

ANNUAL OPERATIONAL PLAN – 2015

KEY PRIORITIES

Administration

- 100% Participation by all licensed players in IRB Rugby Ready plus all club coaches to complete IRB Laws of the Game online exams
- All elite players to have the above plus LotG, S&C, Integrity, Onside 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
- Regroup and restructure the Women's NT 15's so that we can re-establish them and aim at getting a sustainable 15's set up domestically and then Nationally
- 7s NT to take bold step forward with support from Finnish Rugby Community
- 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

- Schools proficient in tag rugby to be focused on for a tag rugby tournament, inter-city and inter-country
- IRB Rugby Ready to be delivered to PE Teachers.
- Attend SLU Your Move and Pitkis summer sports camp

Age Group rugby

- U17's to be ignited and to gather momentum with training camps and attendance at any relevant tournaments
- U20 Team to re-establish itself with renewed direction and
- U20 Team to train with Senior Men's NT

Men's Rugby

- Establish a squad of players for Senior Team that creates depth in player positions.
- Train as regular as possible in the off season with all players maintaining their fitness during the domestic season
- Aim to finish in places 1 or 2 of ENC 2D group position

Referees

- Continue to support the Finnish Rugby Referees Association
- Lobby for FRRA referees to gain Rugby Europe 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 Men
- Continuance of the Winter 7's series for women

Training & Education

- Workshop training with the Finnish Military
- Provide training for new established clubs
- Develop Club Starter Pack in three languages
- Host a GiR event in the winter months.
- 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

WHAT WE WILL DO	KPIs	What and When ACTIONS WITH DATES	WHO	BUDGET COMMENTS
Govern as a 'professional entity despite Finnish rugby's amateur status	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	ADO 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	
	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, Educators, 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, TD, Clubs	

Continual improvements of administrative tasks in Finnish rugby	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. Club coaches to have completed Laws of the Game. Clubs to administer and collate proof	GS	
	All NT representatives to have completed the above as well as IRB Strength and Conditioning, Integrity, Keep Rugby Onside exams	All National team players to have completed this. Certificates collated by TM's	GS, TM's	
	All National Team representatives will have completed a Level 1 Coaching and / or Match Officials	All reps will have completed this within 12 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, TM's ADO	
	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 of a regularly updated partnership package	Continue to update the partnership prospectus and inform all outlets of its existence and who they should contact in reference to it. All leads channelled to 1 person	GS, TD, Chair	
	Strive to ensure that by 2015 there is no financial constraints to represent Finland	Operational budgets are submitted by Q3 of the preceding year. Budgets are scrutinized and reworked until acceptable	Treasurer, TD, TM's	
	Utilize players who are winding down from playing activities to be redirected	Players retiring from playing activities should be encouraged to uptake admin roles within their clubs / SRL or move over to officiating	GS, FRRA, Clubs, players	
	Strengthen links with high performance centres: KIHU, SLU, NOC, JYU, with further info to rugby	Ensure regular attendance to SLU, NOC, KIHU seminars, along with specific courses relating to rugby	GS, TD, TM's	Financial amount budgeted for seminar and course admittance fees

	Continue to source pitches that comply with regulation 22	Identify pitches that comply with IRB regulation 22. Once located seek accreditation from FIRA / IRB	GS, TD, Clubs	
	Continual development and advancement of the Technical Director	Discover ways to find funding to enable the role to become more professional.	TD, GS, BOARD	
	Ensure SRL representatives have sufficient training	To ensure that all persons involved with SRL running's have sufficient training to do their tasks as required. Provide ongoing training.	GS, Board, TD	
	Enforce a thorough expense claims system	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	Treasurer	

	<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 and social media are constantly updated and contains the correct information.</p>	<p>regulations</p> <p>Continue to review the club starter pack, making 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>GS, Board</p> <p>Board</p> <p>Webmaster in Finland and relevant persons with access to update the social media</p>	
<p>Further increase the youth participation and general rugby participation in Finland</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</p>	<p>Board, TD</p>	

	Hold a Get into Rugby Event in the Capital city	established clubs. Deliver a GiR event in the capital area, using resources domestically and in conjunction with the newly installed GIR Coordinator. Event to be held in as public place as possible, and aim to maximize current schools within the capital area who are knowledgeable of rugby to take part. Raise the general awareness to the capital areas of the sport and its core values	YDO / TD / subordinates	Funding budgeted Funding is available for this.
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	<p>Continue to spread the rugby schools work and take it to the next step.</p> <p>Support less established cities with youth activities</p>	<p>Continue to support the clubs that are pushing on with active schools work and collaborate with them to take it to the next level of getting those children to attend their club sessions, if that means setting up a specific after school club.. Also look to getting those school players as registered union players. Monies to be used for materials and venues.</p> <p>Support less established clubs with youth work by providing them with the necessary tools and materials to carry out schools visits, and after the attended criteria is fulfilled, distribute tag sets on an agreement that they will be utilized.</p>	<p>YDO, subordinates, educators, clubs</p> <p>Board, YDO, TD</p>	<p>funding for materials</p>
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	<p>Attend schools expo / open days</p> <p>Continue to work with Ministry of Education</p> <p>Log all youth activities on the GiR website</p>	<p>Have visible exposure at school open days, school / university expo's. Aim to attend 4 open events.</p> <p>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</p> <p>Ensure all clubs utilize the online documentation for youth work in the GiR website</p>	<p>SRL / Clubs</p> <p>SRL</p> <p>YDO / TD / SRL</p>	
<p>Improving the standards of the game by improving the education of those involved</p>	<p>Education for coaching GiR</p>	<p>Provide a specific education for coaching club coaches and youth involved persons specifically in Get Into Rugby, making them aware and knowledgeable on the tools available. Be it via online resources and physical as well as the necessary procedures for</p>	<p>TD, YDO</p>	<p>Funding available</p>

