



Minutes of Committee Meeting held at Pembroke Hockey Club on Sunday 25th September 2016 at 10.30 hrs

Present: Chairman - Warren McCully (WMcC), Peter Murphy (PM), Robert Johnston (RJ), Gillian Johnson (GJ), Graham Hohn (GH), Geoff Conn (GC) via Skype - Tara Browne (TB) & Jamie Aiken (JA)

Apologies: Tom Goode (TG), Eamonn McFerran (EMcF) and Simon O'Connor S O'C)

The Chairman welcomed everyone to the meeting.

Minutes of Previous Meeting

1. There were no amendments in relation to the minutes of the last meeting. The minutes were agreed as an accurate reflection of the last meeting. WMcC advised that he would upload them onto the website.

Matters Arising

2. Introductory Umpires Course – WMcC advised that this was almost complete and would be finalised in the next couple of weeks. He advised that a provincial agreement is required with Ulster and that a business case is being drawn up for that purpose. On-going. **Action – WMcC**
3. Coaching Course – TG is still developing the Umpire Coaching Course. WMcC will also conduct a review of the Coaching Pathway. On-going. **Action – TG & WMcC**
4. Selection Structure – Planned to be ready for next meeting but not a priority before Christmas. On-going. **Action – PM & WMcC**
5. Proposal for change to match time rules to IHA Competitions. **Complete and change(s) approved**
6. All EYHL Clubs contacted re training day – **complete**
7. Prepare umpire expenses proposal for submission to IHA – On-going. **Action - JA & GH**
8. IHUA BBQ – **complete**
9. Clarify the purpose of IHUA umpire recommendations for IHA re financing umpire pathway. On-going. **Action - PM**

Correspondence

10. We received a letter from Ulster Hockey Umpires, which will be covered later in the meeting.

Finance

11. GH gave a short update.
12. GH advised that the BOI account has been closed.
13. We have received the allocated umpire development sum of €3,800 from Hockey Ireland.
14. There is currently €6,740 in the AIB account.
15. Travel costs have been paid to Gail Taylor and Christine Reid re Umpire and Umpire Coach Workshop, Glasgow.
16. Tex Solutions – PM queried if the amount of £161.25 due to Tex Solutions (TS) from Munster could be paid to the IHUA by Munster and the IHUA would then pay TS from their Sterling account. WMcC confirmed that this could be done. WMcC also advised that the amounts of £150 and £110 would need to be paid to Tex by Leinster for services requested. **Action – GH & WMcC**
17. Tex Solutions – WMcC advised that he had been quoted for the Assessor/Coach feedback application for the national and provincial systems. Cost for same is £560 and money is available for purchase. Agreed to purchase. **Action – WMcC & GH**
18. Video Software – RJ advised that we were looking at a new Video Software (similar to Game Breaker which could be used for Umpires. Cost is approximately €500. It was agreed that the IHUA would purchase the software. **Action – RJ & GH**
19. Radios – GH advised that we had received an invoice for radios. EYHL WG have already paid for 20 radios and we now need to bill them for 10 more as per the agreement and another 10 in year three. **Action – WMcC to contact EYHL WG for payment**
20. Membership Fees and Contributions – a short discussion followed in relation to all umpires within Ireland needing to be members of the IHUA. PM thought that the Provincial and Irish HUA constitutions would need to be looked in relation to this. **Action – PM to submit a draft proposal to next meeting for suggested changes to Constitution.**

Sponsorship

21. GC advised that we have a sponsorship offer from Teamwear Ireland (TWI) and he has sent them an updated proposal for two levels – 1) the EYHL panel 2) the entire IHUA panel. The package would include 2 umpire shirts, training top and a lightweight jacket. GC advised that TWI want to sponsor the entire panel but the finances don't add up as they want to give sponsorship over three years but we would have an initial large order in year 1, followed by much smaller orders in year 2 and 3. We are also looking to involve another sponsor who would pay towards the kit, with the cost to the individual umpire being in the region of €60. GC advised that Under Armour are still interested but would only provide discounted prices. WMcC advised that we require a cash sponsor for approximately €7,000 - €8,000. PM felt it would not be fair to ask members to pay for new kit after three years, that we should only look for a contribution. M also advised that we need a protocol for when/where kit must be worn. **Action – GC to investigate costs and speak to Teamwear Ireland about changing the proposal, WMcC to forward exact numbers of active members, coaches, assessors etc. to GC. GC will also go to the public via social media to try to engage a cash sponsor.**

Hockey Ireland Correspondence

22. WMcC advised that the Hockey Ireland 4-Year Strategy Meeting scheduled for September was postponed. IHUA invited to attend as the future involves umpiring too.

