

Underwater Hockey Australia

Annual General Meeting 2011 Minutes

Date: 29 October 2011

Venue: 19 Tyrone Street, Ormond, Victoria

Item	Notes	Actions
<p>1. Welcome, sign in of delegated and committee members and apologies</p>	<p>Meeting start: 9:30am</p> <p>Attendees:</p> <ul style="list-style-type: none"> • Jane Gilligan (ACT) Executive Director; • Craig MacKenzie (WA) Games Commissioner & State representative; • Lena Plambeck (NSW) State representative; • Kirsteen Reid (VIC) Junior Development Officer; • Rees Quilford (VIC) Director of Coaching & State representative; • Joe Tindal (SA) Records Officer & State representative; • Russell Cox (QLD) State representative; • Fiona Walsh (TAS) Financial Controller & State representative <p>Apologies:</p> <ul style="list-style-type: none"> • Craig Proctor (TAS) Communications Officer • Simon Talbot (TAS) Chief Referee • Mark Lewis (TAS) State representative 	
<p>2. Review of 2010 UHA AGM minutes</p>	<p>Accepted without amendment.</p>	
<p>3. Proposed changes to UHA committee structure</p>	<p>The proposed changes to the UHA committee structure to split the Chief Referee role and establish a secretary position were discussed (see Appendix for further detail)</p> <p>Split of Chief Referee into Director of Refereeing and Australian Referee:</p> <ul style="list-style-type: none"> • Director of Refereeing <ul style="list-style-type: none"> ○ Administrative focused role, responsibilities could include: <ul style="list-style-type: none"> ▪ Development of referees ▪ Oversight of money ○ Issues: <ul style="list-style-type: none"> ▪ Has many ramifications for by-laws ○ Immediate duties: <ul style="list-style-type: none"> ▪ Database of current qual refs ▪ Further define comp ref position ▪ Communicate progression rules to ref ▪ Facilitate L1 & L2 courses • Competitions Referee <ul style="list-style-type: none"> ○ Option to appoint position on a comp by comp basis rather than for a fixed term discussed ○ In practice the chief referee usually comes from interstate or overseas and will struggle to organise participation on the ground ○ Perhaps at UHA AGM need to assess needs for operational ref on a yearly bases (nationals, local international, etc) 	<ul style="list-style-type: none"> • Update UHA by-laws to reflect changes to committee structure. (RQ)

	<ul style="list-style-type: none"> Agreed to appoint a Director of Refereeing and that person then develops the two roles and examines how the split of roles needs to be reflected in the by-laws <p>Establishment of Secretary role</p> <ul style="list-style-type: none"> Unanimous agreement 	
<p>4. UHA Executive and Committee positions</p>	<p>The structure, powers and budget of the UHA committee was discussed at length:</p> <ul style="list-style-type: none"> Jane agreed to rework the organisation chart Fiona agreed to examine budget, revenue streams and expenses It was agreed that people in all positions should examine their position descriptions/responsibilities closely and suggest any changes The possibility of funding a trip for this position to attend international CMAS meeting was discussed: <ul style="list-style-type: none"> Allows international representation May trigger more structured decision making Unanimous agreement <p>Communications:</p> <ul style="list-style-type: none"> Jodie Minors submitted an application for Records Officer position but the meeting noted her skill set and interest (web design) would be ideal for the Communications Officer role Craig Proctor (current Communications Officer) has expressed an interest in standing down if a suitable replacement could be found Contacting Jodie and Craig to discuss hand-over of Communication Officer responsibilities was suggested <p><u>Election of Vacant UHA Executive and Committee positions</u></p> <p>Executive Director</p> <ul style="list-style-type: none"> No applications Readvertise position with the aim of filling by Nationals (Jan 2012) <p>Director of Coaching:</p> <ul style="list-style-type: none"> Applications from: Rees Quilford Rees Quilford appointed unanimously <p>Director of Refereeing</p> <ul style="list-style-type: none"> Applications from: Lena Plambeck Lena Plambeck appointed unanimously <p>Secretary</p> <ul style="list-style-type: none"> Applications from: Eden Brown Eden Brown appointed unanimously <p>Records Officer</p> <ul style="list-style-type: none"> Applications from: Jane Gilligan, Jodie Minors Jane Gilligan appointed unanimously 	<ul style="list-style-type: none"> Rework the UHA organisation chart (JG) Examine UHA revenue streams and expenses and devise budget (FW) UHA Executive to examine current position description as appropriate then distribute for endorsement (ALL) Readvertise Executive Director position with the aim of filling by Nationals Jan 2012 (RQ) Contact Jodie and Craig to discuss potential for hand-over of Communication Officer responsibilities (RQ)
<p>5. National championships</p>	<p><u>National Championships 2012 (Perth)</u></p> <p>Craig MacKenzie gave an update on upcoming National Championships to be held in Perth:</p> <ul style="list-style-type: none"> Pool booked Video – unlikely to be a live broadcast but finals will be filmed Schedule to be distributed shortly Junior presentation to take place the day before 	<ul style="list-style-type: none"> Liaise with Sandra and NZ regarding options for incorporating schools competition into Trans Tasman (CM)

	<ul style="list-style-type: none"> • Presentation at surf club - no underage attendance • Indication of participation requested from state reps: <ul style="list-style-type: none"> ○ Men: 7-5 ○ Women: 5 ○ Masters: 2-6 ○ U19: 3 (WA, 2xTas) • Lack of junior teams noted as a concern. <ul style="list-style-type: none"> ○ Interest from a small number of kids in non-participating states but not enough to field a team ○ Kirsteen to attempt to get a composite interstate juniors <p><u>National Championships 2013 (Melbourne)</u></p> <p>Rees Quilford gave an update on planning for 2013 National Championships to be held in Melbourne:</p> <ul style="list-style-type: none"> • MSAC no longer available • Struggling to find a pool. May have to pass or go regional – will advise ASAP <p><u>Junior/Senior split proposal</u></p> <p>The proposal to split the Junior and Senior divisions in separate National Championships was discussed:</p> <ul style="list-style-type: none"> • Submission from Sandra Milner (see Appendix) tabled and discussed • It was agreed that there support is lacking in the states for a splitting junior/senior split • Other options discussed included: <ul style="list-style-type: none"> ○ Add a club U15 division to Junior Trans Tasman ○ Maximise schools participation – need to work with NZ to get schools participation ○ Craig to liaise with Sandra and NZ regarding options for schools competition 	
<p>6. International competition schedule</p>	<p>The international underwater hockey competition was discussed:</p> <ul style="list-style-type: none"> • Latest communication is that CMAS Worlds will be 2013 in SAF and will include all divisions with U19 & U23 to be followed by Elite & Masters <p>General discussion regarding options for 2012 touched on the following:</p> <ul style="list-style-type: none"> • 2012 USA invitational (all categories excluding U23) <ul style="list-style-type: none"> ○ There is strong interest amongst Elite Mens players to participate ○ Unrealistic option for underage teams • There is a need to consider Trans Tasman, NZ and SAF relationships and their history • Need a low cost option and development phase every other year otherwise participation is likely to be compromised • There was general agreement that there was much value in a Trans Tasman option for junior levels • Craig and Rees expressed the view that there was little interest in straight Trans Tasman format for Elite Men’s division. Consensus held that this is probably less true for Women. • No need to field U23 team until 2013 (as they should be filling Elite Men’s ranks) • Masters teams to participate in Asian games with view of building for 2013 Worlds. <p>The following activities were agreed upon:</p>	<ul style="list-style-type: none"> • Discuss international competition collaboration and underage Trans Tasman with NZ (CM)

	<p><u>2012</u></p> <p>U18:</p> <ul style="list-style-type: none"> • Aim for participation in locally based competition catering to underage players <p>Elite level teams:</p> <ul style="list-style-type: none"> • Formal selection process of extended squads at Nationals • Formal training camps (?May/July?) • Participation in camps plus either USA or Trans Tasman <p>Masters:</p> <ul style="list-style-type: none"> • Participate in Asian games with view of building for 2013 Worlds. <p>Trans Tasman:</p> <ul style="list-style-type: none"> • Aim to cater to underage players <ul style="list-style-type: none"> ◦ Enter U18 teams so they can participate as U19 team in 2013 • Potentially incorporate a U15/schools division • Could potentially include Elite levels <p>USA</p> <ul style="list-style-type: none"> • Elite (if there agreement from coaches and demand from playing group) <p><u>2013</u></p> <ul style="list-style-type: none"> • All divisions to participate in SAF Worlds 	
<p>7. Election of Australian team managers and Coaches</p>	<p>Manager (U19 & U23)</p> <ul style="list-style-type: none"> • Applications from: Sandra Milner • Sandra Milner appointed unanimously <p>Manager (Elite & Masters)</p> <ul style="list-style-type: none"> • Applications from: Kirsteen Reid; Lucy Perdemo • Kirsteen Reid appointed unanimously <p>Australian coach (Elite Men)</p> <ul style="list-style-type: none"> • Applications from: Arnold Picoli • Arnold Picoli appointed unanimously <p>Australian coach (Elite Women)</p> <ul style="list-style-type: none"> • No applicants received • <u>Action:</u> Readvertise position with aim of filling by Christmas <p>Australian coach (U19 Boys)</p> <ul style="list-style-type: none"> • Applications from: Nick Martin • Nick Martin appointed unanimously <p>Australian coach (U19 Girls)</p> <ul style="list-style-type: none"> • Applications from: Kirsteen Reid • Kirsteen Reid appointed unanimously 	
<p>8. Referees at Nationals</p>	<p>The participation and funding of referees at Nationals was discussed:</p> <ul style="list-style-type: none"> • In the past preference has been given to Australian referees however low interest has meant high number of international (NZ) referees attending • Communication issues likely to be primary cause • At Canberra using international referees were actually more cost effective than local • States should aim to run L1 at local level with L2/L3 accreditation to be 	<ul style="list-style-type: none"> • All states to contact Lena with list of current refs and identify referee training needs by November (ALL & LP)

