

## ANNUAL OPERATIONAL PLAN – 2013

### KEY PRIORITIES

#### Administration

- 100% Participation by all licensed players in IRB Rugby Ready plus IRB Laws of the Game online exams
- All elite players to have the above plus S&C in addition to Lvl 1 MO or Coaching qualification
- Sufficient funding for SRL Operations
- Ethics Committee to be maintained
- Ensure all SRL staff have sufficient training and resources
- Club starter pack to be current and available

#### Performance

- Support NT Training
- Develop Talent ID/ Transfer programme

#### Women's Rugby

- Support established clubs that don't have a women's team to enter a team into the league
- Compete competitively in National Games for future FIRA-AER tournaments
- 7s NT to take bold step forward with support from Finnish Rugby Community
- Host a friendly with Sweden & Scotland
- Women's MO / Coaching candidates to be recruited to level 2
- Women's MO Level 1 to be encouraged to accept FRRA appointments

#### Schools Rugby

- Deliver Schools Tag Rugby in Oulu, Vaasa & Pori
- IRB Rugby Ready to be delivered to PE Teachers in Turku

- Attend SLU Your Move and Pitkis summer sports camp
- U17 camp to be 100% attended. Destination TBC
- U17's to play friendly game against Estonia

#### Age Group rugby

- U20 Team to train regularly prior to FIRA tournament
- U20 Team to train with Senior Men's NT

#### Men's Rugby

- Establish a squad of 50 potential players for Senior Team
- Train a minimum of once every six weeks when trainings don't clash with Finnish League fixtures
- Improve ENC 2D group position
- Explore establishment of Male Academy

#### Referees

- Continue to support the Finnish Rugby Referees Association
- Lobby for FRRA referees to gain FIRA-AER appointments
- All competition games in Finland to be officiated by a FRRA affiliated referee
- Where possible all AMO to be FRRA affiliated / qualified
- Increase number of active female referee's by 100%

#### Domestic Competitions

- Continual support for coordinators to the different competitions (Men, Women, Juniors)
- Explore potential to lengthen season using regulation 22
- Establish Winter 7's series for Women

- Establish Winter touch schedule / tournaments for mixed genders.

### **Training & Education**

- Workshop training with the Finnish Military
  - Provide training for new established clubs
  - Develop Club Starter Pack in three languages
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- ALL NT representatives to hold IRB Level 1 coaching or MO qualification
  - Specific training for youth coaching
  - Provide level 2 Coaching and MO courses
  - Provide 2 Level 1 MO courses
  - 1 candidate to attend 7's coaching course
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WHAT WE WILL DO	KPIs	What and When ACTIONS WITH DATES	WHO	BUDGET COMMENTS
<b>Govern as a 'professional entity despite Finnish rugby's amateur status</b>	Continuance of IRB and NOC anti-doping regulations	Continue to update SRL members on anti doping regulations. distribution by newsletters, electronic, NT TM's, Club email recipients	GS / TM's	Money assigned for attendance of NOC lectures and deliverance of anti-doping material at NT camps
	Continual direction of all key personnel	Continue to govern SRL personnel so that all administrative tasks and KPI's are fulfilled on time	Chair, GS, TD, FRRA	
	Continue the promotion of the fair play ethos in Finnish Rugby.	Continue to promote fair play, sportsmanship, a game for all via media, word of mouth and rugby	GS, FRRA, TD	
	Support long term participation in the game	Continue to support clubs and NT's with long term successful participation	GS, FRRA, TD, Clubs	
	Increase % of rugby players and participants in Finland	Aim to have 0.1% of the Finnish population participating in rugby by 2015 (approx. 5300 persons)	GS, FRRA, TD, Clubs	

