

# ANNUAL OPERATIONAL PLAN – 2012

## KEY PRIORITIES

### Administration

- 100% Participation by all licensed players in IRB RugbyReady
- Developmental Position to be funded
- Sufficient funding for SRL Operations
- Ethics Committee to be established
- Translate IRB Beginners' Guide into Finnish

### 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 in FIRA-AER XVs
- 7s NT wins FIRA-AER Group
- Host a friendly with Sweden
- 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 Turku, Tampere, Jyväskylä and Helsinki
- IRB RugbyReady to be delivered to PE Teachers in Jyväskylä
- Attend SLU Your Move and Pitkis summer sports camp
- U17 camp to be fully attended in Norway

### Age Group rugby

- U20 Team to train regularly prior to FIRA tournament

### Men's Rugby

- Establish a squad of 50 potential players for Senior Team
- Train a minimum of once every six weeks
- Improve ENC 2D group position

### 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

### Domestic Competitions

- Appoint coordinators to the different competitions (Men, Women, Juniors)
- FIRA-AER calendar integrated into SRL calendar

### Training & Education

- Workshop training with the Finnish Military
- Provide training for new clubs
- Develop Club Starter Pack in three languages
- Supply a candidate to FIRA-AER Level 3 coaching/ MO
- ALL NT representatives to hold IRB Level 1 coaching or MO qualification

WHAT WE WILL DO	KPIs	What and When ACTIONS WITH DATES	WHO	SP GOAL	BUDGET COMMENTS
<b>ADMINISTRATION</b>					
100% Participation by all licensed players and NT in IRB Rugby Ready	100% Registration of RugbyReady of all licensed players in 2012	2012 License requires players to hold a valid RugbyReady certificate	GS / SLU	1	
Ensure sufficient funding for SRL Operations	Schools programme 75% funded through private and commercial sources	Report back to SRL after 2011/ 2012 schools programme at the end of the academic year	Schools Coord/ TD	6	
	NT Player contributions not to exceed €150/ away game.	Contact & establish relations with companies for marketing opportunities	CDM	4 10 11	
	NT Budgets submitted by 3Q2012	Develop long term commercial relationship with partners and reduce operational costs for the team	TM	4 10	
Fund the NTD position and seek a suitable candidate.	Funding sourced by end of 2012 for National Technical Director position		Chair/ GS	13	

Establish an ethics committee to develop inclusive policies in line IRB, NOC and SLU requirements	Fair play, Rugby for All policy to be delivered to SLU & NOC by Q3 2012. To be in line with domestic and IRB policies.		Chair/ Clubs	1	
Translate IRB Beginners' Guide to Rugby into Finnish	Beginners' Guide to Rugby delivered to clubs in Finnish by July 2012	Volunteers to be sourced for translation  Guide delivered to clubs electronically and on rugby.fi	Educators  GS	1 6 9	Costs for IRB template as part of 2012 IRB Trust Grant application
<b>PERFORMANCE</b>					
Support NT training programmes	Equipment to be sourced via Eerikkilä specifically for NT trainings and to suit NT requirements	Contract to be signed with Eerikkilä for support	TMs	5 7 10 11	Costs for equipment to be covered by Eerikkilä contract
Develop Talent ID/ Transfer programme	in conjunction with SLU	SLU small sports department to be utilised in development and execution	GS/ TD	2	
<b>WOMENS RUGBY</b>					
Support establish clubs that don't have a women's team, to enter one	Run women's beginner camp to ensure safe and active participation. Specifically target clubs without womens team by prioritising the 30 slots.	2 camps to be run at Eerikkilä,	Womens Coord	3 4	
Compete in the FIRA-AER XV's	Training sessions and targets to be established 3Q2011 and communicated to players. Coordination between coaching staffs to be established to ensure	Coach selected in 2011, team has been entered to European Womens Cup Division B in Enköping, May 2012	Womens TM	5	

	player welfare (XVs vs VIIIs)				
Women 7s NT to win FIRA Group	<p>Training sessions and targets to be established 3Q2011 and communicated to players</p> <p>ENC tournament and one warm up tournament eg Amsterdam 7s</p>	<p>Team entered into FIRA competitions in 2012.</p> <p>More time as a team required to prep for competitions and develop the team</p>	<p>Women 7s TM</p> <p>Womens 7s TM</p>	<p>4</p> <p>4</p>	<p>Final Budget deduction from 2010 Moscow 7s in force for 2012.</p>
Host Sweden during 2012	To be held in conjunction with a Mens XV ENC game, subject to a decision on Womens' ENC tournament	Remains open, pending Mens ranking end of 2010-2012 season	Chair	4	
Womens MO / Coaching candidates to be specifically recruited to attend the Level 2.	Identify and target women players that wish to remain involved in a non playing capacity and support them to matching the training programme for individual personnel. Coaching training for the all Academy Players will be required. Also all older players or some who forced to quit due to injury should be encouraged or even invited to coaching and match official courses.	Sessions to be coordinated throughout the year by educators	Educators	3	
Womens Level 1 MO candidates to be encouraged to accept FRRA appointments	KPI targets three active female referees by 2015. Referee educators to be sent to support Lvl 1 referees at Finnish Cup level	Database to be updated to reflect trained MOs	GM/ OL	3	
<b>SCHOOLS RUGBY</b>					

