



**Minutes of Committee Meeting held on
Saturday 30th November 2019 @ 10:15am
at Pembroke Wanderers HC, Dublin**

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

Apologies: Simon MacAllister (SMcA).

WMcC welcomed everyone to the meeting and thanked them for their attendance. He confirmed the meeting was quorate.

Matter arising from the AGM

1. It was proposed by Christine Reid, seconded by Geoff Conn, and agreed by all present that Robert Johnston be elected Honorary Secretary for 2019/20.

Minutes of Previous Meeting

2. Erratum - it was noted at paragraph 17. of the previous minutes that the initial Sedgwick sponsorship payment should be recorded as €7,500 not £7,500.
3. The minutes of the previous meeting, having been circulated to all members in advance, were accepted as a true and accurate record with the amendment to paragraph 17.

Matters Arising from the Minutes

4. Await response from Richard Cowan to confirm if he has an IHUA radio. **ACTION: WMcC**
5. Request subscription payments from Provinces. Done. Ulster & Munster have confirmed their membership figures. Fees have been requested. LHUA response outstanding. UH have been billed for the full amount. Currently in discussion with Ulster Umpires Committee about who will pay.
6. Media co-ordinator appointment. RA has circulated a Communications Strategy to exploit social media, website, clothing and stationery with the intent of promoting our sponsors at every opportunity. Gillian Johnston continues to post results and news items.
7. Gain access to Hudl and EYHL match videos. AK has access to all Women's EYHL games on Google Drive. No access to Hudl for Men's games yet. Cost is €400 to IHUA but all agreed not to pay as all we need is a download of the match files. Maybe possible to use a Club's spare account if one of them agree. AK to ask informally then WMcC to follow-up if necessary.
ACTION: AK



8. Training course for Indoor umpires was developed. TG completed it based on FIH Indoor Umpires Briefing. Ran a successful session for 10 indoor umpires in Dublin on 24/11/19. Ulster have briefing for indoor umpires planned next week 8/12/19. WMcC thanked TG.
9. RJ issued updated IHUA Constitution to Umpire Chairs and Hon Secretaries of Provinces for consultation with all their members. Issued this on 19/11/19 with a reply requested by 14/1/20. All Provinces have acknowledged receipt and confirmed their intention to respond.
10. Assigning roles to Executive Committee members has not progressed due to other priorities. PM suggested leaving this action in abeyance pending consultation on the new Constitution. All agreed. **ACTION: RA & WMcC**
11. All other actions were completed as agreed or are covered later in the minutes.

Correspondence

12. EHF contacted Hockey Ireland asking for Carol Metchette to be nominated as an Umpire Manager. Completed by Hockey Ireland and noted.
13. FIH currently considering applications for Russell Donaldson & Linda Coughlan's FIH International Umpire badges. Forms submitted in March 2019. Still no response.
14. HI convening Calendar Meeting on Sunday 2/2/2020 to agree 2020/21 season fixtures. WMcC stated his intention to hold an IHUA Executive Committee meeting the same morning immediately before the Calendar meeting. PM to propose dates for start of season and mid-season Umpire Development events in 2020/21. **ACTION: PM**
15. National under-14 Finals – FIH require HI to nominate an u15 club team for new Junior EHL tournament next season. Qualifying Tournament organised for next Sunday in Dublin. All agreed not feasible to appoint umpires at such short notice as date clashes with Indoor in both Leinster & Ulster. WMcC to respond to Sue Haslem. **ACTION: WMcC**
16. Email from Stephen Findlater re anecdotal evidence of increase in red cards in EYHL & ISC games this season. Seeking feedback on the reasons. Anomaly is that all 3 reds came from the one umpire so not indicative of a trend or underlying problem. WMcC has analysed the statistics on cards this season and they are on a par with last season so no real difference apart from the red card/single umpire anomaly. RA to reply to Stephen Findlater. **ACTION: RA**
17. Discussion about disparity in cards between Men's and Women's hockey. WMcC to review statistics per umpire in last 3 seasons to identify possible trends, issues or problems requiring development. Also breakdown statistics per team in EYHL. **ACTION: WMcC**



