



Minutes of Committee Meeting held at ALSAA, Dublin on Sunday 1st November 2015 at 1.30 pm

Present: Chairman - Warren McCully (WMcC), Graham Hohn (GH), Tom Goode (TG) Peter Murphy (PM), Geoff Conn (GC), Eamonn McFerran (EMcF) & Gillian Johnston (GJ)

Apologies: Robert Johnston (RJ), Aisling Keogh (AK).

The Chairman welcomed everyone to the meeting and thanked them for their attendance. He also congratulated Ireland's Men on qualifying for the Rio Olympics. Everyone concurred.

Minutes of Previous Meeting

1. The minutes of the previous meeting were distributed prior to the meeting and agreed by everyone present. No amendments.

Matters Arising

2. National Umpires Briefing 80% prepared. To be uploaded onto Irish Portal and sent to Provinces to for similar uploading. - **complete**
3. EYHL Briefing and Fitness Test to be prepared and conducted by Tom Goode - **complete**
4. WMcC completed 'easy guide' for Irish Umpire Nomination requirement – sent to Hockey Ireland and now present on their website. Issued to all clubs – **complete**
5. Criteria for accrediting Umpire Assessor's awaiting consideration and finalisation – **on-going**.
6. Letters sent to Sarah Gray and Kieran Bolger re EHF list. EMcF not present at meeting – no update re Dan Clarke re future plans – **complete**.
7. WMcC raised issue of abuse towards umpires with IUDWG Chair, Richard Kendrick. To be taken to Hockey Ireland – **complete awaiting response**.
8. Irish acceptance of Kris Cholewa has been completed. However, KC is awaiting a response from Poland – **complete**.
9. Still awaiting payment from Ulster of €200 for Young Umpire Workshop – **ongoing**.
10. UDWG to take forward Introductory Courses for Umpires. **ACTION: WMcC to follow up**
11. **Sponsorship** - Mike Heskin has spoken to OSAKA Hockey as a possible umpire sponsor for the EY Hockey League. No contact from ASAKA – enquiry ended – **complete**.
12. **EYHL** – IHUA has received an invitation from the EYHL Working Group and address all umpire related issues for the EYHL Club Briefing - **complete**.

13. No meetings since last season - **complete**
14. **EHF Umpire and Umpire Coaching Course (Glasgow in September)** – Richard Cowan will attend as the nominated umpire. Julie Beamish will attend as the nominated umpire coach. Both will receive full EHF and IHUA financial assistance. Zenia Howe will also attend as an umpire coach; IHUA have agreed to provide financial assistance up to €150 but Zenia will need to cover all remaining costs incurred - **complete**
15. **Appointment Co-ordinator** - EMcF will take over the role of Women's Appointment Co-ordinator following no further interest or nominations to the post. EMcF welcomed to the role - **complete**
16. **Fitness** - WMcC stated that all fitness tests must be completed by those who could not attend the EYHL Umpires Briefing and Fitness Session on 29 August 2015 (due to other pre-arranged commitments) – should be completed within two weeks. It remains the umpire's responsibility to ensure their fitness test to be arranged within the required time. WMcC continues to be encouraged by the fitness levels of its umpires and the continued success of the fitness policy - **complete**
17. Carol Metchette has advised that UDP forms will be issued shortly and IHUA should consider putting an umpire forward. WMcC advised that this would continue to be dependent on monies available, and assistance from Hockey Ireland, as in recent seasons this was a prohibitive factor for IHUA - **complete**
18. Connacht section for new IHUA website - **ongoing**

Correspondence

19. Feedback from Julie Beamish and Zenia Howe re EHF Umpire and Umpire Coaching course – successful and course was beneficial. No feedback received from Richard Cowan. Julie and Zenia have since received an invitation to be EHF UM's.

