

## **Swim Ireland Officials Development Plan (2010-2015)**

**Plan proposed by:**

**SI Officials committee**

**Ray Kendal (Chairperson)**

**Lynda Conroy (Secretary)**

**Frank Stevens**

**Charlotte Parker (Director of Education)**

**OFFICIALS DEVELOPMENT PLAN**

**Introduction and Rational to the 2011-2015 plan**

The existing development plan in 2007 – 2012 has been implemented and great progress has been made in developing what was previously a limited officials education programme and pathway. Between 2007 and 2010 successful outcomes that the Swim Ireland officials committee in partnership and the Swim Ireland education team have achieved are as follows:

- A newly developed officials pathway
- Successful implementation of a Fast track programme
- Development of officials qualifications in line with the newly developed officials pathway
- Officials courses piloted with some officials tutors trained
- 17 officials currently hold an officials license and remain active within the SI system
- New selection process for officials at National competitions
- Increased numbers of officials on the FINA officials list for referee and starter

Moving forwards into the next cycle the Officials committee feel that Swim Ireland require a new and revised development plan which will help to manage operations of the new programme and will continue to build on the positive work that has been carried out by the current committee. The next phase of officials development will take place and will be detailed in the plan from 2011 – 2015. This new plan 2011-2015, is four years in length to coincide with the selection of officials for the relevant FINA International lists.

These lists will commence as follows:

- List 16 – 1<sup>st</sup> January 2011**
- List 17 – 1<sup>st</sup> January 2013**
- List 18 – 1<sup>st</sup> January 2015**

Applications for these lists will be made approximately 9 months prior to the date. And officials on these lists are eligible for selection for World and Olympic competitions within the Olympic cycle. Prior to an official being eligible to be nominated to FINA for these lists, the official will have to undergo training and review at both a Domestic and International level, all of which have to be factored in the timeline of the development plan and associated budget.

It has been identified that there are still gaps in the officials system that need to be filled and these need to be well managed over a long period of time in order for Swim Ireland to reach their outcomes up to 2015. Some of the current gaps which we envisage this plan to cover will include:

- The need to complete an accurate audit of officials and their activity
- Officials education programmes being operated at a National and Regional level
- Club engagement in training officials
- Effective officials course delivery and assessment
- Innovative ways to encourage officials to support competitions across the National and regional calendars

## **Underpinning Values for the Development Plan**

Swim Ireland will continue to invest in, develop and support a voluntary yet professional workforce that will work to support swimmers at all levels of development. Key priorities for all aspects of the development plan are as follows:

Quality Programmes and People, Professional, Inclusive, Performer-Centred and of course the Welfare of participants in our sport is always and will always remain a priority.

## **Definitions**

Officials – broadly refers to all of the different technical roles that are required to run a competition