<b>Continual improvements of administrative tasks in Finnish rugby</b>	100% of all licensed players to have completed IRB Rugby Ready and IRB laws of the game	All licensed players will have completed the Rugby Ready and Laws of the Game online exam. Clubs to administer and collate proof	GS, FRRA, TD, TM's	
	All NT representatives to have completed the above as well as IRB Strength and Conditioning exam	All National team players to have completed this. Certificates collated by TM's	GS, FRRA, TD, TM's	
	All National Team representatives will have completed a Level 1 Coaching and / or Match Officials	All reps will have completed this within 6 months of NT representation.	TM's, TD, Educators	
	Comply with NOC and IRB regulations	Deliver education in regards to the current NOC and IRB anti-doping regulations	GS, FRRA, TM's	
	Continue fair play policies within the SRL	Promotion of the IRB charter. Promote the gentlemen like conduct aspect of the game which isn't associated with other games such as football	GS, FRRA, Clubs	
	Continuation ensuring use	Continue to update the	GS, TD, TM's,	

	<p>of a regularly updated partnership package</p> <p>Strive to ensure that by 2014 there is no financial constraints to represent Finland</p> <p>Utilize players who are winding down from playing activities to be redirected</p> <p>Strengthen links with high performance centres: KIHU, SLU, NOC, JYU, with further info to rugby</p> <p>Continue to source pitches and upkeep pitches that comply with regulation 22</p>	<p>partnership prospectus and inform all outlets of its existence and who they should contact in reference to it. All leads channelled to 1 person</p> <p>Operational budgets are submitted by Q3 of the preceding year. Budgets are scrutinized and reworked until acceptable</p> <p>Players retiring from playing activities should be encouraged to uptake admin roles within their clubs / SRL or move over to officiating</p> <p>Ensure regular attendance to SLU, NOC, KIHU seminars, along with specific courses relating to rugby</p> <p>Identify pitches that comply with IRB regulation 22. Once located seek</p>	<p>Clubs</p> <p>Treasurer, TD, TM's</p> <p>GS, FRRA, Clubs, players</p> <p>GS, TD, TM's</p> <p>GS, TD, Clubs</p>	<p>Financial amount budgeted for seminar and course admittance fees</p>
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	<p>Identify artificial surfaces that comply with IRB regulation 22</p> <p>Recruitment of 1 new of current candidate for admin purposes</p> <p>Ensure SRL representatives have sufficient training</p> <p>Enforce a thorough expense claims system</p>	<p>accreditation from FIRA / IRB</p> <p>Identify artificial surfaces that comply with reg. 22. These pitches could be used to extend the season in terms of earlier starting or later finishing</p> <p>Seek funding for a paid position for 1 candidate from SLU / OKM for 2013 – 2015</p> <p>To ensure that all persons involved with SRL runnings have sufficient training to do their tasks as required. Provide ongoing training.</p> <p>Ensure that all expenses relating to SRL accounts are claimed and reimbursed in the correct manner and in the appropriate time frame and in line with Finnish accounting</p>	<p>GS, Clubs</p> <p>GS, BOARD, TD</p> <p>GS, Board, TD</p> <p>Treasurer</p> <p>GS, Board</p>	
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	<p>Ensure club starter pack is constantly up to date.</p> <p>Develop strong ties with SRL partners that may in turn aid and benefit clubs under the SRL umbrella</p> <p>Ensure that the SRL website is constantly updated and contains the correct information.</p>	<p>regulations</p> <p>Continue to review the club starter pack, amking sure it is up to date with current rules and legislations. As well as various outputs of SRL operations.</p> <p>Evolve ties and create stronger bonds with SRL partners</p> <p>Continue to update the SRL website with all news of SRL activities in both Finnish and English languages. Look to improve the site with additions of other well used tools: total rugby etc.</p>	<p>Board</p> <p>Webmaster in Finland</p>	
<p><b>Further increase the youth participation and general rugby participation in Finland</b></p>	<p>Identify possible locations for new clubs.</p>	<p>Continue to develop rugby in Finland by identifying where a club could be based. Using criteria such as universities, strong expat community, and location to already established clubs.</p>	<p>Board YDO</p>	

