

**SWIMMING NEW SOUTH WALES LTD.  
SINCE 1896**



**MINUTES**

**STATE FORUM**

**SATURDAY 27 JULY 2013**

**WATERVIEW, DOOLEY'S AT SILVERWATER  
CNR CLYDE ST & SILVERWATER ROAD, SILVERWATER**

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STATE FORUM  
SATURDAY 27 JULY 2013  
WATERVIEW, DOOLEY'S AT SILVERWATER  
CNR CLYDE ST & SILVERWATER ROAD, SILVERWATER**

**PRESENT**

**BOARD OF DIRECTORS**

Pat Troy (President)	Graham Towle	Gloria Wiegmann	Helen Deas
Mark Heathcote (CEO)			

**AREA DELEGATES**

<b>AREA</b>	<b>DELEGATE</b>	<b>AREA</b>	<b>DELEGATE</b>
Coast & Valley	David Hinds & Jenny Schwetz	North Coast	Ann Pilkie
Metro South East	David Kennedy	Metro North West	Graham Taylor
Mountains & Plains	Walter Hitchell OAM	Metro South West	Richard Galea
New England & North West	Michael Birmingham	South Eastern	Bob Alford

**CLUB DELEGATES**

<b>CLUB</b>	<b>DELEGATE</b>	<b>CLUB</b>	<b>DELEGATE</b>
Aquablitz Toongabbie	Shane Todd	Bankstown Sports	Neil Rogers
Barker Aquatic	Jeff Thompson	Breakers	Terry Selmon
BSC Rockdale	John Aitken	Canberra	John Skene OAM
Central Newcastle	Norman Roberts & Patricia Roberts	East Maitland	Judith Duma
Engadine	Deirdre de Plater	Hurstville Aquatic	Simon Watkins/Josie Strbik
Kempsey	Margaret Jopling	Lismore Workers	Anthony Gallpen
Menai	Maree Pavlovec	Merrylands	Peter Jonnston/Ian Wilson
NC Aquatic	Greg McKillop	Parkes	Barbara Weaver
Revesby Workers	Bronwyn Hatzis & Gail Cauchi	Ryde Carlile	Dianne Seary
Sans Souci Sea Devils	Jo Wazny	Sladem	Ken Howard
SOPAC Swim Club	Andrew McKenzie	Sydney University	Michaela Ferrier
Twin Towns Services	Helen Green	Wests Illawarra Aquatic	Bruce Cannon
Wingham	Margaret Cornall	Woodenbong	Jennie Riley

**VISITORS**

Patricia Downie	Narelle Duggan	Pia Farmilo	Michelle Johnson
Kerrie-Anne Anstis	Ryan Benson	Morgan Lander	

## **APOLOGIES**

Chris Myers

Mark Payne

Lynn Elliott

Suzanne Bergersen

Bill Ford

Clifford Harris OAM

Tek Samuel OAM

## **PRESENTATION No. 1**

The CEO announced, and the President presented the banners to recognise the Top Ten point scoring clubs through Swimming NSW Championships conducted between 1<sup>st</sup> April 2012 and 31<sup>st</sup> March 2013.

The top ten clubs were:-

1. Carlile
2. SOPAC Swim Club
3. Trinity Grammar
4. Cherrybrook Carlile
5. Hunter
6. Lane Cove
7. Willoughby
8. NC Aquatic
9. Macquarie University
10. Sans Souci Sea Devils

## **PRESENTATION No. 2**

Morgan Lander from the Office of the Children's Guardian gave a presentation on the new Working with Children Check which had been introduced in June 2013. Morgan outlined the background on why the Working with Children Check had changed and what the new Check would look like moving forward.

Firstly, Morgan clarified as best as possible the definition of child related work, which was paramount to the Check. Importantly, Technical Officials who work at swimming meets were not defined as working in child related work. Anyone employed by an Area or Club, i.e. they receive a payment for their service, should complete the new Check. Other Volunteers may need to complete a check if they are conducting Child related work.