Hockey Ireland Meetings

18. WMcC met Sue Haslem and Ruth Montgomery (newly appointed to Hockey Ireland) to discuss future umpire development. List of qualified Umpire Coaches in all Provinces has been submitted to HI for them to be included in proposed Umpire Coaching programme. IHUA will make the nominations to the Programme in consultation with Provinces.
19. New draft paper entitled 'Irish Umpire Appointments and Club Responsibilities' has been shared with Hockey Ireland to ensure clubs know their responsibilities towards umpires in EYHL and national competitions. The paper is consistent with HI's own Competitions Guidance, Bad Weather Procedures, etc. Details of how to update the IHUA Appointments system, and the timescales for doing so, will be added to the document. **ACTION: WMcC**

Women in Umpiring

20. Carol Metchette & Alison Keogh recently spoke at a 'Women in Sport' event. There were over 40 attendees with speakers also covering coaching and playing. WMcC thanked Alison & Carol for their involvement in the initiative. It is vitally important to continue to promote umpiring.

Finance

21. Sedgwick's year 1 sponsorship payment for €7,500 was received.
22. Income this season has been €11,000; outturn €18,500. Laptops to be purchased at €1,000. Clothing and kitbag plus members' remuneration costs will use up most of the sponsorship.
23. Bruce Bale has investigated 3 types of radio:
 - i. Wixi as used in Hoofdklasse in Netherlands. Expensive but not as good as they appear;
 - ii. Older motorbike brand used by some umpires in Ireland. Potential technical problems with buttons so these are not ideal;
 - iii. Third option is EJEAS as used by football referees. This is the preferred option. They retail at €75 each.
24. Liaison with Provinces is vital so everyone agrees to go forward with same radio sets and how they are financed. Once that is complete then bulk order should reduce the unit cost. CR & PM mentioned headsets are perhaps not robust but other compatible headsets are available to purchase – standard 3.5mm jack will work. RA suggested ordering additional 'push-to-talk' headsets to allow reserve umpire or UM to communicate. Unanimously agreed to proceed with the proposed preferred option EJEAS.
25. EYHL expenses. Budget set for Men's Women's and Coaches/Assessors. Total €34,775 with appropriate deductions for EYHL & EYHL2 Finals and EYHL training days leaving budget of €29,575 for appointments throughout the season.
26. Payment of €15,000 due from HI next week for EYHL expenses. **ACTION: SMcA**



Sponsorship & Clothing

27. Graham Hohn still transferring accounts and papers to SMcA including signatories on accounts. Remaining clothing cash payments still to be completed. €1,200 in total outstanding. **ACTION: SMcA**
28. Next clothing order expected to be delivered shortly. Shirts have been delivered to Dublin and branding will added locally. Bags specification complete. Need lists of members of each province so bags can be delivered and individual personal accounts set-up on Adidas website.
29. Phones – WMcC thanked GC for sorting out new phone contracts and devices for both Umpire Appointment Coordinators.
30. GC emphasised importance of promoting Sedgwick and ensuring all umpires wear the right branded gear and promote it at every opportunity. This includes taking advantage of photo opportunities and using bags very week to ensure they are seen 'out and about.'
31. All minutes, letterhead, Powerpoint templates to include Sedgwick logos. **ACTION: RJ**
32. RA suggested purchasing a pop-up advertising banner for €100. All agreed. GC to send hi-resolution Sedgwick and IHUA logos to RA for inclusion on popup. **ACTION: RA**
33. All agreed to promote a media campaign for the Sedgwick deal featuring social media, websites, Facebook and via HI newsletter (circulation of 20,000+.) Logos for Sedgwick and Adidas displayed on public facing gear as much as possible. RA and AK to be added to Twitter admin logon accounts. Website to be updated to promote logos prominently. **ACTION: WMcC**
34. Contact will be made with local hockey photographers and journalists to ask them to take photos of umpires in Sedgwick gear as much as possible. **ACTION: RA & WMcC**

Development

35. National Umpire Award courses: Ulster have organised 2 or 3 already this season with a further event planned mid-January; LHUA plan to run some courses in new year; it was noted that Rob Abbott and Fiona Davitt are now leading Umpire Development in Leinster; Munster plan to run courses during this season. WMcC confirmed 243 attended courses in 2018/19 so he is keen to reach at least 200 attendees this season.
36. The next EYHL Umpire Training Day was confirmed for 9/2/19 with a 10:30am start at UCD. Experienced Men's & Women's Coach, Niall Denham, is confirmed. Women's international captain, Katie Mullan, has been approached. Fitness test will be at noon. WMcC asked for the inclusion of a session on how umpires should interact with TOs in dealing with bench misconduct and the protocols for issuing cards to team officials.