	<p>Deliver tag rugby to schools in the north and northwest</p>	<p>Continue the deliverance of tag rugby to schools in Oulu, Vaasa and Pori, Aim to train 50 school teachers to deliver tag rugby and supply tag kit to subsequent schools</p>	<p>YDO / subordinates</p>	<p>Substantial amount of funding is available for this.!</p>
	<p>Deliver rugby ready course to teachers at established club locations in the west.</p>	<p>Continue to recruit teachers who are able to tag rugby programmes further in their own municipalities. Following on from tag rugby lessons already given in this area. Aim to recruit 10 teachers / schools who upon completion receive a tag kit, if they have already received 1 but numbers have increased a further set to be given. Deliver printed versions of Beginners guide to rugby</p>	<p>YDO / subordinates, Educators</p>	<p>Funding is available for this.</p>

	Continue to support schools that have already received tag rugby training	Schools that have already received the tag rugby treatment to get follow up work and encouragement to include rugby to their curriculum. Repeat visits to 15 schools with invites to visit their local clubs and trainings. distribute beginners guide to rugby	YDO, subordinates, educators, clubs	funding for printing of booklets
	Attend schools expo / open days	Have visible exposure at school open days, school / university expo's. Aim to attend 4 open events.	YDO, subordinates, clubs	funding for material costs.
	Continue to work with Ministry of Education	Establish stronger ties with MOE. Make key SRL personnel available to MOE, aim to get rugby in school curriculums. Invite key MOE personnel to SRL events, NT games etc	Board, YDO, TD	
	Create a localized database of schools activities	Create centralized database that is governed by YDO and TD. Database to enable solid tracking of	YDO, subordinates, clubs, TD	

		schools activities and where more focus is needed		
<b>Improving the standards of the game by improving the education of those involved</b>	Source candidate for specific youth coaching	Identify a candidate to receive youth specific coaching training.	TD, YDO	
	Obtainment of an additional 2 Level 2 MO's	Supply 2 candidates to obtain level 2 MO certificates	FRRRA	
	Match Commissioner training	Supply 1 candidate to FIRA for Match Commissioner training	GS	
	Provide training for newly established clubs in the form of a level 1 coaching course	Provide level 1 training for newly established clubs. Clubs identified for 2013 are Hämeenlinna, Pro, Porvoo and Joensuu. Aim to train at least 5 persons from each club	Educators	
	Provide 2 Level 1 MO courses	Provide 2 level 1 MO courses, one pre season in conjunction with Snow rugby, the other to be held in the north. Aim to train 15 new MO's	Educators, FRRRA	

	<p>Provide a Level 2 MO's course</p> <p>Provide a level 2 coaching course</p> <p>Attend an SLU based seminar on accounting</p> <p>1 candidate to attend a 7's coaching course</p>	<p>Hold a Level 2 MO course with the aim of obtaining 2 more level 2 MO's</p> <p>Run a level 2 coaching course. Identify those clubs in need. Aim to train at least 10 level 1 coaches to level 2</p> <p>Treasurer to attend any SLU accounting / book keeping seminars held, so as to better enable SRL accounting procedures</p> <p>Supply candidate for a 7's specific coaching course</p>	<p>Educators, FRRRA</p> <p>Educators</p> <p>Treasurer</p> <p>TD</p>	
<p><b>Expansion, maintenance and creation</b></p> <p><b>Age Grade</b></p>	<p>Development of indoor winter touch league</p> <p>Enhance junior leagues and competitions</p>	<p>Create and develop an indoor winter touch league, in order to keep the off season busy and still get new players interactive</p> <p>Actively promote junior rugby at all events held in finland and endorsed by the SR. Identify the way forward to secure a</p>	<p>YDO, Duane Atkins, Clubs</p> <p>YDO, subordinates, board</p>	<p>Costs allocated for tournaments, trophies, upstart costs</p> <p>IRB allocation for funding</p>