	<p>run at Nationals</p> <ul style="list-style-type: none"> • Online database to track referee activity currently exists but not being utilised • All states should provide official referee for Nationals (preferably non-playing) • Referee fund to be opened up to fund non-playing referees provided they meet the requirements (qualifications and available for an appropriate number of games per day) 	
9. Australian team selection process	<p>Rees outlined the recent issues regarding player selection for National squads and that it had fallen to him as Director of Coaching to oversee this process</p> <ul style="list-style-type: none"> • Identified that it a reoccurring issue • Identified that players and coaches would benefit from support and guidance materials. <ul style="list-style-type: none"> ○ Rees has been working on this collateral • The process outlined in the UHA By-Laws forcing the captain to be named at nationals was discussed and seen as unnecessary. 	<ul style="list-style-type: none"> • Finalise and distribute coaching support materials and Australian team selection framework for comment (RQ) • Jane to rework by-laws regarding process for the selection of Australian team captains
10. Website & Communications	<p>The communication processes between the committee was discussed:</p> <ul style="list-style-type: none"> • Agreement that our ability to communicate with our members and we constantly lose valuable corporate knowledge (within the UHA Committee) because we don't have effective online document handling facilities <p>Craig Proctor's proposal to update the website hosting and technology was discussed:</p> <ul style="list-style-type: none"> ▪ Agreed that great steps had been made in regard to the website over the past 12months but a refresh would be beneficial ▪ Craig/Jodie to work on a solution for website upgrade with document storage capability ▪ Agreement that establishing an Australian Underwater Hockey Facebook page would be a good thing if it can be adequately resourced 	<ul style="list-style-type: none"> • Work on a solution for website upgrade with document storage capability (CP/JM)
11. Coaching development & accreditation	<p>The L1 and L2 Underwater Hockey Coach registration has lapsed with the Australian Sports Commission. An approach has been made from Mary-Anne Stacey (AUF Director of Coaching) and QLD AUF regarding undertaking an update but would require some funding and potential guidance. Agreed that Rees should liaise with QLD AUF and MS regarding cost and scope of the project.</p>	<ul style="list-style-type: none"> • Liaise with QLD AUF and MS regarding cost and scope of updating L1 & L2 Underwater Hockey Coach qualification (RQ)
12. Reports	<p>The following reports tendered verbally:</p> <ul style="list-style-type: none"> • Executive Directors report • Financial Controller report <p><u>Executive Directors report</u></p> <ul style="list-style-type: none"> ▪ Report provided on AUF AGM <ul style="list-style-type: none"> ○ AUF not ASIC accredited – there seemed to be agreement amongst the AUF board that this is an issue except from Graham Henderson (AUF President) 	<ul style="list-style-type: none"> • Send UHA feedback regarding scheduling of Super Nations to AUF (JG) • Update UHA bank account administration (FW)

	<ul style="list-style-type: none"> ○ Financials ○ Proposal for Australian Super Nationals discussed <ul style="list-style-type: none"> ▪ Suggested date is October 2014 (in NSW or QLD) ○ Agreement that this does not suit our current international calendar. ○ SWOT analysis undertaken ○ Training sessions for SportingPulse database may be made available <p><u>Financial Controller report</u></p> <ul style="list-style-type: none"> ▪ Separated Australian team banking from general operating banking <ul style="list-style-type: none"> ○ Has prepared financials a statement for 2010-11 ○ Average profit of \$2.5K over the past three years ○ Net assets approx \$23K ▪ As we received ASF funds we need to get audited <ul style="list-style-type: none"> ○ FW has sourced a quote for \$500 – will get it actioned ▪ Concerns were raised about how we ensure that we are getting all available revenue ▪ Fiona has explored other banking options with Westpac to set up interest bearing account. Agreement that this account should be opened if available ▪ The UHA bank account administration needs to be updated as follows: <ul style="list-style-type: none"> ○ General accounts: <ul style="list-style-type: none"> ▪ Add Rees Quilford and Mark Lewis as signatories ▪ Remove Simon Talbot and Colin Hepher as signatories ▪ Open interest bearing account ○ Team Managers accounts: <ul style="list-style-type: none"> ▪ Close ANZ account ▪ Open separate Team accounts ○ Referee’s fund <ul style="list-style-type: none"> ▪ Open a new account (Fiona Walsh and Lena Plambeck as signatories) <p>The following reports were also tabled:</p>	
<p>13. Other business</p>	<p>The pros and cons of incorporation of the UHA were discussed.</p> <p>Meeting close: 5:55pm</p>	<ul style="list-style-type: none"> • Seek advice on incorporation (RQ)

Appendix

Applications for vacant positions.....	10
Executive Director Applicants.....	10
Director of Coaching applicants.....	10
Director of Refereeing applicants.....	10
Australian Competition Chief Referee applicants.....	10
Secretary applicants.....	10
Records Officer applicants.....	10
Australian team managers.....	11
U19 & U23 Team Manager.....	11
Elite Men and Elite Women Team Manager.....	12
Australian team coaches.....	14
U19 Boys Coach.....	14
U19 Girls Coach.....	14
Elite Men Coach.....	15
Elite Women’s Coach.....	16
Men’s Masters Coach.....	16
Women’s Masters Coach.....	16
Executive reports.....	17
Record Officers Report 2011 (Joe Tindal).....	17
Communications Officer report (Craig Proctor).....	18
Junior development officer (Kirsteen Reid).....	19
Director of Coaching Report (Rees Quilford).....	20
Coaches Reports.....	21
Age Group Games 2011, Netherlands Managers report (Sandra Milner).....	31
State Reports.....	33
Queensland Report (Russell Cox).....	33
South Australia Report (Joe Tindal).....	34
Tasmania Report (Mark Lewis).....	36
Victoria (Rees Quilford).....	39
Documents related to discussion items.....	40
Proposed changes to UHA committee structure.....	41
UHA Website (Tasmania & Victoria).....	43
Junior/Elite split for Nationals; U19 & U23 event calendar (Sandra Milner).....	44
Trans Tasman 2012 Discussion Paper.....	46

Applications for vacant positions

Executive Director Applicants

None received.

Director of Coaching applicants

Rees Quilford (Victoria)

I write to apply for the Director of Coaching position with Underwater Hockey Australia.

My experience includes:

- UHA Director of Coaching 2011
- Multiple Australian team representative and two time world champion
- Coached the Victorian Men's team for a number of years

If my application were successful my priorities in the role would be:

- Assisting with the selection of Elite level coaches across divisions for the 2012-14 term
- Negotiating a development plan with appointed coaches
- Development of a team selection framework to assist Elite level coaches in the selection of representative teams
- Exploring opportunities for increased coaching accreditation at a state and regional level

I believe I am an ideal candidate for the position could make a positive and innovative contribution to Underwater Hockey Australia.

If you have any questions please don't hesitate to contact me on 0408 584 846. I look forward to your response.

Kind regards,
Rees Quilford

Director of Refereeing applicants

Application from Lena Plambeck.

Australian Competition Chief Referee applicants

None received.

Secretary applicants

Application from Eden Brown.

Records Officer applicants

Applications from Jane Gilligan and Jodie Minors

Australian team managers

U19 & U23 Team Manager

Sandra Milner – Tasmania

Dear Rees

I would like to apply for the position of manager of U19/U23 Australian teams which is coming up at the AGM

My experience as manager is:

- 2009 Tasmanian U15 and U19 teams - New Zealand Secondary School Championship- Christchurch
- 2010 Australian U19 girls and U19 boys Trans Tasman in Hobart
- 2010 Tasmanian U15 team - New Zealand Secondary School Championship – Rotorua
- 2011 Tasmanian U19 development, U19 A, Women's, Men's and Masters team Nationals –Canberra
- 2011 Australian U19 and Masters team to Age Group World games-Netherlands
- 2011 Tasmanian U15 team- New Zealand Secondary School Championship – Rotorua
- Currently Tasmanian U19 development, U19 A, Women, men and masters to Nationals Perth 2012

I have managed the books for all these teams. Colin Hepher and Fiona Walsh would be the best people to ask how well.

Additionally, as you know I am passionate about development of junior underwater hockey and I am a doctor and whilst I cannot be the team doctor it's handy for first aid.

Sandra Milner

Elite Men and Elite Women Team Manager

Lucy Perdemo (Victoria)

To Whom It May Concern:

In my profession as an Analytical Chemist; I have been a R&D manager in Colombia and Teacher in the university to undergraduate chemist and as such have had experience in managing large groups.

I have also previously been involved in organising judges and being the judging liaison at international synchronized swimming championships.

I believe that I am in a very strong position to achieve a smoothly run, well-organised & successful competition for the team members who will participate in the next UWH World Championships.

Colombian Activities

REPRESENTATIVE TEAM MEMBER FOR:

Synchronised Swimming 1974 – 1981

- Being in the Colombian team to different international championships

Water Polo from 1982-1999

- Being in the Colombian team to different international championships

Swimming with monofins

- Being in the Colombian team to different National championships in confined waters, and open waters

Underwater Rugby from 1995.- 1999

Underwater Hockey since 1985 – Currently playing.

- Colombian Team to the World Championship in:
 - 1998 World Championship (San José, California, USA)
 - 2000 World Championship (Hobart, Tasmania)

Australian Activities

Underwater Hockey representative team member for:

- Australian Master's Team - Southern Hemisphere Trans Tasman (Rotorua, NZ), April 2001
- Australian Master's Women's Team - World Championship (Christchurch, NZ), 2004
- Australia Team - Oceania Championship (Indonesia) 2010
- Australian assistant of the TEAM MANAGER – player –Oceania championship (Victoria Australia) 2009
- Australian TEAM MANAGER – Trans Tasman Championship (Auckland New Zealand) 2010
- Australian TEAM MANAGER – World Championship (Coimbra Portugal) 2011
- On going as player and Team manager.

Synchronised Swimming

- Synchronised Swimming judge FINA G representative for Australia to any International championships, from 2002 - on going

Kirsteen Reid (Victoria)

Application for Australian Team Manager

I would like to apply for the two positions Juniors Girls coach – U 19 and team manager for the elite/master teams pending access to leave for confirmed dates.

