

Minutes of the 105th Meeting of the Ulster Management Board, held on 18th December 2018 at 7.00pm in the Ulster Hockey Office.

Present: Billy Pollock (BP), Peter Kelly (PK), Gareth Herron (GH), Jonny Rose (JR), Rory Capper (RC), Chris McCandless (CMcC), Lynn Mills (LM), Ann Rosa (AR), Iain Kelly (IK)

In attendance: Adare Brady (AB) President UH, Terry Templeton (TT) Vice President UH, Jill Poots (JP) Executive Manager.

Apologies: Mervyn Logan (ML)

Item	Comments
Chairperson's remarks	The Chair thanked all for attending the meeting the week before Christmas.
Conflict of Interest	It was noted that there may be a conflict of interest in the discussion on the Umpires' expenses.
President's Report	The President's written report was noted and the President thanked the staff for the successful indoor hockey tournament on 16 th December. LM raised some concerns about safety at the Indoor tournament questioning if it was appropriate to use the Young Umpires in the indoor format which was new to many players, coaches etc. It was agreed that LM would feedback directly to Warren on this issue.
Minutes of last Board meeting	The draft Minutes of the Board meeting on 20 th November 2018 were ratified unanimously as a true reflection of the meeting and signed by BP.
Matters arising	<p>PK provided an update on the umpires' expenses working group meeting held on 12th December 2018. The following proposal was put forward by the Working Group for consideration by the Board:</p> <ul style="list-style-type: none"> • The mileage rate for 2018/19 should be increased to 30 pence per mile • The Umpires Committee will run three umpire development courses prior to the end of March to produce a revenue stream to cover the increased cost created by the uplift from 26 pence per mile, which was previously agreed by the Board, to 30 pence per mile. • Should insufficient income be produced by the running of the courses, the mileage rate will be reduced proportionately. • An annual review will take place with representatives from the Umpires Committee and the Board to determine the mileage rate for the coming year, it being understood by all parties that the rate may increase, decrease or remain unchanged, dependent upon the overall finances of UHU. This review will also incorporate discussions in relation to future strategy for Umpire development and will include some of the proposals produced by the Finance Committee as a part of this year's discussions.

	<ul style="list-style-type: none"> • It was also acknowledged that the Umpires would pay their own affiliation to the IHUA in 2019. <p>The proposal to increase Umpire expenses to 30p per mile as proposed by PK was seconded by RC and approved unanimously by the Board.</p> <p>The Board agreed that GH should prepare the mid-season claim for expenses based on 30p per mile. Any adjustment would be made at the end of season if required.</p> <p>The Chair thanked PK and all those involved in the Working Group for their work and in particular ML for the research he had undertaken in this area, which would inform future planning for Umpire development and resourcing.</p>
<p>Standing Committee Reports</p>	<p><u>Finance</u> No reports had been received.</p> <p><u>Schools</u></p> <p>The Joint Schools' Committee has not met.</p> <p>There was a proposal for the Boys' Committee to meet at the Boys' Indoor Tournament scheduled for 19th December. It was noted that the John Minnis Estate Agents Burney Cup draw was due to be made at that event also.</p> <p>The President noted that there had been some confusion about the date for the Prior Shield Final, which had been arranged at the last minute. In discussing the Schools' Competitions the Board re-enforced the need to ensure that in future the rules aligned with those of the FIH.</p> <p>The Board thanked Nigel McCullough and his Family for their ongoing support of and donation towards the McCullough Cup. The Final on 12th December had produced an exciting and high quality match between Sullivan Upper and Wallace HS, with Wallace lifting the trophy following a shoot out.</p> <p><u>Competitions</u> The Kirk Cup and Denman Shield will be played at Lisnagarvey on Boxing Day, the Junior League Finals and Senior Cup Final will take place at Playball on 29th December and the Linden Cup Final at Deramore on 1st January. Gates are required at all these events.</p> <p>The draw for the Anderson Cup will also be made on Boxing Day.</p> <p>BP advised that there had been a complaint from one club about the delay in notification of fixtures – he had responded advising to the significant workload being undertaken by the Committee.</p> <p><u>Umpires</u> GH advised that the Umpires Committee had reviewed and made a</p>

	<p>number of changes to the draft TOR for the Umpires Committee. The Committee did not consider that it was appropriate to include Technical Officials within its remit. The holding of a General Meeting was also to be maintained. The amended version had been sent to JP for consideration.</p> <p>It was confirmed that over the Christmas period Umpire compliance letters would be prepared for clubs including Senior 2 and 3 clubs.</p> <p>It was noted that the FIH had introduced new rules to take effect from 1 January 2019. It was agreed to check with Hockey Ireland regarding the timescale for introducing the rules into Ulster Hockey. It was anticipated that this would be in the 2019/20 season.</p> <p><u>Coaching</u> CMcC confirmed that the U21 Programme has started and the Committee is starting to consider the applications for coaching roles with the underage squads for 2019. It was noted that 28 applications had been received.</p> <p><u>Disciplinary</u> The Disciplinary Committee had submitted a report which was noted. In the report the Committee sought the approval of its approach to a complaint received from North Down Hockey Club in September 2018. The proposed way forward was considered by the Board and an alternative approach was agreed upon. It was agreed that BP would communicate the Board's view to the Chair of the Disciplinary Committee.</p>
Executive Team Report	<p>The second Engage Her session took place on Wednesday 28th November with useful feedback on Ulster Hockey's approach to communication and programming. Thank you to all Board Members and staff who attended.</p> <p>Four UH sponsors attended the Mary Peter's Trust Sports Inspires Lunch on 14 Dec. Many thanks were noted to Johnston Kennedy for sponsoring the places.</p> <p>It was agreed that the President, Chair and Executive Manager would attend the Belfast Telegraph Awards Dinner on 14th January 2019 to represent Ulster Hockey.</p> <p>The Executive Manager confirmed that the planned session between staff and the Board to consider the values and culture of Ulster Hockey would be held from 6.00pm – 8.30pm on Thursday 10th January at the House of Sport, Belfast.</p> <p>A meeting was being arranged with John Turley to further consider Incorporation and would be confirmed with the Working Group members. Dates were being confirmed to brief the clubs on Incorporation and take on board any concerns/comments.</p> <p>Work is still progressing on a number of areas including longer-term financial planning, commercial plan, funding and sponsorship</p>

	<p>proposals.</p> <p>Discussions have been held with a specialist in HR with regards to updating the employment policies and Terms and conditions for staff, in particular casual staff. It was agreed that further quotations would be sought for this work.</p> <p>The Board noted the work of the staff across a range of areas including Clubmark, workforce development, youth hockey and talent development.</p> <p>The Board approved a revised Code of Conduct which would be communicated to the Committees, Clubs and Schools.</p> <p>The Board approved a revised Complaints policy which would be communicated to Committees, Clubs and Schools.</p>
Hockey Ireland	The Chair proposed that he and the Executive Manager would arrange a meeting with the Chair and staff of Hockey Ireland to consider a range of issues.
Correspondence	JP advised that she had received a letter from a parent in relation to player safety. The correspondence was discussed and a response to the parent agreed.
AOB	There was no AOB
Date of next meeting	Tuesday 15 th January 2018 The meeting closed at 21.30pm

Approved

W. McEllen

BILLY FORAN

CHAIR HOCKEY IRELAND

DATED

15 JAN 2018