<b>Adult Competition</b>	Development of indoor touch competition	solid youth tournament  Development of indoor touch competition at senior level, to run during the winter months.	Miika Valo, Duane Atkins, clubs	SRL allocation of funding
	Explore avenues to increase season playing time	In conjunction with earlier task, find way to lengthen the playing season	GS, Board, clubs	
	Identify and carry out expansion of Senior league	Identify a way to expand the senior championship, with clubs numbers growing, development clubs wanting 1 <sup>st</sup> league rugby. short season cripples amount of teams in league – fix	League Coordinator, GS. Clubs	
	Gain access to military sports setup and aim to establish a military team	Gain access to the main military base in Helsinki, aim to carry out regular training sessions, train the personnel to continue these tasks. Setup a military team that could partake in SRL	GS, Board, Educators, Clubs	

		endorsed tournaments or even in the league. Train 10 military personnel in Coaching		
Improvement of result and greater core skills and game play	Identify a men's academy	Using the women's academy set up as a model, instigate a male academy	TD, GS, Board, Men NT coaching	
	Identify relevant persons to attend the academy that would feed the Men's NT	Identify and notify relevant players, initiate training schedules and personnel	TD, NT male personnel	
	Continued participation of Senior men in ENC 2D	Men to hold their own in the ENC 2D. Better results than previous years. No more relegation battles.	Senior NT staff, TD	
	U17 participation	U17 to partake in FIRA run tournaments, training camps and friendly games with neighbouring countries	U17 NT staff, YDO, TD	
	U20's participation	U20's to participate in FIRA run competitions. to partake in Senior men's NT training camps as well as their own	U20 NT staff, Senior NT staff, TD	

<b>Growth, development and skills in Women's Rugby</b>	Add a 20% increase in the amount of teams competing in women's rugby	Support clubs with already established male teams to start up a female team. Open camps and Women's academy providing outlets for new women to get involved with the sport	Board, Academy manager, Clubs	Significant funding available for this
	Promote a continuance of the Women's winter 7's league	Expand on winter 7's league. Aim to extend the season with a different format.	NT 7's staff, Board, clubs	Financial allocation
	Encourage women to obtain a Coaching or MO certificate	Women's rugby growth requires more qualified women to be involved. all NT women to hold either qualification	Educators, FRRA, NT staff, clubs.	Financial allocation
	Expand and maintain the women's academy	Continue to nurture the Women's academy and continue to supply both female NT's with new talent	Academy manager, NT staff, club coaching personnel, TD	
	Identify potential NT candidates	Constantly monitor academy and club players for feeding into the NT's	Academy Manager, NT staff, Club coaching personnel	

	<p>Create a stronger relation with the NOC and Women's Academy / NT's</p>	<p>With Olympic rugby on its way, establish stronger cooperation with the NOC.</p>	<p>NT Staff, Academy manager, TD</p>	
	<p>Ensure that Women's NT 15's play ENC rugby or at least 3 friendly games with border countries</p>	<p>Ensure that NT's 15's have every opportunity to play at ENC level, encourage friendly games against Nordic team and close opponents</p>	<p>NT staff, TD, Treasurer</p>	
	<p>Continue to identify potential overseas players</p>	<p>Continue to identify overseas players who may be eligible to play for Finland</p>	<p>NT staff</p>	
	<p>Encourage more women to officiate in SRL runs leagues and tournaments</p>	<p>Encourage those with MO certificates to use the knowledge they have to use it</p>	<p>NT Staff, female players, FRRRA</p>	
	<p>Participation of Senior Women's 15's NT</p>	<p>Organization of games, training and player development via training camps</p>	<p>NT personnel, Academy Manager, TD</p>	
	<p>Participation of Senior Women's 7's NT</p>	<p>Organization of games, training and player development via training camps</p>	<p>NT personnel, Academy Manager, TD</p>	