Relevant experience:

- Over 10 years experience as Victorian State Team manager
- Assisted Lucero during her term for the last three years , securing accommodation, uniforms, bathers for all teams including juniors , masters , women's and men's, and flights for the women's team for numerous comp and training camps.
- Player in the Australian elite women's team for over 10 years, including 5 worlds and many Southern Hemispheres.
- Coach junior Australian girls team 2010/2011
- Junior development Officer 2010/2011 and Tournament organizer Trans Tasman Juniors 2010 in Hobart.
- Women's coach Vic five times. Victorian women's team player for over 20 years.
- Secretary Vic Underwater Hockey/ or board member for over 10 years.
- Teacher with 20 years teaching/organising experience.
- Police check

Willingness to complete level One Coaching course.

Basically I have no life except hockey!

Kirsteen Reid

Australian team coaches

U19 Boys Coach

Nick Martin (Tasmania)

Nick Martin has expressed his interest in re-applying for the U19 Boys Coaching Position.

Experience includes:

- U19 Australian Boys Coach - Holland 2011 (4th)
- Multiple Australian team representative and two time world champion
- Coached the Tasmanian Men's team on several occasions
- Represented Tasmania 10+ years

U19 Girls Coach

Kirsteen Reid (Victoria)

Application for Junior Girls Coach – U19

I would like to apply for the two positions Juniors Girls coach – U 19 and team manager for the elite/master teams pending access to leave for confirmed dates.

Relevant experience:

- Over 10 years experience as Victorian State Team manager
- Assisted Lucero during her term for the last three years , securing accommodation, uniforms, bathers for all teams including juniors , masters , women's and men's, and flights for the women's team for numerous comp and training camps.
- Player in the Australian elite women's team for over 10 years, including 5 worlds and many Southern Hemispheres.
- Coach junior Australian girls team 2010/2011
- Junior development Officer 2010/2011 and Tournament organizer Trans Tasman Juniors 2010 in Hobart.
- Women's coach Vic five times. Victorian women's team player for over 20 years.
- Secretary Vic Underwater Hockey/ or board member for over 10 years.
- Teacher with 20 years teaching/organising experience.
- Police check

Willingness to complete level One Coaching course.

Basically I have no life except hockey!

Elite Men Coach

Arnold Piccoli (Western Australia)

Nominating for the position of Elite Men's Coach:

So this then leads me to where I believe I will need to take this group, for the future of our game and with the players available. Since the landscape for where we play and when we play is uncertain in the next 2/3 years, all we know is, we could be in Columbia wanting to back up our great win and with many of the incumbent players retiring within this period, our squad numbers will be thinner again and we all need to look to help this drain on our available talent.

The next 2/3 years are then extremely important, in that we need to look to bring our U19/23's through as quickly as possible to the ELITE TEAM, so it is imperative that the WORK ETHIC required to make and play for the elite team can be promoted successfully to those NEW players as they make the transition. With the current captain Blake Sutcliffe which designed the current training regime, if this is formalised and also promoted by our younger coaches in Nick M and Rees, if they continue the good work they have started and do it along the lines of the Elite team and if we can link our game plan and structures within the WHOLE Aussi contingent. Then players will be able and willing to jump a grade, and they can do it with a minimum amount of FUSS.

SO , I want to formalise Blake's Training Plan that was so successful at our last campaign , I want to also Formalise the Game plan and Structures that are/will be needed to attack the world in 3 years time in a 3mtrs and full court and at Altitude scenario . Implementation of them and Set Plays at stoppages to the Elite squad and Junior squads are then our next priority.

Which brings me to the point of available funds, If we were to spend some funds, I feel we need to spend it where we can get the most for moneys spent. If we can fly all coaches around the nation once a year to help teach/implement all these plans to all player grades Elite/U23/U19, at one time. That will make sure when they are required and in whichever team they are required in, they will have a belief they can be a part of and have a realistic chance of succeeding in whatever role they are required in.

In the perfect world where funds are available, we would be better off with a larger group of coaches, which will also allow for a succession plan, when a coach retires and that loss of knowledge that goes with it. In realising this, I have thought long and hard, who would be best suited for and in a position to take this future role. I believe John Sutcliffe is the smartest, and most knowledgeable in this older player group that we have and in discussing this point with him, he seems willing and able to dedicate the next 3 years to playing/coaching alongside me to see these ideals through to Columbia. At that point I will stand aside for him to also retire from the Elite playing squad and take over as Coach if nominated to do so .This will also allow the player group to enjoy the help from 2 coaches with only the inherent cost of one, and allow for the smooth transition of him into the senior role without the honeymoon period all have to go through and without the loss of inherent knowledge of the last tournament.

This is my plan for the future and if the AUF are also willing to release some funds we could then coordinate with the other elected coaches and then coordinate the work together in teaching one plan for all player groups from all states for one nation.

ARNOLD PICCOLI

Elite Women's Coach

None received.

Men's Masters Coach

None received.

Women's Masters Coach

None received.

Executive reports

Record Officers Report 2011 (Joe Tindal)

Following is a list of the documents I have been able to collect over time, they are not necessarily the most up to date version and some of them are PDF's so it would be great if anyone can fill in the gaps.

At the moment they are just on my computer and a hard drive but aim is to load them into the Website Storage area once I'm a bit more sure they are the most recent version.

UWH-A Summary of Documents 26/10/11

Name	Rev	Source	Format	Comments
Policy for Teams to Participate on Australian Nat Championships	Rev 3 / 2009	Email 11/10/09	Word	
Anzac Championship and Trans Tas Rules		Email 10/03/10	PDF	Need Word File
Trans Tasman Agreement 2011Draft	18/01/11		Word	
Bylaws	Rev 2009		Word	Have 2 versions 1 with out cover file
UWHA positions	12/09/09		Word	
Proposed Membership Policy	20/12/09		PDF	
Membership Policy and Medical Checks			PDF	
Guide to Running National Championship		Email 10/09/10		
Guidelines on Organizing a National Tournament ---- Have Colin Hopher and Lena Review versions	Sept 2009		Word	
Australian Team Manager Costing Sheet	20/12/2009		Excel	
UWH-A National Champions	2 nd draft	2/04/11	Word	
Feed Back Form	26/01/10		Word	
UWH-A Team Manager Manual V2	20/12/09		PDF & Word	
UWH-A AGM Minutes Aug 2009	27/09/09		Word	
UWH-A AGM Minutes Nov 2010	Draft		Word	
ASF Grant Agreement 1	16/12/2009		PDF	
ASF Grant Agreement 2	16/12/2009		PDF	
ASF Guideline and Example	16/12/2009		PDF	
Other that I am aware of but don't	have			
Injury Form				
Code of Conduct				
Medical Info				

Communications Officer report (Craig Proctor)

The management of the UHA website has been my primary activity as Communications Officer during the past year. The website has continued as a useful means of disseminating information on underwater hockey related notices, events and issues to UHA members. However, there are some areas of the website that still await further development. These include the website Records area for providing information on historical aspects of the sport (championship results, notes on history of the sport, archival photos etc.), the 'educational area' for information on training, skills, and on reffing/rules for both players and referees, and also the restricted Executive area for Committee member use. At the UHA AGM a decision will be need to be made on whether to continue with the current website provider (SportingPulse), as there are now many cheaper and more versatile websites available (TUHA has recently made a change from SportingPulse to another provider for their website). Facebook has also emerged as another potentially good option (in addition to the website) for disseminating information to members and for forum discussions on key issues.

Junior development officer (Kirsteen Reid)

The main objectives for this period were to:

1) Generate some interest amongst our juniors to participate at International events and trial for Australian teams at the conclusion of the 2010 and 2011 Nationals. Interest amongst juniors to compete in Australian teams over this two year cycle 2010/2012 have increased significantly, obviously the more local event against NZ attracted most players as cost was not as prohibitive. At the selections after the 2010 Nationals for the Trans Tasman comp. there was sufficient interest and talent to fill both a junior boys and girls team. This was the first time in a number of years that a girls team had been selected. The 2011 selections for the Junior Aged Worlds event saw sufficient numbers for a junior boys team only, but there were 4 girls who were keen to play but costs made it difficult to attract other girls to secure a team.

2) To attract suitable coaches, managers and chaperones to the junior program. An integral part of generating that interest came from attracting suitable role models to mentor and coach these players.

2010- Junior boys coach – Elwood Sutcliff

2011- Junior boys coach Nick Martyn

2010- Junior girls coach – Kirsteen Reid

2010/2011 - Team Manager- Sandra Millar

2011 - Chaperone/umpire – Rees Quilford

All of these people committed a lot of time and effort into developing these teams. Sandra was an outstanding team manager and her management, mothering and medical skills are to be applauded and prove to be a tremendous asset to the teams, in particular the boys team that competed at Worlds.

3) Compile a email list of interested junior girls and boys for Australian team selections, which has now been established and will be maintained.

4) Organise a competition at an International level for Juniors from New Zealand and Australia for 2010. This role was challenging to say the least. A competition was organised by myself – Kirsteen Reid after NZ had approached me, to compete against the NZ juniors in HOBART. The organisation from the Australian side was smooth with Tasmanian players, officials and umpires volunteering a lot of their time to ensure the success of the comp. The venue was superb. However some of the dynamics have led to discussion about the value of the bi-lateral competition in its current form.

5) Conduct training camps to support the development of player for International competitions. For both the trans Tasman and worlds comp, training camps were held and all involve agree these are essential for the development of the teams and to maximise the input of the coaching staff special Thank – you to Maria Wickham for housing the coaches during these camps.

5) To establish if there were any suitable funding form government bodies was available to either State and Australian junior teams. An exhaustive search of sporting grants a suitable grant found for state teams travelling to interstate competitions and all state team managers were advised about this grant which is paid in three month cycles. A Tasmanian based grant for competing at the world games was also identified and used for a number of Tasmanian players.

Director of Coaching Report (Rees Quilford)

Beginning in March this year in a role which has been vacant for some time meant that the bulk of my energies were been spent assisting our elite level coaches in their preparation for participation in the Age Group Championships held in the Netherlands (U19 & Men's Masters) and the World Championship held in Portugal (Elite Men's and Women's). In two of those divisions we were required to re-advertise for the coaching position due to the resignation of the incumbent prior to the competition.

