



**Minutes of Committee Meeting held on
Tuesday 1st September 2020 @ 8:00pm
via Conference Call**

Present: Chair - Warren McCully (WMcC), Rob Argent (RA), Peter Murphy (PM), Tom Goode (TG), Robert Johnston (RJ), Simon MacAllister (SMcA), Christine Reid (CR),

Apologies: Alison Keogh (AK), Geoff Conn (GC), Kim Collins (KC).

The meeting was conducted via conference call due to the on-going coronavirus pandemic.

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. Hockey Ireland have confirmed that Robert Kelly (HI) will be coordinating travel arrangements for umpires attending international tournaments or EHF development programs, etc.
3. Information pack to be delivered to Sedgwick. On-going due to Covid-19 (see 25. later.)
4. Agreed to carry forward paper on costs for Umpire Coordinators to incoming Executive Committee due to likely impact of imminent EYHL2 changes. **ACTION: Incoming Committee**
5. Jerome Pels (Hockey Ireland) replied with lessons learnt from the Disciplinary process and appeal involving UCD in the 2019/20 season. A key issue in the appeal was the absence of the "20 minute cool-off period" from formal written HI Disciplinary Procedures; this omission will be rectified for the incoming season. Other lessons learnt from this case were: to ensure in cases of Code of Conduct the report is to be specific on whether it is against the club or named players; ensure the player has a right to be heard at Hockey Ireland disciplinary process level; develop a guidance document with levels of penalties linked to specific scenarios similar to the 'rate card' of possible sanctions used in other sports. This will be included in the training material to be sent to all our umpires later this week.
6. Hockey Ireland Covid-19 'Return to Play' document complete. WMcC thanked RA and AK for their excellent work in contributing to the umpiring sections of that document.
7. U16/u18 Boys and Girls interpros logistics carried forward to incoming Executive Committee as further information is expected from Inter-pro Working Group. **ACTION: Incoming Committee**
8. All other action points were closed or are covered later in these minutes.

Correspondence

9. Notification of cancellation of Hockey Ireland AGM; to be reconvened before 31st December.



Finance

10. SMcA reported there have been very few transactions in the past few months. AGM report complete and issued to members. Accounts have been submitted to Crawford Tipping for his review.
11. WMcC advised that the total radio rebate to Provinces is currently €3,150 and the breakdown will be provided to SMcA for reimbursement. **ACTION: SMcA**
12. SMcA will email thanks to Crawford Tipping for reviewing and checking the accounts each year. An honorarium to Crawford of €150 was agreed. **ACTION: SMcA**
13. A response will be sent to Tex Solutions to confirm we are staying with them for the next 12 months but explaining that our National Association is keen for umpiring to be included in their own hockey management system in future. **ACTION: RJ**
14. WMcC thanked SMcA for all his work on the accounts.

IHUA Annual General Meeting and IHUA Constitution

15. Our constitution was provided to the HI Board in advance of our AGM. They advised we should proceed with the AGM and once the approval of our membership was given, it would be considered for ratification by the Board. Suggestions were provided for some clarity on some issues and included. IHUA should provide the Board with a response to their suggestions, as some are not for consideration or inclusion in the current document. **ACTION: WMcC**
16. New Constitution to be submitted to Hockey Ireland for ratification following AGM. **ACTION: Incoming Committee**
17. The updated version of the new IHUA Constitution had been distributed to all IHUA members in the papers for the Annual General Meeting. All agreed the Constitution is being proposed for adoption in full and members will not be permitted to propose changes to wording as that process was completed during the consultation exercise.
18. RJ talked through the script for running the AGM. All matters are in hand and the Hockey Ireland Vice President, Ann Rosa, has been briefed. No outstanding issues to report
19. WMcC suggested membership fees should remain at €30 for full members and €10 be introduced for young members. SMcA to confirm fees rates to be agreed and fixed at the AGM.
20. WMcC thanked RJ for organising the AGM and the extensive work he has done.

Insurance Document

21. Document on insurance has been prepared with the help of Graham Hohn and will be sent to all IHUA members before the AGM. **ACTION: WMcC**



Hockey Ireland Meetings

22. Due to the current government Covid-19 restrictions and HI advising IHUA that the budget for the 2020/21 season will not be increased to cope with any additional expense a membership questionnaire was devised to seek the views of entire membership. Approximately 50% of IHUA members responded to the Covid 'Return to Play' questionnaire. WMcC thanked AK for conducting the questionnaire's issue and response then the superbly presented report with excellent analysis. He also expressed his thanks to all the members who took the time to respond, and reiterated their views are clearly going to be very important in our final decision-making, given that the safety of our members is of prime importance.

The questionnaire response raised a number of issues:

- a. The most critical issue for IHUA is the likely increased cost of travel expenses brought about by the impact of Government restrictions on our budget, e.g. no car sharing. Reductions to our budget may include less training costs and a reduction in the number of coaching/assessments conducted this season. RA suggested that if a revised format EYHL2 results in additional spend for IHUA (as a result of an increase in the volume of appointments) then we should seek an increase in our budget from Hockey Ireland.
- b. Discussion ensued about the current government advice in ROI and NI with regard to people travelling together. All agreed that IHUA Executive Committee advice to umpires will be that they must not travel together in line with Government advice in both jurisdictions.
- c. WMcC outlined the logistical problem we will have with the shortage of umpires in Munster and Connaght measured against the increased number of teams from those Provinces in EYHL1 & EYHL2. The implication of umpires not travelling together will be a significant number of additional journeys for umpires travelling from other Provinces to cover those games.
- d. WMcC asked whether we should still pay for subsistence for Out of Province appointments or consider a reduction in the mileage rate. All Committee members offered their personal views on whether to cut subsistence or mileage or both. TG mentioned it is important to note that any reduction is for one season only on a temporary basis due to exceptional circumstances so this should make it more palatable for umpires to accept.
- e. After much discussion and a re-analysis of the financial figures, it was agreed to keep the subsistence payments as unchanged however there is a need to reduce the mileage rate to 22c/km. Additional savings from our training budget and assessment/coaching budget will be diverted to appointment expenses. It was agreed that the overall budget should be reviewed every six weeks over the course of the season and where we can ease the reductions then we will do so. If further discussions are needed with HI about the overall budget for the 2020/21 season then this should take place asap.