## **Abbreviations**

SI- Swim Ireland

NGB – National Governing Body

KPI - Key Performance Indicator

REF – Referee

S – Starter

StJ – Stroke Judge

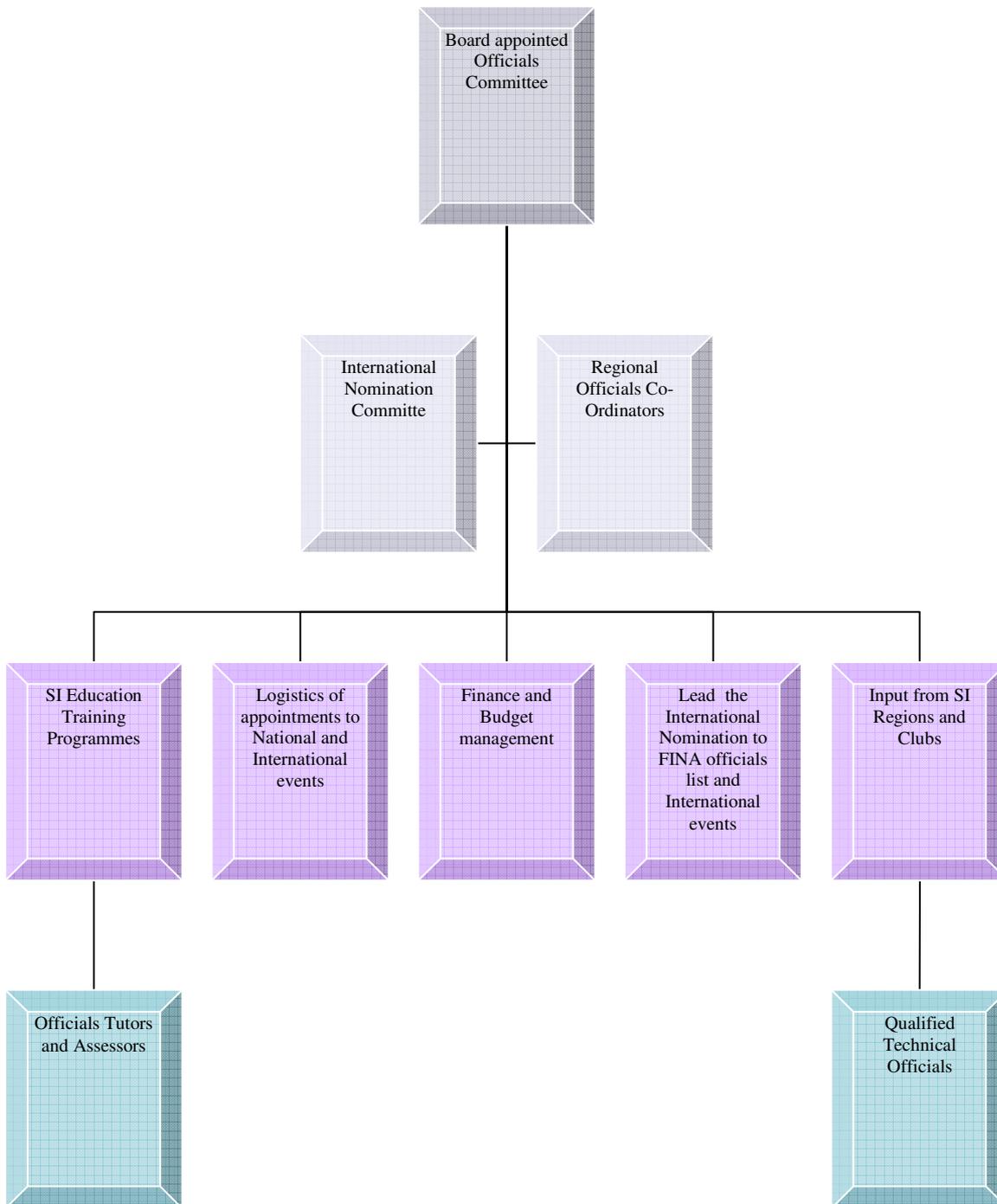
TJ – Turn Judge

TK – Time keeper

Rec- Recorder

ET – Electronic Timer

**The proposed structure for managing and monitoring the implementation of this plan**



This structure is what we feel will provide us with the most effective operating officials structure to run Domestic competitions and to also excel at the International levels.

There are three distinct layers to the implementation of the Management Plan. The first layer is strategic, the next layer is operational and logistics and the final layer is technical input and output.

## **Swim Ireland Vision of the Officials Committee**

**To ensure Swim Ireland develop an officials network at International, National, Regional and Club levels that features qualified, experienced, professional and passionate officials who represent Swim Ireland at a International level and contribute to the SI competition programme at a National level.**

### **Development Plan Key Outcomes (to be achieved throughout the duration of the 4 year plan)**

- 1. To ensure SI places a full complement of Officials on all relevant FINA officials lists for swimming**

**KPI: Measured as: Three Referees and two starters on List 17 (2013) and List 18 (2015)**

- 2. To deliver a professional complement of 39 Pool deck officials trained and competent at all National competitions (20 turns, 4 strokes, 2 starters, 2 referees and 1 chief time keeper and 10 time keepers per competition)**

**KPI 2011 = 10 officials qualified working at every competition**

**KPI 2012 = 16 officials qualified working at every competition**

**KPI 2013 = 20 officials qualified working at every competition**

**KPI 2014 = 30 officials qualified working at every competition**

**KPI 2015 = 40 officials qualified working at every competition**

\* The training and appointment of non pool deck officials including announcer, electronic timing and data handling will be the subject of future development in consultation with the competitions committee, high performance committee and pool operators.