Priorities for the future include:

- Completing performance reviews of the elite level coaches from the 2009-2011 term
- Selection of Elite level coaches across divisions for the 2012-14 term
- Negotiating a development plan with appointed coaches
- Development of a team selection framework to assist Elite level coaches in the selection of representative teams
- Exploring opportunities for increased coaching accreditation at a state and regional level

Coaches Reports

ELITE Men - Arnold Picoli (Western Australia)

History (the last 5 years)

When I was asked 5 years ago by Colin Hepher to help bring back Aust hockey , it was obvious the wheels had fallen off our past successes , and I was very interested why ,But first things first , I had been out of the game for over ten years and it was important of me to approach all players to identify talent that may or may not have been used .

The first of my Trans tasmen teams , was picked with all new caps, bar the Capt in Lordy and our best forward in Yongy. That was an experiance in itself, them dealing with my forthright approach and me with the inexperience/youth of these players . We lost 10 /2 in the final which was a fair reflection of where we stood. The real concerns at that stage was the lack of training players did prior to this comp and that there was no real leadership back at home to help these new players.

Preparing for the worlds in SA , team ethics were further eroded by the past leadership group that was incumbent with the Dave Lambert team of the past . This was no more glaringly obvious when after many months of information and expectation in preparation called for in the squad through the newly formed web site, "The forum" created by the Canavans and myself. In prepareing the Aust Squad prior to the TAS nationals and selections, that one of the past leaders and capt/coach of TAS , instructed his players that , my time trial and fitness test schedualed the day before the nationals , WAS A WASTE of time and not to go ! .

This had a lasting effect on the rest of the squad that did turn up , players from all other states , on the need for dedication within the squad to represent our nation . I was made aware from our national committee at the time of my appointment, that our lack of success was mainly due to the lack of training and the lack of numbers making themselves available to play for our nation, and this was an added sign that the desire to train was nobbled by the incumbent leadership team. At this point after the new squad was picked, I gave them my training plan as well as the instruction, that if it did not suit your weekly time schedual to change it where nessesary it to suit the players needs. There was still underlining resistance to the amount of training I was asking them to do, this was never made more evident when the 16 man squad made the next training camp 2 months later , with Spud /Mike and I there to pick the final team .

Mike and Spud, where shocked as I was at the lack of preparation by the players that had turned up. They didn't envey my job taking this group to SA. I then had to look elsewhere for new players within the group that would believe in the need for greater dedication in preparation. With extra advice coming from the Gods of our sport in Mike and Geoff, they did up, their training somewhat which gave us a chance in SA .Meanwhile I moved the motion to bring a Physio as well to SA to help maintain their fitness levels in recovery which I felt was the best way to go, considering what I had to work with . This in itself highlited another factor of the past leadership group , in after a 9/3 vote in favour of it to happen , senior players that were not in favour fought tooth and nail to change the decision . Their stubbornness and selfishness to listen to the player group , had been a problem to Dave in the past and was rearing its head again . History shows, that this was a good move on my behalf , and was solely responsible to ALMOST get us over the line in SA , and certainly a HUGE factor in our preparation and result in Portugal just weeks ago .

After that worlds poor result , I still felt I had not exhausted our stocks of players , obviously still searching for the right group of athletes that felt honoured and driven to do the work , to play within a structure and for AUST . So after my appointment to go to the next worlds, and since it was our turn to host the trans tasman, I decided to play 2 mens teams in the AUST cup , allowing me to play our best team to get a result, I was so desperate for and play the

2nd string in a pressure comp with extra teams like the Barbarians. Although that was the hardest thing I have ever done (coach 2 teams at once), it was successful for me to see everyone in one place, all train together with my new game plan and play and see the new players under pressure. We were successful 4/2 against the barbarians in the final, which was the only time they have ever been beaten, that helped to build a good squad to pick from for future teams.

Then the news we weren't going to Columbia! and that the next comp was going to be in NZ. That frustrated many in hockey, so with that news and the lack of organisation by NZ to pick a date till late in the piece, the team had to change at great lengths due to date changes or the lack of and I went with a good mix of experienced and new players, 10 only tho". The new players in Tim/Jacko and Todd, struggled in the cauldron of a very good opposition, and with no ability to change or replace players to aid their growth, we were very exposed. With not getting a good understanding of these players from them because of their inexperience, I started the player review situation after games where the players would firstly talk about themselves and their efforts then thoughts on the teams efforts, which seemed to work and give me an understanding of what's going through each players minds in the furnace of international hockey. I have kept this structure till today and it works very well within the recovery time we use after games. It also helps with honesty and helps the player group understand each other's concerns within games.

By this time, and with my knowledge of the player group within Aust, I had just put 35+ players through our AUST team in the preceeding 4 years, I was fairly happy in identifying within the ELITE player group, the players I needed for the next team going to Portugal. We picked a good team in Canberra last year, But again, concerns were raised by the past leadership group, of my forthright attitude to the work required to succeed at this level, and after the committee, quelled the situation with them and I, I decided to take a more managerial approach to the preparation with the team prior to worlds, delegating set responsibility's to key members within the leadership crew, firstly with the new Capt in Blake Sutcliffe and Vice in Gav Wise, taking charge of setting up a new training program with my guidance, and their implementation of it has been the main catalyst to bringing the player group together and aiding the dedication and capacity required of an athlete in a successful campaign.

In the preceeding months, I also, noticed a key point required in the hand skill levels at International hockey, with the advent of plastic bats and their size reducing greatly to past bats, I was seeing players using more and more of them to the detriment of good hand skills, I asked and helped players, change back to well designed Wood bats, and with the help of Mike and Razor, designed and made many bats to suit the position and needs of players for the world game. That also was a great contributing factor in our good hands in Portugal, and our success.

Late in the piece, we had another problem with a player not training as hard as his teammates, and with the backing of the leadership crew, and with the committees approval, I/we omitted him from the team and managed to select another player to go in his place. This not only put out to the hockey fraternity a message that the lack of training dedication will no further be tolerated, we identified a future talent in Tom Miller, that not only contributed, but was a major part of the winning formulae required in our win.

The WORLDS, Portugal

This time around unlike in SA, when the past leadership crew, chose to put work in front of the teams needs, and only come a day before the comp started, putting team structures training in jeopardy. We had total unity in the belief that we must all do what's required for the betterment of the team, so we almost all arrived a week before the comp to give good time to acclimatise and work on game structures. Obviously, excepting the 2 new team mates that had to organise airfares late. We all were there 4 days prior. This gave us good time to work on the priority's we needed to work on and for me to allow the leadership crew to settle and work out their place in the new team structures. Barring set plays in front of goal which we found too dangerous to train on, we worked

tirelessly to reset our new backline and work a simple plan for our new forwards , Tom/ Robbie Greg all new caps and Rees, as a new centre which he has never played at .

The backline was mainly experienced leaders so, I decided to take a back seat in its growth only giving guidance as needed, and focus heavily in the Forwards and Total team structures. My plan consisted of playing a VERY OPEN game Switching at every chance, to keep it a clean and an open scenario for most of the comp while I see what other competing top teams are doing. Therefore showing those teams nothing of my real plans till later in the comp , and at the same time not getting beat up as I wanted to also be the freshest team come finals . That went well with only losing the one game versus France, as they had corrected and adjusted their game plan to beat our switch by putting 2 of their players in front of the puck pressuring the backs more, which worked well for them and thus showing SA and Columbia an opening to play on when playing us in the future .What I also noticed as the greatest improvement by other teams was BREATHHOLD . I 'd say on average players had 3+ sec better bottom time than in SA , this caught us out to start with as we prepared for more intensity than bottom time , and therefore by day 3, I adjusted our Warm up to reflect our need , with immediate results, that was the last main issue we needed to address to attack the finals with total confidence.

We finished in second place with France 3rd and Columbia 4th, This was where I wanted to change up our game plan, straightening up our forwards , and giving the backs more licence to attack at angles using less of the switch movement, and to the teams credit they executed it to perfection in the final. The opposition put players in front of the puck and to their surprise we didn't go there, always keeping the puck in front of us, and with attacking at angles we continually squared up their defence, and with positive possessive runs by the forwards, we managed to get more players to the break down than them and after many yelling spells during the week at saying "attack the middle of the goals", we executed that to perfection and had players all sides of the movement and at the middle of the goal culminating with great attacking success rate . I wanted this team to not only win but to make a statement to World hockey , and to the credit of the player group , they basically played the most perfect match I have ever been involved with and to do just that, make a statement after 10 years in the doldrums was very pleasing to watch and be a part of .

Team By Team : Last to first

Belgium : They were the whipping boys of the tournament , last saw them in 88 in Holland , they haven't got any better .

Portugal : They are coached By Liam , they started off slowly and got better throughout the comp , a will be a good mid ranged team .

Turkey : Better placed than this , but defaulted in the last few games , could be a very good mid ranged team , strong/quick but wasn't coached well .

Spain : Coached by Andrew Carr, did very well , young and inexperienced but will be a force one day with good coaching , come a long way in a short time .

Holland : started well but faded fast , the wheels have fallen off this great side .

GBR : They were the surprise packet of the tournament , some great athletes , all over 6ft , some 6ft 6in , if they had good coaching they could trouble the top teams .

France : New team , new coach , did well to start then faded , fitness and pressure got to them , I rate the coach as he worked out our switch and coached them to beat it .Will be good next time .

Columbia : They could be so good , but they are very dumb in hockey , they should be better than they are , with coaching could be a real threat . In their home country, will be in the mix at the end.

South Africa : Euro champions , the only team that wants to play an open style , will be our major threat with NZ in Columbia , well coached by Jimmy , we need to play them more often to stay abreast of their improvement .

New Zealand : Didn't go , but must be continually seen as a threat to our future aspirations , will be coached by Liam, which I rate as a coach .

Factors That Contributed to our Success : (when brought in)

1. Bringing a good Physio to Aid in Recovery and taking weights to aid Hydration.(SA Worlds)
2. Honest Self Assessment and Team Assessment after each match. (Last Trans Tasmen)
3. Change of Bats to Wood and Hook design to aid good hands. (This worlds)
4. Blake's Training Regime and Commitment (Largest Contributing factor, this Worlds)
5. Delegating duty's to Team leadership crew to help with ownership of result, aiding team belief in structures.(This Worlds)
6. Talent Identification , Robbie / Tom very successful first comp (last 5 years of searching)
7. Positioning Players in the right roles to achieve team result (Rees/centre , Nick /Fullback)
8. Correct Adjustment to warm up mid tournament (Immediate result)
9. Making a statement, by omitting a team member for lack of preparation.(This worlds)

Where To Now:

I believe, the real concerns of the past were the incumbent leadership team and lack of strong coaching/managerial direction, and with the new direction and purpose showed by Captain Blake Sutcliffe, this will aid no end, the new coach and the growth for future teams and future players. When there is an insidious negative environment and stubbornness to deal with situations immediately/democratically within a team environment , then it will always be a recipe for failure. Alot of tough decisions and unpopular truths were unearthed in the last 5 years, and if it wasn't for the committment of past and present committees to aid my development personally and with MY team directions then we would have not achieved what we had a month ago.