Finance

20. GH provided the current financial position following the recent Introductory Umpire Courses. €2,400 is currently in the bank account with some more monies from courses to be lodged. However, some bills remain outstanding for payment re course expenditure.
21. WMcC said that Hockey England give NPUA around €57,000 per year and the umpires' co-ordinator receives a stipend of around €11,500 per year for both men's and women's appointments.
22. WMcC to meet with Julie Beamish in the coming weeks re development pathway finance. **ACTION: WMcC to submit development budget to Julie Beamish and set up meeting with Julie Beamish to discuss.**
23. GH is to set up a sterling account. **ACTION: GH to look into setting up a sterling account for easy access for the Ulster umpires.**
24. PM said that the monies from those participants who paid through the IHUA shop should come to the IHUA. **ACTION: GH to follow up**
25. GC is to be named as the person in Leinster for authorising bank transactions. **ACTION: GH to set up.**
26. According to the constitution, subscription fees are due to be paid on 1st December each year and GH is to send out letters to Provinces. They have two weeks to pay subscription otherwise their umpires are not available for selection. **ACTION: GH to send letters to Provinces re subscriptions.**

Hockey Ireland Communications

27. **Disciplinary Procedures** - WMcC has requested that Hockey Ireland review the current Code of Conduct Procedures as IHUA feel the current procedure does not sufficiently support umpiring. Hockey Ireland also asked to introduce a '20 minute cool off' period after all Irish matches to prevent attacks on umpires at the end of matches. A response was received that new procedures and cool off period could not be done this season.
28. **Umpires Courses** – Emails have been sent to Hockey Ireland thanking their staff for assisting IHUA with the admin around the Introductory Umpire courses.
29. **Press Release** – WMcC said that IHUA have been asked to write a press release with regards to the Introductory Umpire courses that were run in each Province. **ACTION: PM agreed to write the release and will speak to Alan Goode re publicising to a wider audience.**

Umpire Development Working Group

30. This group met before the IHUA meeting in ALSAA for around 2.5 hours. WMcC provided an overview of the discussions that took place and that separate 'Minutes' would be available from this meeting.

Umpire Development

31. **Umpire assessor Course** – Scheduled for Banbridge Hockey Club on Sunday 15th November. Provinces were reminded at UDWG meeting re attendees.
32. **EHF Umpire and Umpire Coaching Course (Glasgow in September) Feedback** – WMcC has received feedback and distributed same to Committee (as above).
33. **Umpire Development Course** – WMcC has received information/material from England Hockey re umpire coaching courses. This course will not be run before Christmas but likely to be end of February 2016. **ACTION: TG to put course together for end of February.**
34. **Introductory Umpire Course** – WMcC said that €65 per person was a reasonable price and that it should go out to the provinces to run. PM said that the course needs a bit of tweeking and the provinces should decide on the cost as long as €25 pp was coming back to IHUA for the International Development Group. PM also re-iterated that Hockey Ireland needed to address the problem of parallel umpire sites out there offering money to umpire – this was keeping umpires away from the provincial umpire panels. PM also stated that it was imperative that all umpires that take the hockey field within Ireland have a recognised umpire qualification – this will also ensure a revenue stream going from the Introductory Umpire Courses.
35. **Women's Cup Appointments** – WMcC said that the last round of the Hockey Trophy was a complete shambles with the umpires nominated either not being available or not will to travel outside their own province. All agreed that having to contact 49 people to appoint 24 umpires, with two matches still not covered, is an unacceptable situation. **ACTION: WMcC to take issue forward with Hockey Ireland.**
36. WMcC believes that the current situation of Club Umpires involved in national competition appointments is problematic and very unfair to the umpires themselves, as there is no support for these umpires and it's not sustainable. The few Club Umpires that were appointed did not wear IHUA uniform for games and at least one of them failed to turn up for their match which reflected badly on IHUA. WMcC stated that whilst he believed there was possibly a role for Club Umpires within the provincial set-up (at grassroots) over the course of a season, either temporarily or permanently, the biggest challenge for both Hockey Ireland and the Provinces was still need to secure permanent

members on our respective Provincial Umpiring Panels - we can start these umpires on the journey through the Pathway. A lack of numbers on Provincial Panels is currently our biggest constraint and risk, and much bigger incentives are needed for this to happen at all levels. WMcC stated that IHUA should be appointing its members only as we know their ability; something which we don't know with all the nominated Club Umpires. It was also clear that the Club Nominated umpires had little or no affiliation to IHUA and therefore a complete lack of commitment was evident so far.