Morgan then outlined the schedule phases for the new Check, noting that each year new sectors would fall under the new Check until December 2017 – which is when all organisations would be required to use the new Check. For Clubs and sporting bodies, they would be phased in during 2015. If a person was applying for a new job they would be required to complete the check now, regardless of the industry they were applying for work in.

Morgan highlighted that although the new Check would provide further protection for children, it was only one tool that could be employed in this area. There are other practices that Clubs and Areas should use to protect the children participating in the sport of swimming including the use of the Swimming NSW Child Welfare Policy and Procedures to ensure that all members are aware of their obligations and the level of behavior that is expected when interacting with children.

Morgan provided details on how both organisations and employees/volunteers will use the new Check and what information was needed to be provided moving forward. It was clarified that if individuals participated in Child related work across a number of sectors they would only need to complete the check once. Morgan further explained how Clearance to work and also Bars from participating in work would be communicated to both individuals and organisations.

At the conclusion of the presentation, Morgan took questions from the floor on a number of areas of the new Check, specifically how it would affect Clubs and Areas and what procedures they should implement to ensure they were meeting their obligations under the legislation.

Morgan re-iterated that if any Club or Area wanted specific information about their particular organisation they should make contact with the Office of the Children's Guardian at any time either by phone or email. Mark Heathcote thanked Morgan for his presentation and reported that Swimming NSW would be updating the page on its website relating to the new Working with Children Check and also sending out information to all Clubs and Areas in relation to the new Check.

### **PRESENTATION No. 3**

Swimming NSW Indigenous Participation Program Coordinator, Kerrie-Anne Anstis provided the meeting with an overview of the Swimming NSW Indigenous Participation Programs.

Kerrie-Anne firstly outlined her role at Swimming NSW and what the Company aimed to achieved from the various programs that she was implementing across the State. This included reducing barriers to participation for Indigenous people and also providing a pathway for the swimmers to progress along.

Kerrie-Anne reported on the success stories of the program so far, including a list of the aquatic centre's who have now formed partnerships with Swimming NSW which had resulted in a large number of Indigenous children now having access to free or subsidised learn to swim lessons. These programs had resulted in a 100% increase in Indigenous swimming members for Swimming NSW.

Kerrie-Anne also referred to some of the obstacles that she had encountered with implementing the programs and how Swimming NSW was working towards overcoming these challenges so as to increase both the number and size of the programs that Swimming NSW is running across the State. One challenge included gaining the endorsement of elders within the community as it was not long ago that these individuals had been banned from their local swimming pool and so getting their approval for the programs had been difficult.

Kerrie-Anne then turned to the Areas and Clubs present to assist her with the creation of new programs. As this is a new initiative that Swimming NSW is focusing on at a state level, the Clubs and Areas were requested to contact Kerrie-Anne if they believed these types of programs could be implemented at their swimming pools or alternatively if they had any suggestions in regards to the pathways that could be provided to these Indigenous swimmers. This would ensure that Swimming NSW was adopting a whole community approach with the programs, as the main goal was to transition Indigenous people into the Swimming NSW club environment.

Following Kerrie-Anne's presentation, some of the members present asked her some questions about programs that were running in their particular areas and then Kerrie-Anne thanked everyone for the opportunity to come and present to the meeting.

#### **PRESENTATION No. 4**

Swimming NSW CEO, Mark Heathcote gave a presentation on the Swimming NSW Country Regional Meets.

Mark noted that an Agenda item had been received from Coast & Valley in relation to the Country Regional Meets rotation cycle within the Areas. Coast & Valley had highlighted that when the Country Regional Meets had first been introduced there had been 15 regional areas, however now since the Area amalgamations, there were only eight (8). This meant that with the current Country Regional Meet rotation Policy, the meets came around to each Area much quicker and Coast & Valley's concern was the commitment required from each Area may be adversely affecting the Areas. Coast & Valley were therefore seeking that the number of Country Regional Meets held each year be reduced from three (3) to two (2).