Add to that the example made by us to the hockey fraternity, that if selected, if you don't tow the team preparation line to a tee, then replacement is and will be the option taken by the coach/leadership team.

I also think the future requirements of the coach is to assess the talent coming through in our juniors, as this is the next step after identifying all available elite players over the last 5 years. This is only possible now, while we have senior players coaching our style of game and structures to our youth. This will also aid the ability of those players to make the transition to the elite teams in a smooth manner. We have 3 years to the next worlds and with elite players retiring, it is imperative we manage to get some junior players to elite level within this time.

This leaves the last issue, I have taken 5 years to get up to speed with world hockey and it's changes and taken all that time to get up to speed with Aust hockey and it's Elite players, As with when I retired , the concern now is if I retire from coaching there will be this loss of inherent information required to continue the improvement and good

work that we have all worked hard to achieve and with a few of the incumbent leaders from years past still in the mix , we still need a strong presence in this post .

I recommend that a succession plan be created now to allow for me to coach for the next 3 year period to take me to my last worlds, while bringing through /mentoring the next senior coach. I have identified the next best suiter in John Sutcliffe. After many talks , he is willing to play/assist coach till he retires from playing for the Elite in Columbia 2014 , therefore not costing the future player group in the meantime anything , while I and the leadership crew bring him up to speed with our plans/structures and the world game.

So I sincerely ask to be reappointed to the Australian Elite Mens coaching position for the next 3 years to allow me the chance to back up our good win and to help the next coach a smooth successful transition into the senior role of Mens Elite coach.

Informal review by senior players (conducted by Craig Mackenzie)

Hi Rees,

I sought feedback from mostly senior team members.

The reality is Arnie is one of the sports characters, so the challenge has been as much as about him curtailing some of his natural behaviours when representing the country as a senior Elite Coach as improving aspects of his coaching. While in this area some would argue that he still has room for personnel growth, we need to remember we are an amateur sport and have provided little support or guidance prior to this year for any officials.

So will Arnie still say some things that will make you cringe - no doubt! But he has taken on board feedback from the process we put in place early in 2011. From that I think he took on board criticism's regarding his conduct in public - particularly when acting as an official.

Arnie understood that he needed to have a much more consultative approach to get the most out of the team. And to his credit he improved drastically this aspect of his coaching. He learnt that just because certain things worked well for him when he was one of the best elite players that he couldn't automatically assume that that was the best way for everyone.

In general, team members commented that Arnie's changed his coaching methods significantly from the last worlds in South Africa. The major improvements really come down to several key points:

- 1) Involve senior players - don't try to be a dictator
- 2) Communication and Consensus is a better way to have buy in than - talking louder
- 3) Verbal barrage / abuse does not actually help players learn
- 4) Using his own great previous capabilities as an example for players to aspire to - does not cut it with players
- 5) You don't have to micro - manage everything. Giving guidance and educating players to make the right choices ultimately is more effective than just getting them to do as they are told

Most of this has been growth in interpersonal and management skills.

In terms of theoretical hockey understanding, all players expressed that he did very well from an attack perspective but questioned his capability to help the backline improve or change (if required). It wasn't an issue with this team as there was significant experience but concern was raised if the team was less experienced. However this is a wider issue than how Arnie did or could perform with a different team which I will raise later.

In terms of physical training direction - Arnie did much better by simply leaving by assigning the task to members of the team that actually had some training in this area. Coaches shouldn't be expected (or feel like that have to) to know everything. However it is their role to co-ordinate what is required. If they don't have a strong understanding of the

physiology of training - involve someone who does. In this case several of the players were given this responsibility and worked within a general framework outlined by Arnie). This was a major improvement and contributed to a reduction of issues from previously.

In terms of Diet and personnel management - Arnie backed off from the well meaning approach he tried in South Africa. Another significant improvement.

Dealing with the less experienced players / or players not performing as well as the team would like. A big improvement from last time - one of Arnie's biggest problems previously was he would get "excited" when trying to offer direction for the weaker players. He had a more civilised approach to this and involved the senior players a lot more. Learning that sometime when managing a group that at times silence can have more impact than shouting and that you don't always have to point out exactly who is making an error is a big step. With senior players involvement reinforcement of team rules / tactical issues / skill issues of a more one on one basis was more effective. Another significant improvement.

Raising the expectation of effort - after several years of less than ideal effort by some players selected for the elite team Arnie has guided the players to a recognition that a certain standard is required. I think this has / is creating a cultural change and will hopefully ensure that we always take fit committed players away in the future. The fact that a player was dropped for not meeting expectations of effort was courageous by all involved. Hopefully that will set the bar for future teams. Arnie handled the situation as well as could be expected in difficult circumstances.

Introduction of set plays / new tactics were attempted at the competition. Under the pressure of a world championships when a team has limited time to get itself playing well as a unit, the likelihood of last minute major changes being effective is quite low. These need to be explained in advance where possible so that players can try them out and understand the subtleties of the set up. Further improvement in this area is required.

Communication and management. One of the challenges as a coach in our sport is that we are expected to do and know everything. Given that the players and coaches are amateurs (even if we at times put in as much time and effort as professional athletes) and therefore must manage fitness and skills training as well as playing as much as possible around work and family responsibilities. In addition we don't have the capacity to get together for regular training camps to allow the coach to impart the style he wants the team to use, or for players to have the innate understanding of their teammates individual styles. So we need to ensure that as much communication is put out there by email / web sessions / conference calls etc and use modern mechanisms to overcome this. Often the coach is close to a core of the playing group so use them as the critical mass to set team tactics and communicate with the rest so changes can be implemented in advance. This is an area Arnie didn't perform as well in as would be ideal. Half of the team were based in Perth but little of the opportunity was used in the months leading into the worlds to establish set plays / try out tactics. From the outside it appeared as Arnie was inconsequential to this part of the training period. Room for further improvement.

As an overview - I think the overwhelming feedback was Arnie did a very good job with performance at the training camp and competition significantly better, but with the periods in between having aspects that could be improved. The feeling is he would be more challenged in coaching a less experienced side (as all coaches would be) but that is an untested assumption. If he coached a team with an inexperienced backline - it would be worth having a specialist backline coach brought in even if just for the training camp(s). Continued personnel development on interpersonal skills would make Arnie a better coach still.

As a commission we need to ensure that when we attract coaches into a role that we take a holistic view to appointments and ensure that we do have dialogue with our elected officials to ensure they understand what is expected of them and most importantly be realistic - let's identify areas that they will not be strong in and set up a group of mentors for them to seek guidance from (or if required to be given direction by).

Mostly we struggle to find coaches willing to put their hand up for the roles. We don't foster long term coaches (and while we criticise any flaws that they have) we don't actively work with them to develop their deficiencies or provide any resources to assist. It's a case of well your now elected, get on with it as your on your own.

We need to consider whether we need more than 1 coach for a team - costs being ignored - 1 senior coach plus a specialist assistant (ie a forward or defensive specialist based on need) will place us in better stead.

The world standard is improving and we need to continually raise the bar with our teams. Both elite mens and womens are mostly of masters age (with many well over) and unless we look more seriously at developing existing and the next generation of players we will soon see the potential of a major slump.

The selection process also needs to be discussed in more detail. While the mens was very open and accountable, we had several drop outs and then new players added. We need to have some guidelines for managing this process. In addition we need to have a better system than just (essentially) one game asfter the finals at the nationals. My thought would be a squad selected at the nationals (and limited opportunities to be added to the squad outside that) and then the final team selected a 4-6 weeks later at a weekend camp for squad members. It will add what is essentially an additional camp will have a major impact on teams development. The ladies selection process would have been aided by a similar step.

Any questions please do not hesitate to get back to me.

Craig Mackenzie
Games Commissioner

COACH'S REPORT – ELITE WOMEN'S UNDERWATER HOCKEY

COIMBRA, PORTUGAL, 2011

The Australian Elite Women's team produced a good result, finishing runners up to Great Britain. Great Britain were worthy champions playing an open aggressive running game, and their victory continued the tradition of teams with an open game plan being the most successful at this level of competition. One of the primary distinctions regarding the Great Britain team was the commitment and passion they have shown for the game over the past few years. It is really quite exceptional, and clearly a major contributor to the results they have produced over a short space of time. In giving credit to Great Britain I would qualify that by saying that they were certainly not in a class above Australia and as is typical of finals encounters it was decided on the basis of a few critical moments.

I wrote a blog for the competition to keep my Monash Uni club members informed of our progress within the competition. It provides a detailed assessment of the day to day events during the competition, and is referenced here as a supplementary note.

<http://portdotcom.blogspot.com/>

What follows are additional observations about constituting and preparing the team.

Withdrawals from the team

The withdrawals from the team were costly. Julia Faulks resigned due to injury and Andrea Van Eissen withdrew because of an eligibility concern. Both those players provided an important level of variation in our forward line up. Without them the team became somewhat homogenous. It was still a very strong team, but its natural ability and strength was heavily focused in one particular area. A subsequent selection process was called to fill that gap with a player who could add a different element to the forward line up, however, possible candidates from the original trial were no longer available and no new candidates with the desired ability presented themselves. A late nomination from Eden Brown was accepted on the basis that she would add value to the back line.

Expectations

One issue that surprised me, given the level of experience within the team, was its inability to draw on and utilise past experiences effectively. Playing at a worlds competition requires a particular way of being, an attitude, and a way of dealing with things that I assumed would have been imbedded in the makeup of a team of this experience. This attitude is a foundational element for successful teams but it eventually became clear to me that those ways of being were not present and needed to be actively regenerated.