Grading, Selection and Fitness

37. 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, 66 coachings and assessments have taken place since 1st September 2019 as follows:

- 21 coachings in Men's hockey;
- 14 coachings in Women's hockey;
- 18 assessments in Men's hockey;
- 13 assessments in Women's hockey.

38. Ulster have plans to run an Umpire Coaches Course but the only one available is the EHF course previously run in Dublin in 2015 and which a number of Irish umpire coaches have attended at Breda (Netherlands) in recent seasons. RJ to liaise with Ulster. **ACTION: RJ**

39. Availability continues to be a problem with only 3 coaches/assessors 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. Generally the plan has been working with those umpires on A, A* and B Panels selected for special focus being watched the most. It has not yet been possible to watch a couple of umpires (Colm Kavanagh & Paddy Wright) due to their matches being postponed or no coaches being within reasonable travelling distance of their matches.

40. Still a problem with some clubs not putting their times on the IHUA system so sometimes difficult to appoint assessors/coaches.

41. Ellie Duffy selected for EHF UDP. Short letter of congratulations and Press release with photos for Women in Sport, Ellie's personal achievement and sponsorship promotion. Aisling Keogh and Ellie took part in excellent GalwayFM radio programme. This can be used to promote young umpire development. Noted with pleasure that TG selected as Mentor for UDP.

42. Fitness tests all completed for first half of season. Next round of tests in February 2020.

43. Note to Karen Eppel (Umpire Coach) re cost of new branded gear and asking her to submit claim so it can be offset. **ACTION: RJ**

Any Other Business

44. Agreed that TG & KC will attend the HI Calendar meeting on 2/2/20. **ACTION: TG & KC.**

45. PM raised issue of Ulster video done by UUJ Final Year media student a number of years ago. Very good promotion. Should we consider doing the same again for IHUA. WMcC had already raised with HI (Sue & Ruth) to do a social media video to promote umpiring. Agreed to push the organisation of same to HI to take forward with our support/encouragement.



46. AK raised the issue of EHF appointments posted on IHUA Portal, which is great, but some appointments may not be accepted so she felt it is better to wait until appointments are accepted before publishing. Agreed.

Date of Next Meeting

The next meeting will be held on **Sunday 2nd February 2020, 10:00am**, at ALSAA.

There being no further business the meeting closed at 12:33pm.

Minutes prepared by Robert Johnston

IHUA Hon Secretary

3rd December 2019

Summary of Agreed Actions

Para Ref	Action	Who
4.	Confirm if Richard Cowan has IHUA radio	Warren McCully
7.	Assigning roles to Committee members	Rob Argent & Warren McCully
12.	Gain access to Hudl and EYHL match videos	Alison Keogh
14.	Dates for start of season and mid-season Umpire Development events in 2020/21	Peter Murphy
15.	National under-14 Finals	Warren McCully
16.	Contact Stephen Findlater re press reports	Rob Argent
17.	Review statistics in last 3 seasons to identify possible trends, issues or problems requiring development	Warren McCully
19.	'Irish Umpire Appointments and Club Responsibilities' paper shared with Hockey Ireland	Warren McCully
26.	Payment of €15,000 due from HI for EYHL expenses	Simon MacAllister
27.	Transfer of accounts and papers to SMcA	Simon MacAllister
31.	All minutes, letterhead, Powerpoint templates to include Sedgwick logos	Robert Johnston
32.	Purchase a pop-up advertising banner	Rob Argent

33. Website to be updated to promote logos prominently	Warren McCully
34. Contact will be made with local hockey photographers	Rob Argent & Warren McCully
38. Ulster have plans to run an Umpire Coaches Course	Robert Johnston
43. Note to Karen Eppel (Umpire Coach) re cost of new branded gear	Robert Johnston
44. TG & KC will attend the HI Calendar meeting in February 2020	Tom Goode & Kim Collins