

Orienteering Australia Annual Conference, Dec 1 & 2 - 2012

Silver Room, Australian Institute of Sport, Leverrier St, Bruce, ACT

Agenda papers - <http://orienteering.asn.au/administration/Annualconf2012/>

1. WELCOME & CONFERENCE OPENING

Welcome by Blair Trewin, President

Blair highlighted the direction of the conference with his opening address. OA needs to address the new direction the ASC/Government is taking in regards to sports funding. The GOVT is looking to promote health benefits of exercise, social inclusion and active community members. Two strands High Performance and Participation are linked. We need to update our objective performance targets; need to show good strategies from grassroots/junior levels through to elites.

The AIS will focus on High Performance instead of the ASC, in a move away from scholarships to supporting programs.

We will focus on building our underlying infrastructure: Eventor and Website Development (Marketing as much as IT).

We currently receive \$186,000 in high performance funding.

A new PL insurance policy is being negotiated with a 10% increase likely.

2. MINUTES

2.1 Appointment of verifiers

2.2 Confirmation of previous minutes – 2012 AGM

2.3 Minutes of 2011 Conference

2.4 Matters arising from previous minutes

3. MANAGEMENT AND ADMINISTRATION

3.1 Board report

Major undertakings during 2012

1. Website upgrade and Eventor contract

These projects have represented a huge amount of work, managed by Craig Feuerherdt, Director, Media and Communications. The day to day management of the website upgrade, including supervising 2 subcontracted private firms, was undertaken by Nicole Davis after she completed the project plan. However, the Eventor project has involved considerable liaison with state and territory associations and others in Australia on the one hand and Swedish systems developers on the other, and managed by Craig. On large projects everything seldom goes smoothly and there have been short term website crashes and other problems that have required significant amounts of work under duress at short notice to fix. Craig has managed to see his way through these issues to keep the projects on track.

2. ASC Annual Sports Performance Review

The ASC Annual Sports Performance Review for OA in September was a 2-step process, with a progress report and meeting in May followed by a comprehensive submission and presentation in September of:- progress against the strategies and performance targets in the OA Strategic Plan 2011-2014

- a report on High Performance achievement against indicators, and strategies, plans, and budgets for the following 2 years

- a report on Participation achievement against projects, indicators, strategies, plans, and budgets for the following 2 years

- a report on mid-year statistics (compiled with assistance from all states and territories) on membership and participation growth and performance against other progress indicators such as website hits - a report on trends in numbers of accredited coaches and officials.

The assessment from the ASC was that orienteering was doing well in membership and participation growth, and while high performance results were not particularly good, they were acceptable within budget constraints and because OA was developing strategies to improve the Performance Pathway.

3. High Performance (HP)

The HP Management Group led by Grant Bluett (Director, HP), Kay Haarsma (Manager, HP) Gareth Candy (Manager, HP Operations) and the national coaches and team managers have had a busy year on the

operations side with both Foot and MTBO WOC and JWOC and associated training camps, and on the administrative and strategic planning side with updated HP plans and reviews on what might be done to strengthen the performance pathway. A forum was held in St Helens during the Australian Championships Carnival and the President has been liaising with the President of the New Zealand Orienteering Federation on high performance development strategies.

4. Participation projects funded by the ASC

Under agenda item 4.2 there is a copy of the detailed report to the ASC in September on the status of projects and the forward budget and approved projects to 2014. All states and territories now have funded projects and the assistance and cooperation of all jurisdictions in developing, implementing, monitoring and reporting on the projects has been greatly appreciated. The process of reporting to the ASC in both May and September has been a significant amount of work by everyone; however, the discipline of doing so has been very worthwhile in terms of maintaining a focus on participation development.

5. Technical

Technical, information technology (IT) and mapping meetings were held in St Helens at Easter, as well as a well-attended mapping workshop, Tech News bulletins produced twice a year, and IOF Event Advisor accreditations renewed with the IOF.

6. International

2012 has been a particularly busy year internationally with the Future of WOC and the IOF Strategic Directions debated at the IOF Congress attended by Mike Dowling, Blair Trewin and Robert Spry. Mike has a detailed report to the OA Conference in agenda item 10.1.