The realisation from the Auckland 2010 competition was that I could not rely on experience to create a game style that is typically Australian. The game needs to be recreated from scratch at each competition. Just as the game needs to be created, so too does the attitude and way of being.

Losing a final has prompted me to rethink a number of the elements required in preparing a team for this level of competition. Should I be offered another opportunity to coach an Australian team I would approach the task differently.

Training Camp

Organising training camps is always a problem and over the last few worlds I have opted to go to an overseas venue. The problem in an overseas venue is that it presents lots of uncertainty regarding the venue and quality of opponents.

Irrespective of where a training camp is held it remains difficult to find a quality opposition that will be comparable to what you will see at worlds. Generally you are playing against an opposition that is:

- a loose assortment of players,
- lacking a unified game plan,
- has various playing abilities, and
- tend to be mixed gender.

However, Holland was the best camp I have ever been involved with and the Dutch were ever so hospitable and managed to put together an opposition of a varied and high quality that helped in sorting out our default game. Staying for another few days and working on alternative strategies and frees would have been of greater benefit than taking part in the warm up training period in Portugal where we had few opportunities to play worthy opponents.

Selectors

I have commented in previous reports about difficulties associated with selections, and have made multiple unsuccessful requests to have the selection process varied. As noted previously the issues that exist with the selection process, is that the selectors:

- are often seconded into the role in a last minute effort,
- carry no further responsibility or accountability for their decision,
- are required to make a judgment on the basis of minutes of water time,
- rely largely on preconceived ideas about players that may not be valid,
- can have agendas that are not aligned with the teams interests, and
- are not typically privy to the interactions and behaviour of applicants within competitive situations.

The 2011 selections were notably unusual in that the selectors maintained strong views as to the accuracy of their judgment, and it became necessary to call on the Director of Coaching to mediate the situation. Given the above noted issues and the context of the experience the coach had with each of the applicants, a prudent and pragmatic response in this instance would have been to defer to the coach's views.

Tom Solopotias
26 September 2011

Masters Mens (Jason Meizies)

I will run through a few things, but coming in late to the coaching position I can only give ideas.

Selection

I think a selection process needs to be sent out 2-3 months before selections outlining the commitment needed to go away in a Australian team , there also should be fitness test/ tests at the start of nationals or before nationals, like the 10 x 100 we were doing , to show that training has been done and a commitment has been shown.

Training

Most of the team was not at a level of fitness for a international comp, most of the players trained but started to late (after selections) team members need to start training before selections if they want to go away in a masters team

Outline of comp

I think everything was fine; accommodation was great location was perfect and the amount of games was fine.

Player performance - most of the players tried their best but they were outclassed. I think the problem with the team was age of players (most in their 40s while other teams most in their mid late 30s) and experience most starting playing in their 30s and never played in a men's Aust team, but the main thing was fitness. I don't know how you can get younger players but you can get fitter ones

Conclusion

As I said above, the biggest problem with the team was fitness, age of playing group and experience, I think before worlds expression of interest should be sent out 2-3 months before nationals, a squad picked if numbers allow, fitness tests to be done so players arrive at selections with a good base fitness.

Age Group Games 2011, Netherlands Managers report (Sandra Milner)

The competition

This competition organised by the Netherlands Underwater Hockey Association, was billed as being to promote Junior underwater hockey and to give the Masters a chance to renew old friendships at a low cost competition. When CMAS did not sanction this competition they decided to go ahead anyway as they felt it so important for the junior development and should be above politics.

This attitude resulted in a lovely, friendly competition. Despite the fact that everyone was very competitive, and of course there were the usual complaints about some referees, it was a very happy competition with all the players getting on well. Our players-U19 and Masters were even seen talking to New Zealanders at presso.

From an Australian development perspective this competition has been fabulous for our juniors. The Tasmanian juniors who went are so excited about the next competition in Durban, both at U23 and U19 levels. There has also been the flow on effect that the younger players who did not go are now keen to try for the U19 in Durban. I hope the effect is the same for players in the other states.

Illness

We had a lot of sickness, some quite serious. Phil Ackermann missed a lot of the competition with the flu. We had one junior with a staphylococcal septicaemia who needed multiple hospital attendances and a specialist visit, two boys with sinusitis requiring antibiotics, other needing antibiotics for a skin infection and another needing antibiotics for tonsillitis. Unfortunately two of these boys (James and Matt) were sick for the finals, although they did play.

Then there was Duncan. Duncan missed the first game with a cold, he played the second game and 1 minute into the third game he received a severe blow to his R ear which resulted in a haematoma on his ear drum and a marked deafness in that ear. He then got an R middle ear infection. This seemed to be settling over the next few days but unfortunately on the morning of the semi-finals his external canal developed a severe infection which progressed to cellulitis and by the day of the final Duncan was a very sick boy. Over this time he had multiple hospital visits with antibiotics orally and via ear drops

Personally I thought he should have been hospitalised and given intravenous antibiotics as his risk of meningitis was high but this is not the Dutch way. It did however mean he was unable to travel home with the team so he and I stayed on so he could continue to see the specialist. We stayed an extra 4 days. So poor Duncan went all that way to play one game and he was one of our pivotal players. The good news is his hearing is now back to normal.

The results

The U19 played very well despite a lot of illness. They achieved an overall 4th which shows that even with limited numbers of Australian U19 to choose from our players showed they are good players and are willing to train hard and give their all in the competition.

The Masters came 5th and I believed played well against younger teams.

The respective coaches will be able to comment more on the results

The Cost The competition came in under cost with all players receiving a refund, even with the juniors choosing to have number of extra uniform options and travelling earlier than had been budgeted for. The costs were helped by

Rees who went as the chaperone being a full time referee and Pete van der Woude who was also a full time referee donating his reffing reimbursement to the juniors.

Behaviour

I would like to commend all players for their behaviour. I had been warned about misbehaviour by the Masters on previous occasions but they were very good.

Coaches, Chaperone , Parents and Refing

I would like to commend Nick Martyn on his coaching. We all know Nick's a great player and I believe a natural teacher so can expertly pass on his skills to the juniors. I was also very impressed with how he managed the boys who ranged in age and skill. He really brought the best out in all of them and has really enthused them to keep striving to play at a higher level.

Likewise Rees was wonderful as our chaperone. He displayed just the correct amount of firmness so the boys had a great time but knew where the limits were. Having Rees as the chaperone really meant we had a second coach as well and this meant each boy could get lots of individual coaching. Rees also was a full time ref during the competition which meant our cost were decreased.

I will leave it to the Masters to comment on Jason's coaching but Jason also helped with the U19 boys and once again it was great to have another experienced coach who could help individual boys and generally provide support.

And in the spirit of the competition many of the Masters , and Nick Martyn just got in and helped ref. Pete van der Woude went as a full time ref at his own expense and donated his refs reimbursement to the junior team which was very generous. The parents Jo van der Woude, Mark Lewis and Jackie Lewis helped enormously by helping organise food for the boys' lunches, helping with the dinners and buying me a walking stick when I hurt my ankle.

That's what it was all about- everyone just doing what they could to make a great competition.

So all in all it was fabulous.

Sandra Milner

State Reports

Queensland Report (Russell Cox)

UWH QLD Report 2012

The past year has been an encouraging year for the sport in QLD with a growing interest from the grass-roots (new to the sport and keen to learn) but mainly in the Southern parts of the state.

The unfortunate part of this is the lack of new, well experienced players coming through. For the last many years there has been a lack of young players joining and receiving mentoring to reach the higher levels of play. The few highly qualified younger players we have appear randomly at games to tweak and practise their skills only to disappear for months on end. Thankfully some of the older players have stepped in and are offering advice and coaching to the younger players but until recently this has had little structure.

The Toowoomba players (who despite being mainly older players) have been very active in working to get the game structured to take it to the schools. We are working together to draft a “risk assessment” which if approved will open the channels to have the sport taken to schools. This process is on-going as the QLD education department is in the throes of creating new guidelines for risk assessments which we will have to meet. We are hopeful that in time and with sufficient resources we will manage to get this written and approved.

Our State titles were held recently with 6 teams attending all from within 2 hour’s drive of Brisbane. The Gold Coast took the title.

The year has seen a number of players certified as Level 1 Referees which has been an important step to moving the game forward however to get QLD numbers back to good levels needs a great deal of guidance and support from those states where numbers are strong and systems are in place to bring players through the ranks. To this end the idea of holding a Trans-Tasman competition in QLD would not only help the overall interest in the sport but also show players where competitive level hockey can take them. With the added influx of National level players present at such an event it can only help to raise the standards locally.

As always we are stymied by a lack of time and people to promote the sport. By the end of the year we will have run 3 “Have A Go” days where encourage people to come along and try the sport with coaching and training for players new to the sport. These have seen a good turnout of around 30-40 people attending but as always there are only small numbers that continue.

Regards

Russell Cox – QLD

South Australia Report (Joe Tindal)

AUSTRALIAN UNDERWATER FEDERATION UNDERWATER HOCKEY AUSTRALIA AGM 2011

SOUTH AUSTRALIA REPORT

Current Committee made up of:

- Chairman is Joe Tindal
- Secretary is Mark McGraw
- Treasurer Ernie Richter
- Chief Referee is Barry Huston plus numerous others.

We haven't been able to play over winter, pool closed for renovations, and there are very few other pools in Adelaide where UWH can be played over winter, the couple that we might have been able to were booked out due to the greater demand and have only restarted at a Private School pool last week now that some the outdoors are reopening and offer a greater spread for the demand . The Adelaide Aquatic Centre is also currently reviewing if they will let us back in hence a number of the states had requests for contacts at their Aquatic Centre's. UWH is also played in Whyalla on Wednesday night's 8 to 10pm number range from 8 to 20. In the last year we have held one regional competition with Whyalla.