Mark then provided some information on attendance numbers at the Country Regional meets over the last five years, noting that attendances had remained reasonably steady at 4800. If these entries were spread across two meets instead of three, the meets would become a lot larger and also longer.

Mark then asked the meeting if they had any questions or comments on Coast & Valley's proposal. The majority of the feedback provided indicated that three (3) meets was the ideal number of Country Regional meets, although more planning should go into the location as well as the timing of the meets. Ideally the dates and venues for the meets should be announced 12 months in advance and no later than nine (9) months out from the meets. It was also agreed that Swimming NSW should work with the three host Areas as a group to set the venues so as to ensure that there was a good spread of the meets across the State.

For the avoidance of doubt the preferred number of Country Regional Meets held each year was put to a vote at the meeting and the majority of members present voted that Swimming NSW should continue to run three meets each year.

Mark thanked everyone for their input and questions and reported that they would work to improve the planning process for the meets to ensure better outcomes are achieved.

## **PRESENTATION No. 5**

Swimming NSW CEO, Mark Heathcote then made a presentation on the new Swimming NSW High Performance Committee. Mark outlined that the Committee had been set up as new Standing Committee by the Board under By Law 16. Mark noted that although the Committee was named the "High Performance" Committee, it would be responsible for overseeing all of the Swimming NSW development programs.

Mark reported that the Roles and Functions of the Committee were to:-

- Bring together the key strategic decision makers from Swimming NSW and its stakeholders to assist the Board and Management with the delivery of our strategic objectives,
- To develop content and ideas towards the development and implementation of the Swimming NSW High Performance Plan,
- Report on the progress made on each of the High Performance Plan's identified Strategies and actions on a quarterly basis.

Mark then reported on the key areas that the Committee would focus its work on and also what items it would report on to the Swimming NSW Board. Mark then outlined the membership of the Committee and that its members would be appointed at the next Swimming NSW Board meeting.

Overall the meeting was pleased with the formation of the Committee and agreed that it would assist Swimming NSW with achieving its strategic objectives in the Performance area.

## **PRESENTATION No. 6**

Ryan Benson, Swimming Australia ICT Project Manager and Michelle Johnson, Swimming NSW Membership Administrator gave a presentation on the ICT (Information Communications Technology) Platform Transformation.

Firstly, Ryan provided some background information on the reasons behind the change of ICT platform and what had been achieved over the last 5 years with the incumbent IMG system. Ryan then outlined the process that Swimming Australia, in consultation with its Stakeholders, undertook to find the best ICT solution for the sport of swimming over the next five years, which had resulted in the procurement of a new provider, APT Solutions.

Ryan further explained the APT system and the solution that they would provide Swimming called 'ClubLANE', including the key differences between this system and the current IMG system. Ryan noted that Swimming Australia were confident that the new system would definitely meets the needs of the sport over the next five years. Ryan outlined some key features of the system across the three mains areas that it would be used for; membership, online entries and the provision of State, Area and Club websites.

Ryan and Michelle then reported on the most important aspect of the new system, that being the implementation plan, and how it would be phased in whilst maintaining business continuity. The implementation plan noted that the majority of registrations for this year would be conducted on the current IMG system, with the new system not going live until the 1<sup>st</sup> of December. Ryan and Michelle also reported on the implementation of new Club and Area websites as well as the Online Meet entry system.

Ryan and Michelle explained the training program for Clubs and Areas so everyone could be brought up to speed with the new system before its launch in December. Swimming NSW would also be regularly communicating with Clubs and Areas about the new system to ensure everyone had the latest information.

Ryan and Michelle then answered questions posed by the members and thanked everyone for their participation in the discussions. Michelle reiterated that if anyone had any questions regarding the new system or this year's membership rollover they could contact her at the office anytime.

## **FORUM CLOSURE**

Swimming NSW CEO, Mark Heathcote thanked everyone for their attendance and contributions and then closed the Forum at 2.46pm.

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