7. Finance

In 2011, the timing of increased ASC funding pushed OA into an enterprise category requiring a much higher level of auditing of the annual accounts presented to the AGM in 2012. Satisfying the various audit requirement requests for information and finalising the audit of the 2011 accounts therefore took longer than usual. During 2012 there was also a gradual handover of the Finance role from Blair Trewin to Bruce Bowen. A separate finance report on the projected 2012 budgetary outcome for OA is tabled elsewhere in the Conference papers.8. Administration OA has a funding agreement with the ASC each year called the Sports Collaboration Agreement. The ASC imposes conditions on the funding which include standard conditions: up to date strategic and operational plans and forward budgets, annual report and audited financial statement, audited acquittal of expenditure of ASC funding, and a recognition agreement (ASC advert in the Australian Orienteer and major carnival programs, ASC signage, ASC foreword in the annual report, etc). The ASC also requires agreement periodically from all funded national sporting organisations on other issues. For 2011-12, this included an updated Member Protection Policy. For 2012-13, it includes a match-fixing policy and compliance with Work, Health and Safety legislation.

3.2 Finance report (Bruce Bowen) OA budget performance and 2012-16 projections

Review of 2012 budget performance to-date

Current projections indicate that OA's budget outcome for 2012 will be a higher deficit than budgeted largely because of the timing of expenditure on a few items and some one-off factors, including the carry over of expenditure for some ASC participation grant activities from 2011 into 2012. A deficit of \$12700 had been budgeted but the final outcome is projected to be a deficit of around \$48500. Projected expenditure is \$18250 higher than budgeted while income is projected to be lower than budgeted by \$17550. However, an estimated \$25000 in expenditure incurred in 2012 is expected to be either reimbursed to OA in 2013 from associations (e.g. public liability insurance for 2013 and the annual Eventor licence fee) or are already offset by budget allocations in 2013 (because of the timing of the World Cup and associated events in NZ in January 2013). Projected expenditure for 2012 is also based on the assumption that over the next month payments will be made for a number of remaining ASC participation funded activities which were budgeted for 2012, but have not been finalised. A more detailed discussion of the major budget deviations is set out below. Overall, the main income sources in 2012 will be the two ASC grants (55 per cent of total projected income), state registration fees (35 per cent) and event levies (17 per cent). The main net expenditure items are projected to be: high performance - which includes the ASC high performance grant activities - (39 per cent) and the ASC sports participation grant activities (26 per cent). The major deviations from the budget are set out in three categories:

- Deviations that are purely the result of transactions taking place in a different year to that in which they were budgeted.

- Deviations that can be considered as "one-offs" : they cannot be assumed to carry forward to future years.
- Deviations that can reasonably be expected to carry forward into future years and should be taken into account in the forward estimates.2(a) Deviations arising from timing
 - Change in timing of the payment and reimbursement from associations of public liability insurance for 2013 (expenditure +\$12000 in a budgetary terms).

- 2011 Oceania and Qld levies received in late 2011, not early 2012 as previously expected (income -\$6300).
- World Cup and ANZ Schools test team in NZ in January 2013 requires advance expenditure to secure team accommodation etc (expenditure +\$10000) but offset to some extent by budget allocations in 2013.
- MTBO ANZ Challenge - received contributions from team members as income in 2011 but expenditure was incurred in 2012 (expenditure +\$7140).
- ASC participation grant payments for videos and guides which were originally budgeted for 2011 but final expenditure was in 2012, expenditure + \$17000.

Total: income -\$6300, expenditure +\$46040

(b) Deviations arising from one-off factors

- Financial report (need to engage a registered company auditor for 2011 accounts because turnover exceeded a \$500,000 plus need to purchase upgraded MYOB software), expenditure +\$5100.
- Initial purchase of Eventor license +\$4550.
- Manager High Performance (High Performance Operations Manager position vacate at various stages of the year), expenditure -\$6100.
- 2012 Presidents Conference, expenditure -\$3,500 (attendee was already in Europe for other reasons).
- High performance support areas, net result of expenditure -\$12580 across various areas.
- Coaching support areas, expenditure -\$5,900 across various areas.

Total net expenditure - \$297603

(c) Structural variations to the budget

- Reduced interest income (-\$4,200). This is mostly the result of lower interest rates and some overestimate of income in the last budget.
- Eventor – annual licence fee for 2013, expenditure +\$7250. Separate paper submitted for decision on the way OA expenditure on this fee can be reimbursed from associations. The net result of these items is a reduction of \$4,200 in income and higher expenditure in 2012 of \$7250.