- 3. Provide the necessary range of officials education courses at levels one to three across all four regions. The targets noted below will be achieved through our intensive training course and courses run through the SI education department, and will allow for Natural wastage. As noted above we will look forward to the introduction of education courses for announcers, electronic timers and data handlers.**

**KPI : Annually deliver the following:**

- 35 number qualified at level one (Timekeepers)**
- 50 at level two (Stroke and Turn)**
- 15 at level three (Starter/Referee)**
- 12 tutors to be maintained annually**

- 4. To facilitate regions to organise one Regional Championships annually with a complement of fully Licensed officials operating in the Stroke, Referee and Starter Roles.**

**KPI: Annually ensure 8 Licensed officials are used per regional competition by 2015**

- 5. Ensure effective management and governance of the Officials development plan**

**KPI: Achieved all targets outlines above if effective management structures are in place**

## Final Draft Version

- **\*Notes on the Calendar**

Currently there is the possibility of 21 events, which are as follows:

### **European Events**

2011 – LEN Euro Juniors and Euro SC – Len Officials Clinic (1 Irish official per event)

2012 – Euro Juniors and European SC + European LC

2013 - LEN Euro Juniors and Euro SC - Len Officials Clinic (After 2013)

2014 - Euro Juniors plus Euro SC and European LC

2015 – LEN Euro Juniors and Euro SC - Len Officials Clinic

(This may be subject to change)

### **FINA events**

Every 4 years we will have the world championships and the Olympic Games

2011 – WC + World Junior

2012 – OG + WSC

2013 – WC + Juniors

2014- WSC

2015 – WC + Juniors

**Approximately 21 events total currently**

- At present there is a Short Course championship every year but its future is currently being discussed.
- In addition we should allow for one FINA “junior” (This could be youth or AG) championships each year. There may also be a FINA clinic every two years, so additional extra costs that need to be considered is approximately 7, 000 euro.
- We are investigating the possibility of bringing a LEN officials clinic to Dublin in 2013 and this would costs approximately 8-10,000 euro.
- All events listed at the moment are subject change in 2013 however these are the most accurate event information that we have the current time.

### **Other International opportunities**

In addition to LEN and FINA events other opportunities for officials to gain international experience is:

Celtic Tri Nations and this would be nominated on Need as opposed to qualification with an attempt to provide International experience to our relevant lists of officials to ensure that this is used as CPD. On that basis this would be subject to the Panel nominating in a subjective fashion based on need.

### **Note Two:**

Once signed off, International officials should be selected to ensure that any officials selected for nomination should be given the opportunities to meet the selection criteria through provision of positions at National competitions. Annually, each eligible official has National Experience. Officials will need to be continually assessed to maintain standards suitable for National and International Representation (ie to ensure eligibility to take up places on PreFina lists and to ensure assessment and nomination for higher events at International level)

**Notes for consideration:**

With the development of the officials pathway the officials committee has been responsible for the appointment and development of officials, and now feels it may need more input into the management of officials at National level.

Points of note that may need to be considered as part of the management and costs associated with doing this are as follows:

- Increased session numbers under the new re structure
- Daily costs – How is this managed and what these costs entails such as Subsidiary to cover food costs, kit, accommodation and mileage for officials. Importantly who will qualify for this type of support as a technical official will also perhaps need to be reconsidered.
- As an committee officials we need to consider how and who is managing and the officials committee involvement levels? Currently the structure that we have in place is that Nationally the committee will select and assess stroke, turn refs and starters whilst Clubs are obliged to provide time keepers.
- The clubs provide trained people in the form of time keepers and should they be responsible for the costs of these people.
- The officials committee will appoint stroke, refs and starters – approximately ten per event)
- National Officials List (NOL) will be assessed to progress to become a National – FINA official and to participate in National events
- Increased numbers of officials working at competitions we will need to look at how we reward officials

In total based on previous figures the average costs of providing officials for competitions is approximately 5,000 euro per competition for officials under the current structure. This is equivalent to 30,000 euro per year. We would propose that we would review this effectiveness going forwards and review these costs annually in line with the SI competition structure.

**Current Notes:**

**Course Costs are currently:**

€10 @ Level one

€35 euro @ Level two

Because of the desirability of promoting these courses it is felt that in future they should be either free or subject to a nominal fee.

No cost Expenses for one day

**Officials co-ordinator for courses**

- Identify new officials
- R and R – To identify a need for courses to feedback into the education team and ensure they are active
- Responsible for arranging assessments
- Officials appoint at regional co-ordinator, appointing level two and level three

**Trained tutors to deliver programmes**

Currently have (Ray Kendal, Frank Stevens, Lynda Conroy, Brian Fallon, Wally Clarke, June Traill, Hilary Idzikowska, Phillip Fitzpatrick, Paul Conroy – 9 total)

Mary McDonnell, Kevin Stacey and Matthew McCusker