23. WMcC advised that he had spoken to HI about being able to administer expenses through the website, HI are running a new financial system but will consider this for future.
24. WMcC advised that he had met with Sue Haslam (National Development Officer) and Rob Johnson (CEO) on Friday the 9th of September for 2 hours and where the issue of grass roots, particularly a plan/programme to introduce potential umpires of 12-18 year olds into umpiring. The proposal would be that a High Performance person from HI would be needed to co-ordinate and run such a programme. HI need to consider how this is financed. It is also believed that each province having a specific umpire development officer was be essential. No action but WMcC to progress discussed with HI at this initial stage – likely to take approximately 6-9 months.
25. Interpros – there were further problems with the appointments to the U21 inter-pros re umpire availability die to ‘Friday’ hockey. WMcC spoke to Norma Gartside (Chair of the Inter-pro Working Group) who very kindly agreed to change some match times for the Friday to ensure umpire coverage of the games.
26. Umpires & TO’s working Group – Richard Kendrick will be confirming membership of this group for 2016/17. He is aware that a meeting took place in relation to grassroots – verbally briefed.

Development

27. Video Software – RJ gave an update of what the software can do – produce clips, tagging app for iphone etc. The software can read any file format but there is a big time commitment required for tagging etc. Eventually the plan is to replace all international clips in the Introductory Umpire Course with local/EYHL clips including some lower level games. We will be buying 5 licences (in perpetuity) but we are dependent on coaches to provide clips/video. All EYHL coaches who attended the recent briefing agreed to provide clips and videos and hopefully we should have a good number after 2-3 months of games.
28. EYHL Briefing - WMcC advised that 35 umpires attended the briefing. He thanked TG for all the work he did in putting together the umpire briefing and RJ for his work with the coaches - WMcC also commented that the coaches session worked very well and was a very positive experience. RJ advised that 7 of the 20 EYHL clubs involved attended. WMcC and RJ both advised that the coaches had agreed to implement the 20 minute “cooling off” period after games. RJ advised that coaches had also been made aware that more than 1 person would be considered crowding this season. PM thought we could involve the EYHL group and get them to encourage coaches to attend. However, PM felt that if only 7 coaches attended the coaches session after Christmas then we shouldn’t run it again.
29. Assessors Course - WMcC advised that we need to run another Assessors course preferably before Christmas. **Action – RJ to source suitable match / province.**
30. Development Money - WMcC advised that we need to consider how we will utilise the remainder of the development money for 2016. PM suggested that we encourage younger umpires to umpire U16 leagues and look at running courses at these leagues. WMcC asked if we should do a presentation to members and charge those who aren’t members. PM thought we should be targeting younger umpires. GC suggested that we draft a list of guidelines for the provinces to show how they can qualify for funding for development. WMcC asked if we should advise the provinces that funding is available and ask them what they would like provided. GC commented that we need to get new bodies in and not just develop umpires who are currently in the system. It was finally agreed to write to the Provinces in relation to young umpire events and advise that IHUA could

provide advice and financial support however the Provinces would need to provide a clear plan that would wholly benefit umpiring at this each level. **Action – WMcC**

31. Purchase assessor/Coach/UM feedback application, as above.
32. Umpire website fully updated re umpire briefings and presentations.
33. EYHL Umpire Group 2016/17 forwarded to Provincial Umpire Associations.

Tex Solutions

34. WMcC updated the meeting that the website expenses page has been changed to € / km.
35. A number of outstanding invoices remain unpaid on the system. Leinster - £260 and Munster - £161.20.