2013-16 budget estimates

The 2012-16 budget projection shows an average deficit of around \$11300 per year over that time. The budget deficit in 2013 is higher than other years in large part because of higher than normal projected expenditure on ASC participation grant activities (around \$16000) through the use of a carry over funds from previous years. The average annual budget deficit without the ASC carry over funds expenditure would be \$7300 over the four years. Past practice has usually resulted in an underspend of the projected budget to some extent, so an average annual budget deficit in this range is not unusual. In addition, if an underspend continues to eventuate this gives a little bit of room to move for changes in the longer-term budget, while one-off underspends provide a pool of funds for shorter-term activities if desired. I do not anticipate making proposals at the 2013 AGM for any further changes in fees paid by states, other than CPI increases in those items not currently fixed beyond 2012.

3.3 2011 and 2012 mid-year statistics and future requirements

3.4 Update of Member Protection Policy John Harding

Every 2 or 3 years the ASC reviews and updates its model/template Member Protection Policy and requires each funded National Sports Organisation to update their Member Protection Policy accordingly as a condition of funding. The existing OA Membership Protection Policy was developed from a model ASC template some years ago and was last updated a couple of years ago when the ASC added in a policy on photography of children and a few other minor changes.

Attached is a draft updated OA Membership Protection Policy which incorporates mostly word for word the changes in the new ASC template. The changes are much more substantial than in the last update. They are marked in red.

The substantial changes are as follows: p.9: 6.7 Alcohol policy; 6.8 Smoking policy; 6.9 Cyber Bullying/safety; 6.10 Social Networking

Websites Policy p.16: Working with children check exemptions p.20-27: current State and Territory government policies and legislation p. 34-35: Updated Attachment C4: Investigation procedure for handling allegations of child abuse p. 49-52: State and Territory reporting requirements

An updated Member Protection Policy needs to be endorsed at the OA Conference as a condition of ASC funding.

3.5 Updating OA Operational Manual MEMBER PROTECTION POLICY

REVIEW HISTORY OF ORIENTEERING AUSTRALIA'S MEMBER PROTECTION POLICY

1. January 2005 • First Member Protection Policy
2. March 2008 • completely re-written to new ASC guidelines

3. December 2009 · Updated for new ASC recommendations on child protection
4. March 2011 · Updated South Australian child protection section
5. Aug 2012 · Updated for new ASC recommendations

Orienteering Australia has developed and implemented a Member Protection Policy, based on the template provided by the Australian Sports Commission to provide guidelines for the protection of the health, safety and well being of members of its constituent State and Territory Associations and affiliated Clubs and all who participate in orienteering activities throughout Australia. Orienteering Australia is committed to and encourages its constituent State and Territory Associations and affiliated Clubs to be committed to:

- Providing an environment safe for children, that is free from harassment, discrimination and abuse for everyone, and promotes respectful and positive behaviour and values.
- Providing a code of conduct forming the basis of appropriate and ethical conduct which everyone must abide by.
- This policy being an essential part of Orienteering Australia's proactive and preventative approach to tackling inappropriate behaviour.
- As President of Orienteering Australia I (Blair Trewin) am personally committed to ensuring that everyone associated with the organisation complies with the policy.

4. ASC ADDRESS & PARTICIPATION PROJECTS

4.1 ASC Sports Performance Review of Orienteering: Presentation by Andrew Collins, Director of Sports Planning and Performance, Australian Sports Commission. Accompanied by Andrew Pratley, Orienteering Sports Consultant

ASC money has been transferred to AIS who will liaise with the commission for future funding of programs. Shift to development and participation.

Andrew's noted that we had not met some of our KPIs – There was a decrease in coaching numbers - our target was for a 5% increase. We scored well on participation, increased memberships and usage of social media. It was a positive that orienteering is largely self-funding and that we are introducing new products such as street & park orienteering.

We have a decline in volunteers and the average age of volunteers is increasing

EVENTOR: Craig Feuerherdt with the assistance of Matt (Swedish developer for Oz Eventor) made a key presentation on Eventor. Eventor feeds into our social media authentication. It has a flexible structure with data input of memberships. It also handles payments for memberships and events. The manual will be translated into English to enable the Help system to more workable and accessible. Each state would be able to handle Eventor simultaneously. There would be continued training and support.

Communications (external) social media, bulletins, resources, results, advertising, brochures and programs (internal) email, collaborative platform, document repository, monitoring reports and results, ability to use the Smartphone and migrate archives.

Development of search engines and tag lines is continuing.