Sponsorship

37. GC said he has been trying to tie down a potential sponsor (name not to be mentioned currently) and he was hoping to arrange a meeting with the company shortly. There is no gear sponsorship and this needs to be looked at in the near future.
38. WMcC said that Charles Hurst Motors have recently opened in Leinster and this might be an avenue worth pursuing. Also, Coca Cola may be an option. **ACTION: GC to continue to investigate all possible sponsorship opportunities.**

Tex Solutions – Umpire ‘Family’ Website and Appointments System

39. WMcC gave an overview of how Umpire Assessors are trained and graded. He explained the criteria for Umpire Assessors (assessing up to B* Panel) and Advanced Umpire Assessors (assessing up to National Panel.) To complement this we will ask umpires to provide feedback on their Umpire Assessors, Umpire Coaches and Umpire Managers. This will develop 360° feedback over time. A Portal add-on will be required (current cost @ €800). All agreed this would be highly beneficial and assist on the quality assurance of our support personnel without the need for extra people to do this.

Umpire Grading/Selection/Fitness

40. **Umpire Radios** – AK has €140 to lodge for radios. **ACTION: AK to lodge monies into IHUA account.**
41. **U16/U18 Interpros (TRR)** – There is a shortage of umpires for the tournament due to its Friday start. WMcC said that going forward there should be a minimum number of 10 umpires appointed to this tournament due to the size of the competition.
42. WMcC advised that umpires appointed to this tournament that weren't available for the whole tournament which was unacceptable; things had slipped in recent years to facilitate some individuals but this was getting out of control. It was agreed that if an umpire couldn't give 100% commitment to the tournament they should not be appointment or withdrawn from the tournament. It was also discussed that all umpires should stay as a 'team' in the tournament hotel as the current arrangements were dysfunctional and attend all meals or official meals. GC stressed this approach and mind-set was very important and essential preparation for going to EHF/FIH tournaments. It was discussed that umpires are always considered a team at a tournament but we have now become the only team that is not a team! The same should also apply for EYHL and ISC Finals weekends. **ACTION: WMcC to put something on Portal re commitment to tournaments/Finals etc and discuss further with Hockey Ireland.**
43. EMcF said that umpires should only wear the gear that belongs to a specific tournament – IHUA gear should be worn for all Irish run competitions and there should be no provincial gear worn for these matches.
44. **UDP** – WMcC acknowledged that IHUA has not put an umpire on the UDP for at least the last three seasons due to the cost factor but it was felt that the IHUA should be putting a

name forward this year. The cost is roughly €4200 (€1,400 per year) over 3 years and WMcC outlined the selection process. It was agreed that we should check if 2 people can be nominated. **ACTION: GC to speak to Carol Metchette**

45. GC said that a short survey should be sent out and each person asked by they think they should be nominated. The names put forward at the meeting for consideration for UDP were as follows:

- Malcolm Coombes
- Russell Donaldson
- Mark Dowds
- Christine Reid
- Shane O'Donnell

46. GC will help the umpires with their application and Sunday 15th November is the cut-off date for the above persons to submit to IHUA. Our nomination must be made to EHF by Friday 27 November. It was suggested that the umpires pay their portion in instalments of €200 x 3 time a year or in one lump sum. **ACTION: GC to contact umpires and submit application(s) to EHF**

Any Other Business

47. EMcF said that match fees needed to be introduced as we are currently doing a disservice to our Leinster colleagues who are foregoing their match fee by taking EYL fixtures. TG suggested that €20 should be given to umpires outside their own province and in-province would be €20 mileage claim.

Date of Next Meeting

The date of the next meeting is likely to be early in the New Year with time and venue to be confirmed nearer the time. WMcC closed by thanking everyone for their attendance.

There being no further business the meeting was closed at 4.30pm.

Gillian Johnston

Minutes prepared by

Gillian Johnston

16th November 2015

Summary of Agreed Actions

Para Ref	Action	Who
10.	UDWG to take forward Introductory Courses for Umpires	WMc
22.	Submit development budget to Hockey Ireland	WMc
23.	Set up a Sterling Bank Account	GH
24.	Chase up monies from IHA for Intro Umpires Course	GH
25.	GC to be made an authoriser for the bank	GH/GC
26.	Letters to be sent to Provinces for payment of subscriptions	GH
29.	Write Press Release for Introductory Umpires Courses	PM
33.	Coaching Course to be put together	TG
35.	Club Nominated Umpire Statistics to Hockey Ireland	WMcC
38.	Continue to investigate all sponsorship opportunities	GC
40.	Lodge Money for Umpires Radios	AK
42.	Tournament 'commitment' to go on Portal	WMcC
44.	Check if two people can be nominated for UDP	GC
46.	Contact Umpires and submit UDP Application(s)	GC