Following is a list of current umpires:

First Name	Last Name	Address			Umpire level achieved	Active within last 12 mths
Craig	Hunter	23 Lilley Street	BLAIR ATHOL	5084	2	yes
Barry	Huston		ALENBY GARDENS		1	yes
Paul P	Manson	47 White Street	HENLEY BEACH	5022	1	yes
Brian	Mason	7 Capri Close	WEST LAKES	5021	1	yes
Kate	Messner (Rodda)	PO Box 2462	PORT LINCOLN	5606	1	yes
Mark	Mooney	53 Swan Street	GRANGE	5022	1	yes
Murray	Philp	10 Gunliffe Street	TAPEROO	5017	1	yes
Ernest	Richter	2 Amanda Drive	SURREY DOWNS	5126	1	yes
Grant	Richter	35 Denmeade Avenue	CAMPBELLTOWN	5074	1	yes
Steve	Rodda	PO Box 2462	PORT LINCOLN	5606	1	yes

Lisa	Smith	4 Burnett Cresent	SEMAPHORE PARK	5019	1	yes
Malcolm	Smith	4 Burnett Cresent	SEMAPHORE PARK	5019	1	yes
MaryAnne	Stacey	6 Chelmsford Avenue	MILLSWOOD	5034	1	yes
Joe	Tindal	8 Medlands Court	WYNN VALE	5127	2	yes

Yours in UWH
Joe Tindal
Chairman SA UWH Association

Tasmania Report (Mark Lewis)

Tasmanian Underwater Hockey Association State Report 2010/2011

(prepared for Underwater Hockey Australia AGM, 29th October 2011, Melbourne)

The current TUHA Committee:

- President Mark Lewis
- Vice President Chris Cleaver
- Secretary Glenn Wickham
- Chief Referee Nick Martyn / Marty Jack
- Treasurer Rudy Kloser
- Web Master Kaitlyn Higgins
- Equipment Officer Pieter van der Woude
- Development Officers Matt McKartney / Kaitlyn Ten Bensel
- Junior Development Officer Ian Shanahan
- Social Director Jane Davis
- Media Officer Garry Davidson
- General Committee 1 Hannah Robert-Tissot
- General Committee 2 Alice van der Woude

Committee meetings are held monthly.

Membership

Currently there are a little over 200 registered players in TUHA Senior comp and we had about 62 junior players who participated in the Schools Competition.

Pennant Competitions

Wednesday nights continued to be the primary competition night for TUHA Seniors players with 3 grades; A (8 teams), B (8 teams), C (7 teams). We still have had no D Grade (beginner entry & development grade).

The Schools Comp (games held on Monday nights, March – August) was again strong this year. The juniors section of Schools (players in Grades 7 - 8) had 4 teams and the seniors section (Grades 9 – 10) with 4 teams.

Significant Events for TUHA in 2011:

Nationals 2011

Tasmania sent 5 teams to the recent Nationals in Canberra – a Mens team, a Womens team, a Masters team, a Juniors team and a Juniors Development team.

All teams enjoyed the championships and congratulations to the winning teams. Even the junior development team enjoyed themselves and improved their skill levels with many members joining the U15 team to New Zealand later in the year.

New Zealand Schools Championships 2011

In the first week of September, Tasmania again sent an U15 team to compete in the New Zealand Schools Championships in Rotorua. This event was the culmination of the huge New Zealand Schools competition with 41 teams selected to play over 4 groups. Our team competed against 9 NZ teams in the U15 Open section and won every

game except one. The players have really developed during training and many thanks have to go to Ian Shannahan for his work here. Not only did the juniors have a great competition on the hockey side but they had a ball playing tourist and visiting the set of Hobbit town from the lord of the rings, playing paint ball etc. Several of the junior players from this team have now been recruited into A grade teams in the senior roster.

National Team Selections

Selections at the 2011 Nationals saw 14 Tasmanian players selected to the Australian Team Squads - 1 in the Womens, 3 in the Men's 1 in the Masters and 9 out of the twelve U19 team members were from Tasmania, 1 Tasmanian even played for Great Britain in their Women's team.

The under 19's had a ball in Holland but due to illness did not achieve their potential in the pool, eventually coming 4th.

The women's and men's teams did very well at the worlds and thanks to the efforts of Garry Davidson we were able to get some good local media coverage when the players returned.

UW Hockey in Launceston

Underwater hockey continued its establishment/development phase at Launceston Aquatic Centre during 2011, with weekly scratch games played on Tuesday evenings. TUHA (largely through the enthusiasm and hard work of Garry Davidson), continues to support the rejuvenation of uwhockey in Launceston. Some equipment has already been provided and more equipment, including walls are being developed for the pool.

Our challenges ahead

We have two high priority issues that are relevant to all clubs, every year:

To do some hard recruiting early in the new year to ensure our Junior and new-senior-player ranks remain strong.

To improve the knowledge of the sport's rules among all players and increase the level of reffing skills in all grades. To this end we now have a chief referee and a deputy chief referee and are trying to restart the guild referee system.

I see the future of our sport is directly linked to keeping a good schools competition running and improving the refereeing standards. The schools competition give us the players of the future. We need to get the juniors enthusiastic and send them to nationals for the experience. In my experience exposure at nationals gets the kids more interested, even if they lose nearly every game. The more junior development teams the better. It could also be a way of getting the parents along to play Masters etc.

To give an example of how keen the juniors are we have 18-20 players turning up every week, to every session including swim sessions, this includes players from the team that was beaten every game at last year's nationals. Even the players who cannot go away with the team due to family commitments or finances still turn up to the training sessions.

If we can improve the standard of refereeing we will maintain the interest of the older players, clean up the game and increase overall skill levels.

Proposal to split nationals into senior and Junior events

Tasmania does not support the splitting of nationals into two events. The extra organization and administration involved is not worth it. We firmly believe that having the juniors at the same event as the seniors is more desirable as it would give them more exposure to the higher skill level games and be a lot easier to set up and run. The perfect example was last year in Canberra where Tasmania had two juniors playing in the men's team. If they were separate competitions then the men's team would have been short and the juniors would not have had the extra training and

experience of playing at the higher level, or the junior team would have been short as families have only so much money. A similar thing has happened with the women's team. If the trouble is where presentations are held and that some senior players want to get plastered then separate the events. Have presentations at the pool after the grand finals, then the under 18's and whoever wants to join them can go to one event and the over 18's can go to another event.

International events

Tasmania supports sending junior squads to what-ever international competition is on offer. My personal experience is that international exposure has only increased the junior player's desire to work at their hockey, to aim to qualify for the next competition. They enjoy the experience and travel, and it helps give them goals to aim for. This has to be balanced by family budgets and school commitments but what a learning experience for the juniors (I did not hear of any teacher saying no you cannot go, they were all supportive, even for the senior players missing out 5 weeks of year 12)! If you can time the competitions for school holidays with some fund raising this would help and be easy enough particularly with the southern hemisphere countries for a between worlds competition.

Special mention

We make special mention of Sandra Milner's inputs during this past year (again!). Sandra has again continued with her tireless enthusiasm and fantastic contributions as manager of the Tasmanian teams. Sandra managed both our State teams and the Tasmanian U15 that went to New Zealand and the Australian Juniors and Masters trip to Holland, and for all these things TUHA is extremely grateful.

Mark Lewis
TUHA President

Victoria (Rees Quilford)

VUHC Committee:

Current committee:

- President Rees Quilford
- Vice President Steven Taylor
- Secretary Kirsteen Reid
- Treasurer Sharon Davis
- General Member Amy Barry-Macaulay

Participation, membership and clubs

Our membership numbers are well down on past years. The picture will improve with Nationals participation but it is a worry. Our city clubs remain steady with the Richmond Club now well established (albeit with varying numbers from one week to another) and being quite proactive in attempting to recruit new members. From all reports our regional clubs (Wonthaggi, Warragul, Geelong, Horsham and Ballart) are struggling. We have witnessed a significant drop in numbers in Wonthaggi (our largest club) particularly at a junior level which is a big concern. Despite this we have had really strong numbers trialing for our elite level Victorian teams – we have a full compliment already selected for the Women and could have enough for two teams in the Men's. Unfortunately we almost certainly won't field teams in the U19 (3 have expressed interest) or Masters division (5-6 have expressed interest).

International team representation

We had a solid spread of international representatives across all divisions.

- U19 Callum Wishart
- Men Rees Quilford
- Women Tom Solopotias (Coach), Kirsteen Reid, Camille White, Tania McLeish, Belinda Watts
- Masters Ray Watts

Issues

It has been a very quiet year for the VUHC in terms of organising/facilitating state level activities. This is largely due to a small and overworked committee and lack of engagement from players.

We have been officially informed that we can no longer use MSAC because of the cost associated with repairing tile damage – meaning that we don't currently have a viable option to host National/International competitions.

Future priorities

- VUHC AGM scheduled for late November
- Lock in our state level competition schedule for 2012
- Attempt to identify a pool available and capable of hosting the 2013 Nationals

Documents related to discussion items

Proposed changes to UHA committee structure

Proposed changes to UHA committee structure to incorporate Director of Refereeing, Australian Competition Chief Referee and Secretary positions

Summary of proposed changes:

- The UHA Chief Referee position split into two roles:
 - Director of Refereeing
 - Australian Competition Chief Referee
- Introduction of a Secretary role

Introduction of Director of Refereeing and Australian Competition Chief Referee roles

Rationale

The split in these roles recognises that they are both substantial commitments/ jobs. It also recognises that a person who likes refereeing may not be attracted to the administration aspect of the previous role and vice versa. Finally, it is aimed assisting the allocation of refereeing roles and responsibilities at both national and international levels.

Introduction of Secretary position

Rationale

This role has been created in recognition of the administrative currently faced by the Executive Director. This role would free the Executive Director up to operate in a more strategic manner.

Administrative consequences adopting proposed changes:

Section 5.3 of the UWA By-Laws would need to be reworked to incorporate the new positions.