4.2 OA report on current status of participation projects (John Harding)

Activities to increase participation 2011 and 2012 to date have focused on building infrastructure on several fronts to significantly increase participation outcomes in the later years and in rolling out programs in new areas. These have been as follows:

1. ASC funded participation projects

Detailed reports on each of these follow. They are on track but there have been some slippages in timelines and reorganisation of planning. The major infrastructure projects are:

- online videos for bush, sprint, park & street, and mountain bike orienteering
- online how to do manuals for bush, sprint, park & street, and mountain bike orienteering
- appointment of coordinators, production of new maps, purchase of equipment, and development of promotional material to roll out new urban park and street programs in Sydney, Adelaide, Perth, Canberra, rural NSW, rural Victoria, rural QLD and Darwin and a new Duo (MTB and foot) orienteering series in NSW.

Two new Sydney metro programs in Southern and Western Sydney, the Darwin Wet Season Program and a Latrobe park and street orienteering series were all held over the summer period. New weekend programs during the autumn-winter period in 2012 commenced in Perth and Adelaide and a winter street orienteering series in Canberra.

2. New Orienteering Australia Strategic Plan

Orienteering Australia developed a new Strategic Plan for 2011-14 with a heavy focus on participation initiatives. A progress report on achievement against the strategies and performance targets accompanies this report.

3. Website and social media development

OA undertook two major initiatives as critical infrastructure to enhancing participation development

- employing a part-time website communications manager to produce a monthly Enews, produce regular website, Facebook and Twitter news, and update the website.

- commissioned a consultancy to review the future development options for the OA website, social media, results database, and linkages with state association website information and developments. A project team 6 has completed a redesign of the OA website and plans to migrate it to the new WORDPRESS platform in the next couple of months. Independently of these, a number of state associations (NSW, Victoria, QLD, Tasmania, WA) have upgraded their website and social media interfaces to make them more user-friendly to beginners and members.

4. Online membership and data collection

To better meet ASC and state sport and rec and their own membership data requirements, state associations:

- i. have been either implementing or developing online membership data collections.
- ii. in 2011, commenced capturing membership data for all participants in regular orienteering events (excludes one off 'exposure' events).

Orienteering Australia, in association with Orienteering Victoria (VOA), entered into a contract with the Swedish Orienteering Federation to purchase an integrated event entry and management software system called Eventor which also has membership, results and online payment capabilities. VOA obtained a \$20,000 grant from the Victorian government to purchase the system but needed the cooperation of most of the other state associations in ongoing user-pays usage to make it viable.

5. National results database

A significant amount of work was undertaken during 2011 and 2012 on improving the statistical reporting capabilities of the OA national results database, and on addressing issues around loading data for events for which the results data had been collected in a non-standard format.

6. Additional coaches

There was a significant increase in the number of accredited coaches during 2011 and a national Level 2 course was organised in 2012. However, more needs to be done in this area.

7. National running magazine profile

A 1 to 2 page article on orienteering with colour photos now appears in every issue of Run For Your Life magazine, the main national running magazine.

John Harding and Barbara Hill attended the ASC National Participation Workshop, Sydney, 14-15 November 2012 for two days at an Australian Sports Commission workshop on participation. Anticipated 20-30 year sport participation trends (based on research commissioned by the ASC)

1. 'Extreme' sports will increasingly become main stream - a rise in 'lifestyle sports' is anticipated. These will include some risk. Easy and cheap broadcasting (eg ESPN channel, YouTube, web, GoPros etc) will only increase. People will be looking to identify themselves through their sport.

2. Increasing affluence, leisure time and population will see growth in Asia in particular (which is starting from a low base).

3. Changing demographics will lead to changes in demand. Relevant in Australia is the ageing population, cultural changes, Asianisation, growth in participation in disabled sports, masters etc. People will be able to participate and volunteer for longer. Volunteering peaks in the 55 to 75 year age bracket and more women than men volunteer.

4. Sport will increasingly be more than it's traditional role ie health, community, peace, prosperity, international relations, overseas aid, mental health etc all likely to be pursued through sport.

5. The personalisation of sports will continue. Flexibility is key to fit into people's busy lifestyles. Organised sport is under pressure and the growth is in personalised programs to meet personal time and fitness objectives. The population's 'committed' time is increasing. Within 'free time' screen time is a competitor. The population is more health literate than ever before. There is a trend amongst many sports to create modified versions to suit particular demand eg Auskick and AFL9s in Australian Rules. With many sports, there is the traditional pathway which includes representative opportunities however new forms of the games are being developed. These new forms can be standalone or offer a segue into or out of the traditional sporting pathway. Tennis was another example discussed. They have introduced 'Cardio Tennis' and have 350 coaches trained and active and advertised the new form of the game heavily. There have been over 10,000 participants in less than a year of operation.