Deliver Tag Rugby to schools in Turku, Tampere & Jyväskylä	Expect c. 2000 students. Tag sets to be supplied to teachers able to deliver the programme	Local clubs to be engaged to support SRL programme	Schools Coord	6	Significant proportion of IRB Trust grant is tagged for this project.
Continue supporting the pilot Schools programme in Helsinki	Transition programme responsibility to Helsinki clubs		Chair/ HRC & WRC	6	
Deliver IRB RugbyReady to Physical Education teacher in Jyväskylä Jan/ Feb 2012	2 x SRL Educators to be sent from Helsinki		TD/ Educators	1 6	
Provide support to SLU Your move event in Helsinki	Tag rugby is played at the event and spotlighted as one of the newest Olympic Sports	Participation in 2011 saw significant networking and other non tangible benefits as well as increasing the profile within the community	Board/ GS/ Treas	1 6	
Deliver 5 day tag rugby training programme in conjunction with the Pitkis sports summer camp July 2012	300 children participate in Tag Rugby demonstration by SRL staff	Pitkis camp is the biggest sports summer camp in Finland, with over 1500 7-14 year old children	Treas	6	
Advertise the U17 camp for those that are eligible (2012 will be hosted in Norway)	22 U17s attend the camp	Deposits to be paid Q1 to ensure participation	GS	6	SRL Fined in 2011 for inadequate participation by FIRA-AER
<b>AGE GROUP RUGBY</b>					
U20 team to train regularly prior to FIRA tournament	Three training camps to be held prior to tournament	specialist coaching clinics to be run at Eerikkilä (particularly scrum and defence)	U20 Coach	7	
<b>MEN'S RUGBY</b>					
Mens Training sessions to be held on a regular basis	maximum of six weeks between trainings & team	Team Manager to monitor the squad in	Men's TM	7 10	

	to be notified at beginning of year the training schedule	consultation with Coaching staff			
Improve ENC 2D group position; Host 2-3 ENC games, offering clubs the opportunity to host.	Wins secured against other teams in ENC 2D.	2012H1: 1 away, 2 home; 2012H2: 1 home, 1 away	TM/ Coach /Capt	10	
Maintain a squad of 50 potential players for selection to Senior Team	50 pers training at all camps		Mens TM	10	
<b>REFEREES</b>					
Support the Finnish Rugby Referees Association	Two level 1 MO courses arranged in 2012  FRRRA to supply on Level 3 referee candidate		Educators  FRRRA	3	
FRRRA referees to be appointed to FIRA-AER tournaments/ matches	Two referees appointed to FIRA-AER tournaments/ Matches in 2012	Liaison with Patrick Robin (FIRA-AER) required	FRRRA	12	
Finnish Rugby Referees Association to be appointed to more games in the north	All games in Finland officiated by FRRRA referee	Distinct lack of FRRRA referees in the north.	FRRRA/ C&L Manager	12	Referee fees for FRRRA operational budget to be collected directly by FRRRA
<b>DOMESTIC COMPETITIONS</b>					
Appoint coordinators to the different competitions	3 coordinators appointed (Men, Women, Juniors)	Voluntary positions reporting to the Competitions & League Manager	Board/ C&L Manager	2 13	Unpaid positions
FIRA calender integrated to domestic fixtures.	All 1H2012 fixtures listed in SRL and SLU calendar issued end 1Q2012.	Opportunities to host womens XVs games to be noted, with final calender issued before end 1Q2012	GS/ C&L Manager	9	
<b>TRAINING &amp; EDUCATION</b>					
Workshop training in a venue selected by the Finnish Military	One rugby workshop delivered to Finnish Military in 2012	Compulsory military service still active in Finland. Multiple requests received from	Board/ TD	8	Discussion with Military over cost sharing arrangements

		individual barracks. Coordinated effort required by both parties			
Provide training for new clubs in Kuopio & Pori	IRB Rugby Ready and Level 1 coaching courses delivered in each city	Requests received from Joensuu and Porvoo. SRL reviewing sustainability during 2012	Educators	9	
Develop a 'Club Starter Pack' manual in Finnish, Swedish, English	Manual delivered to clubs in 2012 and available to any potentially new clubs as an online download by October 2012	Liason with RDMs and provide electronically on rugby.fi and one printed copy to each established & new club	Board	9	
Supply one candidate to an IRB/ FIRA- AER Level 3	One candidate to participate	Level 2 coaching candidates to be advised and reviewed	TD	2	
All NT Representatives to hold a Level 1 Coaching or Officiating qualification	100% certification for ALL National team players	Specific NT courses may be required	Educators & Team Managers	1 2 3	