Umpire Grading/Selection/Fitness

36. Fitness – WMcC commented that overall fitness levels were good and there had been an excellent pass rate.
37. Fitness Policy – Recently amended to reflect the new EYHL Selection Policy.
38. Upgrading – Malcom Coombes from A Panel to NDP, Rob Abbott from B* Panel to A Panel and Ian Strange from B Panel to B* Panel. Action – WMcC to contact umpires and congratulate & post achievement on website.
39. Paper on IHUA Umpire appointments for Irish Competitions has been finalised. To be sent to Hockey Ireland and all Provinces – **Action - WMcC**
40. WMcC acknowledged that both Kris Cholewa and Christine Reid were both bitterly disappointed that both Ireland U21 teams withdrew from their scheduled tournaments in Valencia and the end of October.
41. Umpire Coach / Umpire development Workshop in Glasgow at end of September – Gail Taylor and Christine Reid to attend.
42. Selection – FIH require nominations for the Women’s World League 2 in Malaysia (January 2017) and Men’s World League 2 in Belfast (March 2017) – **Action WMcC & TG**
43. Inter-provincials policy document re umpire requirements to be drafted. This followed the ‘drama’ at the recent U21 Tournament which was wholly unsatisfactory. To include the on-going issue of ‘Friday hockey v umpire availability’. **Action - TG**
44. Number of women numbers – a discussion ensued about the very low number of women’s umpires umpiring at all levels. Why is this the case? PM suggested that a research paper / questionnaire could be issued to understand why women do not want to take up umpiring. **Action – PM & EMcF**

AOB

45. WMcC passed on his thanks to GJ for arranging a very enjoyable BBQ despite the turn out.
46. WMcC currently in discussions with Hockey Ireland regarding the payment of umpire expenses for all Irish competitions via the umpire website.
47. Umpire expenses – A discussion ensued about the need to have more attractive umpire expenses to attract people into officiating considering all the demands that umpiring has on individuals. Assigned feedback: WMcC – cricket, TG – GAA, GH – Rugby, PM – Basketball, EMcF – Soccer.
48. Des Simon – All agreed that a notice should be put on the umpire website regarding his upcoming 100th birthday. **Action – WMcC**
49. Insurance – A lengthy discussion ensued about insurance and umpire coverage. PM mentioned that the excess for his recent claim was €300. There was also a query in

relation to cover for friendly matches. RJ advised that Ulster had a paper which shows how and what umpires are covered for. RJ advised that that there was no cover in Ulster for personal accident. PM requested we obtain clarification on what exactly umpires are covered for within the policy and what limits apply. PM suggested that we should write to the provinces outlining the cover and advising them to check their own cover. PM clarified that the Insurance Rep suggested IHUA contact HI in relation to the possibility of reducing the umpire excess. Agreed that IHUA need to establish what exactly the wording and fine print detail is regarding insurance coverage for umpire in Irish Competitions and whether umpires need to consider their personal cover. Once this is established, we need to consider is there an issue at provincial level and consider whether each Provincial Umpire Association needs to also consider their position. **Action – RJ to forward document to committee, WMcC to look at constitutions and to contact HI to confirm what the policy covers.**

Date of Next Meeting

Date of the next meeting was not fixed.

WMcC closed by thanking everyone for their attendance.

There being no further business the meeting was closed at 13.25 hrs.

Tara Browne

Minutes prepared by

Tara Browne

25th October 2016

Summary of Agreed Actions

Para Ref	Action	Who
2.	Introductory Umpire Course to be re-reviewed for 2016/17	WMcC
3.	Umpire Coaching Course to be prepared	TG
4.	New IHUA Selection Structure document to be amended	WMcC & PM
7.	Prepare umpire expenses proposal for submission to HI	JA & GH
9.	Clarify the purpose of IHUA umpire recommendations for IHA re financing umpire pathway	PM
16.	Outstanding invoices to be paid – both IHUA and Provinces	GH & WMcC
17.	Purchase Assessor/Coach feedback application	WMcC & GH
18.	Purchase video software	TJ & GH
19.	Contact EYHL WG for payment re radios	WMcC
20.	Submit draft proposal for suggested changes to Constitution	PM
21.	Further investigate sponsorship opportunities and speak to Teamwear Ireland about changing their proposal. Use social media to try to engage a cash sponsor	GC
27.	Proposal for change to match time rules to IHA Competitions	WMcC
29.	Source suitable match / province for further assessor course	RJ
30.	Contact Provinces re grassroots umpire development projects	WMcC
39.	Send IHUA Umpire appointments for Irish Competitions to Hockey Ireland and all Provinces	
42.	Nominations required for FIH World League 2 Competitions	TG & WMcC
43.	Prepare document for submission to Inter-provincials WG re umpire tournament requirements and forward.	TG
44.	Research paper / questionnaire to be drafted to understand why so few women take up umpiring.	PM & EMcF

48.	Post notice re Des Simon 100 th birthday on website	WMcC
49	RJ to forward past Ulster document to Committee re insurance cover and WMcC to contact HI to confirm what their policy covers re umpires	RJ & WMcC