6. Sport will increasingly be professionally managed businesses. There is a blurring of the distinction between sport and entertainment. Money in elite sport is likely to grow and may suck funding from smaller sports. There will be increased incentive to cheat through drugs etc. Gambling is rising. Greater Western Sydney In this area 1 in 3 is under 24 and 1 in 3 is born overseas. There are over 70 languages spoken. There 2 are significant

barriers to many of these people participating in sport eg culture, wealth, working multiple jobs, language, no id, no role models etc. Cricket and AFL are spending major amounts to establish themselves in these markets. It is very hard work and requires a multifaceted approach. (The AFL is targeting 60,000 new participants across Australia over the next 4 years, they have a 20 year facilities plan. They have plans by region across the country and all fit into a national plan which is prioritised by region and by project. The sport is well funded thanks to TV rights and the sport is very conscious of this. In addition to measuring participation, a key objective of development is 'fan engagement' ie watching the Aussie Rules on TV.)

Market Segmentation

The ASC is developing some broad market segment groupings to assist sports to simplify the sport participation market and target groups more effectively (to increase participation and reduce churn). Some of this work will be available for broader distribution in the future. We talked about this work and I can talk through it with anyone that is interested. An overriding feature was that 'competition' is a relatively minor driver for participation. The need for social interaction is significant and especially so with children. Children on average sample 3 sports before they are 10 years old. There is a massive drop-off across all sports at about 18 years of age as people want to change their identity, expand their social circle etc.

AASC Conversion to club participation

There was a presentation by Croydon Tennis Centre. The centre is working closely with the local AASC program. They have 4 coaches active, have delivered 231 sessions and have achieved over 50 kids converting to regular tennis at the centre. they have developed 'Hot Shots' which is a kids tennis program. It started in 2010 with less than 20 kids and now has over 300!

Workforce development

The ASC has a project team that can work with sports to develop particular workforce needs. They are developing a link with Service Skills Australia to improve this area and access non-sport funding. ASC Commercialisation service

The ASC has a team that can work with sports to develop 3 to 4 year plans for the development and commercialisation of their sports.

Funding is by project and is not related to the size of the sport.

Prioritisation is based on the sports willingness to work with the ASC.

There was mixed reports on the success of these projects from other participants.

Member Protection Information Officer (MPIO)

A new online training course is to be launched 1 December. It will take about 4.5 hours to complete.

To be accredited members will also need to complete a face-to-face component of about 3 hours duration.

These courses will be run by Sport and Rec.

The ASC will maintain a centralised database of all registered MPIOs.3

Play by the Rules

Sports are encouraged to use the resources and information on this ASC site. It includes MPIO information.

Note that it includes information on managing risks.

It Stops With Me

All sports are encouraged to support this human rights sponsored anti-racism campaign.

Steps could include actions such as:

- signing up as a supporter;
- adding the logo and link to the website;
- promoting the campaign through the website and social media;
- responding with anti-racist commentary in publications when topical;
- developing multicultural awareness through events etc
- appointing multicultural ambassadors;
- education programs etc.

Marketing to target populations

This year the ASC contracted a market research company GFK Blue Moon to survey over 4,000 people aged from children through to age 65. It found that 40% of the Australian population do not belong to a sporting club but they are interested in the health and fitness and social aspects of sport (only a quite small percentage in the competitive aspect) and should be targeted by sporting organisations. At present reasons why such people do not join sports clubs include not knowing what might be involved, a perception that sports clubs are not really interested in the non-elites, a perception that they will be required to commit to officiating and other duties, cost financially, cost in time. Street and park orienteering ticks most of the right boxes for marketing to this sizeable 40% chunk of the population: health and fitness, social with mass starts, non-elite (open to walkers and runners and non-fit people), low key, low price, low cost in terms of time, family friendly. At the Participation Workshop on 14-15 November there were presentations by several major sports on what they have done to invent low key, social modified versions of their sports to appeal to the mass markets of children and adults who want to get fit

in a socially friendly sport locally at an affordable price. Examples included tennis which invented HotShots for kids and Cardiotennis for adults, AFL, cricket, surf life saving.

Attracting first timers and collecting their contact data

Tennis Australia reported a very attractive method for rapidly increasing the participant base. They introduced Cardiotennis only a few months ago and have already signed up more than 10,000 participants. What they did was set up a Cardiotennis website with a click on registration button if you were an interested person who had never done it before. When you clicked on the button you filled in your personal information, including contact details, and you then printed off a FREE voucher to come to your first Cardiotennis session.