	<p>Obtainment of an additional 2 Level 2 MO's</p>	<p>reporting activities. Hold a Level 2 Match officials course and proceed to make these persons regularly active within the community. Identify solid candidates from the crop of Level 1's taking into account commitment and ability criteria</p>	<p>FRRRA</p>	<p>Funding available</p>
	<p>Provide 2 Level 1 MO courses</p>	<p>Provide 2 level 1 MO courses, 1 pre season and 1 mid season, facilitate these new MO's with women's and div 1 games to ease them in and make them commit to the role</p>	<p>Educators</p>	<p>Funding available to cover costs and travel.</p>
	<p>Provide a 2 level 1 coaching courses</p>	<p>Provide 2 Level 1 Coaching courses and make preference to those clubs that have limited ability. Hold 2 course pre season and 1 post season.</p>	<p>Educators, FRRRA</p>	<p>Funding available to cover costs of materials and venue hire</p>

	Provide 1 Level 2 Coaching course	Provide the first module of the course pre-season and the 2nd course mid-season. hold the course in a geographically smart placement to maximize attendance	Educators	Funding available
	Provide 1 course in First Aid Attend an SLU based seminar on accounting	Provide 1 course to maximal participants for first aid in Rugby, hold the course pre-season.	Medical Educator	Funding available
	Provide a Level 1 7's coaching course specifically to those clubs who are participating in the winter 7's series	Provide a Level 1 7's coaching course specifically to those clubs who are participating in the women's winter 7's league. In conjunction with an educator from a neighbouring country such as David Hanley	TD, GS, 7's coach	Funding available

		<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>Expansion, maintenance and creation Age Grade</p>	<p>Development of inter schools tag competition</p> <p>Enhance junior leagues and competitions</p>	<p>Using the already established schools that regularly partake in tag rugby competition, be it intercity or nationwide, aim for 2 competitions</p> <p>Actively promote junior rugby at all events held in finland and endorsed by the SR. Identify the way forward to secure a solid youth tournament</p>	<p>YDO, Clubs</p> <p>YDO, subordinates, board</p>	<p>Costs allocated for tournaments, trophies, upstart costs</p>
<p>Adult Competition</p>	<p>Development of 7's competition</p>	<p>Development of Men's 7's competition at senior level, to run during the winter</p>	<p>SRL, Isaac Visser, clubs</p>	

	Gain access to military sports setup and aim to establish a military team	months. 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 endorsed tournaments or even in the league. Train 10 military personnel in Coaching	GS, Board, Educators, Clubs	Funding available for materials and travel costs of educators
Improvement of result and greater core skills and game play	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.	TD, NT male personnel	Funding from SRL budget, FIRa and player fees
	U17 participation	RE-establish the U17's program	U17 NT staff, YDO, TD	Funding as per SRL AGM decision, budget
	U20's participation	NT training camps as well as their possible games or tournaments	U20 NT staff, Senior NT staff, TD	Funding as per SRL AGM
Growth, development and skills in Women's Rugby	Add a 20% increase in the amount of teams competing in women's rugby	Increase the registered amount of women's players by 20%, through recruitment days and introduction into the winter 7's	Board, Academy manager, Clubs	

		series. Recruitment days held by clubs regularly through the off and on season.		Financial allocation
	Hold a level 1 7's coaching course	As many of the clubs that participate in women's 7's winter series are no holding a current coaching grade for 7's. hold a course to enable these coaches to better perform during their clubs 7's series and better able to coach these palyers who may go on to play in the NT 7's setup, . Cost to cover materials and venues	Educators, TD	Financial allocation
	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.	7's coordinator, Clubs	Some funding available
	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	Some funding available
	Expand and maintain the	Maintain and improve	Academy	Funding available

	women's academy	on the women's academy to better raise the overall levels of players attending, that would feed into the NT. Funding to cover equipment and materials,	Manager, NT staff, Club coaching personnel	
	Identify potential NT candidates	Constantly monitor academy and club players for feeding into the NT's	NT Staff, Academy manager, TD	
	Create a stronger relation with the NOC and Women's Academy / NT's	With Olympic rugby on its way, establish stronger cooperation with the NOC.	NT staff, TD	
	Continue to identify potential overseas players	Continue to identify overseas players who may be eligible to play for Finland	NT staff	
	Encourage more women to officiate in SRL runs leagues and tournaments	Encourage those with MO certificates to use the knowledge they have to use it	NT Staff, female players, FRRRA	
	Participation of Senior Women's 7's NT	Organization of games, training and player development via training camps	NT personnel, Academy Manager, TD	