RJ had to leave the meeting at this point due to an existing family commitment. WMcC kindly recorded and completed the minutes for the remainder of the agenda.



23. Agreed that a letter will be sent to HI in relation to the steps IHUA are taking to ensure the season can go ahead, our financial considerations, the impact on all of our members with such steps, our continuing concerns about umpire coverage especially in the women's game and the further financial impact of any additional EYHL 2 teams. **ACTION: WMcC & RA**
24. Discussed the recent communication from Competitions that there will be no technical tables for the 2020/21 season due to Covid-19 pandemic and lack of technical officials available. Agreed that we would contact Competitions to advise of our disappointment of not being consulted before Competitions made the decision and to ask what the planning will be for the 2021/22 season to ensure that this position is not repeated, irrespective of Covid-19, as numbers have been declining season on season. **ACTION: WMcC**

Clothing and Sponsorship

25. GC has got a white IHUA shirt mounted and this will be given to Sedgwick along with a letter of thanks for the current season and the information pack. **ACTION: GC & WMcC**
26. GC also finalising the last batch of IHUA clothing before his handover.

Development

27. Discussed the training presentation for the new season which will include new Return to Play guidelines and how we deal with Covid-19 on the pitch. Also, to include new and amended Hockey Ireland competition guidance. Agreed that we will prepare the 2020/21 briefing on-line and send to members. There will be a follow up Q&A session to answer any questions or queries. **ACTION: AK**
28. A shorter briefing will also be compiled for players, coaches, etc. **ACTION: AK**
29. All radios have been purchased and delivered to the Provinces.
30. The issue of the old radios was discussed. WMcC suggested that maybe our members for IHUA UmpireTalk radios could be asked to donate these to the young umpire programme. WMcC advised this would be a great contribution towards the development of young umpires. It was agreed that this was a good idea. **ACTION: Incoming Committee**
31. Assessment of umpires to A Panel (Grade 1) was discussed. WMcC advised this has been talked about informally for some time but this needed a more formal conversation and action. In recent seasons due to the progression of EYHL 1 and now EYHL 2, there is an increased number of umpires obtaining A Panel in matches which are below the standard of umpires who have previously progressed to this level and beyond. A Panel (Grade 1) has always been a very high level of umpire and this should remain the case. Therefore, WMcC suggested that all A Panel promotion should only be obtained in national competition and when the Province puts forward an umpire they deem suitable for possible upgrading to A Panel. This was unanimously agreed. The current guidance document to be updated accordingly for submission to the Committee. **ACTION: WMcC**



Grading and Selection

32. TG has completed and submitted the EHF nominations for outdoor competitions.

Any Other Business

33. WMcC brought up GDPR compliance issues for the website and that we should probably have a privacy notice on the website for all users in respect of their information provided. WMcC advised that we have a draft privacy notice prepared and that he would send it to RA. WMcC also advised that there may be other action required as per the recent email from Tex Solutions.

ACTION: Incoming Committee

34. WMcC advised that he spent 5-6 hours amending the personal details for 153 persons on the system to comply with GDPR. He advised that there were approx. 210 persons that needed similar work for Technical Officials and that we should ensure that Linda Ingram makes the required deletions of personal information. RJ to contact Linda and advise her accordingly.

ACTION: RJ

Date of Next Meeting

The next meeting will be the AGM on Saturday 5th September 2020.

There being no further business the meeting closed at 10:10pm

Minutes prepared by Robert Johnston & Warren McCully

IHUA Hon Secretary & Chair

27th September 2020

Summary of Agreed Actions

Para Ref	Action	Who
4.	Costings for Umpire Appointments Coordinators' paper for Hockey Ireland	Incoming Committee
7.	Respond re logistics of, and umpires appointments to, u16/u18 interpro tournaments	Incoming Committee
11.	Rebate to Provinces and outstanding payments for radios	Simon MacAllister
12.	Honorarium to Crawford Tipping	Simon MacAllister
13.	Letter to Tex Solutions	Robert Johnston
15.	Clarification on IHUA Constitution issues to Hockey Ireland	Warren McCully
16.	Submit IHUA Constitution to HI Board following ratification at IHUA AGM	Incoming Committee
21.	Insurance document to all IHUA members	Warren McCully
23.	Letter to Hockey Ireland regarding incoming season and financial considerations	Warren McCully & Rob Argent
24.	Letter to Hockey Ireland regarding restoration of Technical Tables in EYHL	Warren McCully
25.	Presentation to Sedgwick	Warren McCully & Geoff Conn
27.	On-line training presentation for 2020/21	Alison Keogh
28.	Shorter presentation for EYHL coaches & players	Alison Keogh

30. Donate old UmpireTalk radios to Young Umpire Development Programme	Incoming Committee
31. Update guidance document on A Panel umpire assessment	Warren McCully
33. Updated Privacy Notice for GDPR and consequential changes to Tex system	Incoming Committee
34. Contact Linda Ingram to make system changes on Appointments system	Robert Johnston