Tennis Australia found that over 90% of people who used the free voucher enjoyed it so much that 4 they kept coming back. Not only had that but they then told their friends about the website and the free offer system.

There are enormous attractions of this for orienteering:

- i. It is a great offer to entice newcomers to try orienteering
- ii. You immediately correctly capture all the contact detail information in a database and you don't have to try and manually decipher it from poorly written control cards both at the event and afterwards for casual membership and Enews purposes
- iii. The click on button can direct them to the basic information they need to know about registering at an event, what the maps look like, which courses to choose, and how to do it. So they will be much better prepared when they arrive.

I recommend that ASC Participation funding be used to develop such a website button and supporting information for beginners and a free voucher downloading tool.

5 WEBSITE AND DIGITAL COMMUNICATIONS part 1

Financing of Eventor system

Orienteering Australia has adopted Eventor as the national event calendar, event entry and membership system. It is expected that Eventor will be used for national carnivals from 2013 onwards, and States/Clubs are requested to use it for recording the details of all other events.

A combination of options A and C was chosen. The rate of 75c per entry was struck

(a) Divide the costs between States on the basis of their membership. This would be achieved by adding the licence fee to the State Registration Fee.

(c) Charge an increased event levy for national carnival events to cover the full cost of the system, and allow other events to use the system 'free'. To achieve this, a rate of approximately \$1.50/entry would need to be set.

WEBSITE AND DIGITAL COMMUNICATIONS part 2

6.1 Website Redevelopment Project: report by Craig Feuerherdt & update report 2 by each state on Eventor, website updates, online membership and online registration and payment

7 HIGH PERFORMANCE PLANS and STRATEGIES

Notes by Blair Trewin from open high-performance meeting, St Helens, 22 September 2012

7.1 Report by Grant Bluett and Kay Haarsma on current strategies and plans

7.2 Performance development pathway from club to international competition and Foot and MTB WOCs (Nick Dent, Gareth Candy and Hanny Allston)

We must have a plan to develop orienteers which could give us the funding.

We looked at a Best Practise model for creating performance pathways

F Foundation T Talent E Elite M Mastery

JWOC and WOC outcomes are not a part of the process. Coaching is important for retention and development. Captaincy is good for recognition and part of valuing the individual.

7.3 Report to OA Conference 1-2 Dec 2012

OA Manager, Coaching and Officiating Development - John Scown

Achievements

- Since 1st Dec 2011, I have processed 327 modifications (new, upgrade or reaccreditations, personal detail changes etc) to entries on Sports Accreditation Online (SAO) system;

- A Level 2 Coach course was conducted at Beechworth 24th-25th Mar 2012 by Jim Russell. Seven people attended, but only one has been accredited. Others need to complete an Intermediate General Principles course and develop a sample training plan;
- Updated the OA web site with Coach and Controller accreditation lists in Nov 2011 and Jan, Jun and Nov 2012 along with some other amendments;
- Discovered that Controller accreditation periods at all Levels had been inconsistently applied. With the approval of Director Technical and involvement of State Technical coordinators, changed all Controller accreditation periods that were 'incorrect' and where a correction would bring them into currency. About 90 individuals were changed;
- Agreement reached at the MTBO Annual meeting at Taree on the preferred way ahead to include MTBO Coach and Controller accreditations into the ASC Accreditation Framework. The approach is to develop a set of specific MTBO modules that will be undertaken either in conjunction with or in place of some Foot modules depending on whether a Foot, MTB or combined accreditation is sought. This approach is yet to be confirmed with the ASC;
- Produced some reports for ASC meetings;
- The current ASC accreditation framework is below.

Issues

- Following a review, the ASC has decided to make changes to Sports Accreditation Online (SAO) and the National Accreditation Schemes for Coaches and Officials (ie Controllers) (NCAS and NOAS). I've summarised my interpretation of the changes in Attachment 3 and also made changes to the Coach and Controller pages on the OA web site. The full text of the ASC letter is available through either of these pages;
- Following a couple of broadcast emails to coaches and controllers, keeping email addresses current on the ASC database has been highlighted as an ongoing issue;
- The ASC notifies individuals (by email only) on the day their accreditation expires. I want to develop a process to provide pre-warning of accreditation expiries to individuals and their state coordinators a few months in advance;
- The Coach Level 2 and Controller Level 1 accreditations expire next year.

