A proposal as to how this would be funded equally between IHUA, Province and the umpire was discussed i.e. 1/3 each, albeit that it would need provincial input and agreement. WMcC added that the figures discussed were maximum projected costings and the provinces would need to advise their individual provincial needs. All agreed the funding proposal was fair. Provinces to be requested to provide a response by Thursday 28th May 2020. **ACTION: RJ to send final paper to Provinces once prepared.**
27. PM believed that agreement on the widespread use of the same radio type to be used by IHUA and all Provincial umpires is a major step forward. The current 'UmpireTalk' radios are no longer viable. WMcC believed there is a 5-6 week order period. It is essential that they are delivered to all Provinces prior to the start of next season hence we need to place the order in June 2020 at the latest. Collection of all current UmpireTalk radios must also be considered.
28. The Elite Umpire Development Programme had its first webinar on Thursday last; 18 umpires and mentors were on the call. It was a very positive, interactive session. A 2nd session is planned in 2/3 weeks' time covering player and game management with further sessions to follow. WMcC thanked AK for her expert running of the webinar.

Grading, Selection and Fitness

29. No grading or selection issues reported.

Any Other Business

30. It was agreed the IHUA AGM will be postponed indefinitely pending Government advice on lifting social distancing restrictions. An email will be sent to all members. **ACTION: RJ**
31. AK spoke about the email she had sent to the Executive Committee regarding respect for umpires and the increase in pernicious verbal abuse. While it is easier for umpires to deal with aggressive behaviour by coaches, players and spectators it is much more difficult to deal with persistent unkind and cruel comments which are not made in an aggressive or angry way. We have lost good umpires in the past and they are continuing to walk away from hockey due to constant negativity. All agreed with AK's views. PM suggested inviting a Sports Psychologist, similar to previous, to our next Umpire Development Day to talk about mitigations umpires can take. WMcC stated that clubs/coaches have been contacted over the last 2-3 seasons to engage with IHUA re the umpire-coach relationship and the wider officiating of hockey but the response has been so poor we haven't been able to run a worthwhile event. WMcC stated RJ had previously run a couple of these meetings and they were very worthwhile and useful. WMcC stated that we may need to push back on the clubs/coaches more next season, as they



cannot really have it both ways! All agreed to engage wider with clubs before the start of next season by producing correspondence and perhaps running a session with coaches. Following the discussion it was proposed to take a two-pronged approach: (1) education and liaison with clubs, coaches and players to promote respect for umpires; and, (2) teaching our umpires how to deal with it as we cannot eradicate such behaviour completely. **ACTION: No immediate action required due to current coronavirus uncertainty but all Committee Members encouraged to consider any further actions that could be taken. To be addressed when commencement date for new season is known.**

Date of Next Meeting

The next meeting will be held on **Sunday 7th June 2020** via conference call.

There being no further business the meeting closed at 1:30pm.

Minutes prepared by Robert Johnston

IHUA Hon Secretary

29th April 2020

Summary of Agreed Actions

Para Ref	Action	Who
2.	Finalise member protocol re tournaments etc. and send to Committee prior to next meeting	Warren McCully & Tom Goode
3.	Seek outstanding provincial reports for next meeting	Robert Johnston
4.	Update travel and subsistence guidance document and reissue	Rob Argent
5.	Write to HI Competitions re bad weather policy and our concerns re weather warnings	Robert Johnston
6.	Resolve email re-directions on system	Warren McCully
11.	Action 1: Speak again with Dwyne Hill (Hockey Ireland) re membership/registration	Warren McCully
11.	Action 2: Produce options paper for IHUA Executive Committee to discuss	Rob Argent
12, 13 & 14.	Submit disciplinary and Code of Conduct proposals to Hockey Ireland and guidance to IHUA members	Warren McCully
18.	Response to HI re proposal to expand EYHL2	Warren McCully
19.	Provide the Development Fund figure for next meeting	Simon MacAllister
20.	Send email thanking individual umpires for their donation to Development Fund	Simon MacAllister
22.	Pay EYHL expenses to members	Simon MacAllister
24.	Issue 50% rebate to members in respect of IHUA shirt orders	Simon MacAllister

25. Provide promotional information and framed shirt to Sedgwick	Warren McCully & Geoff Conn
26. Send final paper on purchase of new radios to Provinces once prepared	Robert Johnston
30. Inform all IHUA members of decision to postpone AGM	Robert Johnston
30. Consider actions in relation to increased abuse and disrespect for umpires	All Committee Members