Position Descriptions

Director of Refereeing (trial role, 2 years)

<i>Reports To:</i>	<i>UWHA Committee / Executive Director</i>
<i>Role:</i>	<ul style="list-style-type: none">• To manage the development and administration of Australian refereeing.• The Director of Refereeing is not able to also participate at major refereeing opportunities while in the position.
<i>Key deliverables</i>	<ul style="list-style-type: none">• Develop guidance for referees on the accreditation process (including international accreditation)• Work with States to train and develop referees• Maintain a central register of referees• Manage the selection process for referees attending international tournaments• Manage the selection process for Australian Comp Chief Ref• Liaise with international reffing bodies and senior Australian referees on rule developments.• Manage the Referee Fund

Australian Comp Chief Referee (trial role, 1 year)

<i>Reports To:</i>	<i>Director of Reffing</i>
<i>Role:</i>	<ul style="list-style-type: none">• To undertake the role of Chief Referee for major tournaments in Australia in 2012
<i>Key deliverables</i>	<ul style="list-style-type: none">• Work with competition organisers to coordinate referee requirements for Nationals as outlined in the Bylaws• Provide post competition reports, including improvement suggestions to Director of Reffing• Work with competition organisers to put in place high quality reffing for international tournaments hosted by Australia

UHA Website (Tasmania & Victoria)

Potential move of the website from the current SportingPulse arrangement (Submission from Craig Proctor)

The advantages and key considerations I see, for a move from our SportingPulse website to a Joomla website, are as follows:

1. Joomla sites are free. SportingPulse costs us \$500/yr. The only annual cost for a Joomla site would be for the webhost. We use "TasWiz" (<http://www.taswiz.com/>) as our webhost, and it costs \$59/yr (or \$99/2yrs). We did not use TasWiz for the design of the website.
2. Joomla sites offer a lot more flexibility/versatility to those of SportingPulse, and yet they are still essentially built for those without full-on website editing skills (i.e. can be edited by those without much HTML nous, such as myself).
3. As I mentioned in earlier email, our desk attendant Christian did the initial set-up of our TUHA Joomla site and the initial moving stuff over from our SportingPulse site. For that we paid him \$200 for his troubles. I have asked him if he would have any interest in doing similar for UHA if we decided a switch to Joomla was a good idea, but he declined, as he doesn't see himself having enough time. So, we will need to identify someone who has sufficient web design skills and sufficient time to do the initial set-up of the Joomla site. Of course Joomla is only one of a great many website providers available. Perhaps someone attending this weekend's AGM will know an IT-wiz-nerd who would love to do the set-up and perhaps UHA can offer some \$\$\$ as incentive and reward for his/her time.
4. I think we are all agreed that SportPulse does OK for basic information delivery. But it is now not good value for money, given the availability of much cheaper options, and I don't see any good reason for continuing beyond the current contract, which expires on 31 Jan 2012.

If you or someone else at the AGM can give me a little forewarning (e.g. 15 mins), prior to the Communications item coming up for discussion tomorrow or Sunday, I can then patch in by Skype or by phone. But only if you think that is necessary.

I hope all goes well at the AGM. Apologies again for not being able to attend.

Cheers, Craig
(mob- 0439489991, Skype: proctorlap1)

Junior/Elite split for Nationals; U19 & U23 event calendar (Sandra Milner)

Dear Chris

I just wanted to address a few issues on the agenda at Aus UWH AGM. You have probably already read my submission regarding Nationals being split into juniors and seniors but I will summarize. I also wish to address the issue of U19 Trans Tasman as they are related.

Firstly can I say I firmly believe that we encourage more juniors to join our sport and continuing striving to play at the highest level possible by offering them ongoing opportunities to play at the highest level possible.

I think currently Tassie has it just right. We have a schools competition for all who want to play. We encourage those who want to go higher to come to New Zealand and play as an U15 or U19 in their schools competition. We also take these players into our pennants and allow them to progress quickly through the ranks if they work at their game. Both going to NZ and playing against adults at A and B grade gives the kids good training and opportunity to improve their skills. It also gives them a taste of representative competition.

Most of these kids will go onto represent Tassie at a state level and we encourage this by sending a development team as well as an A team, regardless of their age. I have not had a single kid drop out because the other state players were too big, after all once you have played our adult C grade all other players are gentle.

From this group of kids we have lots aim for Australian team and once again I believe it is because we have given them this dream when they are young.

In the past we have lost players because after the U19 level they could not break into the Men's/Womens but with development of U23 this should happen less. We also do loose kids along the way because they find other things in life that interest them more but I do not believe this is because they have already "done it", rather that we could not keep offering opportunities.

The proposal to split U19 from Nationals was made to encourage more kids to Nationals but where are they going to come from. If States cannot send an A team and a development team to Nationals how are they going to send any more teams to this new event. I think the main way to get more juniors, is for each state to develop its juniors then bring them to Nationals. If they are worried re size have two levels- an A level and a development level.

Other issues

A split comp means having to find two times during the year when people from all states can get time off. At the very least I believe the junior competition should be in the Christmas holidays

A split comp means two lots of organisation, finding volunteers and referees. As we usually pay to bring in refs it means more cost.

A split comp will not solve the problem of U18 at adult presso as it will mean more juniors will be able to play in mens/womens/U23 teams. U18 presso is better addressed by giving them their own presso on the same night as the adult presso.

Saying we would bring regional teams is all very well but how is that controlled. Tassie's players are all from Hobart so basically it would be the State team.

It is less prestigious for the kids to aim for.

And that brings me to the topic of the Australian U19 teams.

Going to the Netherlands was the best thing I've ever seen for the u19. Not only did it so enthuse the kids who went but also the younger ones who didn't. Richard Cleary has already told me he is saving for Durban and even Steve has said he can try out. I really think the aim should be to bring these U19 to World comps every two years with a cheaper local comp in between, whether that means a Trans Tasman or in Singapore but with NZ. I know NZ wants to use the off year to bring on an U18 and U22 side/s and I think we should too. Getting in the Australian team gives you more training, more responsibility to get fit and skilled and the uniform. It is something to dream of and aim for. I think if we just choose a team at a regional comp every afternoon you would just have tired kids who have not worked together-just a scratch game. Not a lot of dreams in that. I'm also would be surprised if NZ was interested as they want to bring forward a NZ team.

I have heard there is a chance of going to America in 2012. Whilst I would love to go and so would my boys, and I could afford to send them I think we need to look at the big picture. The goal should be Durban in 2013 and I think most parents would find it too much of a stretch to do both back to back with the Netherlands. We could have a nice 4 day comp in NZ and I reckon our total price would not be more than \$2000 and that would include a training camp. At that price I reckon we could take at least an U23/22 open, an U19/18 boys and perhaps U19 girls and a development U19/18 boys. I have spoken to our Tassie boys and whilst America looks attractive they would be keen to go to NZ and as they say it will mean we can negotiate a better time in school holidays and also less time off school for those inevitably at school.

Now don't get me wrong. I would love to see the time when we could have a schools nationals like NZ, or even a National training camp like South Africa, then the next level State U19 nationals and next level Aus U19 but for now I think the states need to build up their junior numbers, we should stick to a combined Nationals with a emphasis on development teams and we should continue to give the kids the chance to represent Australia at Worlds.

Thanks
Sandra

Trans Tasman 2012 Discussion Paper

INTERNATIONAL HOCKEY, INCLUDING A NEW TRANS TRASMAN AGREEMENT

Discussion from UHA AGM held in Melbourne on 5 December 2010

Prepared by Jane Gilligan 30 December 2010, posted to this website on 20 Feb 2011

The purpose of this document is to seek feedback from Australian UWH players about a new approach to the Trans Tasman tournament.

Proposal:

- A more flexible Trans Tasman Agreement will be proposed with New Zealand
- Australia and New Zealand would take it in turns to organize competitions. Australia will organize competitions in 2012. A competition summary for 2012 is at Attachment A.
- The agreement will include a Trans-Tasman in the elite category.

Objectives:

- Create a flexible tournament agreement with New Zealand
- Continue with the tradition of the Trans Tasman series competition
- Continue with a bi-annual international competition
- Create competitions that are non-profit, run in the best interests of players, well planned and no obligation.

Key drivers for change:

- There has been much discussion about an altered international schedule from, CMAS but we know that major tournaments will happen every two and four years, and there will still be a requirement for development competitions in the 'off years'.
- The current trans tasman agreement is regularly being updating or adapted for each competition (the rules that are currently agreed are creating constraints rather than opportunity)
- The current bi-annual competition is viewed by the players as a little bit 'stale'

How to have your say

- Talk to the Underwater Hockey Australia Rep for your state – Lena Plambeck (NSW), Kirsteen Reid (Vic), Russell Cox (Qld), Craig Proctor (Tas), Joe Tindal (SA), Craig MacKenzie (WA).
- Discuss with Australian team coaches and players
- There will be an opportunity for general discussion at Nationals

Attachment A

International Tournaments and the Trans Tasman, 2012

In 2012 Australia has responsibility for hosting and organising the trans tasman competition between Australia and New Zealand. Australia would like to propose a new Trans Tasman agreement that provides flexibility for the host country to design the tournament each year. This competition summary assumes that this agreement is put in place.

Elite underwater hockey, 2012

Australia Cup / Trans Tasman

A competition will be held on the east coast of Australia. Any country can enter teams, and as many teams as they like. Countries entering multiple teams should select even teams with a focus on development. These teams will play

for the Australia Cup. Barbarians teams would be considered on application. Teams will play a maximum of three games a day (with some players also playing a fourth - the trans tasman game).

Australia and New Zealand will select their best teams from the pool of players attending. A trans tasman game will be held once a day over three days during the round robin tournament. A trans tasman series game will be held for:

- Elite women
- Elite Open
- U23 women
- U23 Open

Junior underwater hockey, 2012

Australian Junior Nationals / Trans Tasman

New Zealand teams would be invited to attend the Australian Junior Nationals, to be held in Tasmania. Teams should be regional, not national strength teams. New Zealand teams will be unable to compete for finals in the Australian Junior Nationals.

Australia and New Zealand will select their best teams from the pool of players attending. A trans tasman game will be held once a day over three days during the round robin tournament. A trans tasman series game will be held for:

- U19 women
- U19 Open

Masters underwater hockey, 2012

Asian Cup / Trans Tasman

Australian proposes that New Zealand and Australia send masters teams to the Asian Games in 2012. Australia sent masters teams to Manila in 2010 and found that it:

- Was a good level of competition to take to the Asian games (elite would not be appropriate)
- Build good team morale for the masters
- Was affordable
- Is an important contribution to underwater hockey in our region.

Teams would enter as per the competition requirements. In addition, Australia will negotiate pool time for the trans tasman competition to be held in conjunction with the Asian Games.

Australia and New Zealand will select their best teams from the pool of players attending. A trans tasman game will be held once a day over three days during the round robin tournament. A trans tasman series game will be held for:

- Masters women
- Masters Open