Type Category Level Expiry

Coach 1 - 10/01/2015 Coach 2 - 8/05/2013 Coach 3 - 10/01/2015

Official Controller 1 - 31/07/2013 Official Controller 2 - 15/02/2014 Official Controller 3 - 21/11/2015

Coming Up

- In conjunction with State MTBO reps gather existing training plans/modules etc to develop, MTBO coach and controller modules as mentioned above. Discuss with ASC as required;
- Produce a regular 'newsletter' ;
- Possibly run another coaching course;
- Investigate & implement replacement accreditation card printing process since ASC no longer produces them;
- Renovate the Coaching & Controller pages on the OA website.

Changes to the operation of SAO and NCAS/NOAS 9th November 2012

The Australian Sports Commission (ASC) notified Orienteering Australia last week that a review into the Sports Accreditation Online (SAO) and the National Coaching Accreditation Scheme (NCAS)/ National Officiating Accreditation Scheme (NOAS) had been completed. This will result in changes to SAO and NCAS/NOAS for all National Sporting Organisations (NSOs).

Summary of changes:

SAO

- Use as a database of accredited coaches and officials is no longer compulsory, effective immediately.
- Access to SAO by individual coaches/officials for read-only access or details updating will be removed on 21 December 2012. The ASC will send an email to each coach and official.
- Provision of accreditation cards will cease on 9 November 2012. I am looking at replacement options.
- Data uploading requirements will be simplified for those NSOs that continue to use SAO, with the date to be notified but possibly by end November 2012.
- NSOs are to advise whether they will be using SAO once these changes take effect.

NCAS/NOAS

- Changing focus for Workforce Development Support Section (WDS) in ASC. These are the people who OA (John Harding, myself etc) deal with.
- Changes to the process for the development and approval of accreditation programs and curriculum for the accreditation framework. If assistance is required, NSOs will have to use external consultants and meet the cost.
- A series of workshops to be conducted annually around Australia to develop "sustainability in NSOs capacity" in coach and official education commencing April 2013.

- Changes in the frequency and content of reporting of coach and official data to the ASC.

Information seminars “to further discuss the improved service model and other changes” will be conducted in each state capital early in 2013. I have made changes to both the Coaching and Controller pages on the OA website, especially noting point 2 in the SAO notes above. A full copy of the ASC letter is available through either site

<http://www.orienteering.asn.au/coaching/> or <http://www.orienteering.asn.au/technical/controllers/>

With respect to the continued use of SAO as a database for the recording of accredited coaches and officials, I have notified the ASC that OA will continue to use SAO for the foreseeable future.

8 PARALLEL WORKSHOPS

- A. Building and strengthening a performance development pathway at the club and state level.
- B. EVENTOR: the nitty gritty of implementing EVENTOR for state associations and clubs. Creating and administering an Event; Setting up and administering Memberships Presented by Craig Feuerherdt and Matt

9. TECHNICAL

9.1. Technical report (Robin Uppill; Jenny Casanova)

9.2 Mapping (Adrian Uppill)

9.3 Information Technology

[It was mentioned that Victoria had not placed all results onto the OA results system](#)

PUBLIC CONFERENCE ORIENTEERING EVENT (Bush orienteering on Bruce ridge, 2 courses- 4.9k and 2.6k,

Post dinner discussion: Feedback from the ASC National Participation Workshop on research into sports participation and discussion of findings applicable to orienteering.

We need to use Social Media: Facebook and You Tube

DAY 2

9 INTERNATIONAL Mike Dowling

New World Championship models with new rules for qualification

The 2012-2018 IOF Strategic Directions was endorsed by Federations. The key goals of the Strategic

Directions for the IOF over the period are:

- Orienteering shall be a truly global sport
- Orienteering shall be visible and attractive
- Orienteering shall be positioned for inclusion in the Olympic and Paralympic Games

Christine Brown, is the Event Adviser for the 9th World Games in Cali, Colombia in 2013, Paul Pacqué has been contracted by the IOF to prepare the competition maps. Michael Dowling has been appointed course setter for all events of the World Games. Christine Brown has also made two visits as the IOF Senior Event Adviser for the 2013 World Cup events in New Zealand that are being held in conjunction with the Oceania Championships.

10.1 Report on international developments (IOF Executive member, Mike Dowling)

10.2 2015 World Cup bid, Tasmania (Mike Dowling)

Tasmania is putting in a bid to run the World Cup in January 2015. This would be combined with the Oceania Carnival, NZ/ Aus Juniors test match and follow on from 2014 Xmas 5 Day near Sydney. NZ is running the World Masters in 2017.

10.3 What would be involved in Australia bidding for a WOC? report from Committee formed at the last Conference

11. MTBO REPORT

Craig Steffens reported on this year's tour of NZ, Chris Firman's success at World Champs and the success of the junior coaching program. The National events went well with NSW taking the honours for just the second time. Craig is putting together a proposal to run an MTBO World Cup event. The OZ MTBO Champs will be held in QLD next year and will be a World Ranking event. Bike Racing Insurance adds an extra \$4000 to the costs of MTBO.

12. OA STRATEGIC PLAN 2011-2014

12.1 Review of performance indicators and responsibilities of OA, States and Clubs

John Harding will write to all state secretaries about the running of controller and Coaching workshops.

Important to get articles into outside magazines such as "Run for Your Life"

Important for states align strategic targets to the OA plan. John Harding would like some state reps to take part in the review and rewriting of new goals.

12.2 Annual review of risk management issues (Robert Spry)

Victoria and WA have not signed onto the National Scheme.

The three elements (consultation, communication, and medial support/evacuation) should therefore be incorporated in event risk management plans, as appropriate to the nature of the event. In Orienteering, communication during an event is rather difficult (and less important than for a longer-duration event); while "search" should be added to the rescue/evacuation procedures.

Other findings:

- Importance of a good Public Liability insurance policy
- A 'generic' Risk Management Plan is not good enough, it must be specific to the event. A mere checklist of emergency contacts is not a "Plan".
- Waivers are effective provided that the meaning is clear, and they must be read and signed by every person at every event. Previously, waivers had been considered to be limited by the Trade Practices Act 1974, but this interpretation has now been removed

An emerging issue in 2012 with the Federal reforms leading to the national Model Work Health and Safety Act (Safe Work Australia). "workers should be given the highest practical level of protection against harm to their health and safety from hazards and risks arising from work."

- Definition of 'work' includes voluntary work.
- Implementation to start in 2012. Implementation is a State/ Territory responsibility.
- Orienteering needs to provide a safe working environment for its volunteers. For example, some States and clubs are supplying Personal Locator Beacons (PLBs) for mappers and setters working alone in remote areas.
- May need to take out Volunteer Insurance; this will obviously have budgetary implications

There was further discussion about the use of satellite phones and PLBs (personal locator beacons).

Satellite phones can be hired from \$10/day; \$90/week or bought outright for \$500 with a Commonwealth subsidy.

We need to look at Volunteer Insurance and our policy for extreme conditions. We also need to make sure that all relevant information is given competitors. Concern about cut down info sheets.

I liked the waiver form published in the NSW Park/Street Program together with membership form for gathering contact details. Lachlan Hallett does something similar for TEO. The program comes with one free voucher. He found that workplace notice boards worked the best for selling the message.

13. DEVELOPMENT

13.1 Brief reports by each state association on new development initiatives

13.2 Schools Committee report (Ian Dalton)

Discussions on event programming to complement the Schools Competition. How do we fixture in the sprint events?

13.3 Events Committee report (Greg Hawthorne)

World Masters 2017 – this is being held in Auckland as part of the World Masters games, so NZOF is presumably constrained by the WMG organisers as to when it is held. Suggested dates are April and October, which could impact the major Aus carnivals (Tas, NSW respectively). When the NZ dates are announced, it may be necessary to review the 3Day/Aus Champs dates to maximise benefits/minimise harm.

13.4 The Australian Orienteer

Proposed that the Members' subscription rate should not be increased for 2013 and 2014, and asked the Conference to clarify the procedure for determining the minimum order numbers based upon State memberships.

13.5 Sponsorships

Silva is withdrawing sponsorship of OA magazine and putting money into NOL online materials.

Wildfire Sports, online sports gear, is becoming a sponsor

13.6 Ongoing funding of an Enews editor

Ben Rattray and Simon Uppill to continue in this role

13.7 Ongoing funding of a website manager

Agreed to maintain funding. Maggie Jones has been doing a great job.

13.8 The Swiss Schools program: potential for Australia (Peter Mayer)

We looked at Swiss Curriculum material for schools. It needs to be translated into English and localised for Australian Curriculum. Excellent material which is part of the reason Swiss schools have been able to 8,500 students attend their regional champs. There has also been a large increase in the number of older juniors taking part in regular events. Discussions followed on the rewriting of the Level O manual which was written by Debbie Gail. It was suggested that we need to look at guidelines for how we introduce youngsters to bush event orienteering activities. The OA does not have guidelines in this area.